



COUNTY OF HUMBOLDT

For the meeting of: 7/28/2020

File #: 20-936

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Adoption of Resolution Clarifying Humboldt County Elected Department Head Compensation Effective Dates

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt a Resolution Clarifying Humboldt County Elected Department Head Compensation Effective Dates.

SOURCE OF FUNDING:

All County funds

DISCUSSION:

On Dec. 18, 2018, your Board adopted Resolution No. 18-137, providing for the compensation plan for elected and appointed county department heads. Later, on September 3, 2019, your board adopted Resolution No. 19-88, amending the compensation plan for elected county department heads by placing elected county department heads on the step system in the same manner as was adopted for the appointed department heads in December 2018. This action was the result of a mutual agreement between authorized representatives of the county and the elected department heads. Part of the understanding of the parties was that the anniversary dates for future step increases for elected department heads would be the date of Dec. 31, 2018, as established by the first resolution, No. 18-137. However, the current language of Res. No. 19-88 does not explicitly reflect this understanding and expectation.

The resolution before your Board makes clarifying amendments to the language of Resolution No. 19-88 to ensure the understanding of the parties is clearly reflected. As was the intent of the parties, the proposed resolution makes clear that all elected department heads employed as of Dec. 4, 2018, began accrual of the 26 pay periods towards step B as of Dec. 31, 2018. Accordingly, the step B accruals occurred in January of this year, and subsequent steps will accrue 26 pay periods from that step B increase.

FINANCIAL IMPACT:

There is minimal financial impact associated to this Board item which only offers clarification to the resolution providing for the compensation plan for elected and appointed county department heads. The staff time required to prepare this resolution has been included in the fiscal year 2019-20 Adopted Budget for Human Resources. There will be no additional impact to the General Fund.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose to not adopt the resolution; however, this is not recommended as the clarifications of the resolution reflect the mutual understanding and the parties.

ATTACHMENTS:

1. Resolution No. Clarifying Humboldt County Elected Department Head Compensation Effective Dates
2. Resolution No. 18-137
3. Resolution No. 19-88

PREVIOUS ACTION/REFERRAL:

Board Order No.: Res. No. 18-137, 19-88

Meeting of: December 18, 2018, September 3, 2019