



COUNTY OF HUMBOLDT

For the meeting of: 6/8/2021

File #: 21-768

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Appointment of an Appeal Panelist Under the Merit System Rules

RECOMMENDATION(S):

That the Board of Supervisors:

1. Appoint Bill Avery as the county representative panelist;
2. Delegate authority to the Director of Human Resources to appoint an alternative panelist should the selected panelist not be available at the time of the hearing; and
3. Delegate authority to the Director of Human Resources to appoint the county's representative panelist for all Fiscal Year 2021-22 Merit System Appeals.

SOURCE OF FUNDING:

N/A

DISCUSSION:

The Human Resources Department is in receipt of a notice of appeal regarding a grievance under the Humboldt County Merit System Rules ("Rules"). Human Resources has reviewed the notice and the appeal is moving forward under process defined in the Rules. Pursuant to the Rules, one panelist is appointed by the employee and one by the Board of Supervisors. Accordingly, Human Resources is recommending that your Board appoint Bill Avery as the county representative panelist for the appeal panel. Mr. Avery has extensive labor relations knowledge in the public sector. These two panelists will then select a third panel member to serve as chairperson and will hear the appeal. As the appeal is an open personnel matter, the details may not be provided here and will be resolved by the panel pursuant to the Rules.

To expedite future appeals, Human Resources is recommending that your board delegate authority to the Director of Human Resources to appoint future county representative panelists for Fiscal Year 2021-22. Human Resources will be exploring options to streamline the process for appointing qualified county representative panel members and will return to your board at a later date.

FINANCIAL IMPACT:

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Consultant time to participate in the appeal hearing

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose to not adopt the recommendations; however, a panelist must be appointed to represent the county.

ATTACHMENTS:

N/A

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A