



COUNTY OF HUMBOLDT

AGENDA ITEM NO.

C-16

For the meeting of: March 28 2017

Date: March 8, 2017

To: BOARD OF SUPERVISORS

From: Thomas K. Mattson, Public Works Director *TS FOR TM*

Subject: EXTENSION OF EXTRA-HELP HOURS- ROADS MAINTENANCE (325)  
MEASURE Z (298)

RECOMMENDATION(S): That the Board of Supervisors extend Manuel Andersen, Thoret Farnsworth, Dylan Mace, Dane Crawford and Henry Stommel's extra-help employment hours 960 hours to a maximum of 1,920 hours for fiscal year 2016-2017 pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

SOURCE OF FUNDING:

Road Fund -1200325, Measure Z - 1100298

DISCUSSION:

Manuel Andersen, Thoret Farnsworth, Dylan Mace, Dane Crawford and Henry Stommel have been working as extra-help employees during the current fiscal year. To date, Mr. Anderson has worked a total of 922.50 hours, Mr. Farnsworth a total of 606, Mr. Mace has worked a total of 524 hours, Mr. Crawford a total of 736 hours, and Mr. Stommel a total of 517.50 hours. Roads Maintenance is requesting an extension of hours for the remainder of this fiscal year. With the additional allocation of the Mid-Year budget review, these extra help employees will aid in completing Measure Z projects. In addition, the storm damage has required extra hours by all crews to keep county roads open. Roads crew members have been shifted to provide all crews with coverage, but there are still gaps. The extension of the extra help hours is necessary to maintain the level of road maintenance and public

Prepared by Charlotte Merkel

CAO Approval *Karen Clower*

REVIEW: Auditor *WBM* County Counsel \_\_\_\_\_ Personnel *WBM* Risk Manager \_\_\_\_\_ Other \_\_\_\_\_

TYPE OF ITEM:  
 Consent  
 Departmental  
 Public Hearing  
 Other \_\_\_\_\_

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT  
Upon motion of Supervisor *Wilson*  
Seconded by Supervisor *Fennell*  
And unanimously carried by those members present,  
The Board hereby adopts the recommended action  
contained in this report.

PREVIOUS ACTION/REFERRAL:

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

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

Dated: *March 28, 2017*  
Kathy Hayes, Clerk of the Board

By: *Craig Dennis*

safety during the remainder of the fiscal year.

**FINANCIAL IMPACT:**

Estimated salary and benefit costs for the requested extension extra-help is \$68,395 for Public Works Measure Z (1100298) and \$17,099 for Roads Maintenance (1200325). There are sufficient funds in Salaries in both budgets 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 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 (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 Department is aware of these 2015 federal provisions that impact extra-help employment and is aware 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.

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

**OTHER AGENCY INVOLVEMENT:**

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

**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