



COUNTY OF HUMBOLDT

AGENDA ITEM NO.

C7

For the meeting of: May 6, 2014

Date: April 14, 2014
To: Board of Supervisors
From: Glenn Brown, Alternate Counsel
Subject: REQUEST FOR EXTENSION OF EXTRA HELP HOURS

RECOMMENDATION(S):

That the Board of Supervisors approve the extension of an additional 480 hours of extra-help for Desirae Hadley-Cruz Investigator, Job Class 0449, and Salary Range 404 for the Alternate Counsel (1100-253).

SOURCE OF FUNDING:

General Fund

DISCUSSION:

On January 1, 2013 the Alternate Counsel office was re-created. On February 5, 2013 Alternate Counsel hired an extra-help Investigator. The position provided the office with assistance on its caseload by conducting investigations. During the current fiscal year this extra-help position will soon reach 960 hours. Alternate Counsel requests an additional 480 hours of extra-help for this employee in the current fiscal year to continue to provide investigation services for the increasing case load that the office is appointed on.

The extension of extra-help hours would bring the total hours for this employee to 1,440 this fiscal year. The extra help position that is currently held by Desirae Hadley-Cruz is an Investigator, in Budget Unit 253, Job Class 0449, and Salary Range 404. Funds are currently available in the Public Defender Salaries line item to cover this cost, due to salary savings that have accumulated due to several vacancies.

Prepared by Stacey Coota CAO Approval Cheryl Dittus

REVIEW: Auditor County Counsel Personnel Risk Manager Other

TYPE OF ITEM:
[X] Consent
Departmental
Public Hearing
Other

PREVIOUS ACTION/REFERRAL:

Board Order No.

Meeting of:

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT
Upon motion of Supervisor Bass Seconded by Supervisor Lovelace
Ayes Sundberg, Lovelace, Bohn, Fennell, Bass
Nays
Abstain
Absent

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

Dated: May 16, 2014
By: Kathy Hayes, Clerk of the Board

FINANCIAL IMPACT:

The Public Defender's Office has funds available in the fiscal year 2013-2014 budget due to one employee being out on extended leave, and one vacancy. The estimated salary savings that have developed as a result of the vacancies are \$57,768. The Public Defender's Office has hired extra-help employees to fill the vacancies left by these two absences. The total estimated cost for the Public Defender extra-help employees is \$35,470. An additional 480 hours of authorized extra help for an Investigator, Job Class 0449, and Salary Range 404 would cost an estimated \$17,480. The remaining balance of the extra-help line item is estimated to be \$4,458. Beginning January 2015, the Affordable Care Act (ACA) will require large employers 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. There is no additional financial impact for health coverage in the current fiscal year.

This requested action supports the Board's Strategic Framework by protecting vulnerable populations.

OTHER AGENCY INVOLVEMENT: None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The board could choose not to approve the extension of the extra help position. However, this would not be recommended, as this would create problems within the Alternate Counsel's office pertaining to the lack of proper investigation, and would result in the need for requests for court ordered private investigator fees.

ATTACHMENTS: None