



COUNTY OF HUMBOLDT

Legislation Details (With Text)

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Title: Waiver of Extra-Help Hours for Four Employees of the Humboldt County Sheriff's Office (HCSO) (4/5 Vote Required)

Sponsors:

Indexes:

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Attachments: 1. Staff Report

Date	Ver.	Action By	Action	Result
2/27/2024	1	Board of Supervisors	approved	Pass

To: Board of Supervisors

From: Sheriff

Agenda Section: Consent

Vote Requirement: 4/5th

SUBJECT:

Waiver of Extra-Help Hours for Four Employees of the Humboldt County Sheriff's Office (HCSO) (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve a waiver of the 960 extra-help hour limitation for Miyanna Dorrell, Emergency Communications Dispatcher (Budget Unit 1100-221360) and an extension of an additional 1,040 hours, for a maximum of 2,000 hours for Fiscal Year 2023-24, pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required);
2. Approve a waiver of the 960 extra-help hour limitation for Justin Barragan, Extra Help Community Services Officer (Budget Unit 1100-297300) and an extension of an additional 440 hours, for a maximum of 1,400 hours for Fiscal Year 2023-24, pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required);
3. Approve a waiver of the 960 extra-help hour limitation for Chaz Schlesiger, Extra Help Community Services Officer (Budget Unit 1100-297300) and an extension of an additional 440 hours, for a maximum of 1,400 hours for Fiscal Year 2023-24, pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required); and
4. Approve a waiver of the 960 extra-help hour limitation for Stephen Falkenstrom, Extra Help Deputy II, (Budget Unit 1100-221600 and an extension of an additional 440 hours, for a maximum of 1,400 hours for Fiscal Year 2023-24, pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

SOURCE OF FUNDING:

Trial Court Security (1100221600)
General Fund (1100221360)

Measure Z (1100297300)

DISCUSSION:

Miyanna Dorrell has been an extra-help employee in the Emergency Communications Center (ECC) since January 2018. Recently, due to the unexpected shortage of Emergency Communications Dispatchers and medical leaves, the ECC has relied heavily on Ms. Dorrell to help cover the ECC. During this fiscal year, Ms. Dorrell has worked an average of 40 hours per week, totaling 1,140 hours to date. Considering the current staffing emergency situation, staff recommends waiving the 960-hour maximum limit of extra help hours for Miyanna Dorrell and allowing for an additional 1,040 hours for a maximum of 2,000 hours this fiscal year.

HCSO has five positions for Community Services Officers (CSOs) allocated in Measure Z, but two of those positions are currently frozen. During the fiscal year 2023-24, the HCSO faced consistent vacancies in the remaining 3 CSO positions. 1 CSO was on medical leave for several months, while the 2nd position remained vacant the entire year. The 3rd CSO has been on medical leave for several years and only recently separated from employment. To maintain services to the community, HCSO has relied on Extra Help CSO Chaz Schlesinger and hired Extra Help CSO Justin Barragan to minimize the impact of staffing shortages on the community. Both individuals play an essential role in ensuring that abandoned vehicle abatement and other services are not compromised and that the community's needs are being met during this staffing challenge. Staff recommends waiving the 960-hour maximum limit of extra help hours for Chaz Schlesinger and Justin Barragan and allowing for an additional 440 hours for each for a maximum of 1,400 hours this fiscal year for each employee.

HCSO, per an agreement with the Superior Court of California, County of Humboldt, provides in-court security for judicial officers, courtroom staff, and all those who attend the court. Due to staff shortages caused by national recruitment issues, Extra Help Deputies are necessary to maintain the staffing level per the agreement. Considering the current staffing situation, staff recommends waiving the 960-hour maximum limit of extra help hours for Stephen Falkenstrom and allowing for an additional 1,040 hours for a maximum of 2,000 hours this fiscal year.

FINANCIAL IMPACT:

Expenditures (1100,221600, 221360, 297300)	FY23-24	FY24-25 Projected*	FY25-26 Projected*
Budgeted Expenses	\$105,539.00	\$0	\$0
Additional Appropriation Requested	\$0	\$0	\$0
Total Expenditures	\$105,539.00	\$0	\$0

Funding Sources (Fund, Budget Unit)	FY23-24	FY24-25 Projected*	FY25-26 Projected*
General Fund	\$105,539.00	\$0	\$0
Total Funding Sources	\$105,539.00	\$0	\$0

*Projected amounts are estimates and are subject to change.

Narrative Explanation of Financial Impact:

It is estimated that Miyanna Dorrell's additional 1,040 hours will cost \$45,276. Due to the substantial dispatcher vacancies in the ECC, there are sufficient salary savings to cover the cost of the extra-help hours.

It is estimated that Chaz Schlesinger and Justin Barragan's additional 440 hours each for a total of 880 hours will cost \$32,858. Due to the CSO vacancies there are sufficient salary savings to cover the cost of the extra-help hours.

It is estimated that Stephen Falkenstrom's additional 440 hours will cost \$27,405. Due to the shortage of Deputy Sheriff's there are sufficient salary savings to cover the cost of the extra-help hours.

All extra-help employees working beyond 960 hours are subject to paying into the California Public Employees Retirement System (PERS). The additional costs for PERS have 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 all full-time employees health coverage. A full-time employee is defined as a person who has been employed an average of thirty or more hours per week. The Department is aware of these 2015 federal provisions that impact extra help employment. The County's standard measurement period of employee hours will occur throughout a fifty-two (52) week period. Health coverage has no additional financial impact in

the current fiscal year.

STAFFING IMPACT:

Ongoing recruitment efforts are being made to fill the vacant positions of Dispatcher, CSO, and Sheriff's Deputies. These extra-help positions play a crucial role in reducing the workload of full-time staff and ensuring county-wide coverage. Losing these positions would severely impact our ECC, Court Security, and abandoned vehicle abatement program services and increase response times for the services provided to the community.

STRATEGIC FRAMEWORK:

This action supports the following areas of your Board's Strategic Framework.

Core Roles: Enforce laws and regulations to protect residents
New Initiatives: Provide community-appropriate levels of service
Strategic Plan: N/A

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could deny the request for a waiver for the extra-help hours; however, this is not recommended as it would reduce the level of service provided by the Sheriff's Office for the benefit of the community.

ATTACHMENTS:

N/A

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A
Meeting of: N/A
File No.: N/A