



COUNTY OF HUMBOLDT

Legislation Text

File #: 18-507, **Version:** 1

To: Board of Supervisors

From: Public Works

Subject:

Extension of Extra-Help Hours - Roads-Maintenance (325) (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors extend Wayne Hicks 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:

Roads-Maintenance (1200325)

DISCUSSION:

Wayne Hicks has been working as an extra-help employee during the current fiscal year. As of pay period ending May 5, 2018, Mr. Hicks has worked a total of 897 hours. Roads-Maintenance is requesting an extension of hours for the remainder of this fiscal year. Extra help is needed to handle the day to day operations of the Roads-Maintenance Division. The extension of the extra help hours is necessary to maintain the level of service and manage the workload during the remainder of the fiscal year.

FINANCIAL IMPACT:

Estimated salary and benefit costs for the requested extension extra-help is \$7,255. Due to salary savings, there are sufficient funds in Roads-Maintenance (1200325). There will be no impact to the General Fund.

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 (50) 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

PREVIOUS ACTION/REFERRAL

N/A