



# COUNTY OF HUMBOLDT

AGENDA ITEM NO.

**C-17**

For the meeting of: April 26, 2016

Date: April 12, 2016

To: HUMBOLDT COUNTY BOARD OF SUPERVISORS

From: WILLIAM DAMIANO, CHIEF PROBATION OFFICER

Subject: Extension of Extra Help Hours to 1950 for Juvenile Corrections Officer Molly Turner.

### RECOMMENDATION(S):


That the Board of Supervisors approve the extension of extra help hours for Juvenile Corrections Officer Molly Turner to 1950 hours through June 30, 2016, per Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

### SOURCE OF FUNDING:

Juvenile Probation & Camp Funding, Youthful Offender Block Grant, Prop 172, and General Fund

### DISCUSSION:

Molly had worked as a regular full-time Juvenile Corrections Officer for several years when she decided for personal reasons to demote to extra help in 2015. As a full-time staff she has all the training required by the Board of State and Community Corrections and worked extensively in the Juvenile Hall. Molly has proved extremely valuable in providing replacement coverage for regular staff off work due to mandated training, vacation, sick leave, and disability as well as past and current vacancies. Availability of existing extra help causes fluctuation in individual officer's hours; the less available a person becomes the more hours another person is asked to work to fill shifts. Use of extra help officers is necessary in order to meet minimum

Prepared by Tim Toste  CAO Approval Chief William Damiano

REVIEW: Auditor \_\_\_\_\_ County Counsel \_\_\_\_\_ Personnel df Risk Manager \_\_\_\_\_ Other \_\_\_\_\_

TYPE OF ITEM:

Consent

Departmental

Public Hearing

Other \_\_\_\_\_

**BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT**

Upon motion of Supervisor Fennell Seconded by Supervisor Sundberg

Ayes Sundberg, Fennell, Lovelace, Bohn, Bass

Nays \_\_\_\_\_

Abstain \_\_\_\_\_

Absent \_\_\_\_\_

PREVIOUS ACTION/REFERRAL:

Board Order No. C-17

Meeting of: January 19, 2016

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

Dated: April 26, 2016

By: Kathy Hayes

Kathy Hayes, Clerk of the Board

juvenile facility staffing levels as mandated by Section 1321, Title 15 California Code of Regulations. Molly had her extra help hours extended by your Board on January 19, 2016 (C-17), but will soon reach her 1530 hour limit authorized on that date. Due to an excessive number vacancies and fewer extra help a request is being made to authorize another extension of her extra help hours. The department continuously accepts applications and conducts background investigations to expand the number of extra help officers. The goal is to hire and keep enough extra help staff to keep all officers at or below 960 hours in the future.

FINANCIAL IMPACT:

The additional 420 hours for Molly would be a maximum cost of approximately \$6,720 assuming all extended hours are worked. Sufficient funds exist within budget unit 1100-234 Juvenile Hall and 1100-254 Regional Facility to cover the expense.

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

Beginning January 2015 the Affordable Care Act required large employers with fifty or more fulltime employees to offer health coverage to all fulltime employees. A fulltime 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 provisions that impact extra help employment and is aware that the County's standard measurement period of employee hours will occur over the course of a fifty-two (52) week period. As Molly was a full-time employee when she became extra help she was offered health coverage and declined it in August 2015. There is no addition financial impact for health coverage in the current fiscal year.

OTHER AGENCY INVOLVEMENT: County Departments: Human Resources, Auditor's Office, and Payroll

ALTERNATIVES TO STAFF RECOMMENDATIONS:

To not approve the extension of hours. This will result in increased use of mandatory overtime for regular staff and possibly Deputy Probation Officers resulting in costs in excess of those accrued by these extra help employees.

ATTACHMENTS: N/A