



COUNTY OF HUMBOLDT

For the meeting of: 1/8/2019

File #: 19-6

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

SUBJECT:

Extension of Extra-Help Hours- Roads Maintenance 1200 325 (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Extend Tyler Hunt extra-help employment hours to a maximum of 1920 hours for fiscal year 2018-2019 pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

SOURCE OF FUNDING:

Roads Maintenance 1200325

DISCUSSION:

Tyler Hunt has been working as an extra-help employee during the current fiscal year. To date, Mr. Hunt has worked a total of 882.50 hours as a Roads Maintenance Worker I. Public Works Roads Maintenance is requesting an extension of hours for the remainder of this fiscal year. Extra help will aid in completing road projects, culvert repairs, brush cutting and general maintenance. The extension of the extra help hours is necessary to maintain the roadways and reinforce public safety during the remainder of the fiscal year.

FINANCIAL IMPACT:

Estimated salary and benefit cost for the requested extension of extra-help is \$15,962 for Public Works Roads Maintenance (1200325). Due to salary savings from retired employees during the current Fiscal Year 2018-19, there are sufficient funds budgeted in Public Works Roads Maintenance 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 Public Works Department is aware of these 2015 federal provisions that impact extra-help employment and is also aware of 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:

Human Resources, Auditor, 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

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A