



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:** Human Resources  
**Department No.:** 064  
**For Agenda Of:** July 18, 2023  
**Placement:** Administrative  
**Estimated Time:**  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

---

**TO:** Board of Supervisors  
**FROM:** Department Maria Elena De Guevara, Human Resources Director, 568-2817  
Director  
Contact Info: Carlos Silvas, Employee Relations Division Chief, 805-884-6805

**SUBJECT:** Establishment of Ambulance Operator Job Classifications

---

**County Counsel Concurrence**

As to form: Yes

Other Concurrence: Fire Department

As to form: Yes

**Auditor-Controller Concurrence**

As to form: Yes

**Recommended Actions:**

That the Board of Supervisors:

- a) Approve the Side Letter between the County of Santa Barbara and Service Employees International Union, Local 620, which establishes the terms and conditions of employment for the Ambulance Operator job classifications (Attachment A);
- b) Adopt the resolution in Attachment B to establish the classifications of Ambulance Operator-Paramedic (24 Hr. Shift) (Class # 0461, Range # 0461, \$25.000 to \$30.000) Ambulance Operator-Paramedic (Class # 0462, Range # 0462, \$30.000 to \$36.000 per hour) Ambulance Operator-EMT (24 Hr. Shift) (Class # 0463, Range # 0463, \$16.450 to \$20.000 per hour), and, Ambulance Operator-EMT (Class # 0464, Range # 0464, \$19.740 to 24.000 per hour); and
- c) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.

**Summary Text:**

The Fire Department is planning to seek a permit to provide ambulance services starting on March 1, 2024. In order to do so they need to establish four non-safety ambulance operator job classifications: Ambulance Operator-Paramedic and EMT (Attachment C) and Ambulance Operator-Paramedic and EMT (24 Hr. Shift) (Attachment D):

- Ambulance Operator-Paramedic (24-Hr. Shift): Under direct supervision, an Ambulance Operator - Paramedic is responsible for responding to emergency and non-emergency medical aid requests; providing clinically-competent basic and advanced life support care to ill and injured persons within the scope of Paramedic licensure; operating an ambulance; providing patient transport services to appropriate facilities; and performing related duties as required. Hourly pay is based on working 24-hour shifts with overtime pay after 40 hours. Most assignments will have 56-hour work-weeks.
- Ambulance Operator-Paramedic: Under direct supervision, an Ambulance Operator - Paramedic is responsible for responding to emergency and non-emergency medical aid requests; providing clinically-competent basic and advanced life support care to ill and injured persons within the scope of Paramedic licensure; operating an ambulance; providing patient transport services to appropriate facilities; and performing related duties as required. Hourly pay is based on 40-hour work-weeks.
- Ambulance Operator-EMT (24-Hr. Shift): Under direct supervision, an Ambulance Operator - Emergency Medical Technician (EMT) is responsible for responding to emergency and non-emergency medical aid requests; providing clinically-competent basic life support care to ill and injured persons within the scope of EMT-Basic certification; operating an ambulance; providing patient transport services to appropriate facilities; and performing related duties as required. Hourly pay is based on working 24-hour shifts with overtime pay after 40 hours. Most assignments will have 56-hour work-weeks
- Ambulance Operator-EMT: Under direct supervision, an Ambulance Operator - Emergency Medical Technician (EMT) is responsible for responding to emergency and non-emergency medical aid requests; providing clinically-competent basic life support care to ill and injured persons within the scope of EMT-Basic certification; operating an ambulance; providing patient transport services to appropriate facilities; and performing related duties as required. Hourly pay is based on 40-hour work-weeks.

The new ambulance operator job classifications are represented by Service Employees International Union, Local 620. Representatives of the County met and conferred in good faith regarding the terms and conditions of employment for these classifications and agreed to the terms and conditions provided in the Side Letter (Attachment A), subject to ratification by the Board of Supervisors.

**Performance Measure:** N/A

**Contract Renewals and Performance Outcomes:** N/A

**Fiscal and Facilities Impacts:**

Because this action is not allocating positions to these new classifications, there is no fiscal impact associated with adding the classifications by themselves. The Fire Department will return to your Board

with a separate amendment to the Salary Resolution to allocate legal positions to these classifications, and the fiscal impact will be determined at that time.

**Key Contract Risks:** N/A

**Staffing Impacts:**

The establishment of job classifications does not automatically create new positions to be filled. The Fire Department will return to your Board with a separate amendment to the Salary Resolution once it is determined how many positions will be needed.

**Special Instructions:**

Please email one (1) copy of the minute order and one (1) copy of the fully executed Salary Resolution to Tracy Rogers, Workforce Planning Analyst, Human Resources Department at [trogers@countyofsb.org](mailto:trogers@countyofsb.org).

**Attachments:**

Attachment A: Side Letter between the County and SEIU, Local 620

Attachment B: Salary Resolution

Attachment C: Proposed classifications for Ambulance Operator-Paramedic and EMT

Attachment D: Proposed classifications for Ambulance Operator-Paramedic and EMT (24 Hr. Shift)

**Authored by:** Robert Clark, Employee Relations Manager

**cc:** Mona Miyasato, County Executive Officer  
Rachel Van Mullen, County Counsel  
Betsy Schaffer, Auditor-Controller  
Mark Hartwig, Fire Chief