



# COUNTY OF HUMBOLDT

For the meeting of: 1/24/2023

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File #: 23-86

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**To:** Board of Supervisors

**From:** Public Works

**Agenda Section:** Consent

**Vote Requirement:** 4/5th

**SUBJECT:**

Authorize an Extension to the Temporary Increase in Pay for Russell Coleman, 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 an extension to the temporary increase in pay for Road Maintenance Worker III, Russell Coleman (class 0230, range 376) as though promoted to Road Supervisor (class 0204, range 416) beginning Jan. 29, 2023 and continuing until Apr. 1, 2023

**SOURCE OF FUNDING:**

Road Fund (1200325)

**DISCUSSION:**

The Road Maintenance Supervisor (class 0204, range 416) with the Ferndale Road Crew in the Department of Public Works, Roads Division is currently cross training with the Roads Superintendent. Russell Coleman, Road Maintenance Worker III, (class 0230, range 376), has been filling in since Oct. 30, 2022, assumed the additional principal duties of the Road Maintenance Supervisor in accordance with Section 12.4 of the AFSCME MOU. On Nov. 8, 2022, your Board approved Board Order D-21, File #22-1468, which allowed for the pay increase. The time frame on that agenda item will end on Jan. 28, 2023. Public Works is requesting your Board approve the continuance of the acting Supervisor salary for Mr. Coleman, effective, Jan. 29, 2023 until Apr. 1, 2023.

**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 \$225 for salary and benefits per pay period. Salary and benefit costs related to the Road Maintenance Supervisor position are included in the recommended budget for FY 2022-23, Public Works, Road's budget unit 1200-325. This

expenditure will be reimbursed through the Roads Fund. The ongoing challenge with the Road Fund is the negative fund balance and very long delays in reimbursements from federal and state sources.

**STRATEGIC FRAMEWORK:**

This action supports your Board's Strategic Framework by managing our resources to ensure sustainability of services

**OTHER AGENCY INVOLVEMENT:**

None

**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.: D-21

Meeting of: 11/08/2022

File No.: 22-1468