



COUNTY OF HUMBOLDT

For the meeting of: 10/4/2022

File #: 22-1309

To: Board of Supervisors

From: Sheriff

Agenda Section: Consent

SUBJECT:

Assignment of Acting Supervisor Out of Class Temporary Pay Assignment of Samantha Primofiore from Senior Correctional Deputy to Supervising Correctional Deputy

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve the acting supervisor out of class temporary pay assignment of Samantha Primofiore from Senior Correctional Deputy (Class 0421, Range 434) to Supervising Correctional Deputy (Class 0420, Range 474) pursuant to American Federation of State, Municipal and County Employees (AFSCME) Memorandum of Understanding section 12.4, retroactively to September 18, 2022.

SOURCE OF FUNDING:

General Fund

DISCUSSION:

There is currently a Supervising Correctional Deputy off work due to personal reasons without a known return date. The Supervisor position is tasked with supervising up to 21 Correctional Deputies who ensure the safety and security of the facility. Failure to back fill this position would be detrimental to the Sheriff's Office, the Correctional Facility and staff and inmate that populate it. Effective September 18, 2022, Senior Correctional Deputy Samantha Primofiore has been assigned the principal duties of the Correctional Supervisor and should receive compensation as such. The AFSCME MOU Article 12.4 requires board approval to pay salary differential if the assignment is 80 consecutive hours or longer. Therefore, we are requesting the Board authorize Deputy Primofiore to receive Supervising Correctional Deputy wages for a period not to exceed 180 days, or until the current Supervising Correctional Deputy returns to the position.

FINANCIAL IMPACT:

If approved, Senior Correctional Deputy Primofiore's pay will increase from \$33.73/hour to \$35.46/hour. This is an increase of \$1.73/hour for a period of up to 180 days which could reach a salary increase of \$1,799.20 over the six months. Salary costs will be at approximately 25% of budget and the health insurance costs in budget unit 1100-243 - Correctional Facility is below budget at 17%

as of 9/30/2022. Due to the savings in the health insurance costs, there will be sufficient salary savings to cover this pay increase.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by managing our resources to ensure sustainability of services and investing in county employees.

OTHER AGENCY INVOLVEMENT:

None.

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose to decline this request; however, this is not recommended as the need for proper supervision within the Correctional Facility is vital to maintain the safety and security of the facility.

ATTACHMENTS:

N/A

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A