

SIDE LETTER AGREEMENT
 BETWEEN
 SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 620
 AND
 COUNTY OF SANTA BARBARA
 March 14, 2018

The parties to this side letter have met and conferred in good faith and agreed to the following:

AGRICULTURAL/WEIGHTS AND MEASURES INSPECTOR POSITIONS

New classifications which combine the duties of Agricultural Biologist I/II/III and Weights and Measures Inspector I/II/III shall be created as described in the attached specifications. The initial salaries for these classifications shall be:

Ag. Biologist/Weights & Measures Inspector III

Hourly	\$ 30.980	\$ 37.820
Bi-Weekly	\$ 2,478.40	\$ 3,025.60
Monthly	\$ 5,388.25	\$ 6,577.91
Annually	\$ 64,658.98	\$ 78,934.88

Ag. Biologist/Weights & Measures Inspector II

Hourly	\$ 28.030	\$ 34.219
Bi-Weekly	\$ 2,242.40	\$ 2,737.52
Monthly	\$ 4,875.16	\$ 5,951.60
Annually	\$ 58,501.97	\$ 71,419.16

Ag. Biologist/Weights & Measures Inspector I

Hourly	\$ 24.160	\$ 29.494
Bi-Weekly	\$ 1,932.80	\$ 2,359.41
Monthly	\$ 4,202.07	\$ 5,129.79
Annually	\$ 50,424.82	\$ 61,557.52

Agricultural Biologist I/II/III and Weights or Measures Inspector I/II/III who do not qualify for the new positions, or who choose not to accept the new positions, may continue work in their current positions, and will not be harmed as a result of the creation of the new positions.

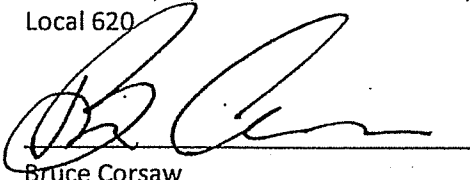
INCENTIVE PAY

Incentive pay for Deputy Agricultural Commissioner or Deputy Sealer License: The County shall provide a pay incentive of two and one-half percent (2.5%) to employees in the following classifications:

- Agricultural Biologist I/II/III
- Weights and Measures Inspector I/II/III
- Agricultural/Weights and Measures Inspector i/II/III
- Agricultural Integrated Pest Management Specialist
- Agricultural Biologist, Supervising

for possession and maintenance of either management license of Deputy Agricultural Commissioner or Deputy Sealer license. This incentive pay is limited to two and one-half percent per person (2.5%). If any of the licenses are allowed to lapse, the special pay practice will cease until such time as the employee completes the necessary steps to regain the license.

Service Employees International Union,
Local 620



Bruce Corsaw
Executive Director

County of Santa Barbara

Robert Clark
Employee Relations Manager

Cathy Fisher
Agricultural Commissioner

3-14-18

Date

Date

COUNTY OF SANTA BARBARA
AGRICULTURAL/WEIGHTS & MEASURES INSPECTOR I

EST: 12.17

DEFINITION: Under specified degrees of supervision depending upon the level of the class, provides professional inspection, investigation and enforcement services to the community by executing local, state and federal mandated consumer protection and environmental programs in both agricultural and weights and measures disciplines; and performs related work as assigned.

DISTINGUISHING CHARACTERISTICS: Agricultural/Weights & Measures I/II/III is a flexibly staffed series, with placement dependent upon the licenses earned, and the experience and proficiency to perform the full range of duties within specific areas of state licensure. The Department shall designate the specific California State licenses or Federal certifications required to train in, and the examinations to be taken for each employee.

Agricultural/Weights and Measures Inspector I is the entry level in the series. Under direct supervision Incumbents learn to apply and enforce a variety of agricultural and/or weights and measures laws and regulations. The incumbents are expected to obtain at least two licenses in agricultural or weights and measures inspection issued by the California Department of Food and Agriculture within the first twelve months of employment. With experience, incumbents will independently perform field inspections and investigations within the two areas of required licensure while gaining training and experience to obtain five required state licenses and function at the II level. At the discretion of the appointing authority and with at least five required licenses obtained and two years of increasing responsibilities, incumbents may be eligible for promotion to the II level.

EXAMPLES OF DUTIES: The following duties are performed by employees in this classification; however, employees may perform related duties at an equivalent level. Each individual in the classification does not necessarily perform all duties listed.

