



# COUNTY OF HUMBOLDT

For the meeting of: 10/25/2022

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File #: 22-1397

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**To:** Board of Supervisors

**From:** Human Resources

**Agenda Section:** Departmental

**SUBJECT:**

Adoption of the Compensation Plan for Elected & Appointed Department Heads Effective Oct. 25, 2022 through Dec. 31, 2024

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Adopt Resolution No. \_\_\_\_ (attached) approving the amended Compensation Plan for Elected & Appointed Department Heads effective Oct. 25, 2022 through and inclusive of Dec. 31, 2024
2. Approve the amended Compensation Plan for Elected & Appointed Department Heads effective Oct. 25, 2022 through and inclusive of Dec. 31, 2024

**SOURCE OF FUNDING:**

All county funds

**DISCUSSION:**

The attached compensation plan sets forth the terms and conditions of employment for elected and appointed department heads for the period of Oct. 25, 2022 through Dec. 31, 2024. Major elements provided for in the compensation plan include the following:

1. Provides for non-merit increases consistent with management & confidential staff, which includes a 9% increase in the first full pay period following adoption, a 2% increase effective the first full pay period in January 2023 and 3% effective the first full pay period in January 2024.
2. In addition to the current county payment towards CalPERS medical premiums of 89.61% of the monthly premium for employee only coverage, 69.01% of the monthly premium for employee and one dependent coverage, and at 64.27% of the monthly premium for employee plus two or more dependents, the county will contribute an additional \$200 per month. Employees who opt-out of county paid CalPERS medical coverage, will receive the \$493 opt-out incentive, plus an additional \$200 per month.
3. The County Wellness Program of \$1,000 per fiscal year will sunset on July 1, 2023.
4. Following the January 2024 increase, Appointed Department Heads shall receive any non-merit increases provided to Management & Confidential staff on the same effective date and the same

percentage.

California Government Code Section 54953, requires a governing body to orally report a summary of its recommendation for final action regarding local agency executive compensation during the open meeting in which that final action is to be taken and prior to the body, in this case your Board, taking that final action. "Local agency executive" includes the chief executive officer, deputy chief executive officer, assistant chief executive officer and head of departments (CA Gov Code § 3511.1(d)). In order to ensure compliance with Section 54953 and for transparency, this agenda item is presented as an informational report and not as a consent calendar item.

FINANCIAL IMPACT:

The financial impact to the General Fund through June 30, 2022 is estimated at Two hundred Sixty Four Thousand (\$264,000). Over the 3 years covered by the compensation plan the financial impact to the General Fund is estimated at One Million Two Hundred Ten Thousand (\$1,210,000). The FY 2022-23 Adopted Budget was adjusted to accommodate anticipated increases in compensation for department heads.

STRATEGIC FRAMEWORK:

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

OTHER AGENCY INVOLVEMENT:

N/A

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board Discretion

ATTACHMENTS:

1. Resolution - Adopt Compensation Plan for Elected & Appointed Department Heads
2. Compensation Plan for Elected & Appointed Department Heads Effective October 25, 2022 through December 31, 2024
3. Compensation Plan for Elected & Appointed Department Heads Effective October 25, 2022 through December 31, 2024 with track changes
4. Comprehensive Compensation Schedule and Classification Summary 10-25-2022

PREVIOUS ACTION/REFERRAL:

Board Order No: N/A

Meeting of: N/A

File No.: N/A