# COUNTY OF HUMBOLDT

For the meeting of: June 5, 2018

Date:            May 24, 2018

To:              HUMBOLDT COUNTY BOARD OF SUPERVISORS

From:            SHAUN BRENNEMAN, INTERIM CHIEF PROBATION OFFICER

Subject:         Extension of Extra Help Hours to 1350 for Juvenile Corrections Officer Darren Turpin

## RECOMMENDATION(S):

That the Board of Supervisors authorize the extension of extra help hours for Juvenile Corrections Officer (JCO) Darren Turpin to 1350 hours through June 30, 2018, per Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

## SOURCE OF FUNDING:

Juvenile Probation & Camp Funding, Youthful Offender Block Grant, Prop 172, Regional Facility Cost Reimbursement, and General Fund

## DISCUSSION:

JCO Darren Turpin is an extra help employee and has worked extensively in the Juvenile Hall and Regional Facility providing replacement coverage for regular staff. Replacement coverage is necessary for regular staff off work due to mandated training, vacation, sick leave, disability, and different types of approved leave as well as vacancies. Availability of existing extra help causes fluctuation in individual officer's hours; the less available a person becomes the more hours another person is asked to work to fill shifts. Use of extra help officers is necessary in order to meet minimum juvenile facility staffing levels as mandated by Section 1321, Title 15 California Code of Regulations. The above officer has reached his 960 hour limit for extra help; he is experienced and well trained in routine facility operations; and as such, a

Prepared by ___Tim Toste___            CAO Approval _____

| REVIEW: | | | |
|---|---|---|---|
| Auditor _CS_ | County Counsel _____ | Personnel _KB_ | Risk Manager _____ |
| Other _____ | | | |

TYPE OF ITEM:

   _X_ Consent

   _____ Departmental

   _____ Public Hearing

   _____ Other _____

PREVIOUS ACTION/REFERRAL:

Board Order

**BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT**

Upon motion of Supervisor Wilson

Seconded by Supervisor Bass

RECEIVED

Ayes Bass, Fennell, Sundberg, Bohn, Wilson

Nays

Abstain

Absent

MAY 24 2018

HUMBOLDT COUNTY
PAYROLL DEPARTMENT

request is being made to authorize an extension of his extra help hours. The department continuously accepts applications and conducts background investigations to expand the number of extra help officers. The goal is to hire and keep enough extra help staff to keep all officers at or below 960 hours in each fiscal year.

FINANCIAL IMPACT:

The additional 390 hours for the officer would be a maximum cost of approximately $5,850 assuming all extended hours are worked. Depending upon the total number of hours actually worked there are possible health and dental insurance costs totaling $1,872. Sufficient funds exist within budget unit 1100-234 Juvenile Hall and 1100-254 Regional Facility to cover the expense.

All extra help employees working beyond 960 hours are subject to paying into the California Public Employees Retirement System (PERS). The additional costs for PERS has been included in the above mentioned estimated salary costs.

Beginning January 2015 the Affordable Care Act required large employers with fifty or more fulltime employees to offer health coverage to all fulltime employees. A fulltime employee is defined as a person who is employed an average of thirty or more hours per week. The Department is aware of these 2015 federal provisions that impact extra help employment and is aware that the County's standard measurement period of employee hours will occur over the course of a fifty-two (52) week period. There is no additional financial impact for health coverage in the current fiscal year.

This action supports your Board's Strategic Framework and Core Values by protecting vulnerable populations and enforcing laws and regulations to protect residents.

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

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board may not approve the extension of hours which will result in increased use of mandatory overtime for regular staff and possibly Deputy Probation Officers resulting in costs exceeding those accrued by extra help employees.

ATTACHMENTS: N/A