1. Investigates fraud and consumer complaints through interviews, investigations, and records examination
2. Develops case files; prepares, analyzes, maintains and presents evidence; prepares correspondence and reports; and provides information for litigation.
3. Promotes legal compliance by conducting educational outreach to new businesses.
4. Investigates and works with district attorneys to prosecute businesses engaged in deceptive pricing and/or product packaging, both locally and statewide.
5. Verifies the accuracy of commercial devices such as gas pumps, taxi meters, propane meters, electric meters and commercial weighing devices.
6. Safely handles hazardous materials such as herbicides, rodenticides, insecticides and other pesticides, as well as gasoline, diesel, aviation fuel, and propane.
7. Enforces regulations related to pesticide use and storage, and worker health and safety; issues permits and monitors applications of pesticides; and registers agricultural pest control operators and advisors.
8. Investigates complaints related to agricultural pesticides, certain pests, and violations of County, State, or Federal laws; and conducts a variety of inspections of agricultural products to ensure compliance with regulations, and/or to verify certificate requirements for export/import and pest cleanliness.
9. Detects and prevents the introduction of detrimental pests through examination, surveys, trapping, sampling, and regulation of possible carriers; and controls and/or eradicates pest plants, insects, diseases, and nematodes in accordance with approved procedures.
10. Inspects nurseries and evaluates nursery license applications to determine compliance with State requirements.
11. Gathers and compiles evidence and prepares reports; collects, prepares, and submits official samples required for the enforcement or verification of various regulations; and obtains, compiles, and disseminates statistical data on agricultural commodities produced in the County.

EMPLOYMENT STANDARDS:

1. Possession of two or more valid statewide specific category licenses as a County Agricultural Inspector/Biologist issued by the California Department of Food and Agriculture; **OR**,
2. Bachelor's degree from an accredited four-year college with specialization in one or more appropriate disciplines in agricultural, biological, chemical, or physical sciences, Mathematics, or statistics; **OR**,
3. Bachelor's degree from an accredited four-year college in any discipline with a minimum of 30 semester units, or 45 quarter units, in one or any combination of the following disciplines: Agricultural Science, Biological Science, Chemical Science, Physical Science, Mathematics, and/or Statistics.

Additional Requirements:

1. Incumbent must obtain within one year of appointment two category licenses as a County Agricultural Inspector/Biologist issued by the California Department of Food and Agriculture in: Pesticide Regulation, Pest Prevention and Plant Regulation, Investigation and Environmental Monitoring, Commodity Regulation, Integrated Pest Management, Weight Verification, Measurement Verification, Transaction and Product Verification.
2. Possession of a valid California Class C Driver's License is required at the time of appointment. Driver's license must be kept valid throughout the term of employment. Incumbents must be able to travel independently throughout County of Santa Barbara.
3. Some assignments in the classification may require incumbent to obtain a certificate of completion from the United States Department of Agriculture (USDA) for their 10 week Basic Canine Handler Training..

Additional Qualifications May be required:

1. A California Class B Commercial Driver's License at the discretion of the appointing authority, dependent on assigned job duties. Appointees to those positions requiring a Class B license will be subject to mandatory testing for drugs prior to beginning work; once on the job, incumbents will be subject to mandatory testing for drugs and/or alcohol on a random, reasonable suspicion, post-accident, return-to-duty, and follow-up basis.
2. Obtain an Accredited Certifying Officer (ACO) credential from the United States Department of Agriculture at the discretion of the appointing authority, dependent on assigned job duties.

Knowledge Of: Laws, codes, orders, regulations and practices governing agriculture and weights and measures programs and pesticide management; Principles of identification, preservation and presentation of evidence; Techniques of case management, record keeping and report preparation; Safety principles and equipment used for handling chemicals and responding to hazardous materials incidents; Basic use of current business applications and mobile communication devices; correct English usage.

Ability To: Learn to Interpret, apply, explain and enforce various state and federal agricultural and weights and measures laws, codes and regulations; Learn to apply interviewing techniques to obtain needed information; Learn to gather, assemble and analyze data and make sound recommendations regarding mitigation or enforcement matters; Prepare and maintain accurate, concise and effective records, reports, correspondence and other written materials; and using correct grammar, spelling, and punctuation; Make accurate mathematic calculations; Establish and maintain effective working relationships with those contacted in the course of the work; Learn to safely handle hazardous materials such as herbicides, rodenticides, insecticides and other pesticides, as well as gasoline, diesel, and propane; Maintain situational awareness while confidently approaching unknown environments with changing circumstances.

