



COUNTY OF HUMBOLDT

For the meeting of: 11/8/2022

File #: 22-1468

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

SUBJECT:

Authorize a 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 a 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 Nov. 27, 2022, and continuing until Jan. 28, 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 for a total of 20 consecutive workdays, which will end on Nov. 30, 2022. Public Works is requesting your Board approve the continuance of the acting Supervisor salary for Mr. Coleman, effective, Nov. 27, 2022, until Jan. 28, 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 \$145 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 fiscal year 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:

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