

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

Certified copy of portion of proceedings, Meeting of July 28, 2020

RESOLUTION NO. 20-66

RESOLUTION CLARIFYING HUMBOLDT COUNTY ELECTED DEPARTMENT HEAD COMPENSATION EFFECTIVE DATES

WHEREAS, pursuant to Government Code Section 25300 the Board of Supervisors shall set the salaries and terms and conditions of employment for all the elected department heads: Auditor-Controller, Assessor, Clerk-Recorder, District Attorney, Sheriff and Treasurer-Tax Collector; and

WHEREAS, on December 18, 2018, the Board of Supervisors adopted Resolution No. 18-137, providing for the compensation plan for elected and appointed county department heads which had an effective date of December 31, 2018; and

WHEREAS, on September 3, 2019, the Board of Supervisors adopted Resolution No. 19-88, amending the compensation plan for elected county department heads and placing elected county department heads on the step system in the same manner as was adopted for appointed department heads in December of 2018; and

WHEREAS, duly authorized representatives of the County of Humboldt and duly authorized representatives of the elected department heads met and agreed to the compensation matters set forth in Resolution No. 19-88 and as part of that process both parties intended the anniversary dates of subsequent steps increases to relate back to the effective date of Resolution No. 18-137, December 31, 2018; and

WHEREAS, pursuant to this prior mutual agreement, it is the intent of the Board of Supervisors to clearly specify the effective anniversary date to calculate the 26 pay period step increases began as of the December 31, 2018 date to accrue to Step B in January of 2020 and subsequent step increases for elected department heads as adopted via Resolution No. 19-88 will reflect that anniversary date as was the mutual intent and understanding of the parties.

NOW, THEREFORE, BE IT RESOLVED that:

1. The Board of Supervisors hereby amends the language of Section 3 of Resolution. No. 19-88 to read as follows (additions in *italics*):

“3. Elected department heads employed as of December 4, 2018, will advance as follows:

a. Employees who have at least six (6) months of service with the County of Humboldt will advance from Step 1A to Step A effective the first pay period following Board adoption of the Compensation Plan. *[Adopted September 3, 2019]*

b. Employees who have not completed six (6) months of service with the County of Humboldt will advance to Step A the first pay period following completion of their first six (6) months of employment.

c. Thereafter, each such employee shall receive an automatic one-step increase up to and including Step E when their total hours in a paid status at each step equals twenty-six (26) pay periods of full-time service rendered by him/her to the County in the same class.

d. The effective dates of each step increase will be the anniversary date of such employee “*which shall begin accrual from the effective date of December 31, 2018 if employed as of December 4, 2018.*”


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2. Step B and subsequent step increases for elected department heads are effective following accrual of successive 26 pay periods from December 31, 2018 if the elected department head was employed as of December 4, 2018.
3. Except as modified herein, Resolution No. 19-88 shall remain in full force and effect. In the event of a conflict between the provisions of this Resolution No. 20-66 and Resolution No. 19-88, the provisions of this Resolution shall govern.
4. The Humboldt County Salary Resolution (Resolution No. 82-170 and all amendments thereto) is hereby amended in the manner necessary to implement the provisions of this resolution.
5. This resolution shall become effective upon Board adoption on July 28, 2020 and is intended to have retroactive effect to the date of September 3, 2019.

Dated: July 28, 2020



Estelle Fennell, Chair
Humboldt County Board of Supervisors

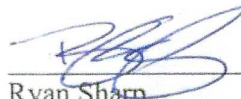
Adopted on motion by Supervisor Bass, seconded by Supervisor Madrone, and the following vote:

AYES:	Supervisors	Bohn, Bass, Wilson, Fennell, Madrone
NAYS:	Supervisors	--
ABSENT:	Supervisors	--
ABSTAIN:	Supervisors	--

STATE OF CALIFORNIA)
County of Humboldt)

I, KATHY HAYES, Clerk of the Board of Supervisors, County of Humboldt, State of California, do hereby certify the foregoing to be an original made in the above-entitled matter by said Board of Supervisors at a meeting held in Eureka, California.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Seal of said Board of Supervisors.



Ryan Sharp
Deputy Clerk of the Board of Supervisors of the
County of Humboldt, State of California