The physical demands and working conditions described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Physical Demands: While performing the duties of the job, the employee is regularly required to use hand to eye coordination; and handle, feel or operate objects, tools, or controls. The employee is frequently required to stand and/or walk for extended periods of time over varied terrain; climb or balance; and stoop, kneel, crouch, or crawl. Requires strength to lift and carry equipment and samples weighing up to forty pounds and heavier weights with proper equipment; vision to read printed materials and a computer screen and to distinguish among various colors; and hearing to converse in person and over the telephone.

Working Conditions: Must be willing to work out-of-doors, in all weather conditions and with potential exposure to hazardous materials and conditions such as heat, dust, diesel, exhaust or chemical odors. Must be willing to work scheduled overtime, weekend or off-hours shifts as Department needs require.

Class # TBD

EEOC TBD

Medical TBD

Vts Pts: Yes

COUNTY OF SANTA BARBARA
AGRICULTURAL/WEIGHTS & MEASURES INSPECTOR II

EST: 12.17

DEFINITION: Under specified degrees of supervision depending upon the level of the class, provides professional inspection, investigation and enforcement services to the community by executing local, state and federal mandated consumer protection and environmental programs in both agricultural and weights and measures disciplines; and performs related work as assigned.

DISTINGUISHING CHARACTERISTICS: Agricultural/Weights & Measures I/II/III is a flexibly staffed series, with placement dependent upon the licenses earned, and the experience and proficiency to perform the full range of duties within specific areas of state licensure. The Department shall designate the specific California State licenses or Federal certifications required to train in, and the examinations to be taken for each employee.

Agricultural/Weights and Measures Inspector II is the journey level classification in the series. Under general supervision, Incumbents independently perform inspections and investigations of agricultural and/or weights and measures laws and regulations. The incumbents are required to obtain at least five licenses in agricultural or weights and measures inspection issued by the California Department of Food and Agriculture and has two years of experience. At the discretion of the appointing authority and with at least eight required licenses obtained and four years of increasing responsibilities, incumbents may be eligible for promotion to the III level, in which staff may perform in all program activities and may train and act in a lead capacity.

EXAMPLES OF DUTIES: The following duties are performed by employees in this classification; however, each individual in the classification does not necessarily perform all duties listed.

1. Investigates fraud and consumer complaints through interviews, investigations, and records examination
2. Develops case files; prepares, analyzes, maintains and presents evidence; prepares correspondence and reports; and provides information for litigation.
3. Promotes legal compliance by conducting educational outreach to new businesses.
4. Investigates and works with district attorneys to prosecute businesses engaged in deceptive pricing and/or product packaging, both locally and statewide.
5. Verifies the accuracy of commercial devices such as gas pumps, taxi meters, propane meters, electric meters and commercial weighing devices.
6. Safely handles hazardous materials such as herbicides, rodenticides, insecticides and other pesticides, as well as gasoline, diesel, aviation fuel, and propane.
7. Enforces regulations related to pesticide use and storage, and worker health and safety; issues permits and monitors applications of pesticides; and registers agricultural pest control operators and advisors.
8. Investigates complaints related to agricultural pesticides, certain pests, and violations of County, State, or Federal laws; and conducts a variety of inspections of agricultural products to ensure compliance with regulations, and/or to verify certificate requirements for export/import and pest cleanliness.
9. Detects and prevents the introduction of detrimental pests through examination, surveys, trapping, sampling, and regulation of possible carriers; and controls and/or eradicates pest plants, insects, diseases, and nematodes in accordance with approved procedures.
10. Inspects nurseries and evaluates nursery license applications to determine compliance with State requirements.
11. Gathers and compiles evidence and prepares reports; collects, prepares, and submits official samples required for the enforcement or verification of various regulations; and obtains, compiles, and disseminates statistical data on agricultural commodities produced in the County.

EMPLOYMENT STANDARDS: Possession of combined total of five valid statewide specific category licenses as a County Agricultural Inspector/Biologist and Weights & Measures Inspector issued by the California Department of Food and Agriculture; **AND,**

1. Two years of increasingly responsible experience as an Agriculture Biologist I, Weights & Measures Inspector I, or Agricultural/Weights & Measures Inspector I; or,
2. Two years experience performing duties equivalent to that of an Agricultural/Weights & Measures Inspector I with Santa Barbara County.

