



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: 14 February 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(s)
Contact Info: Joseph Pisano, Employee Relations Division Chief, 568-2839

SUBJECT: Chief Pilot Compensation

County Counsel Concurrence

As to form: Yes

Other Concurrence: Select_Other

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions: That the Board of Supervisors:

- A. Effective February 20, 2023, approves the Side Letter Agreement in Attachment A between the County and the Santa Barbara County Deputy Sheriffs' Association, for compensation for employees designated to Serve as Chief Pilot in the Air Support Unit; and
- B. 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 recommended actions would establish additional compensation of \$300 biweekly to be paid to one employee assigned to the Air Support Unit who is designated to serve as Chief Pilot as set forth in the side letter agreement in Attachment A between the County of Santa Barbara (County) and the Santa Barbara County Deputy Sheriffs' Association (DSA).

Background:

The Santa Barbara County Air Support Unit (ASU) is a public safety aviation unit comprised of Santa Barbara Sheriff's Office and Santa Barbara County Fire Department employees. The ASU provides aerial Law Enforcement support, Fire Suppression, Search and Rescue, and Medical Rescue services. Pilots working in the ASU operate both helicopters and fixed wing aircraft to conduct law enforcement, search and rescue, technical rescue, medical transports, aerial firefighting, and other special missions. It is typical for aviation units like the ASU to designate a chief pilot to supervise certain aspects of operations. In addition to serving as a working pilot in the ASU, the Chief Pilot would have additional responsibilities that include:

- Monitoring the aeronautical proficiency of pilots,
- Providing flight instruction as needed,
- Establishing special flight training, educational programs or FAA mandated training, such as NVG (Night Vision Goggles) transitions, Long-Line, Hoisting, airborne law enforcement and aerial fire-fighting procedures,
- Maintaining aircraft and ASU Pilot records,
- Coordinating aircraft maintenance with ASU managers and maintenance personnel,
- Writing supplemental annual reviews of ASU Pilots for inclusion in Employee Performance Reports,
- Evaluating flight operations, aircraft, and flight training programs,
- Reviewing safety, training, maintenance and operational needs,
- Ensuring an acceptable level of standardization within the unit, and
- Assisting the National Transportation Standards Board with investigations in the event of accidents.

The County has met its obligation to meet and confer with the DSA, which represents employees who serve as pilots in the ASU, and the DSA, the Fire Chief, and the Sheriff all support the recommended action.

Fiscal and Facilities Impacts:

Budgeted: Yes The fully loaded cost of \$300 in additional biweekly compensation for a Chief Pilot would be approximately \$14,790 annually and approximately \$5,120 for the remainder of Fiscal Year 2022-23. The costs for the current fiscal year are budgeted in the Sheriff's Dept General Fund, and will be included in the Fiscal Year 2023-24 budget.

Special Instructions:

Please send a copy of the minute order to Stefan Brewer, Workforce Planning Manager, at SBrewer@countyofsb.org

Attachments: Attachment A: Side Letter Agreement between the County and the DSA regarding Chief Pilot compensation

Authored by: Joseph Pisano

cc: Mona Miyasato, County Executive Officer
Rachel Van Mullem, County Counsel
Betsy Schaffer, Auditor-Controller
Bill Brown, Sheriff-Coroner
Mark Hartwig, Fire Chief