



COUNTY OF HUMBOLDT

For the meeting of: 12/10/2019

File #: 19-1657

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

SUBJECT:

Extension of Extra Help Hours - Roads-Maintenance 1200 325 (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Authorize the extension of extra-help employment hours for Road Maintenance Worker I, Antoine Smith, to a maximum of 1920 hours for fiscal year (FY) 2019-20 (4/5 vote required).

SOURCE OF FUNDING:

Roads Fund (1200)

DISCUSSION:

Antoine Smith has been working as an extra-help employee during the current FY. To date Mr. Smith has worked a total of 901 hours as a Roads Maintenance Worker I. Public Works Roads-Maintenance 1200-325, is requesting an extension of hours to the total of 1920 for the remainder of FY 2019-20. Extra help will aid in completing road projects, culvert repairs, brush cutting and general maintenance. The extension of the extra-help hours is necessary to maintain the roadways and reinforce public safety during the remainder of the FY.

FINANCIAL IMPACT:

Estimated salary and benefit cost for the requested extension of extra-help is \$20,187 for fund 1200 budget unit 325, Roads Maintenance. Due to salary savings from vacant positions there are sufficient funds budgeted in Public Works Roads-Maintenance to cover the additional cost of these hours.

All extra-help employees working beyond nine hundred and sixty (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 requires 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 (30) 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.

There is no impact to the General Fund.

STRATEGIC FRAMEWORK:

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

OTHER AGENCY INVOLVEMENT:

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

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A