



COUNTY OF HUMBOLDT

For the meeting of: 3/11/2025

File #: 25-327

To: Board of Supervisors

From: Public Defender

Agenda Section: Consent

Vote Requirement: 4/5th

SUBJECT:

Extension of Extra Help Employment Hours for Public Defender 1100-219 (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Authorize the extension of extra-help employment hours for Austin Kadle to a maximum of one thousand four hundred sixty-six (1,466) hours for fiscal year 2024-25 (4/5 Vote Required).

STRATEGIC PLAN:

This action supports the following areas of your Board’s Strategic Plan:

Area of Focus: Core Services/Other

Strategic Plan Category: 9999 - Core Services/Other

DISCUSSION:

Austin Kadle has been working as an extra-help employee for the Public Defender’s Office during the current fiscal year. To date, Mr. Kadle has worked a total of (746) hours as an extra-help Administrative Analyst I. The Public Defender Office is requesting an extension of extra-help hours for Mr. Kadle for a maximum of one thousand four hundred sixty-six (1,466) hours for fiscal year 2024-25. The requested extension of extra-help hours is necessary to maintain an appropriate level of service and manage the workload of the Public Defender’s Office.

SOURCE OF FUNDING:

Public Defender 1100-219

FINANCIAL IMPACT:

Expenditures (1100-219)	FY 24-25
Budgeted Expenses	\$46,561
Additional Appropriation Requested	0
Total Expenditures	\$46,561

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

Funding Sources (1100-219)	FY 24-25
General Fund	\$38.558
State/Federal Funds	\$8.003
Total Funding Sources	\$46.561

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

Narrative Explanation of Financial Impact:

The total estimated salary and benefit costs for extra-help, not to exceed one thousand four hundred sixty-six hours for FY 2024-25, is Forty Six Thousand, Five Hundred Sixty-One dollars (\$46,561) for budget unit 1100-219. There are sufficient funds budgeted to cover the additional costs associated with this request due to salary savings and an increased distribution of Proposition 172 revenue for FY 2024-25.

All extra-help employees working beyond one thousand (1000) hours are subject to paying into the California Public Employee Retirement System ("PERS"). The additional costs for PERS have been included in the estimated salary cost for the requested extension of extra-help employment hours.

The Affordable Care Act requires employers with fifty (50) or more full-time employees to offer health coverage to all full-time employees. The Public Defender's Office is aware of the federal provisions that impact extra-help employment. The Public Defender's Office is also aware that the standard measurement period of employee hours will occur over the course of a fifty-two (52) week period.

STAFFING IMPACT:

Approval of the requested extension of extra-help employment hours has no impact on current staffing levels.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose not to approve the requested extension of extra-help employment hours; however, this alternative is not recommended as the duties that are performed by Mr. Kadle have been critical in keeping up with the Public Defender's daily workflow.

ATTACHMENTS:

None

PREVIOUS ACTION/REFERRAL:

Meeting of: N/A

File No.: N/A