



BOARD OF SUPERVISORS  
AGENDA LETTER

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

Agenda Number:

Department Name: Human Resources

Department No.: 064

For Agenda Of: March 12, 2019

Placement: Administrative

Estimated Time: N/A

Continued Item: No

If Yes, date from:

Vote Required: Majority

**TO:** Board of Supervisors

**FROM:** Department Maria Elena De Guevara, Human Resources Director, 568-2816  
Director(s)

Contact Info: Robert Clark, Employee Relations Manager, 568-2829

**SUBJECT:** Establish Job Classification of Fire Control Worker, Senior

**County Counsel Concurrence:**

As to form: Yes

**Other Concurrence:**

As to form: N/A

**Recommended Actions:**

That the Board of Supervisors:

- A. Adopt the resolution in Attachment A to establish the classification of Fire Control Worker, Senior (Class 3550, Range 3550, \$18.074-\$22.065 per hour), and allocate two (2) full-time (1.0 FTE) positions to the Fire Control Worker, Senior classification; and
- B. Determine that the above actions are exempt from 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 non-civilian (safety) job classification of Fire Control Worker, Senior in the Fire department, as well as a corresponding extra-help-specific Fire Control Worker, Senior job classification, and allocate two full-time legal positions to the

Fire Control Worker, Senior job classification. The Fire Department uses extra-help positions (Fire Control Workers) to support wildland fire suppression and prevention functions including a full range of strenuous physical tasks such as fireline construction, fireline and burn area improvement and rehabilitation, mopping up fire hotspots using water and hand tools, operating chainsaws for tree felling, cutting and removing brush from roadsides, creating fire roads and fuel breaks. The proposed Fire Control Worker, Senior will act as the lead worker over crews engaged in these functions, which will occasionally be undertaken in hazardous conditions.

In accordance with the Employer-Employee Relations Policy all recognized employee organizations were notified of our intent to assign the position to bargaining unit 12 (Fire Fighters, Non-Supervisory) represented by Fire Fighters, Local 2046, and there were no objections. The County met and conferred with the Union and agreed on the proposed salary, which is based on the median paid by the other agencies for similar positions.

**Background:**

Historically the fire suppression/prevention duties have been performed on a seasonal basis by part time employees. Due to the extended fire season and increased workload, this is transitioning to a year round function. Los Angeles, Orange, San Bernardino, and Ventura counties all have positions similar to the proposed Fire Control Worker, Senior who function on a year round basis. This position acts as a lead worker, guiding, checking, correcting and reporting on the work of a crew while working with them. The position performs various types of semi-skilled labor in support of fire prevention and suppression of wildland fires. It is responsible for performing maintenance on fire department equipment and minor vehicle service and repair. Incumbents also operate vehicles and specialized equipment. The work includes flood control activities such as trenching, sandbagging and debris removal. The Fire Control Worker, Senior also maintains daily logs and accounts for hours of crew members, and prepares other reports and records.

**Fiscal and Facilities Impacts**

Budgeted: Yes

The funding for both legal positions was adopted as part of the FY 2018-2019 Budget; the recommended action would allocate that funding to both legal positions.

**Staffing Impacts:**

**Legal Positions:**

Add 2 new

**FTEs:**

Add 2.0 FTE

**Special Instructions:**

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

**Attachments:**

Attachment A: Salary Resolution

Attachment B: Proposed Class Specification for Fire Control Worker, Senior

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

cc: Mona Miyasato, County Executive Officer  
Bernard Melekian, Assistant County Executive Officer  
Mark Hartwig, Fire Chief