



COUNTY OF HUMBOLDT

For the meeting of: 5/14/2019

File #: 19-672

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

SUBJECT:

Extension of Extra-Help Hours - Heavy Equipment 3540 330 (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Extend Daniel Williams extra-help employment hours to a maximum of 1160 hours for Fiscal Year 2018-2019 pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

SOURCE OF FUNDING:

Heavy Equipment 3540330

DISCUSSION:

Daniel Williams has been working as an extra-help employee during the current fiscal year. To date, Mr. Williams has worked a total of 783.50 hours as an Equipment Mechanic I. Public Works Heavy Equipment 3540330, is requesting an extension of hours for the remainder of Fiscal Year 2018-19. Extra help will aid in completing equipment repair and general maintenance of roads machinery. The extension of the extra help hours is necessary to maintain the heavy equipment used by the Public Works road crews.

FINANCIAL IMPACT:

Estimated maximum salary and benefit cost for the requested extension of extra-help for Public Works Heavy Equipment (3540330) is \$7,128. There are sufficient funds in Heavy Equipment to cover the additional cost.

All extra help employees working beyond the 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 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 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 52-week period. These employees will not fall under the guidelines of the requirement to provide health insurance.

STRATEGIC FRAMEWORK:

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

OTHER AGENCY INVOLVEMENT:

Human Resources, Auditor, 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

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A