



COUNTY OF HUMBOLDT

For the meeting of: 10/5/2021

File #: 21-1331

To: Board of Supervisors

From: Agricultural Commissioner

Agenda Section: Departmental

SUBJECT:

Resolution for the Temporary Employment of Retired Annuitant as Senior Agricultural/Weights and Measures Inspector for the Agricultural Commissioner's Office (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt the attached resolution authorizing an exception to the 180 days wait period of the California Public Employees Retirement System (CalPERS) for the employment of Robert Nickell as a temporary retired annuitant Senior Agricultural/Weights and Measures Inspector (class 0648, salary range 424, step E) with the Agricultural Commissioner's Office, as necessary to fill a critically needed position.

SOURCE OF FUNDING:

Agricultural Commissioner's Budget Unit 1100-261

DISCUSSION:

Mr. Nickell retired on September 3, 2021. Prior to his retirement Mr. Nickell has been responsible for performing inspections of large capacity commercial weighing devices (cattle and vehicle scales requiring use of the county's weight truck), inspections of large capacity measuring devices, and inspection and certification of electric meters and gas meters. Two recruitments have been held to fill the position occupied by Mr. Nickell and another previously vacated position. Based on candidates identified in these recruitments, the department made an employment offer to one candidate with the required education, experience, and commercial driver's license necessary to fill Mr. Nickell's position. Unfortunately, this candidate rescinded his acceptance, and the department currently has no staff licensed to operate the weight truck on public roads. Existing staff has been assigned to perform Mr. Nickell's duties and previously cross-trained with Mr. Nickell, but still does not possess the commercial license required to operate the weight truck.

Due to the difficulty of hiring a replacement and the time needed to train staff to acquire a

commercial license and operate the weight truck and boom crane, Mr. Nickell remains essential to the function of the department. His 34 years of experience, as well as his availability to provide training and perform inspections post retirement is critical to the Commissioner's Office meeting State and Federal inspection requirements.

Therefore, the Agricultural Commissioner's Office requests approval of Mr. Nickell as a temporary retired annuitant Senior Agricultural/Weights and Measures Inspector to perform inspections of commercial devices requiring the weight truck and provide critically needed training. It is recommended that the Board of Supervisors resolve that Mr. Nickell's employment is needed and to adopt the attached resolution authorizing an exception to the 180-day CalPERS wait period for employment as a temporary retired annuitant Senior Agricultural/Weights and Measures Inspector (class 0648, salary range 424, step E) with the Agricultural Commissioner's Office.

FINANCIAL IMPACT:

Mr. Nickell will be hired as extra-help to his previous job class as a Senior Agriculture/Weights & Measures Inspector (class 0648, salary range 424, step E) with a designated wage assignment of \$32.09 per hour. Post Mr. Nickell's temporary annuity employment, there will be benefit cost and salary savings resulting from the newly assigned staff working in a lower inspector classification (Agricultural/Weights and Measures Inspector II). Funds for this position have been included in the adopted budget for fiscal year 2021-22.

STRATEGIC FRAMEWORK:

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

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board could choose to decline staff's recommendations. This is not recommended as it would

leave the Agricultural Commissioner/Sealer's Office unable to adequately train staff and perform mandated large commercial scale inspections when requested.

ATTACHMENTS:

Resolution for exception to the 180-day wait period for Robert Nickell

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A