



COUNTY OF HUMBOLDT

For the meeting of: 2/5/2019

File #: 19-101

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Amendment to American Federation of State, County and Municipal Employees Memorandum of Understanding and Management & Confidential Classification Plan

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt a resolution amending the American Federation of State, County and Municipal Employees (AFSCME) Memorandum of Understanding to remove the Senior Buyer position (class 665, salary range 387, unit 4); and
2. Adopt a resolution amending the Management & Confidential Compensation Plan to add the Senior Buyer position (class 0665, salary range 388, unit 8).

SOURCE OF FUNDING:

General Fund

DISCUSSION:

The recommendation to amend the AFSCME Memorandum of Understanding and wage ranges corrects a long-standing discrepancy. The classification for Senior Buyer (class 0665, salary range 387, unit 4) has been included in the American Federation of State and Municipal Employees Memorandum of Understanding and wage ranges but has historically been assigned to the Management & Confidential Compensation Plan and salary ranges (class 0665, salary range 388, unit 8).

FINANCIAL IMPACT:

There is no financial impact to moving the classification.

STRATEGIC FRAMEWORK:

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

OTHER AGENCY INVOLVEMENT:

N/A

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose not to revise the wage range designation, however, this is not recommended as the current designation is incorrect.

ATTACHMENTS:

1. Resolution - Revised Classification Plan (remove Sr. Buyer from AFSCME)
2. Resolution - Amend M&C Classification to Include Senior Buyer

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A