Additional Requirements:

1. Possession of a valid California Class C Driver's License is required at the time of appointment. Driver's license must be kept valid throughout the term of employment. Incumbents must be able to travel independently throughout County of Santa Barbara.

AGRICULTURAL WEIGHTS & MEASURES INSPECTOR II
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2. Some assignments in the classification may require incumbent to obtain a certificate of completion from the United States Department of Agriculture (USDA) for their 10 week Basic Canine Handler Training..

Additional Qualifications May be required:

1. A California Class B Commercial Driver's License at the discretion of the appointing authority, dependent on assigned job duties. Appointees to those positions requiring a Class B license will be subject to mandatory testing for drugs prior to beginning work; once on the job, incumbents will be subject to mandatory testing for drugs and/or alcohol on a random, reasonable suspicion, post-accident, return-to-duty, and follow-up basis.
2. Obtain an Accredited Certifying Officer (ACO) credential from the United States Department of Agriculture at the discretion of the appointing authority, dependent on assigned job duties.

Knowledge Of: Laws, codes, orders, regulations and practices governing agriculture and weights and measures programs and pesticide management; Principles of identification, preservation and presentation of evidence; Techniques of case management, record keeping and report preparation; Safety principles and equipment used for handling chemicals and responding to hazardous materials incidents; Basic use of current business applications and mobile communication devices; correct English usage.

Ability To: Interpret, apply, explain and enforce various state and federal agricultural and weights and measures laws, codes and regulations; Apply interviewing techniques to obtain needed information; Gather, assemble and analyze data and make sound recommendations regarding mitigation or enforcement matters; Prepare and maintain accurate, concise and effective records, reports, correspondence and other written materials; and using correct grammar, spelling, and punctuation; Make accurate mathematic calculations; Establish and maintain effective working relationships with those contacted in the course of the work; Safely handle hazardous materials such as herbicides, rodenticides, insecticides and other pesticides, as well as gasoline, diesel, and propane; Maintain situational awareness while confidently approaching unknown environments with changing circumstances; Assist in training of other staff members.

The physical demands and working conditions described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Physical Demands: While performing the duties of the job, the employee is regularly required to use hand to eye coordination; and handle, feel or operate objects, tools, or controls. The employee is frequently required to stand and/or walk for extended periods of time over varied terrain; climb or balance; and stoop, kneel, crouch, or crawl. Requires strength to lift and carry equipment and samples weighing up to forty pounds and heavier weights with proper equipment; vision to read printed materials and a computer screen and to distinguish among various colors; and hearing to converse in person and over the telephone.

Working Conditions: Must be willing to work out-of-doors, in all weather conditions and with potential exposure to hazardous materials and conditions such as heat, dust, diesel, exhaust or chemical odors. Must be willing to work scheduled overtime, weekend or off-hours shifts as Department needs require.

COUNTY OF SANTA BARBARA
AGRICULTURAL/WEIGHTS & MEASURES INSPECTOR III

EST: 12.17

DEFINITION: Under specified degrees of supervision depending upon the level of the class, provides professional inspection, investigation and enforcement services to the community by executing local, state and federal mandated consumer protection and environmental programs in both agricultural and weights and measures disciplines; and performs related work as assigned.

DISTINGUISHING CHARACTERISTICS: Agricultural/Weights & Measures I/II/III is a flexibly staffed series, with placement dependent upon the licenses earned, and the experience and proficiency to perform the full range of duties within specific areas of state licensure. The Department shall designate the specific California State licenses or Federal certifications required to train in, and the examinations to be taken for each employee.

Agricultural/Weights and Measures Inspector III is the fully experienced classification in the series. Incumbents have full licensure in all eight categories issued by the California Department of Food and Agriculture and have four years of enforcement experience. Under general direction, Incumbents independently perform inspections and investigations of agricultural and/or weights and measures laws and regulations. Incumbents may also serve as program lead, provide direction or act as program coordinator. Incumbents may be assigned to any specialty area within the department. The Agricultural/Weights & Measures Inspector III is distinguished from the Supervising Inspector by the latter's responsibility for programmatic oversight and supervision of staff.

EXAMPLES OF DUTIES: The following duties are performed by employees in this classification; however, each individual in the classification does not necessarily perform all duties listed.

