



COUNTY OF HUMBOLDT

For the meeting of: 12/4/2018

File #: 18-1570

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

SUBJECT:

Extension of Extra-Help Hours - Measure Z (298) (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors extend Dustyn Punch extra-help employment hours 960 hours to a maximum of 1920 hours for fiscal year 2018-2019 pursuant to Section 7 of the Humboldt County Salary Resolution.

SOURCE OF FUNDING:

Measure Z -1100298

DISCUSSION:

Dustyn Punch has been working as an extra-help employee during the current fiscal year. To date, Mr. Punch has worked a total of 853 hours. Public Works Roads Maintenance is requesting an extension of hours for the remainder of this fiscal year. Extra help will aid in completing SB1 projects. Road crew members have been shifted to provide all crews coverage when short-handed but there are still gaps that require extra-help. The extension of the extra help hours is necessary to maintain the level of road maintenance and public safety during the remainder of the fiscal year.

FINANCIAL IMPACT:

Estimated salary and benefit cost for the requested extension extra-help is \$15,965 for Public Works Measure Z (1100298). There are sufficient funds in Public Works Measure Z to cover the additional cost of these hours.

All extra help employees working beyond the 960 hours are subject to paying into the California Public Employee Retirement System (PERS). The additional costs for PERS have been included in the above-mentioned estimated salary cost.

Beginning January 2015, the Affordable Care Act (ACA) required large employers with 50 or more full-time employees to offer health coverage to all full-time employees. A full-time employee is defined as a person who is employed for an average of 30 or more hours per week. The Public Works

Department is aware of these 2015 federal provisions that impact extra-help employment and is also aware of the county standard measurement period of employee hours will occur over the course of a 52-week period. These employees will not fall under the guidelines of the requirement to provide health insurance.

This action supports the Board's Strategic Framework by providing community-appropriate levels of service and to ensure sustainability of those services.

OTHER AGENCY INVOLVEMENT:

Human Resources, Auditor-Controller

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could deny this request for additional extra-help hours however, this is not recommended due to the workload of the division.

ATTACHMENTS:

None

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A