

## COUNTY OF HUMBOLDT

AGENDA ITEM NO.

C-11

For the meeting of: January 20, 2015

Date: January 5, 2015

To: BOARD OF SUPERVISORS

From:  Thomas K. Mattson, Public Works Director

Subject: Extension of Extra-help Hours – Water Management (251)

RECOMMENDATION(S): That the Board of Supervisors extend the allowable extra-help employment hours for Robert Vogt to a maximum of 1,771 hours for fiscal year 2014-2015 pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required).


SOURCE OF FUNDING: General Fund-Water Management -1100251

DISCUSSION: On December 2, 2014, your Board approved the allocation of one permanent, full-time Senior Environmental Analyst for the Water Management budget unit. The recruitment process for this position has been initiated by Human Resources but may require several months to complete. Robert Vogt has been working as an extra-help Senior Environmental Analyst since July 28, 2014. To date, Mr. Vogt has worked a total of 872 hours. Public Works requests an extension of allowable extra-help hours for Mr. Vogt for the remainder of this fiscal year or until the regular full-time position is filled, whichever occurs first. Without an extension of hours for Mr. Vogt, there will be a gap in the staffing capacity of the Environmental Services division which will adversely affect the Department's ability to develop and implement projects. Retention of a new temporary employee is not feasible because the time required to train a new individual to perform these duties would take considerable time and take current employees away from their duties to do the training.

Prepared by Renee Fleek

CAO Approval 

**REVIEW:**

Auditor 

County Counsel

Personnel 

Risk Manager

Other

**TYPE OF ITEM:**

☒ Consent

☐ Departmental

☐ Public Hearing

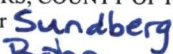
☐ Other


**PREVIOUS ACTION/REFERRAL:**

Board Order No. \_\_\_\_\_

Meeting of: \_\_\_\_\_

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT

Upon motion of Supervisor 

Seconded by Supervisor 

And unanimously carried by those members present,

The Board hereby adopts the recommended action

contained in this report.

Dated: Jan 20, 2015

Kathy Hayes, Clerk of the Board

By: 

FINANCIAL IMPACT: The estimated cost of additional extra-help hours is \$36,077. There are sufficient funds in the Water Management Extra Help line item (1100251-1400) 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 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. The financial impact for health coverage in the current fiscal year is included in the additional cost of extended hours.

This action supports the Board of Supervisor's Strategic Framework by investing in increased internal capacity to ensure sustainability of County services.

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

ATTACHMENTS: None