



COUNTY OF HUMBOLDT

AGENDA ITEM NO.

C40

For the meeting of: June 26, 2018

Date: June 21, 2018

To: BOARD OF SUPERVISORS

From: Thomas K. Mattson, Public Works Director

Paul Selman, Deputy - Director

Subject: Extension of Extra-Help Hours- Facilities Management (162) (4/5 Vote Required)

RECOMMENDATION(S): That the Board of Supervisors extend Kendall Cobine, and Lindsey Day extra-help employment hours 1920 hours to a maximum of 2,040 hours for fiscal year 2017-2018 pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

SOURCE OF FUNDING:

Facilities Management (1100162)

DISCUSSION:

Kendall Cobine and Lindsey Day have been working as extra-help employees during the current fiscal year. As of the pay period ending June 16, 2018, Mr. Cobine has worked a total of 1,888.75 hours and due to an American with Disabilities Act (ADA) urgent workload and supervisor oversight during staffing transition, Mr. Day worked a total of 1949.50 hours placing him above his allotted maximum hours. Facilities Management is requesting an extension of hours for the remainder of this fiscal year. These extra help employees will aid in completing ADA projects by the deadline set in the Consent Decree.

FINANCIAL IMPACT:

Estimated salary and benefit costs for the requested extension extra-help is \$3,689.26 for Facilities Management (1100162). There are sufficient salary savings available to fund the additional extra-help

Prepared by Charlotte Merkel

CAO Approval

REVIEW: Auditor CS County Counsel _____ Personnel _____ Risk Manager _____ Other _____

TYPE OF ITEM:
 Consent
 Departmental
 Public Hearing
 Other _____

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT
Upon motion of Supervisor Barr
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. _____

Dated: 6/26/18
Kathy Hayes, Clerk of the Board

Meeting of: _____

By:

hours due to the vacant positions in Facilities Management.

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:

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 deadline in the Consent Decree.

ATTACHMENTS:

None