



COUNTY OF HUMBOLDT

For the meeting of: 4/8/2025

File #: 25-450

To: Board of Supervisors

From: DHHS: Administration

Agenda Section: Consent

Vote Requirement: Majority

SUBJECT:

Authorize a Temporary Increase in Pay for Aaron Broughton, Social Worker III, Pursuant to Section 12.4.1 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 temporary increase in pay for Social Worker III, Aaron Broughton (class 0727C, salary range 454, position 13) as though promoted to Social Worker Supervisor I (class 1708, salary range 484) beginning April 12, 2025, and continuing until the incumbent has returned to work.

STRATEGIC PLAN:

This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Core Services/Other

Strategic Plan Category: 9999 - Core Services/Other

DISCUSSION:

The current Social Worker Supervisor I is out on leave. On March 17, 2025, Aaron Broughton assumed the principal duties of the Social Worker Supervisor I in accordance with Section 12.4.1 of the AFSCME MOU for a total of 20 consecutive workdays, which ends April 11, 2025. The Department of Health and Human Services (DHHS) is requesting the Board of Supervisors approve continuance of the acting supervisor salary until the incumbent returns from leave.

SOURCE OF FUNDING:

Social Services Fund 1160511, Adult Protective Services

FINANCIAL IMPACT:

<i>Expenditures (1160, 511)</i>	FY24-25
<i>Budgeted Expenses</i>	\$1,582
<i>Total Expenditures</i>	\$1,582

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

<i>Funding Sources (1160, 511)</i>	FY24-25
<i>State/Federal Funds</i>	\$1,582

Total Funding Sources	\$1,582
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**Projected amounts are estimates and are subject to change.*

Narrative Explanation of Financial Impact:

The temporary increase in pay for the assignment of Aaron Broughton from Social Worker III to Social Worker Supervisor is anticipated to cost an additional \$264 in salaries and benefits per pay period. The overall anticipated expense for the temporary assignment for six pay periods is \$1,584. There are sufficient funds available in the fiscal year 2024-25 budget in Fund 1160, Budget Unit 511 to accommodate the temporary assignment. The assignment is not anticipated to continue into future budget years.

STAFFING IMPACT:

While the Social Worker Supervisor I position 511-1708-02 at 1.0 FTE, is on leave the Social Worker III position 511-0727C-13, will assume the principal duties of the Social Worker Supervisor I to support the program and staff until the Social Worker Supervisor I's return. The temporary increase in pay will not increase the overall FTE for Social Services fund 1160511, Adult Protective Services.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose not to authorize the temporary increase in pay. However, this is not recommended as it would have a negative impact on the ability of the Department of Health and Human Services to meet the needs of our community members.

ATTACHMENTS:

1. Acting Supervisor Memo

PREVIOUS ACTION/REFERRAL:

Meeting of: N/A

File No.: N/A