



# COUNTY OF HUMBOLDT

For the meeting of: 8/21/2018

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File #: 18-1106

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To: Board of Supervisors

From: Human Resources

SUBJECT:

Compensation Plan for Management & Confidential Employees for Fiscal Years 2017-18, 2018-19 and 2019-20.

RECOMMENDATION(S):

That the Board of Supervisors Authorize the Chair of the Board of Supervisors to execute Compensation Plan with the Management & Confidential Employees units for fiscal years 2017-18, 2018-19 and 2019-20; and Adopt Resolution No. \_\_\_\_ (attached) approving the Compensation Plan for Management & Confidential Employees (units 8 & 9) for fiscal years 2017-18, 2018-19 and 2019-20.

SOURCE OF FUNDING:

All County Funds

DISCUSSION:

Representatives of the county and the 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. Three year term: July 1, 2017 through and inclusive to June 30, 2020.
2. Add one additional holiday (December 24) for 2018 exclusively.
3. Base wage adjustment of 2 percent (4 salary ranges) effective the first full pay period following Board of Supervisors approval.
4. Base wage adjustment of 2 percent (4 salary ranges) effective the first fully pay period following July 1, 2019
5. One-time payment in the amount of \$1,070.00 per employee.
6. Permission for donations of paid leave in increments of four (4) hours.
7. Increase in option to convert 120 hours of vacation to cash or as a contribution to the county's deferred compensation plan.
8. Increase in education reimbursement of \$400 per course or \$800 per fiscal year.
9. Addition of On Duty Assignment Pay for individuals assigned by the Chief Probation Officer to on-call responsibilities.
10. Addition of On-Call Assignment Pay for individuals assigned by the Director of Health & Human Services to on-call responsibilities.
11. Addition of a wellness reimbursement benefit in the amount of \$1,000 per employee per fiscal year.
12. Addition of language specific to the ADA Coordinator Certification Incentive Pay.
13. Addition of language specific to the Certified Access Specialist Program Incentive Pay.
14. Permission for Probation manager to join an existing Retiree Medical Trust.
15. Language to provide full service credit for step increases in the event of a voluntary demotion.
16. Permission for CAO approval of advanced step increases within 30 days of date of hire.

FINANCIAL IMPACT:

Overall costs to the General Fund for the term of this MOU are approximately \$1.06 million.

This MOU supports the Board's Strategic Framework by safeguarding public trust through investment 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:

Exhibit A - July 1, 2017 - June 30, 2020 Compensation Plan for designated Management & Confidential Employees

Exhibit B - July 1, 2017-June 30, 2020 Compensation Plan for designated management & Confidential Employees in track changes.

Exhibit C - Resolution No. \_\_\_\_ approving the July 1, 2017 - June 30, 2020 Compensation Plan for designated Management & Confidential Employees in track changes.

PREVIOUS ACTION/REFERRAL:

Board Order No.: NA

Meeting of: NA