



COUNTY OF HUMBOLDT

For the meeting of: 9/24/2024

File #: 24-1320

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

Vote Requirement: Majority

SUBJECT:

Authorize Temporary Increase in Pay for Cody Waddell, Road Maintenance Worker III, 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 temporary increase in pay for Road Maintenance Worker III, Cody Waddell (class 230, range 405) as though promoted to Road Maintenance Supervisor (class 204, range 425) beginning the twenty first consecutive workday after the assignment began Sept. 29, 2024, and continuing until Oct. 26, 2024.

STRATEGIC PLAN:

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

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3001 - Support a well-trained workforce

DISCUSSION:

The Road Maintenance Supervisor for the Crusher Crew (class 204, range 425) has resigned as of Aug. 20, 2024. During this time, Cody Waddell, Road Maintenance Worker III (class 230, range 405) has been asked to assume some of the principal duties of the Road Maintenance Supervisor in accordance with Section 12.4 of the AFSCME Memorandum of Understanding (MOU). Public Works is requesting your Board approve the salary adjustment for Mr. Waddell as if he had been promoted to Road Maintenance Supervisor for the time period from Sept. 29, 2024, to Oct. 26, 2024.

SOURCE OF FUNDING:

Roads Maintenance (1200325)

FINANCIAL IMPACT:

Narrative Explanation of Financial Impact:

The temporary assignment of 1.0 Full Time Equivalent (FTE) Road Maintenance Worker III to a 1.0 FTE Road Maintenance Supervisor is calculated to cost an additional \$3,171 for salary and benefits. The salary savings for the Road Maintenance Supervisor resigning is \$10,513 a net savings of \$7,342. Salary and benefit costs related to the Road Maintenance Supervisor position are included in the adopted budget for fiscal year 2024-25, Public Works Road Maintenance budget unit, 1200325.

STAFFING IMPACT:

Narrative Explanation of Staffing Impact:

The temporary increase in pay will not increase the overall FTE for the Public Works Road Fund.

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 will limit Public Works' ability to cover essential functions.

ATTACHMENTS:

N/A

PREVIOUS ACTION/REFERRAL:

Meeting of: N/A

File No.: N/A