COUNTY OF HUMBOLDT

For the meeting of: 7/23/2024

File #: 24-1115

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

Vote Requirement: Majority

SUBJECT:
Authorize Temporary Increase in Pay Sean Morrison, Automotive Mechanic II, Pursuant to Section 12.4 of the American Federation of State, County and Municipal Employees (AFSCME) Memorandum of Understanding (MOU)

RECOMMENDATION(S):
That the Board of Supervisors:

1. Authorize a temporary increase in pay for Automotive Mechanic II, Sean Morrison (class 228B, range 393) as though promoted to Automotive Maintenance Supervisor (class 218, range 439) beginning the twenty first consecutive workday after the assignment began July 9, 2024, and continuing until Aug. 13, 2024, or until the return of the absent employee.

STRATEGIC PLAN:
This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Workforce & Operational Excellence
Strategic Plan Category: 3001 - Support a well-trained workforce

DISCUSSION:

The Automotive Maintenance Supervisor (class 218, range 439) will be taking voluntary furlough starting on Jul. 9, 2024. During this time, Sean Morrison, Automotive Mechanic II (class 228B, range 393) has been asked to assume some of the principal duties of the Automotive Maintenance Supervisor in accordance with Section 12.4 of the AFSCME Memorandum of Understanding (MOU). Public Works is requesting your Board approve the salary adjustment for Mr. Morrison as if he had been promoted to Automotive Maintenance Supervisor for the time period from Jul. 9, 2024, to Aug. 13, 2024.

SOURCE OF FUNDING:
Motor Pool (3500)

FINANCIAL IMPACT:
Narrative Explanation of Financial Impact:
The temporary assignment of 1.0 Full Time Equivalent (FTE) Automotive Mechanic II to a 1.0 FTE Automotive Maintenance Supervisor is calculated to cost an additional $3,171 for salary and benefits. The salary savings for the Automotive Maintenance Supervisor doing voluntary furlough is $10,513 a net savings of $7,342. Salary and benefit costs related to the Automotive

Maintenance Supervisor position are included in the adopted budget for fiscal year 2024-25, Public Works, Motor Pool's budget unit 3500-350. There will be no impact to the general fund.

STAFFING IMPACT:

Narrative Explanation of Staffing Impact:
There is no staffing impact to the Motor pool full time equivalent (FTE) and will not change staffing allocations.

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:
Meeting of: N/A
File No.: N/A