



# COUNTY OF HUMBOLDT

For the meeting of: 7/11/2023

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File #: 23-871

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**To:** Board of Supervisors

**From:** Public Works

**Agenda Section:** Consent

**Vote Requirement:** 4/5th

**SUBJECT:**

Authorize a Temporary Increase in Pay for Bryan Tidwell, Automotive Mechanic II, Pursuant to Section 12.4 of the American Federation of State, County and Municipal Employees (AFSCME) Memorandum of Understanding (4/5 Vote Required)

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Authorize a temporary increase in pay for Automotive Mechanic II, Bryan Tidwell (class 0228, range 388) as though promoted to Automotive Maintenance Supervisor (class 0218, range 434) beginning July 9, 2023, and continuing until Sept. 1, 2023.

**SOURCE OF FUNDING:**

Motor Pool (3500)

**DISCUSSION:**

The Automotive Maintenance Supervisor (class 0218, range 434) will be taking voluntary furlough starting on July 5, 2023. During this time, Bryan Tidwell, Automotive Mechanic II (class 0228, range 388) has been asked to assume some of the principal duties of the Automotive 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. Tidwell as if he had been promoted to Automotive Maintenance Supervisor for the time period from July 9, 2023 to Sept. 1, 2023.

**FINANCIAL IMPACT:**

**Narrative Explanation of Financial Impact:**

The temporary assignment of 1.0 Full Time Equivalent (FTE) Automotive Mechanic II to a 1.0 FTE Automotive Maintenance Supervisor is calculated to cost an additional \$333 for salary and benefits. The salary savings for the Automotive Maintenance Supervisor doing voluntary furlough is \$1,207 a net savings of \$874. Salary and benefit costs related to the Automotive Maintenance Supervisor

position are included in the adopted budget for fiscal year 2023-24, Public Works, Motor Pool's budget unit 3500-350. There will be no impact to the general fund.

STRATEGIC FRAMEWORK:

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

Core Roles: N/A

New Initiatives: Provide community-appropriate levels of service

Strategic Plan: 4.4 - Attract and retain the best county employees

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