DEPARTMENT: Public Works

RECOMMENDED ACTION AND JUSTIFICATION:
Authorize Public Works to overfill a Maintenance Worker II/Facilities position due to the extended absence of an employee.

Public Works is requesting to overfill a Maintenance Worker II position in the Facilities Division due to the extended absence of the employee currently assigned that position. The employee is currently involved with a long-term workers’ compensation claim.

Overfilling a position means that the replacement employee may be displaced by the returning employee if he is medically released to return to work. The displaced employee may possibly be assigned to another vacant position or returned to extra-help status.

This action will reduce the reliance on extra-help which has been a concern. Extra-help employment is limited in scope by the number of hours that may be legally worked by an employee. The restricted number of hours can make scheduling difficult. Overfilling the full-time position will allow Public Works the ability to run a more consistent operation.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
The Board has approved overfilling positions in the past, for example within the Human Services Department.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Negative action would result in the continuation of a long-term vacancy and over-reliance on extra-help employees.

Financial Impact?  ( ) Yes  ( ) No  Current FY Cost: $
Budgeted In Current FY?  ( ) Yes  ( ) No  ( ) Partially Funded
Amount in Budget: $
Additional Funding Needed: $
Source:
Internal Transfer
Unanticipated Revenue
Transfer Between Funds
Contingency
( ) General  ( ) Other

Annual Recurring Cost: $

CLERK'S USE ONLY:
Res. No. 22  Ord. No. 
Vote - Ayes: _______, Noes: _______
Absent: 
Approved
Minute Order Attached  ( ) No Action Necessary

The foregoing instrument is a correct copy of the original on file in this office.

Date: 
Attest: MARGIE WILLIAMS, Clerk of the Board
County of Mariposa, State of California
By: 
Deputy

CIY COUNTY ADMINISTRATIVE OFFICER:
☑ Requested Action Recommended
☐ No Opinion
Comments:

CAO: 

Revised Dec. 2002
TO: JIM PETROPULOS, Public Works Director

FROM: MARGIE WILLIAMS, Clerk of the Board

SUBJECT: OVERFILL OF A MAINTENANCE WORKER II/FACILITIES POSITION
Resolution No. 04-122

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA,

ADOPTED THIS Order on March 23, 2004

ACTION AND VOTE:

A) Authorize Public Works to Overfill a Maintenance Worker II/Facilities Position Due to the Extended Absence of an Employee

BOARD ACTION: Discussion was held with Jim Petropulos. Supervisor Bibby asked if the new employee would sign an acknowledgement that the overfill would end if the employee on Workers Compensation returns. (M)Stetson, (S)Bibby, Res. 04-122 was adopted authorizing the overfill as requested/Ayes: Stetson, Balmain, Bibby, Pickard; Excused: Parker.

cc: Ken Hawkins, Auditor
    Mary Hodson, Administrative Analyst
    Sandi Laird, Personnel/Risk Management Technician
    File