



COUNTY OF HUMBOLDT

For the meeting of: 3/23/2021

File #: 21-305

To: Board of Supervisors

From: DHHS: Administration

Agenda Section: Consent

SUBJECT:

Extension of Extra Help Hours Past the 960 Hour Limit (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

Approve a waiver of the 960 extra-help limitation for the following staff and an extension of 960 hours, to a maximum of 1,920 hours for fiscal year 2020-21, pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required):

1. Leslie Abbott, Administrative Analyst II, Public Health
2. Sherry Ables-Privette, Peer Coach I, Behavioral Health
3. Terra Adams, Office Assistant I, DHHS Administration
4. Stephanie Aguirre, Community Health Outreach Worker I, HOME
5. Robert Amerman, Mental Health Clinician I, Behavioral Health
6. John Anderson, Supervising Mental Health Clinician, Behavioral Health
7. Pamela Coleman, Office Assistant II, Social Services
8. Petar Demirev, Departmental Information Systems Technician, Social Services
9. Sylvia Duvernois, Laboratory Assistant I, Public Health
10. Nina Egbert, Office Assistant I, Child Welfare Services
11. Joshua Ennis, Deputy Health Officer, Public Health
12. Mariette Franklin, Psychiatric Nurse, Behavioral Health
13. Teresa Frankovich, Health Officer - Medical Director, Public Health
14. Esperanza Fregoso, Community Health Outreach Worker I, Public Health
15. Teresa Gauthier, Mental Health Clinician II, Public Health
16. Carolyn Hawkins, Senior Environmental Health Specialist, Public Health
17. Sally Hewitt, Senior Program Manager, Behavioral Health
18. Aenoi Khounsinvong, Mental Health Cook, Behavioral Health
19. Charlene Ludtke, Senior Fiscal Assistant, Behavioral Health
20. Sara Martin, Vocational Trainee, Social Services
21. Mary McKenzie, Supervising Public Health Nurse, Public Health
22. Samantha Mendez-Gutierrez, Community Health Outreach Worker, Public Health
23. Kevin Metcalfe, Senior Environmental Health Specialist, Public Health

24. Sharon Miros-Schafle, Public Health Nurse, Public Health
25. Constance Mitchell, Public Health Nurse, Public Health
26. Dian Pecora, Director of Public Health Nursing, Public Health
27. Brianna Penner, Mental Health Case Manager I, Behavioral Health
28. Aurore Petitjean, Office Assistant I, Child Welfare Services
29. Saryah Robinson, Communicable Disease Investigator I, Public Health
30. Alexander Scherbatskoy, Mental Health Clinician I, Behavioral Health
31. Luisa Segovia, Laboratory Assistant I, Public Health
32. Kenneth Smith, Social Worker III, Social Services
33. Cristina Tusei, Laboratory Assistant I, Public Health
34. Robert Williams, Peer Coach I, HOME
35. Winifred Williams, Social Worker IV, Child Welfare Services

SOURCE OF FUNDING:

Social Services, Public Health and Behavioral Health Funds

DISCUSSION:

Extra help staff are used for special projects, covering 24-hour shifts, vacations and leaves of absence and expertise in meeting mandates. Due to COVID-19, the Department of Health and Human Services (DHHS) has had to add additional staff to assist with the increased workload and to backfill positions due to Emergency Operations Center and Joint Information Center staffing. Executive Order N-25-20 waives the 960 hour per fiscal year limit for a retired annuitant. The experience and training of these extra help employees necessitate the extension of hours.

FINANCIAL IMPACT:

DHHS-Behavioral Health assignments of Albes-Privette, Amerman, Anderson, Franklin, Khounsinvong, Ludtke, Penner and Scherbatskoy will be funded through Behavioral Health fund 1170; cost of these extra help positions are funded by Mental Health revenues from Medicare and Medicaid cost reimbursement, Behavioral Health Realignment allocation and Mental Health Services Act. The additional cost of extra help hours for the balance of FY 2020-21 is estimated to be \$221,263.71. There is sufficient appropriation in Mental Health Administration budget unit 1170-424 due to funded vacant positions for these additional extra help hours.

DHHS-Housing, Outreach and Mobile Engagement (HOME) assignment of Hewitt, Aguirre, and R. Williams will be funded through Behavioral Health fund; cost of this extra help positions is funded by housing grants, State and Federal funds. The additional cost of extra help hours for the balance of FY 2020-21 is estimated to be \$97,945. There is sufficient appropriation in DHHS-HOME budget unit 1170-426 for these budgeted extra help hours

DHHS-Social Services assignment of Coleman, Martin, and Smith will be funded through Social Services Fund 1160; costs of these extra help positions are funded by Federal and State revenues. The additional cost of the Social Services extra help hours is estimated to be \$76,189 including benefits. There is sufficient appropriation in Social Services, Fund 1160 Budget Unit 511 to cover the additional cost of these positions.

DHHS-Social Services, Child Welfare Services (CWS) assignment of Egbert, Petitjean, Williams will be funded through Federal, State and Local funds. The additional cost of the extra help of the Child Welfare Services extra help hours is estimated to be \$75,803 including benefits. There is sufficient appropriation in Child Welfare Services, Fund 1160 Budget Unit 508 to cover the additional cost of these positions.

DHHS-Public Health assignment of Abbott, Duvernois, Ennis, Frankovich, Fregoso, McKenzie, Mendez-Gutierrez, Mitchell, Pecora, Robinson, Segovia, and Tusei will be funded through Public Health Fund 1175; costs of these extra help positions are funded by anticipated Federal Emergency Management Agency (FEMA) and federal and state revenue as reimbursement for COVID-19 response efforts. The additional cost of the Public Health extra help hours is estimated to be \$607,803 including benefits. There is sufficient appropriation in Public Health, Fund 1175 Budget Units 400 and 455 to cover the additional cost of these positions.

DHHS-Public Health assignment of Hawkins and Metcalfe will be funded through Public Health Fund 1175; costs of these extra help positions are funded by Environmental Health fees. The additional cost of the Public Health extra help hours is estimated to be \$88,087 including benefits. There is sufficient appropriation in Public Health, Fund 1175 Budget Unit 406 to cover the additional cost of these positions.

DHHS-Public Health assignment of Gauthier and Miros-Schafle will be funded through Public Health Fund 1175; costs of these extra help positions are funded by state and federal revenue. The additional cost of the Public Health extra help hours is estimated to be \$107,451 including benefits. There is sufficient appropriation in Public Health, Fund 1175 Budget Units 418 and 437 to cover the additional cost of these positions.

All extra help employees working beyond 1,000 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 and benefits cost for the requested extensions of extra help hours.

The Affordable Care Act requires large employers with 50 or more full-time employees to offer health coverage to all full-time employees. DHHS is aware of the federal provisions that impact extra help employment. DHHS is also aware that the standard measurement period of employee hours will occur over the course of a 52-week period.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by providing community-appropriate levels of service and creating opportunities for improved safety and health.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

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Your Board may choose not to extend hours; however, this is not recommended due to staffing levels and the workload.

ATTACHMENTS:

None

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

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