



# COUNTY OF HUMBOLDT

## Legislation Details (With Text)

**File #:** 18-1651      **Version:** 1      **Name:**  
**Type:** Informational Report      **Status:** Passed  
**File created:** 12/12/2018      **In control:** Human Resources  
**On agenda:** 12/18/2018      **Final action:** 12/18/2018  
**Title:** Adoption of the Amended Compensation Plan for Elected and Appointed Department Heads Effective October 1, 2017 through and Inclusive of September 30, 2022  
**Sponsors:**  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. Staff Report, 2. Resolution 18-137, 3. 2018 12 18 - Compensation Plan for E&A Department Heads AMENDED (Track Changes), 4. 2018 12 18 - Compensation Plan for EA Department Heads AMENDED - (FINAL).pdf

Date	Ver.	Action By	Action	Result
12/18/2018	1	Board of Supervisors	approved	Pass

**To:** Board of Supervisors

**From:** Human Resources

**Agenda Section:** Consent

### SUBJECT:

Adoption of the Amended Compensation Plan for Elected and Appointed Department Heads Effective October 1, 2017 through and Inclusive of September 30, 2022

### RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt Resolution No. \_\_\_\_\_ (attached) approving the amended Compensation Plans for Elected and Appointed Department Heads effective October 1, 2017 through and inclusive of September 30, 2022; and
2. Approve the amended Compensation Plan for Elected and Appointed Department Heads effective October 1, 2017 through and inclusive of September 30, 2022

### SOURCE OF FUNDING:

All County funds

### DISCUSSION:

The Compensation Plan for Elected and Appointed Department Heads has been amended to include the following:

1. Effective December 30, 2018, each elected department head shall receive, as compensation for

- services rendered, a pay increase of two (2) percent;
2. Effective December 29, 2019, each elected department head shall receive, as compensation for services rendered, a pay increase of two (2) percent;
  3. Effective December 30, 2018, all elected and appointed department head compensation rates will be based on 40 hour per week schedule; and
  4. Wellness Reimbursement Program in an amount up to \$1,000 per employee per year for elected department heads.

FINANCIAL IMPACT:

Overall cost to the General Fund for the 5-year term of the Compensation Plan is approximately \$786,425.

The Compensation Plan supports the Board's Strategic Framework by safeguarding the public trust through investment in county employees.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose to not adopt the proposed Compensation Plan for Elected and Appointed Department Heads; however, this is not recommended.

ATTACHMENTS:

1. Resolution No. \_\_\_\_\_ approving the amended Compensation Plan for Elected and Appointed Department Heads
2. Compensation Plan for E&A Department Heads AMENDED (Track Changes)
3. Compensation Plan for E&A Department Heads AMENDED (Final)

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A