



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Public Works
Department No.: 054
For Agenda Of: October 1, 2019
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Scott D. McGolpin, Public Works Director (805) 568-3010
Director(s)
Contact Info: Andrea Geis, Business Manager (805) 568-3027

SUBJECT: Establish Job Classifications of Urban Forestry Maintenance Worker I & II

County Counsel Concurrence

As to form: Yes

Other Concurrence: Human Resources

As to form: Yes

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of Supervisors:

- a) Adopt the resolution in Attachment A to establish the classifications of Urban Forestry Maintenance Worker I (Class 004867, Range 4867, \$22.088 to \$26.293 per hour) and Urban Forestry Maintenance Worker II (Class 004868, Range 4868, \$24.942 to \$29.779 per hour), and the corresponding Extra-Help job classifications;
- b) Approve the side letter in Attachment B between Service Employees International Union, Local 620 and the County of Santa Barbara regarding the terms and conditions applicable to the Urban Forestry Maintenance Worker I/II positions and the concrete special duty allowance; and
- c) Determine that the above actions are exempt from the California Environmental Quality Act (CEQA) review per CEQA Guidelines Section 15378(b)(4) since the recommended actions are government funding mechanisms or other government fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment.

Summary Text:

The recommended action would establish the civilian job classification series of Urban Forestry Maintenance Worker I/II, as well as a corresponding extra-help specific Urban Forestry Maintenance

Worker I/II series. The proposed classifications will only be utilized in the Transportation division's Urban Forestry road crew, which performs professional tree trimming and concrete finishing duties in unincorporated County areas.

The recommended action will also amend the 10% concrete specialist duty pay provision in the SEIU Local 620 MOU. The job classifications eligible for special duty pay will include both Maintenance Worker I/II and Urban Forestry Maintenance Worker I/II job classification series.

In accordance with the Employer-Employee Relations Policy all recognized employee organizations were notified of our intent to assign the position to Bargaining Unit 26 (Craft, Tech & Maintenance Services, Non-Supervisory) represented by Service Employees International Union, Local 620 and there were no objections. The County met and conferred with the Union and agreed on the proposed salary, which is equal to that of the existing Maintenance Worker I and Maintenance Worker II positions, respectively.

Background:

The Public Works Department utilizes the job classification series of Maintenance Worker – Apprentice (trainee-level), Maintenance Worker I (working-level), and Maintenance Worker II (journey-level) on its maintenance crews. The Maintenance Worker I/II classifications require that the incumbent possess a Class A Commercial Driver's License (CDL). The proposed Urban Forestry Maintenance Worker I job classification does not require a CDL and only requires a non-Commercial Driver's License as part of the classification's minimum qualifications. The Urban Forestry Maintenance Worker II requires that the incumbent possess either a Class A or Class B CDL.

The Urban Forestry road crew relies on professional tree trimmers and concrete finishers with specialized skills to complete the crew's assignments. Professional tree trimmers and concrete finishers generally do not require a Class A CDL to be proficient in these specialties. Having a series that is specifically tailored to this type of work may attract working-level or journey-level tree trimmers and concrete finishers who previously would not consider accepting a trainee-level position. This will provide a better, more well-rounded workforce by establishing pools of applicants who are already specialized and qualified for Urban Forestry work.

Fiscal and Facilities Impacts:

Budgeted: Yes The salary for these positions is equivalent to that of the existing Maintenance Worker positions which are currently budgeted in the FY 2019-2020 Budget and employed on this crew. No new positions are being added.

There is no fiscal impact with expanding the concrete finishing special duty pay allowance to include Urban Forestry Maintenance Worker I/II classifications, as only one person on the Urban Forestry road crew is eligible to receive the allowance. This is currently budgeted.

Staffing Impacts:

There are no staffing impacts associated with adding the classification by itself. It is expected that existing Maintenance Worker positions will be reclassified as they become vacant and/or when a Maintenance Worker Apprentice meets the minimum qualifications of the new series and management agrees to reclassification.

Subject: Establish Job Classifications of Urban Forestry Maintenance Worker I & II

Agenda Date: October 1, 2019

Page 3 of 3

Special Instructions:

Please email one (1) copy of the minute order and fully-executed Salary Resolution to Stefan Brewer, Human Resources Department at SBrewer@sbcountyhr.org.

Attachments:

Attachment A: Salary Resolution

Attachment B: Side Letter between Service Employees International Union Local 620 and the County of Santa Barbara regarding the Urban Forestry Maintenance Worker I/II positions and concrete special duty allowance

Attachment C: Proposed Class Specification for Urban Forestry Maintenance Worker I

Attachment D: Proposed Class Specification for Urban Forestry Maintenance Worker II

Authored by: Andrea Geis, Public Works Business Manager

cc: Mona Miyasato, County Executive Officer
Matthew Pontes, Assistant County Executive Officer