



COUNTY OF HUMBOLDT

For the meeting of: 3/26/2020

File #: 20-290

To: Board of Supervisors

From: Public Works

Agenda Section: Consent

SUBJECT:

Extension of Extra Help Hours - Roads Heavy Equipment 3540-330 (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Authorize the extension of extra-help employment hours for Equipment Mechanic I, David Williams, to a maximum of one thousand nine hundred twenty (1920) hours for fiscal year 2019-2020. (4/5 vote required)

SOURCE OF FUNDING:

Roads Heavy Equipment Fund (3540)

DISCUSSION:

David Williams has been working as an extra-help employee during the current fiscal year. To date, Mr. Williams has worked a total of eight hundred nine (809) hours as an Equipment Mechanic I. Public Works - Roads Heavy Equipment is requesting an extension of hours to the total of one thousand nine hundred twenty (1920) for the remainder of fiscal year 2019-2020. The additional extra help hours will aid in completing equipment repair and general maintenance of roads machinery. The extension of the extra help hours is necessary to maintain the heavy equipment used by the Public Works road crews.

FINANCIAL IMPACT:

Estimated salary and benefit cost for the requested extension of extra help hours is Twenty-Three Thousand Five Hundred Seventeen Dollars (\$23,517) for fund 3540 budget unit 330, Roads Heavy Equipment. There are sufficient funds in the Roads Heavy Equipment budget to cover the cost of the additional extra help hours. As a result, approval of the recommended actions will not impact the Humboldt County General Fund.

All extra-help employees working beyond nine hundred sixty (960) hours are subject to paying into the California Public Employee Retirement System ("PERS"). The additional costs for PERS have been included in the estimated salary and benefit costs for the requested extension of extra help hours.

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

STRATEGIC FRAMEWORK:

The recommended action supports the Board of Supervisors' Strategic Framework by providing community-appropriate levels of service and ensuring sustainability of such services.

OTHER AGENCY INVOLVEMENT:

N/A

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could deny this request for additional extra-help hours. However, this alternative is not recommended due to the workload of the division.

ATTACHMENTS:

None

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A