



COUNTY OF HUMBOLDT

AGENDA ITEM NO.

C-18

For the meeting of: December 2, 2014

Date: November 17, 2014

To: BOARD OF SUPERVISORS

From: *(Signature)* Thomas K. Mattson, Public Works Director

Subject: EXTENSION OF EXTRA-HELP HOURS- ROADS ENGINEERING (321)

RECOMMENDATION(S): That the Board of Supervisors extend Isral Konopa extra-help employment hours 1,200 hours to a maximum of 2,120 hours for fiscal year 2014-2015 pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

SOURCE OF FUNDING: Road Fund -1200321

DISCUSSION: Isral Konopa has been working as an extra-help employee since the beginning of the fiscal year. Mr. Konopa started the fiscal year working as Engineering Aide. Effective September, 15, 2014, Mr. Konopa was moved to a Senior Engineering Technician after he received his engineering degree and passed the Engineering in Training exam. To date, Mr. Konopa has worked a total of 920 hours. Roads Engineering is requesting an extension of hours for the remainder of this fiscal year. The work load within the Engineering Department exceeds the capacity of the current work force and has delayed many projects that increase public safety and benefit the community economically. The Engineering Department currently has personnel on leave and is expecting additional personnel leave time in the near future. The increase in time for this position would decrease the need for the department to seek outside professional services and provide training to develop the individual's skills while assisting the department in completing backlogged projects.

Prepared by Renee Fleek

CAO Approval *(Signature)*

REVIEW: Auditor *(Signature)* County Counsel _____ Personnel *(Signature)* Risk Manager _____ Other _____

TYPE OF ITEM:
X Consent
_____ Departmental
_____ Public Hearing
_____ Other

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT
Upon motion of Supervisor *(Signature)*
Seconded by Supervisor *(Signature)*
And unanimously carried by those members present,
The Board hereby adopts the recommended action contained in this report.

PREVIOUS ACTION/REFERRAL:

Board Order No. _____

Meeting of: _____

Dated: Dec. 2, 2014
Kathy Hayes, Clerk of the Board

By: *(Signature)*

Without an extension of hours, a new temporary employee would need to be trained to perform these duties which would take considerable time and take current employees away from their duties to do the training.

This action supports the Board's Strategic Framework by providing community appropriate levels of service.

FINANCIAL IMPACT: The estimated cost of additional extra-help hours is \$46,551. There are sufficient funds in the Roads Engineering Extra Help line item (1200321-1400) to cover the additional cost of these hours.

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

Beginning January 2015, the Affordable Care Act (ACA) will require large employees with fifty or more full-time employees to offer health insurance coverage to all full-time employees. A full-time 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 requirements that will impact extra help employment in the future and that the county's standard measurement period of employee hours will occur during 2014. The financial impact for health coverage in the current fiscal year is included in the additional cost of extended hours.

ALTERNATIVES TO STAFF RECOMMENDATIONS: Not to extend hours; however, this is not recommended due to the workload of the division.

ATTACHMENTS: None