



COUNTY OF HUMBOLDT

AGENDA ITEM NO.

C21

For the meeting of: December 5, 2017

Date: November 20, 2017
To: HUMBOLDT COUNTY BOARD OF SUPERVISORS
From: WILLIAM DAMIANO, CHIEF PROBATION OFFICER
Subject: Extension of Extra Help Hours to 1950 for Juvenile Corrections Officers Maurice Purify, Lyndon Rowell, and Dan Maldonado.

RECOMMENDATION(S):

That the Board of Supervisors authorize the extension of extra help hours for Juvenile Corrections Officers (JCOs) Maurice Purify, Lyndon Rowell, and Dan Maldonado to 1950 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:

JCOs Purify, Rowell, and Maldonado are extra help employees and have 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 past and current 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

Prepared by Tim Toste

CAO Approval

REVIEW:

Auditor County Counsel Personnel Risk Manager
Other

TYPE OF ITEM:

- X Consent
Departmental
Public Hearing
Other

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT

Upon motion of Supervisor Wilson
Seconded by Supervisor Sundberg

Ayes Sundberg, Fennell, Bass, Wilson

Nays

Abstain

Absent Bohn

PREVIOUS ACTION/REFERRAL:

Board Order

12/5/17

Regulations. The above officers will soon reach their 960 hour limit for extra help; they are all experienced and well trained in routine facility operations, and as such, a request is being made to authorize an extension of their extra help hours. The department continuously accepts extra help 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 2790 hours for the officers would be a maximum cost of approximately \$41,580 assuming all extended hours are worked. Depending upon the total number of hours actually worked there are possible health and dental insurance costs for the three JCOs totaling \$13,896. 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). Should the JCOs work all of their individual extended hours the additional costs for PERS could total \$13,471 for the three JCOs. Sufficient funds exist within budget unit 1100-234 Juvenile Hall and 1100-254 Regional Facility to cover the expense.

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