



COUNTY OF HUMBOLDT

For the meeting of: 3/9/2021

File #: 21-289

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Compensation Plan for Management & Confidential Employees for July 1, 2020 through and inclusive of December 31, 2021

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve the Compensation Plan for designated Management & Confidential Employees for July 1, 2020 through and inclusive of December 31, 2021 (Exhibit A); and
2. Adopt Resolution No. _____ (Exhibit C) adopting and implementing the Compensation Plan for designated Management & Confidential Employees (Units 8 & 9) for July 1, 2020 through and inclusive of December 31, 2021.

SOURCE OF FUNDING:

All County Funds

DISCUSSION:

Representatives of the county and the designated Management & Confidential employee group met and discussed the matters set forth in the attached Compensation Plan for Units 8 & 9. Human Resources has prepared a Compensation Plan that provides for the following:

1. Eighteen (18) month term: July 1, 2020 through and inclusive of December 31, 2021
2. Add on additional holiday (December 23) for 2021 exclusively
3. One-time payment in the amount of \$1,300.00 per employee to be issued in the March 12, 2021 pay warrant cycle.
4. Up to an additional \$100.00 per month per employee toward Health Insurance Premium effective March 2021 through November 2021
5. Revised language relating to Leave of Absence

FINANCIAL IMPACT:

Overall costs from all funds for the term of this compensation plan total \$424,763. The costs to the general fund are \$190,919.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by investing in county employees .

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could not adopt the proposed Compensation Plan for Management & Confidential employees; however, this is not recommended. This option is not recommended as the Management & Confidential Units do not have a current Compensation Plan and all parties would be required to resume discussions.

ATTACHMENTS:

1. Exhibit A - July 1, 2020 - December 31, 2021 Compensation Plan for designated Management & Confidential Employees
2. Exhibit B - July 1, 2020 - December 31, 2021 Compensation Plan for designated Management & Confidential Employees in track changes
3. Exhibit C - Resolution No. _____ approving the July 1, 2020 - December 31, 2021 Compensation Plan for designated Management & Confidential Employees
4. Appendix A - Designated Management and Confidential Salary Range and Classification Summary

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A