



COUNTY OF HUMBOLDT

For the meeting of: 1/28/2020

File #: 20-46

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

SUBJECT:

Extension of Extra Help Hours - Roads-Engineering 1200 321 (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Authorize the extension of extra-help employment hours for Engineering Aide, Bryant Muldoon, to a maximum of 1920 hours for fiscal year (FY) 2019-20 (4/5 vote required).

SOURCE OF FUNDING:

Roads Fund (1200)

DISCUSSION:

Bryant Muldoon has been working as an extra-help employee during the current fiscal year. To date, Mr. Muldoon has worked a total of 924.5 hours as an Engineering Aide. Public Works Roads-Engineering is requesting an extension of hours to the total of 1920 for the remainder of FY 2019-20. Extra help will assist in the workload in the Engineering Division's Materials Laboratory. Staffing at the Materials Laboratory has been reduced due to the retirement of Assistant Material Testing Engineer.

FINANCIAL IMPACT:

Estimated salary and benefit cost for the requested extension of extra-help is \$8,900 for fund 1200 budget unit 321, Roads Engineering. Due to salary savings from vacant positions there are sufficient funds budgeted in Public Works Roads-Engineering to cover the additional cost of these hours.

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 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.

There is no impact to the General Fund.

STRATEGIC FRAMEWORK:

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

OTHER AGENCY INVOLVEMENT:

N/A

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