



COUNTY OF HUMBOLDT

AGENDA ITEM NO.

H-6

For the meeting of: December 8, 2015

Date: November 20, 2015

To: Board of Supervisors

From: Thomas K. Mattson, Director of Public Works

Subject: Employment of Temporary Retired Annuitant as Equipment Superintendent in the Public Works Department

RECOMMENDATION(S):

That the Board of Supervisors:

1. Resolves that the employment of Doug Fini as a temporary "retired annuitant" Equipment Superintendent with the Public Works Department (budget unit 3540330) is necessary to fill a critically needed position and that Mr. Fini's employment as a temporary "retired annuitant" is needed before the CalPERS "180-day wait period" has expired.
2. Adopts the attached resolution for an exception to the 180-day wait period.

SOURCE OF FUNDING:

Road -ISF Equipment Maintenance Fund (3540330).

Prepared by Art Reeve

CAO Approval Cheryl Dillinger

REVIEW:

Auditor MSM

County Counsel SM

Personnel Def.

Risk Manager

Other

TYPE OF ITEM:

☐ Consent

☒ Departmental

☐ Public Hearing

☐ Other

PREVIOUS ACTION/REFERRAL:

Board Order No. _____

Meeting of: _____

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT

Upon motion of Supervisor Bohn Seconded by Supervisor Bass
Ayes Sundberg, Lovelace, Fennell, Bohn, Bass

Nays

Abstain

Absent

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

Dated: Dec. 8, 2015

By: Kathy Hayes

Kathy Hayes, Clerk of the Board

DISCUSSION:

Equipment Superintendent, Doug Fini is retiring from county employment on November 30, 2015, with over forty-two (42) years of experience working in county departments. Mr. Fini has worked for the Public Works Department since September of 1974 in the Motor Pool Division. For the last twenty three and one half (23 ½) years, Doug Fini has served as the Equipment Superintendent for the department. This position is responsible for the management and oversight of three (3) budget units (over \$6.5 million dollars combined) and the maintenance and management of vehicle and equipment assets in excess of 22 million dollars.

Public Works has been working with the Human Resources Department to recruit for and fill the Equipment Superintendent position, but the process has taken much longer than hoped for. The original intent supported by both the County Administrative Office and Human Resources Department was to have a two week overlap with the incoming Equipment Superintendent in order to transfer critical knowledge and to ensure as smooth a transition as possible for this key position. The earliest that department interviews can be conducted is on November 20, 2015 and though Public Works hopes to make an offer and have it accepted, the pre-employment process is still lengthy. The candidate will want to give their two-week notice to their current employer, which will result in a significant gap in coverage for this critical position.

The appointment of Mr. Fini is necessary to ensure that critically needed functions of the department continue and to prevent disruption of County business until such time as the position can be adequately filled. Additionally, the appointment would allow for the incoming Equipment Superintendent to receive the originally intended transfer of knowledge and orientation to mandated fleet requirements, requirements, regulatory agencies, budgets, operational and management duties of the county fleet.

The Public Works Department is requesting approval of Doug Fini as a temporary "retired annuitant" Equipment Superintendent (Budget Unit 330) to fill a critically needed position and that the Board of Supervisors resolve that Mr. Fini's employment as a temporary "retired annuitant" is needed before the expiration of the CalPERS 180-day wait period as required by California Government Code section 7522.56(f) (1). The attached resolution is needed to comply with CalPERS requirements for an exception to the 180-day wait period for post-retirement employment.

FINANCIAL IMPACT:

Mr. Fini would be hired into an existing job class with a designed wage assignment equal to other County employees performing comparable duties. The costs associated with this hire will not exceed \$2,554.40 per pay period. Funds are available in the Public Works Department budget.

The agenda item supports the Board of Supervisors Framework by investing in County employees and providing community-appropriate levels of service.

OTHER AGENCY INVOLVEMENT:

Humboldt County Human Resources Department

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board may choose to decline staff's recommendation. In that case, the department would do its best to manage all of these specialized duties and responsibilities; however, without Mr. Fini's knowledge, the department may be unable to meet those goals.

