



COUNTY OF HUMBOLDT

AGENDA ITEM NO.

C4

For the meeting of: December 19, 2017

Date: October 25, 2017

To: Board of Supervisors

From: Kathy Hayes, Clerk of the Board *(P)*

Subject: Extension of Extra-Help Hours to 1900 in Budget Unit 1100-101 – Board of Supervisors (4/5 Vote Required)

RECOMMENDATION(S): That the Board of Supervisors (BOS) approve the extension of extra help hours in budget unit 1100-101 to a maximum of 1900 hours through June 30, 2018, per Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

SOURCE OF FUNDING: General Fund

DISCUSSION: The requested extension of extra-help hours is necessary to maintain critical operating functions within the department.

FINANCIAL IMPACT: Estimated salary and benefits costs for the requested extension of extra-help, including contributions to the California Public Employee Retirement System (PERS) as required for employees who work over 960 hours in a year, is \$19,445. There are sufficient funds in budget unit 1100-101, from salary savings and other expenditure savings to accommodate this expense, with no additional impact to the General Fund in the current fiscal year.

All extra-help employees working beyond 960 hours are subject to paying into PERS. The additional costs for PERS has been included in the above-mentioned estimated salary costs.

Beginning in January 2015, the Affordable Care Act required large employers with fifty 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 or more hours per week.

Prepared by Kathy Hayes *(P)* Signature *E. Ashcraft*

REVIEW: Auditor MBM County Counsel \_\_\_\_\_ Personnel LAD Risk Manager \_\_\_\_\_ Other \_\_\_\_\_

TYPE OF ITEM:

Consent

Departmental

Public Hearing

Other \_\_\_\_\_

PREVIOUS ACTION/REFERRAL:

Board Order No. \_\_\_\_\_

Meeting of: \_\_\_\_\_

**BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT**

Upon motion of Supervisor Sundberg Seconded by Supervisor Fennell

Ayes Sundberg, Fennell, Bass, Bohn, Wilson

Nays \_\_\_\_\_

Abstain \_\_\_\_\_

Absent \_\_\_\_\_

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

1 Dated: 12/19/17

By: *[Signature]*

Kathy Hayes, Clerk of the Board

The department is aware of these 2015 federal provisions that impact extra-help employment and is aware that the county standard measurement period of employee hours will occur over the course of a fifty-two (52) week period. As the employee currently working in the extra-help position was offered health coverage and declined it, there is no additional financial impact for health coverage in the current fiscal year.

OTHER AGENCY INVOLVEMENT: County Departments: Human Resources, Auditor's Office, and Payroll.

ALTERNATIVES TO STAFF RECOMMENDATIONS: Losing these extra help hours would leave the department without sufficient staffing levels to handle the required duties of the office.

ATTACHMENTS: N/A