



COUNTY OF HUMBOLDT

For the meeting of: 6/4/2024

File #: 24-872

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

Vote Requirement: 4/5th

SUBJECT:

Authorize a Retroactive and Temporary Increase in Pay for Gordon Sjoquist, Senior Equipment mechanic, Pursuant to Section 12.4 of the American Federation of State, County and Municipal Employees (AFSCME) Memorandum of Understanding (MOU)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Authorize a Retroactive and temporary increase in pay for Gordon Sjoquist, Senior Equipment Mechanic (class 0213, range 441) as though promoted to Equipment Superintendent (class 0202, range 483) beginning April 12, 2024 and continuing through June 10, 2024 or until the return of the Equipment Superintendent.

SOURCE OF FUNDING:

3540330 Heavy Equipment

DISCUSSION:

The Equipment superintendent (class 0202, range 483) with Heavy Equipment in the Department of Public Works, is currently on a leave of absence. Gordon Sjoquist, Senior Equipment Mechanic, (class 0213, range 441), has been filling in since April 12, 2024, he assumed the additional principal duties of the Equipment Superintendent, in accordance with Section 12.4 of the AFSCME MOU for a total of 10 consecutive workdays, which ended on April 25, 2024 Public Works is requesting your Board approve the continuance of the acting Supervisor salary for Mr. Sjoquist, effective, April 25, 2024 until the return to work of the Equipment Superintendent.

FINANCIAL IMPACT:

<i>Expenditures (3540330)</i>	FY23-24	FY24-25 Projected*	FY25-26 Projected*
<i>Budgeted Expenses</i>	\$ 2,520.00		
<i>Additional Appropriation Requested</i>			
<i>Total Expenditures</i>	\$ 2,520.00		

**Projected amounts are estimates and are subject to change.*

<i>Funding Sources (Fund, Budget Unit)</i>	FY23-24	FY24-25 Projected*	FY25-26 Projected*
<i>Fees/Other</i>	\$ 2,520.00		
<i>Use of Fund Balance</i>			
<i>Total Funding Sources</i>	\$ 2,520.00		

**Projected amounts are estimates and are subject to change.*

Narrative Explanation of Financial Impact:

The temporary assignment of 1.0 Full Time Equivalent (FTE) Senior Equipment Mechanic to a 1.0 FTE Equipment superintendent is calculated to cost an additional \$840 for salary and benefits per pay period. Salary and benefit costs related to Equipment superintendent position are included in the recommended budget for fiscal year 2023-24, Public Works, Heavy Equipment budget unit 3540330. There is no impact to the General Fund.

STAFFING IMPACT:

Narrative Explanation of Staffing Impact:

There is no staffing impact to the Heavy Equipment's full time equivalent (FTE) and will not change staffing allocations.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by managing our resources to ensure sustainability of services .

Core Roles: Choose an item.

New Initiatives: Manage our resources to ensure sustainability of services

Strategic Plan: N/A

OTHER AGENCY INVOLVEMENT:

N/A

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your board may choose not to approve the recommended temporary increase in pay. However, this alternative is not recommended as it would limit Public Works ability to cover essential functions.

ATTACHMENTS:

N/A

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A