

C-10



COUNTY OF HUMBOLDT

For the meeting of: January 3, 2016

Date:

December 7, 2016

To:

Board of Supervisors

From:

Kathy Hayes, Clerk of the Board

Subject:

Extension of Extra-Help Hours to 1900 in Budget Unit 1100-101 – Board of Supervisors

(4/5 Vote Required)

<u>RECOMMENDATION(S)</u>: That the Board of Supervisors (BOS) approve the extension of extra help hours in budget unit 1100-101 to a maximum of 1900 hours through June 30, 2017, per Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

SOURCE OF FUNDING:

General Fund

<u>DISCUSSION</u>: The department currently has a staff member on extended family medical leave with an undetermined return-to-work date. The requested extension of extra-help hours is necessary to maintain critical operating functions within the department.

<u>FINANCIAL IMPACT</u>: Estimated salary and benefits costs for the requested extension of extra-help, including contributions to the California Public Employee Retirement System (PERS) as required for employees who work over 960 hours in a year, is \$19,445. There are sufficient funds in budget unit 1100-101, from salary savings and other expenditure savings to accommodate this expense, with no additional impact to the General Fund in the current fiscal year.

All extra-help employees working beyond 960 hours are subject to paying into PERS. The additional costs for PERS has been included in the above-mentioned estimated salary costs.

Beginning in January 2015, the Affordable Care Act 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.

Prepared by	Kathy Hayes			Signature Os No.
REVIEW: MSM	County Counsel	Personnel ()		Risk Manager Other
TYPE OF ITEM: XX Consent Department Public Heat Other PREVIOUS ACTION/	tal ring			BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT Upon motion of Supervisor Sundberg Ayes Sundberg, Fennell, Bass, Bohn, Wilson Abstain
Board Order No				Absent and carried by those members present, the Board hereby approves the recommended action contained in this Board report.
			1	Dated: Jan. 3, 2017 for Murtuell

Kathy Hayes, Clerk of the Board

The department is aware of these 2015 federal provisions that impact extra-help employment and is aware that the county standard measurement period of employee hours will occur over the course of a fifty-two (52) week period. As the employee currently working in the extra-help position was offered health coverage and declined it, there is no additional financial impact for health coverage in the current fiscal year.

OTHER AGENCY INVOLVEMENT: County Departments: Human Resources, Auditor's Office, and Payroll.

<u>ALTERNATIVES TO STAFF RECOMMENDATIONS</u>: Losing these extra help hours would leave the department without sufficient staffing levels to handle the required duties of the office.

ATTACHMENTS: N/A