



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: February 26, 2019
Placement: Administrative
Estimated Time
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Maria Elena De Guevara , Interim Human Resources Director,
568-2816

Contact Info: Joseph Pisano, Chief of Employee Relations, 568-2839

SUBJECT: *Sheriff's Service Technician Classification Consolidation*

County Counsel Concurrence

As to form: Yes

Other Concurrence:

As to form: N/A

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Approves the resolution in Attachment A to consolidate the existing job classifications of Sheriff's Service Technician – Custody Operations, Job Class Code 6910, and Sheriff's Service Technician – Law Enforcement, Job Class Code 6911, into a single Sheriff's Service Technician classification, Job Class Code 6911; and
- b) Determines that the above actions are not a "project" and are exempt from CEQA pursuant to Section 15378(b)(5), because they are organizational or administrative activities of governments that will not result in direct or indirect physical changes to the environment.

Summary Text:

The recommended action would consolidate the existing job classifications of Sheriff's Service Technician – Law Enforcement (SST- LE) and Sheriff's Service Technician – Custody Operations (SST - Custody). This will be accomplished by deleting the SST – Custody classification, and retitling the SST- LE job classification. The associated Extra Help job classifications will also be consolidated. Salary for the consolidated Sheriff's Service Technician (SST) classification will be set at the same rate of pay as the current Sheriff's Service Technician – Law Enforcement classification. The change was requested by the Santa Barbara County Sheriff's Office (SBSO) to create operational efficiencies in recruiting, training, and deploying staff.

There are currently no incumbents or positions allocated in the SST - Custody classification, so there is no fiscal impact associated with the recommended actions. The only change for the 5 incumbents in the classification of the Sheriff's Service Technician – Law Enforcement will be a slight change in job class title and an expansion of duty assignments to potentially include deployment in Custody Operations. The County has met and conferred with SEIU Local 620, which represents employees in the two existing classifications, and the union supports the change.

Background:

The SBSO believes consolidating SST-Custody and SST – LE classifications will benefit the County by minimizing the logistical challenges caused by the bifurcation of these job classifications, while simultaneously enhancing the operational capacity and flexibility of this job classification across the Sheriff's Office.

A combined SST classification would be beneficial to the Sheriff's Office and the overall County during natural disasters and other significant emergency situations where all available SSTs could help provide much needed assistance, e.g. in staffing traffic control points and/or barricades, during the crisis. This would be outside the duties of the current SST-Custody position. Similarly, if there were a need to up-staff in the jail for any reason, incumbents in the SST-LE classification could not be deployed there because they would be working out of class.

The SBSO managers anticipate they would need fewer overall staff if the two current classifications are consolidated because of the greater flexibility to deploy staff as needed versus having to be prepared to up staff on both the Custody and Law Enforcement sides to provide adequate personnel for emergencies and for backfill relief– i.e. vacations, training, illness, promotions and vacancies.

In addition to increasing operational capacity and flexibility for the SBSO, the Sheriff's Office believes that the versatility of the combined SST classification will benefit the employees by providing opportunities to receive additional training and exposure to all Sheriff's Office stations and functional areas, which would better prepare them for longer term careers and potential upward mobility in the agency in sworn positions.

Fiscal Analysis:

Budgeted: Yes

There is no fiscal impact to consolidating these classifications, since all 17 existing SST positions are budgeted at the higher paid SST – LE level, and there will be no change in their wages.

Special Instructions:

Please send one (1) copy of the minute order and fully-executed resolution to Stefan Brewer, Position Control Division, Human Resources Department.

Attachments:

Attachment A: Salary Resolution

cc: Mona Miyasato, County Executive Officer
Michael C. Ghizzoni, County Counsel
Betsy Schaffer, Auditor-Controller
Bill Brown, Sheriff – Coroner
Bruce Corsaw, Executive Director, SEIU Local 620