ATTACHMENT:

Resolution

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

Certified copy of portion of proceedings, Meeting of December 8, 2015

RESOLUTION NO. 15-123

RESOLUTION FOR EXCEPTION TO THE 180- DAY WAIT PERIOD GC SECTIONS 7522.56 & 21224

WHEREAS, In compliance with Government Code section 7522.56 the Humboldt County Board of Supervisors must provide CalPERS this certification resolution when hiring a retiree before 180 days has passed since his retirement date; and

WHEREAS, Doug Fini (Employee ID # F0007) retired from Humboldt County Public Works Department in the position of Equipment Superintendent, effective December 1, 2015; and

WHEREAS, section 7522.56 requires that post-retirement employment commence no earlier than 180 days after the retirement date, which is May 28, 2016 without this certification resolution; and

WHEREAS, section 7522.56 provides that this exception to the 180 day wait period shall not apply if the retiree accepts any retirement-related incentive; and

WHEREAS, the Humboldt County Board of Supervisors, the Humboldt County Public Works Department and Doug Fini certify that Doug Fini has not and will not receive a Golden Handshake or any other retirement-related incentive; and

WHEREAS, the Humboldt County Board of Supervisors hereby appoints Doug Fini as an extra help retired annuitant to perform the duties of the Equipment Superintendent for the Humboldt County Public Works Department under Government Code section 21224, effective December 17, 2015; and

WHEREAS, the entire employment agreement, contract or appointment document between Doug Fini and the Humboldt County Public Works Department has been reviewed by this body and is attached herein; and

WHEREAS, no matters, issues, terms or conditions related to this employment appointment have been or will be placed on a consent calendar; and

WHEREAS, the employment shall be limited to 960 hours per fiscal year; and

WHEREAS, the compensation paid to retirees cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties, divided by 173.333 to equal the hourly rate; and

WHEREAS, the maximum base monthly salary for this salary for this position is \$5,818.00 and the hourly equivalent is \$33.57, and the minimum base monthly salary for this position is \$4,533.88 and the hourly equivalent is \$26.16; and

WHEREAS, the hourly rate paid to Doug Fini will be \$31.93; and

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

Certified copy of portion of proceedings, Meeting of December 8, 2015

RESOLUTION NO. 15-123

WHEREAS, Doug Fini has not and will not receive any other benefit, incentive, compensation in lieu of benefit or other form of compensation in addition to this hourly pay rate.

NOW, THEREFORE, BE IT RESOLVED that the Humboldt County Board of Supervisors hereby certifies the nature of the appointment of Doug Fini as described herein and detailed in the attached agenda item titled 'Employment of Temporary Retired Annuitant as Equipment Superintendent', dated December 8, 2015 is necessary to fill the critically needed position of Equipment Superintendent for the Humboldt County Public Works Department by December 10, 2015 because Doug Fini has unique knowledge and skills related to the operation, fleet mandates, budget, and administrative operations of the County's Fleet Services, which no other existing County staff has. Additionally, the incoming Equipment Superintendent does not have familiarity with the County's Fleet Services, its operation, fleet mandates, budget, and administrative operations. This appointment will allow a brief period of support and instruction that will provide for uninterrupted operation of the departments fleet operation and a smooth transition for the new Equipment Superintendent.

Dated: December 8, 2015



ESTELLE FENNELL, Chair
Humboldt County Board of Supervisors

Adopted on motion by Supervisor Bohn, seconded by Supervisor Bass, and the following vote:

AYES:	Supervisors	Sundberg, Lovelace, Fennell, Bohn, Bass
NAYS:	Supervisors	--
ABSENT:	Supervisors	--
ABSTAIN:	Supervisors	--

STATE OF CALIFORNIA)
County of Humboldt)

I, KATHY HAYES, Clerk of the Board of Supervisors, County of Humboldt, State of California, do hereby certify the foregoing to be a full, true, and correct copy of the original made in the above-entitled matter by said Board of Supervisors at a meeting held in Eureka, California as the same now appears of record in my Office.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Seal of said Board of Supervisors.



By ANA HARTWELL
Deputy Clerk of the Board of Supervisors of the
County of Humboldt, State of California