



COUNTY OF HUMBOLDT

AGENDA ITEM NO.
C-15

For the meeting of: December 6, 2016

Date: November 15, 2016
To: HUMBOLDT COUNTY BOARD OF SUPERVISORS
From: WILLIAM DAMIANO, CHIEF PROBATION OFFICER
Subject: Extension of Extra Help Hours to 1950 for Juvenile Corrections Officers Molly Turner, Virginia Ramsey, and Lyndon Rowells

RECOMMENDATION(S):

That the Board of Supervisors approve the extension of extra help hours for Juvenile Corrections Officers Molly Turner, Virginia Ramsey, and Lyndon Rowells to 1950 hours through June 30, 2017, 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, Regional Facility Cost Reimbursement, and General Fund

DISCUSSION:

The above extra help Juvenile Corrections Officers have worked extensively in the Juvenile Hall and Regional Facility providing replacement coverage for regular staff off work due to mandated training, vacation, sick leave, disability, and different types of approved leave 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 juvenile facility staffing levels as mandated by Section 1321, Title 15 California Code of

Prepared by Tim Toste  CAO Approval Cheryl Dillingham
REVIEW: Auditor _____ County Counsel _____ Personnel DJF 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 Bass
Ayes Sundberg, Fennell, Lovelace, Bohn, Bass
Nays _____
Abstain _____
Absent _____

PREVIOUS ACTION/REFERRAL:

Board Order _____
Meeting of: _____

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

Dated: Dec. 6, 2016
By: Kathy Hayes
Kathy Hayes, Clerk of the Board

Regulations. The above officers will soon reach their 960 hour limit for extra help; they are experienced and well trained in routine facility operations, and as such, a request is being made to authorize an extension of their 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 2970 hours for the officers would be a maximum cost of approximately \$40,600 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. 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