



COUNTY OF HUMBOLDT

For the meeting of: 1/5/2021

File #: 20-1626

To: Board of Supervisors

From: County Administrative Office

Agenda Section: Consent

SUBJECT:

Extension of Extra Help Past the 960 Hour Limit (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve the extension of extra help employment hours past the 960-hour limit for Dan Pambianco, Administrative Analyst II to a maximum of 1,920 hours through June 30, 2021.

SOURCE OF FUNDING:

Economic Development 1120

DISCUSSION:

As of Dec. 3, 2020, Dan Pambianco has worked a total of 806 hours as an extra-help Administrative Analyst II for the Emergency Operations Center and the County Administrative Office's Economic Development Team. Mr. Pambianco is a retired annuitant and CalPERS has established an hours limit for retirees. In light of the pandemic, exceptions to the 960-hour rule can be granted for employees who are working on issues related to COVID-19. Mr. Pambianco supports the Economic Development team by providing vital assistance with the county's Small Business Restart & Recovery grant program, and other programs and initiatives, which support businesses who have been adversely impacted by COVID-19. An extension of extra-help hours for Mr. Pambianco is necessary to provide the Economic Development Team, and the business community, with critical support for the remainder of the fiscal year as the county continues to mitigate the effects of the ongoing pandemic.

FINANCIAL IMPACT:

Estimated salary and benefit cost for the requested additional 960 hours will be \$30,192 for fund 1120 budget unit 275. As Mr. Pambianco's work is directly related to COVID-19 his salary will be billed (via journal transfer) against CARES ACT funding received by the county as much as possible through December 30, 2020. Following the expiration of CARES Act funding, other available grant funds will

be used to pay the salary. If no funding is available the position can be ended. The request to extend for another 960 hours is not a commitment to employ Mr. Pambianco but allows more flexibility to extend Mr. Pambianco's time as funding opportunities allow. There will be no impact to the General Fund. All extra-help employees working beyond nine hundred and sixty (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 requires large employers with fifty (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 Economic Development Team 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.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by providing for and maintaining infrastructure .

OTHER AGENCY INVOLVEMENT:

None

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

File No.: N/A