



COUNTY OF HUMBOLDT

For the meeting of: 2/27/2024

File #: 24-191

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

Vote Requirement: 4/5th

SUBJECT:

Authorize a Temporary Retroactive Increase in Pay for David Wrisley, Fabricator-Mechanic, Pursuant to Section 12.4 of the American Federation of State, County and Municipal Employees (AFSCME) Memorandum of Understanding (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Authorize a temporary retroactive increase in pay for David Wrisley, Fabricator-Mechanic (class 0235, range 407), Pursuant to Section 12.4 of the American Federation of State, County and Municipal Employees (AFSCME) Memorandum of Understanding (MOU), as though promoted to Heavy Equipment Maintenance Supervisor (class 0213, range 441) beginning Dec. 18, 2023, and ending Jan. 27, 2024 (4/5 Vote Required).

SOURCE OF FUNDING:

3540330 Heavy Equipment

DISCUSSION:

The Heavy Equipment Maintenance Supervisor (class 0213, range 441) at Jacobs Avenue Shop was off work on medical leave from Dec. 18, 2023, to Jan. 29, 2024. David Wrisley, Fabricator-Mechanic (class 0235, range 407), was filling in since Dec 18, 2023, he assumed the additional principal duties of the Heavy Equipment Maintenance Supervisor in accordance with Section 12.4 of the AFSCME MOU for a total of 20 consecutive workdays, which ended on Jan. 18, 2024. Public Works is requesting your Board approve the retroactive pay increase for the acting Supervisor salary for Mr. Wrisley, effective, Dec. 18, 2023, and ending Jan. 27, 2024, the Heavy Equipment Maintenance Supervisor returned to full duty on Jan. 29, 2024.

FINANCIAL IMPACT:

Narrative Explanation of Financial Impact:

The temporary assignment of 1.0 Full Time Equivalent (FTE) Fabricator-Mechanic to a 1.0 FTE

Heavy Equipment Maintenance Supervisor is calculated to cost an additional \$240 for salary and benefits per pay period, bringing the estimated total to \$720. Salary and benefit costs related to the Heavy Equipment Maintenance Supervisor position are included in the recommended budget for fiscal year 2023-24, Public Works, Heavy Equipment budget unit 3540330. There is no impact to the General Fund.

STAFFING IMPACT:

Narrative Explanation of Staffing Impact:

This temporary increase will not increase the overall FTE for this fund.

STRATEGIC FRAMEWORK:

Core Roles: Provide for and maintain infrastructure

New Initiatives: Manage our resources to ensure sustainability of services

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

OTHER AGENCY INVOLVEMENT:

None

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:

None

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A