



# COUNTY OF HUMBOLDT

For the meeting of: 2/27/2024

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File #: 24-189

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**To:** Board of Supervisors

**From:** Public Works

**Agenda Section:** Consent

**Vote Requirement:** 4/5th

**SUBJECT:**

Advanced Salary Step Request for Monet Bessingpas-Hamor, Road Maintenance Worker II (4/5 Vote Required)

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Approve the advanced salary step increase for Monet Bessingpas-Hamor, Road Maintenance Worker II (Class 0238B, Range 371) in budget unit 1200325 from salary step A to salary step C, effective March 31, 2024 (4/5 Vote Required).

**SOURCE OF FUNDING:**

Road Fund 1200325

**DISCUSSION:**

Public Works is requesting that your Board approve an advanced salary step increase for Monet Bessingpas-Hamor, when he promotes to Road Maintenance Worker II (Class 0238B, Range 371) on March 31, 2024. Staff is basing this request on the fact that Mr. Bessingpas-Hamor has performed above expectations as a Road Maintenance Worker I, since his hire date March 20, 2023, with extensive experience with the job duties equal to that of our Roads Maintenance Workers II.

With his current step and position, Mr. Bessingpas-Hamor will be promoting to a Road Maintenance Worker II (Class 0238B, Range 371) at a step A; but with his work performance, experience and possession of a Class A Commercial Driver License Public Works would like to advance his salary to step C upon his promotion. If approved this advance step increase would bring him closer to what the local wage scale is for his qualifications with this type of position. With the experience that Mr. Bessingpas-Hamor has acquired and with the working knowledge that he brings, he is an asset to the Public Works Roads Department.

**FINANCIAL IMPACT:**

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<b>Expenditures (1200325)</b>	<b>FY23-24 Adopted</b>	<b>FY24-25 Projected</b>	<b>FY25-26 Projected</b>
Budgeted Expenses	\$1,098	\$5,004	\$5,251
<b>Total Expenditures</b>	<b>\$1,098</b>	<b>\$5,004</b>	<b>\$5,251</b>
<b>Funding Sources (1200325)</b>	<b>FY23-24 Adopted</b>	<b>FY24-25 Projected*</b>	<b>FY25-26 Projected*</b>
Fees/Other	\$1,098	\$5,004	\$5,251
<b>Total Funding Sources</b>	<b>\$1,098</b>	<b>\$5,004</b>	<b>\$5,251</b>

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

**Narrative Explanation of Financial Impact:**

This position is funded through the Road Fund. If the advanced salary step increase, from step A to step C, is approved the increased costs for the remainder of fiscal year (FY) 2023-24 would be \$1,098 for this position. There is sufficient funding in the approved FY 2023-24 budget for 1200325, Road Maintenance to support the additional costs associated with the advanced step increase.

STAFFING IMPACT:

**Narrative Explanation of Staffing Impact:**

This action will not impact staffing.

STRATEGIC FRAMEWORK:

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

Core Roles: Provide for and maintain infrastructure

New Initiatives: Invest in county employees

Strategic Plan: 4.4 - Attract and retain the best county employees

OTHER AGENCY INVOLVEMENT:

N/A

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose to not approve the staff recommendations. However, this alternative is not recommended as qualified staffing could be lost and retainment of skilled staff is less likely

ATTACHMENTS:

N/A

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A