



COUNTY OF HUMBOLDT

AGENDA ITEM NO.

C38

For the meeting of: June 26, 2018

Date: June 13, 2018

To: Board of Supervisors

From: Thomas K. Mattson, Public Works Director

Subject: Extension of Extra-Help Hours- Measure Z (298) (4/5 Vote Required)

RECOMMENDATION(S): That the Board of Supervisors extend Dylan Mace extra-help employment hours 1920 hours to a maximum of 2,150 hours for fiscal year 2017-2018 pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

SOURCE OF FUNDING: Measure Z (1100298)

DISCUSSION:

Dylan Mace has been working as an extra-help employee during the current fiscal year. As of pay period ending June 1, 2018, Dylan Mace has worked a total of 1932 hours. Due to an unexpected urgent workload and supervisor oversight, Mr. Mace worked overtime, placing him above his allotted maximum hours earlier than expected. Public Works Roads-Maintenance is requesting an extension of hours for the remainder of this fiscal year to help complete Measure Z funded projects. The extension of the extra help hours is necessary to maintain the level of service and manage the workload during the remainder of the fiscal year.

FINANCIAL IMPACT:

Estimated salary and benefit costs for the requested extension of extra-help hours is \$3,785.62. There are sufficient funds in Measure Z (1100298).

Prepared by Chris Bray

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 Bass
Seconded by Supervisor Fennell
And unanimously carried by those members present,
The Board hereby adopts the recommended action
Contained in this report.

PREVIOUS ACTION/REFERRAL:

Board Order No. C25

Meeting of: Nov 14, 2017

Dated: 6/26/18
Kathy Hayes, Clerk of the Board

By: [Signature]

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 fifty (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 thirty 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 fifty-two (52) week period. These employees will not fall under the guidelines of the requirement to provide health insurance.

This action supports the Board's Strategic Framework by providing community appropriate levels of service and to ensure sustainability of those services.

OTHER AGENCY INVOLVEMENT:

County Departments: Human Resources, Auditor's Office, and 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