



COUNTY OF HUMBOLDT

For the meeting of: 12/10/2024

File #: 24-1599

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

Vote Requirement: 4/5th

SUBJECT:

Authorize a Retroactive and Temporary Increase in Pay for Mike Astry, Automotive Maintenance Supervisor, Pursuant to Section 12.4 of the American Federation of State, County and Municipal Employees (AFSCME) Memorandum of Understanding (MOU) (4/5th Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Authorize a Retroactive and temporary increase in pay for Mike Astry, Automotive Maintenance Supervisor (class 0218, range 439) as though promoted to Equipment Superintendent (class 0202, range 483) beginning Nov. 24, 2024, and continuing until the return of the Equipment Superintendent that is on medical leave (4/5th Vote Required).

STRATEGIC PLAN:

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

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 9999 - Core Services/Other

DISCUSSION:

The Equipment Superintendent (class 0202, range 483) with Heavy Equipment in the Department of Public Works, is currently on a leave of absence. Mike Astry, Automotive Maintenance Supervisor, (class 0218, range 439), has been filling in since Nov. 24, 2024, he will be assuming the additional principal duties of the Equipment Superintendent, in accordance with Section 12.4 of the AFSCME MOU, for more than 20 consecutive workdays, Public Works is requesting your Board approve the retroactive and temporary increase in pay for Mr. Astry, effective, Nov. 24, 2024, until the return to work of the Equipment Superintendent.

SOURCE OF FUNDING:

3500350 - Motor Pool-Operating

FINANCIAL IMPACT:

<i>Expenditures (Fund, Budget Unit)</i>	FY24-25
<i>Budgeted Expenses</i>	<u>\$2859.00</u>

Total Expenditures	<u>\$2859.00</u>
<i>*Projected amounts are estimates and are subject to change.</i>	
Funding Sources (Fund, Budget Unit)	FY24-25
Fees/Other	<u>\$2859.00</u>
Use of Fund Balance	
Total Funding Sources	<u>\$2859.00</u>

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

Narrative Explanation of Financial Impact:

The temporary assignment of 1.0 Full Time Equivalent (FTE) Automotive Maintenance Supervisor to a 1.0 FTE Equipment Superintendent is calculated to cost an additional \$953 for salary and benefits per pay period. Salary and benefit costs related to the Equipment Superintendent position are included in the recommended budget for fiscal year 2024-25, Motor Pool budget unit, 3500350. There is no impact to the General Fund.

STAFFING IMPACT:

Narrative Explanation of Staffing Impact:

There is no staffing impact to the Motor Pool's 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