



COUNTY OF HUMBOLDT

AGENDA ITEM NO.  
**C24**

For the meeting of: February 6, 2018

Date: January 8, 2018

To: BOARD OF SUPERVISORS

From: Thomas K. Mattson, Public Works Director

Subject: Extension of Extra-Help Hours – Roads Heavy Equipment (330) (4/5 vote required).

RECOMMENDATION(S): That the Board of Supervisors extend Sean Christian extra-help employment hours from nine hundred and sixty (960) to a maximum of one thousand, nine hundred and twenty (1,920) hours for fiscal year 2017-2018, pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

SOURCE OF FUNDING:  
Roads Heavy Equipment (ISF) – 3540330

DISCUSSION:  
Sean Christian has been working as an extra-help employee during the current fiscal year. To date, Mr. Christian has worked six hundred and ninety (690) hours with Public Works and three hundred and fifty-six (356) hours for the Department of Health and Human Services for a total of one thousand and forty-six (1046) hours. Public Works Roads Heavy Equipment is requesting an extension of hours for the remainder of this fiscal year. Mr. Christian has helped fill the gaps created by employees on leave for an uncertain amount of time. The extension of the extra-help hours is necessary to maintain the level of repairs to essential equipment for road maintenance during the remainder of the fiscal year.

FINANCIAL IMPACT:  
Estimated salary and benefits for the requested extra help extension is \$19,358. Due to salary savings,

Prepared by Gordon Sjoquist CAO Approval Karen Clower  
REVIEW: Auditor KPD County Counsel \_\_\_\_\_ Personnel KTB Risk Manager \_\_\_\_\_ Other \_\_\_\_\_

TYPE OF ITEM:  
 Consent  
 Departmental  
 Public Hearing  
 Other \_\_\_\_\_

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT  
Upon motion of Supervisor Wilson  
Seconded by Supervisor Bass  
And unanimously carried by those members present,  
The Board hereby adopts the recommended action contained in this report.

PREVIOUS ACTION/REFERRAL:  
Board Order No. \_\_\_\_\_  
Meeting of: \_\_\_\_\_

Dated: 2/6/18  
Kathy Hayes, Clerk of the Board  
By: [Signature]

there are sufficient funds in Roads Heavy Equipment (3540330) to cover the additional cost of these hours. There will be no impact to the General Fund.

All extra help employees working beyond the 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 (ACA) required 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 thirty (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 fifty-two (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:**

County Departments: Human Resources, Auditor's Office, and Payroll

**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