



COUNTY OF HUMBOLDT

AGENDA ITEM NO.

D-23

For the meeting of: July 19, 2016

Date: June 29, 2016
To: Board of Supervisor
From: Daniel Fulks, Director of Human Resources
Subject: Compensation Adjustment for Treasurer-Tax Collector

RECOMMENDATION(S):

That the Board of Supervisors:

- 1. Approve a 5% increase in base pay for the position of Treasurer-Tax Collector (class 0100) for added responsibilities due to the transfer of the Revenue Recovery Team from the County Administrative Office to the Treasurer-Tax Collector's Office as of July 1, 2016, effective at the beginning of the next pay period following approval;
2. Adopt Resolution No. 116-83 amending Attachment 2 of the Compensation Plan for Appointed and Elected Department Heads.

SOURCE OF FUNDING: Treasurer-Tax Collector, BU 112

DISCUSSION:

The Board has adopted a Compensation Plan for Management and Confidential Employees and Appointed and Elected Department Heads. The Compensation Plan for Appointed and Elected Department Heads, Exhibit B, provides a process for evaluating additional compensation for department heads based on changes in responsibility.

Prepared by Daniel Fulks

CAO Approval [Signature]

REVIEW: Auditor [Signature] County Counsel [Signature] Human Resources [Signature] Risk Manager Other

TYPE OF ITEM:
[X] Consent
Departmental
Public Hearing
Other

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT
Upon motion of Supervisor Fennell
Seconded by Supervisor Bass
And unanimously carried by those members present,
The Board hereby adopts the recommended action contained in this report.

PREVIOUS ACTION/REFERRAL:

Board Order No. M-1
Meeting of: May 10, 2016

Dated: July 19, 2016
Kathy Hayes, Clerk of the Board
By: [Signature]

Pursuant to the language in the Compensation Plan regarding increased responsibilities, Treasurer-Tax Collector John Bartholomew requested consideration for an additional 5% in compensation for taking on additional responsibilities due to the transfer of the Revenue Recovery Team from the County Administrative Office to the Treasurer-Tax Collector's Office effective July 1, 2016. This occurred pursuant to your Board's action of May 10, 2016 authorizing that transfer.

The recommended salary increase is made in accordance with a provision within the Compensation Plan for Elected and Appointed Department Heads, providing for increased compensation for Added Workload/Staffing/Program Responsibilities. The provision of the agreement allows for increases in compensation in the 5-10% range. This instant request for additional compensation relative to services provided for the transition of Revenue Recovery was evaluated by the County Administrative Officer and the Human Resources Director and additional compensation of 5% is recommended. To effectuate this, a resolution amending the compensation plan is necessary. Such a resolution is attached for the Board's consideration.

FINANCIAL IMPACT:

The monthly salary increase is \$501.00. Total annual cost including benefits would be approximately \$6,012.00.

This action supports your Board's strategic framework by investing in County employees and building interjurisdictional and regional cooperation.

OTHER AGENCY INVOLVEMENT: None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board could decline to provide additional compensation for the position of Treasurer-Tax Collector. This alternative is not recommended as the past practice of the County has been to provide increased compensation to reward/incentivize staff when assuming additional responsibilities.

ATTACHMENTS:

Resolution No. 16-83 amending Attachment 2 of Exhibit B – Compensation Plan for Appointed and Elected Department Heads
Attachment 2 – Monthly Salaries for Elected Department Heads

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA
Certified copy of portion of proceedings, Meeting of July 19, 2016

RESOLUTION NO. 16-83

**RESOLUTION OF THE HUMBOLDT COUNTY BOARD OF SUPERVISORS AMENDING
RESOLUTION NO. 16-10, (2015-2016 AND 2016-2017 COMPENSATION PLANS FOR
MANAGEMENT AND CONFIDENTIAL EMPLOYEES AND FOR ELECTED AND
APPOINTED COUNTY DEPARTMENT HEADS)**

WHEREAS, the Board of Supervisors of the County of Humboldt is authorized by the provisions of section 25300 of the Government Code of the State of California to provide for the number, compensation, tenure, appointment and conditions of employment of County employees by resolution; and

WHEREAS, on January 19, 2016, the Board of Supervisors adopted Resolution No. 16-10, providing for the compensation plans for management and confidential employees and for elected and appointed department heads; and

WHEREAS, the Board of Supervisors desires to amend Resolution No. 16-10 to provide additional compensation.

NOW, THEREFORE, BE IT RESOLVED that:

1. Attachment 2 to Exhibit B of Resolution 16-10 is hereby amended to read as shown on the attached sheet
2. This resolution shall become effective upon adoption by the Board of Supervisors and includes the dates of implementation stated herein.

Dated: July 19, 2016



MARK LOVELACE, Chair
Humboldt County Board of Supervisors

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

AYES:	Supervisors	Sundberg, Fennell, Lovelace, Bohn, Bass
NAYS:	Supervisors	--
ABSENT:	Supervisors	--
ABSTAIN:	Supervisors	--

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA
Certified copy of portion of proceedings, Meeting of July 19, 2016

RESOLUTION NO. 16-83

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.




By ANA HARTWELL
Deputy Clerk of the Board of Supervisors of the
County of Humboldt, State of California

ATTACHMENT 2
MONTHLY SALARIES FOR
ELECTED DEPARTMENT HEADS
UNIT 11
Adopted 1-19-16

CLASS	SALARY RANGE 4-10-16	SALARY RANGE 7-3-16	SALARY RANGE 7-31-16	SALARY RANGE 1-1-17
Assessor	\$9,729	\$9,923	\$9,923	\$10,122
Auditor-Controller	\$9,729	\$9,923	\$9,923	\$10,122
District Attorney	\$13,561	\$13,832	\$13,832	\$14,109
Recorder	\$9,729	\$9,923	\$9,923	\$10,122
Sheriff - Coroner Public Administrator	\$14,074	\$14,355	\$14,355	\$14,643
Treasurer-Tax Collector	\$9,729	\$9,923	-	\$10,122
Treasurer-Tax Collector	-	-	\$10,424	\$10,632