



COUNTY OF HUMBOLDT

For the meeting of: 3/26/2020

File #: 20-350

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

SUBJECT:

Advanced Salary Step Appointment for Patrick Drewry, Road Maintenance Worker III, in the Department of Public Works - Road Maintenance Division (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve an advanced salary step appointment for Patrick Drewry, to be paid as a Road Maintenance Worker III (Class 0230, Salary Range 358, Step E, Position 02) in the Department of Public Works - Road Maintenance Division, effective January 27, 2020. (4/5 vote required)

SOURCE OF FUNDING:

Public Works Road Maintenance (1200)

DISCUSSION:

Mr. Drewry began working as an Extra Help Road Maintenance Worker III for the Department of Public Works - Roads Maintenance Division in Garberville on January 27, 2020. At the time of hiring, a clerical error was made, and Mr. Drewry was hired at Step 1A instead of E, which had been agreed to. By the time the mistake was realized, the thirty (30) day period for approval by the County Administrative Office had passed. As a result, the recommended advanced salary step appointment now requires approval by the Board of Supervisors, per Section 7 of the County of Humboldt's Salary Resolution.

Mr. Drewry brings extensive experience in operating the equipment that the Department of Public Works uses in its daily maintenance activities. In the past, the Department of Public Works - Road Maintenance Division has contracted for Mr. Drewry's services, so staff is familiar with the quality of his work. The Garberville road maintenance crew does not currently have an experienced equipment operator, and Mr. Drewry has helped by filling a much needed position and reducing the backlog of work. Mr. Drewry is also going to be helping with the training of other employees to operate such equipment. It would be a cost savings to the County of Humboldt to hire Mr. Drewry at Step E as opposed to contracting with him for the same work.

FINANCIAL IMPACT:

For the remaining fiscal year, the benefitted costs would be Nineteen Thousand Eight Hundred Twelve Dollars (\$19,812.00). The additional Four Thousand Three Hundred Seventy-Six Dollars (\$4,376.00) for the salary step advancement from 1A to E is included in the total. There are sufficient salary savings due to vacant positions in the fiscal year 2020-2021 budget for Roads Maintenance 1200-325. As a result, approval of the advanced salary step appointment for Mr. Drewry will not impact the Humboldt County General Fund.

STRATEGIC FRAMEWORK:

The recommended action supports the Board of Supervisors' Strategic Framework by investing in county employees.

OTHER AGENCY INVOLVEMENT:

N/A

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose to deny the request for an advanced salary step appointment for Patrick Drewry. However, this alternative is not recommended since the requested advanced salary step appointment is justified by Mr. Drewry's skill level.

ATTACHMENTS:

N/A

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A