1. Investigates fraud and consumer complaints through interviews, investigations, and records examination
2. Develops case files; prepares, analyzes, maintains and presents evidence; prepares correspondence and reports; and provides information for litigation.
3. Promotes legal compliance by conducting educational outreach to new businesses.
4. Investigates and works with district attorneys to prosecute businesses engaged in deceptive pricing and/or product packaging, both locally and statewide.
5. Verifies the accuracy of commercial devices such as gas pumps, taxi meters, propane meters, electric meters and commercial weighing devices.
6. Safely handles hazardous materials such as herbicides, rodenticides, insecticides and other pesticides, as well as gasoline, diesel, aviation fuel, and propane.
7. Enforces regulations related to pesticide use and storage, and worker health and safety; issues permits and monitors applications of pesticides; and registers agricultural pest control operators and advisors.
8. Investigates complaints related to agricultural pesticides, certain pests, and violations of County, State, or Federal laws; and conducts a variety of inspections of agricultural products to ensure compliance with regulations, and/or to verify certificate requirements for export/import and pest cleanliness.
9. Detects and prevents the introduction of detrimental pests through examination, surveys, trapping, sampling, and regulation of possible carriers; and controls and/or eradicates pest plants, insects, diseases, and nematodes in accordance with approved procedures.
10. Inspects nurseries and evaluates nursery license applications to determine compliance with State requirements.
11. Gathers and compiles evidence and prepares reports; collects, prepares, and submits official samples required for the enforcement or verification of various regulations; and obtains, compiles, and disseminates statistical data on agricultural commodities produced in the County.
12. Provide training and technical assistance to staff.

EMPLOYMENT STANDARDS: Possession of all eight valid statewide specific category licenses as a County Agricultural Inspector/Biologist and Weights & Measures Inspector issued by the California Department of Food and Agriculture; **AND,**

1. Two years of increasingly responsible experience as an Agricultural Biologist II, Weights & Measures Inspector II, or Agricultural/Weights & Measures Inspector II; or,
2. Two years experience performing duties equivalent to that of an Agricultural/Weights & Measures Inspector II with Santa Barbara County.

Additional Requirements:

1. Possession of a valid California Class C Driver's License is required at the time of appointment. Driver's license must be kept valid throughout the term of employment. Incumbents must be able to travel independently throughout County of Santa Barbara.

2. Some assignments in the classification may require incumbent to obtain a certificate of completion from the United States Department of Agriculture (USDA) for their 10 week Basic Canine Handler Training..

Additional Qualifications May be required:

1. A California Class B Commercial Driver's License at the discretion of the appointing authority, dependent on assigned job duties. Appointees to those positions requiring a Class B license will be subject to mandatory testing for drugs prior to beginning work; once on the job, incumbents will be subject to mandatory testing for drugs and/or alcohol on a random, reasonable suspicion, post-accident, return-to-duty, and follow-up basis.
2. Obtain an Accredited Certifying Officer (ACO) credential from the United States Department of Agriculture at the discretion of the appointing authority, dependent on assigned job duties.

Knowledge Of: Laws, codes, orders, regulations and practices governing agriculture and weights and measures programs and pesticide management; Principles of identification, preservation and presentation of evidence; Techniques of case management, record keeping and report preparation; Safety principles and equipment used for handling chemicals and responding to hazardous materials incidents; Basic use of current business applications and mobile communication devices; correct English usage.

Ability To: Interpret, apply, explain and enforce various state and federal agricultural and weights and measures laws, codes and regulations; Apply interviewing techniques to obtain needed information; Gather, assemble and analyze data and make sound recommendations regarding mitigation or enforcement matters; Prepare and maintain accurate, concise and effective records, reports, correspondence and other written materials; and using correct grammar, spelling, and punctuation Make accurate mathematic calculations; Establish and maintain effective working relationships with those contacted in the course of the work; Safely handle hazardous materials such as herbicides, rodenticides, insecticides and other pesticides, as well as gasoline, diesel, and propane; Maintain situational awareness while confidently approaching unknown environments with changing circumstances.

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Working Conditions: Must be willing to work out-of-doors, in all weather conditions and with potential exposure to hazardous materials and conditions such as heat, dust, diesel, exhaust or chemical odors. Must be willing to work scheduled overtime, weekend or off-hours shifts as Department needs require.