



AGENDA ITEM NO.
620

COUNTY OF HUMBOLDT

For the meeting of: February 13, 2018

Date: February 6, 2018

To: Board of Supervisors

From: Thomas K. Mattson, Public Works Director *TKM*

Subject: Advance Salary Step Request for Steve Finch, Roads Division Manager, from Range 485, Step B to C (4/5 vote required)

RECOMMENDATION(S): That the Board of Supervisors approve an advance salary step increase for Steve Finch, Roads Division Manager, (Class 0210, Range 485) from B step to C, retroactive to the first day of Mr. Finch's promotion, February 11, 2018, pursuant to Section 7 of the Humboldt County Salary Resolution. (4/5 vote required)

SOURCE OF FUNDING:
Roads Fund (1200 325)

DISCUSSION:

On February 11, 2018, Mr. Finch was promoted to Roads Division Manager. Mr. Finch's skills and experience has provided benefits to the Public Works Road Division. He has been a county employee since 1994, when he was hired as a Road Maintenance Worker I. Since that time he has performed the duties of Road Maintenance Worker II, Road Maintenance Worker III, Road Maintenance Supervisor of the Garberville Crew, and Road Maintenance Superintendent. He has taken on the majority of the duties of the Deputy Director of Roads when the position was vacant. Since September of 2017, he once again took on these additional duties when the Deputy Director of Roads was on leave and after he retired at the end of December.

Prepared by Thomas K. Mattson

CAO Approval *Karen Clower*

REVIEW: Auditor *WBM* County Counsel _____ Human Resources *TKM* Other _____

TYPE OF ITEM:
 Consent
 Departmental
 Public Hearing
 Other _____

PREVIOUS ACTION/REFERRAL:

Board Order No. _____

Meeting of: _____

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT
 Upon motion of Supervisor *Bass* Seconded by Supervisor *Fennell*
 Ayes *Bass, Fennell, Sundberg, John, Wilson*
 Nays _____
 Abstain _____
 Absent _____

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

Dated: *2/13/18*

By: *[Signature]*
Kathy Hayes, Clerk of the Board

FINANCIAL IMPACT:

The proposed action will result in an estimated expenditure increase of \$1,528 in Fiscal Year 2017-18. There are funds in the Department's budget, due to the vacancy of the Roads Deputy Director.

The proposed action conforms to the Board's Strategic Framework by providing for and maintaining infrastructure.

OTHER AGENCY INVOLVEMENT: None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board of Supervisors could choose not to approve the salary step to C for Mr. Finch and maintain Step B. This alternative is not recommended because it would not provide fair compensation to the employee who has extensive knowledge and expertise based on his history with the county.

ATTACHMENTS: None