



COUNTY OF HUMBOLDT

For the meeting of: 6/8/2021

File #: 21-630

To: Board of Supervisors

From: Aviation

Agenda Section: Consent

SUBJECT:

Extension of Extra-Help Hours - Aviation 3530-381 (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve the extension of extra help employment hours past the 960-hour pursuant to Section 7 of the Humboldt County Salary Resolution limit for the following individuals (4/5 vote required):
 - A. Owen Lien, Laborer to a maximum of 1,560 hours through June 30, 2021
 - B. Timothy McLaughlin, Laborer to a maximum of 1,560 hours through June 30, 2021.

SOURCE OF FUNDING:

Aviation Fund (3530)

DISCUSSION:

The Department of Aviation is expanding service through the addition of two new airlines and has tripled the number of flights per day. Extra help staff are used for assistance on airfield maintenance, terminal and facilities cleaning and maintenance, aircraft fueling, regulatory compliance, and other related duties as assigned. Due to increase in airline service, the Department of Aviation has had to rely on extra-help positions to assist in the increased workload.

Owen Lien and Timothy McLaughlin have been employed by the Department of Aviation as extra-help laborers for 9 months. The experience and training both employees have already received necessitates the extension of hours. We respectfully request the extension of extra-help hours to meet the increased needs.

FINANCIAL IMPACT:

Estimated salary and benefit cost for the requested extension of extra-help hours is \$20,485.32 for fund 3530, budget unit 381. Due to salary savings from vacant positions, and a delay in the start date for the newly established Airport Operations Manager, there are sufficient funds budgeted to cover the additional cost. There is no impact to the General Fund.

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 cost for PERS have been included in the aforementioned estimated salary cost.

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

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by providing community-appropriate levels of service and providing for and maintaining infrastructure.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose not to approve the extension of hours. This is not recommended, as not extending hours would create an increased workload for existing staff and reduce the service provided to the public.

ATTACHMENTS:

None

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A