



COUNTY OF HUMBOLDT

AGENDA ITEM NO.

C25

For the meeting of: November 14, 2017

Date: October 31, 2017

To: BOARD OF SUPERVISORS

From: *DK* Thomas K. Mattson, Public Works Director

Subject: Extension of Extra-Help Hours- Measure Z (298) (4/5 Vote Required)

RECOMMENDATION(S): That the Board of Supervisors extend Dylan Mace, and Dustyn Punch extra-help employment hours 960 hours to a maximum of 1,920 hours for fiscal year 2017-2018 pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

SOURCE OF FUNDING:

Measure Z – 1100298

DISCUSSION:

Dylan Mace, and Dustyn Punch have been working as extra-help employees during the current fiscal year. To date, Mr. Mace has worked a total of 692.5 hours, and Mr. Punch a total of 516 hours. Public Works Roads Maintenance is requesting an extension of hours for the remainder of this fiscal year. These extra help employees will aid in completing Measure Z projects. Roads crew members have been shifted to provide all crews with coverage, but there are still gaps. The extension of the extra help hours is necessary to maintain the level of road maintenance and public safety during the remainder of the fiscal year.

FINANCIAL IMPACT:

Estimated salary and benefit costs for the requested extension extra-help is \$68,395 for Public Works Measure Z (1100298). There are sufficient funds in Public Works Measure Z to cover the additional cost

Prepared by Charlotte Merkel

CAO Approval

Karen Clower

REVIEW:

Auditor *MSM* County Counsel _____ Personnel *LD* Risk Manager _____ Other _____

TYPE OF ITEM:

☒ Consent
☐ Departmental
☐ Public Hearing
☐ Other _____

PREVIOUS ACTION/REFERRAL:

Board Order No. _____

Meeting of: _____

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT
Upon motion of Supervisor *Fennell*
Seconded by Supervisor *Wilson*
And unanimously carried by those members present,
The Board hereby adopts the recommended action
contained in this report.

Dated: *11/14/17*
Kathy Hayes, Clerk of the Board

By: *[Signature]*

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:

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 workload of the division.

ATTACHMENTS:

None