



COUNTY OF HUMBOLDT

For the meeting of: 4/14/2026

File #: 26-302

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

Vote Requirement: 4/5th

SUBJECT:

Extension of Extra Help Hours - Measure O 1200342 (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Authorize the extension of extra-help employment hours for Road Maintenance Ferndale Road Crew, Garrett Allen Johnson to a maximum of 1920 hours, and Road Maintenance Sign Shop, Eduardo Guadal Ramirez to a maximum of 1920 hours for fiscal year (FY) 2025-26 (4/5 Vote Required).

STRATEGIC PLAN:

This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 9999 - Core Services/Other

DISCUSSION:

Garrett Johnson and Eduardo Ramirez have been working as an extra-help employee during the current FY 25-26. As of April 1st, Garrett Johnson worked a total of 896 hours, and Eduardo Ramirez worked a total of 891.5 hours as Extra Help Road Maintenance. Public Works Roads is requesting an extension of hours to the total of 1920 for the remainder of FY 2025-26. Extra help will aid in completing sign work and striping and maintenance road work. The requested extension of extra-help hours is necessary to maintain the level of services provided by, and maintain the workload of, the Public Works Road Measure O Division.

SOURCE OF FUNDING:

Public Works Roads Measure O (342)

FINANCIAL IMPACT:

Expenditures (1200342)	FY25-26
Budgeted Expenses	\$15,402

Total Expenditures	\$15,402
Funding Sources (1200342)	FY25-26 Adopted
Fees/Other	\$15,402
Total Funding Sources	\$15,402

**Projected amounts are estimates and are subject to change.*

Narrative Explanation of Financial Impact:

Estimated salary and benefit cost for the requested extension of extra-help is \$15,402 for fund 1200 budget unit 342 Roads Measure O. There are sufficient funds budgeted in Roads Measure O Extra Help to cover the additional cost of these hours.

All extra-help employees working beyond one thousand (1000) 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 for the requested extension of extra-help hours.

Beginning January 2015, the Affordable Care Act (ACA) required large employers with fifty 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 that the county standard measurement period of employee hours will occur over the course of a fifty-two (52) week period.

There is no impact to the General Fund.

STAFFING IMPACT:

Narrative Explanation of Staffing Impact:

This extension of extra help hours will not increase the overall FTE for Roads Maintenance.

OTHER AGENCY INVOLVEMENT:

N/A

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:

N/A

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A