



COUNTY OF HUMBOLDT

For the meeting of: 5/25/2021

File #: 21-627

To: Board of Supervisors

From: Probation

Agenda Section: Consent

SUBJECT:

Extension of Extra Help Hours to 1,350 for Juvenile Corrections Officer, Darren Turpin and Correctional Cook, Kili Saveliff (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. That the Board of Supervisors authorize the extension of extra help hours for Juvenile Corrections Officer (JCO) Darren Turpin and Correctional Cook Kili Saveliff to 1350 hours through June 30, 2021, per Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

SOURCE OF FUNDING:

Probation Juvenile Hall Budget Unit 234

DISCUSSION:

Due to staffing shortages and vacancies within the Juvenile Hall (Budget Unit 1100-234), staff are requesting an extension of extra help hours through the end of Fiscal Year 2020-21 for two staff members, Darren Turpin and Kili Saveliff, in order to maintain staffing ratios established by Juvenile Title 15 Minimum Standards. Juvenile Hall is currently recruiting for several positions that, if filled, will help minimize future need for extension of extra help hours.

The total additional 780 hours for Darren Turpin and Kili Saveliff would result in a maximum cost of approximately \$12,300 assuming all extended hours are worked. Depending upon the total number of hours actually worked there are possible health and dental insurance costs totaling \$3,417. Sufficient funds exist within budget unit 1100-234 Juvenile Hall 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 additional financial impact for health coverage in the current fiscal year.

FINANCIAL IMPACT:

The total additional 780 hours for Darren and Kili would be a maximum cost of approximately \$12,300 assuming all extended hours are worked. Depending upon the total number of hours actually worked there are possible health and dental insurance costs totaling \$3,417. Sufficient funds exist within budget unit 1100-234 Juvenile Hall to cover the expense, there will be no impact to the general fund contribution of this budget unit.

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 additional financial impact for health coverage in the current fiscal year.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by protecting vulnerable populations and enforcing laws and regulations to protect residents.

OTHER AGENCY INVOLVEMENT:

Board of State and Community Corrections

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board may not approve the extension of hours which will result in increased use of mandatory overtime for regular staff and possibly Deputy Probation Officers resulting in costs exceeding those accrued by extra help employees.

ATTACHMENTS:

N/A

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A