



COUNTY OF HUMBOLDT

For the meeting of: 4/9/2024

File #: 24-390

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

Vote Requirement: 4/5th

SUBJECT:

Authorize a Temporary and Retroactive Increase in Pay for Scott Carns, Road Maintenance Worker III, Pursuant to Section 12.4 of the American Federation of State, County and Municipal Employees (AFSCME) Memorandum of Understanding (MOU) (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Authorize a temporary and retroactive increase in pay for Scott Carns, Road Maintenance Worker III, (class 0230, range 400) as though promoted to Road Maintenance Supervisor (class 0204, range 420) retroactively beginning Feb. 3, 2024, and continuing until return of Road Maintenance Supervisor, Pursuant to Section 12.4 of the American Federation of State, County and Municipal Employees (AFSCME) Memorandum of Understanding (4/5 vote required).

SOURCE OF FUNDING:

Road Fund (1200325)

DISCUSSION:

The Road Maintenance Supervisor (class 0204, range 420) with the Freshwater Road Crew in the Department of Public Works, Roads Division is currently on medical leave. Scott Carns, Road Maintenance Worker III, class 0230, range 400, who has been filling in since Dec. 4, 2023, assumed the additional principal duties of the Road Maintenance Supervisor in accordance with Section 12.4 of the AFSCME MOU for a total of 10 consecutive workdays, which ended on Dec. 15, 2023. Public Works is requesting your Board approve the retroactive salary adjustment for Mr. Carns as if he had been promoted to Road Maintenance Supervisor, retroactively effective, Feb. 3, 2024, until the return to work of the Road Maintenance Supervisor

FINANCIAL IMPACT:

<i>Expenditures (1200,325)</i>	FY23-24	FY24-25 Projected*	FY25-26 Projected*
<i>Budgeted Expenses</i>	198,601		
<i>Total Expenditures</i>	198,601		

**Projected amounts are estimates and are subject to change.*

Funding Sources (1200,325)	FY23-24	FY24-25 Projected*	FY25-26 Projected*
State/Federal Funds	198,601		
Total Funding Sources	198,601		

**Projected amounts are estimates and are subject to change.*

Narrative Explanation of 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 \$126 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 2023-24, Public Works, Road’s budget unit 1200-325. This expenditure will be covered by salary savings with positions that are vacant during the recruiting process. The ongoing challenge with the Road Fund is the negative fund balance and very long delays in reimbursements from federal and state sources.

STAFFING IMPACT:

Narrative Explanation of Staffing Impact:

This temporary increase in pay will not increase the overall FTE for the Public Works Road Fund.

STRATEGIC FRAMEWORK:

This action supports the following areas of your Board’s Strategic Framework.

Core Roles: N/A

New Initiatives: Manage our resources to ensure sustainability of services

Strategic Plan: N/A

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.: D-23

Meeting of: Dec. 19, 2023

File No.: 23-1635