



COUNTY OF HUMBOLDT

For the meeting of: 1/12/2021

File #: 21-43

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

SUBJECT:

Extension of Extra-Help Hours - Roads Engineering 1200-321 (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Authorize the extension of extra-help employment hours for Engineering Aide, Bryant Muldoon, to a maximum of one thousand nine hundred twenty (1920) hours for fiscal year 2020-2021 (4/5 vote required); and
2. Authorize the extension of extra-help employment hours for Assistant Engineer I, Chase Richardson to a maximum of one thousand nine hundred twenty (1920) hours for fiscal year 2020-2021 (4/5 vote required).

SOURCE OF FUNDING:

Roads Fund (1200)

DISCUSSION:

Bryant Muldoon has been working as an extra-help employee during the current fiscal year. To date, Mr. Muldoon has worked a total of eight hundred fifty-two (852) hours as an Engineering Aide. Public Works - Roads Engineering is requesting an extension of extra-help hours to the total of one thousand nine hundred twenty (1920) hours for the remainder of fiscal year 2020-2021. The requested extension of extra-help hours is necessary to maintain the level of service and manage the workload of the Public Works - Roads Engineering Materials Laboratory.

Chase Richardson has been working as an extra-help employee during the current fiscal year. To date, Mr. Richardson has worked a total of nine hundred ninety-seven (997) hours as an Assistant Engineer I. Public Works Roads - Engineering is requesting an extension of extra-help hours to the total of one thousand nine hundred twenty (1920) hours for the remainder of fiscal year 2020-2021. The requested extension of extra-help hours is necessary to maintain the level of service and manage the workload of the Engineering Division.

FINANCIAL IMPACT:

The estimated salary and benefit costs for the requested extensions of extra-help hours is Fifty-Five

Thousand Five Hundred Forty-Two Dollars and Ninety-Seven Cents (\$55,542.97) for fund 1200 budget unit 321, Roads Engineering. There are sufficient funds in the Roads Engineering budget to cover the cost of the additional extra-help hours. As a result, approval of the requested extensions of extra-help hours will not impact the Humboldt County General Fund.

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 extensions of extra-help hours.

The Affordable Care Act requires large employers with fifty (50) or more full-time employees to offer health coverage to all full-time employees. Public Works is aware of the federal provisions that impact extra-help employment. Public Works is also aware that the standard measurement period of employee hours will occur over the course of a fifty-two (52) week period.

STRATEGIC FRAMEWORK:

The recommended actions support the Board of Supervisors’ Strategic Framework by providing community-appropriate levels of service and ensuring sustainability of such services.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose to deny the requested extensions of extra-help hours. However, this alternative 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