



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: CEO
Department No.: 012
For Agenda Of: December 8, 2015

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

TO: Board of Supervisors

FROM: Department Robert MacLeod, Interim Human Resources Director, 568-
Director(s) 2805
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: *Establish Job Classifications of Lead Mechanic and Agricultural Integrated Pest Management Specialist and Allocate Positions to Each Classification*

County Counsel Concurrence

As to form: N/A

Other Concurrence: Select_Other

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions: That the Board of Supervisors:

- A. Adopts the resolution in Attachment 1 to establish the classification of Lead Mechanic (Class #3352), Range #3352 (approximately \$4,475 - \$5,460 per month) and allocate three positions in the new classification to the General Services Department; and
- B. Adopts the resolution in Attachment 2 to establish the classification of Agricultural Integrated Pest Management Specialist (Class #6043), Range #6043 (approximately \$5,720 - \$6,980 per month) and allocate one position in the new classification to the Agricultural Commissioner's Department; and
- C. Determines that the above action is not a project under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines section 15378(b)(2) because it consists of general policy and procedure making that will not result in changes in the environment.

Summary Text:

The recommended actions establish the job classification of Lead Mechanic for the General Services Department in order to create a lead worker classification whose duties will include inspection of completed work done by assigned personnel, assisting assigned personnel with complex repairs, and assisting the fleet supervisor in the day-to-day operations of a fleet maintenance shop.

The recommended actions also establish the job classification of Agricultural Integrated Pest Management Specialist for the Agricultural Commissioner in order to create a classification whose duties will include identifying plant pests, diseases, and weeds; and offering pest management technical assistance for staff, the agricultural industry, other County departments, outside agencies and the public. This classification would consolidate functions currently performed by the separate classifications of Entomologist and Plant Pathologist.

In addition, the recommended actions allocate three Lead Mechanic positions to the General Services Department and one Agricultural Integrated Pest Management Specialist position to the Agricultural Commissioner's Department.

The County has met and conferred with the Service Employees International Union, Local 620 since the Lead Mechanic classification will be assigned to bargaining unit 26 and the Agricultural Integrated Pest Management Specialist classification will be assigned to bargaining unit 24, both of which are represented by Local 620.

Background:

A recent Shop Supervisor's retirement in the Fleet Division prompted General Services to consider reorganizing departmental operations there. The Department would like to eliminate the Shop Supervisor's position left vacant by the retirement, reducing front line supervisors from three to two, and create the new classification of Lead Mechanic. The recommended actions would create the new classification.

Along with establishing the new classification, General Services requests that the Board allocate three Lead Mechanic positions in the Fleet Division so that the department can assign a Lead Mechanic to each of the three repair shops in operation. General Services would delete three currently allocated Mechanic positions in addition to the vacant Shop Supervisor's position when the Lead Mechanic positions are filled.

As part of the Fiscal Year 2015-16 Budget Hearings, the Board approved a recommended budget for the Agricultural Commissioner that included a plan to delete a current position in each of the Entomologist and Plant Pathologist job classifications, with the understanding that the department would consolidate the functions of these positions into a single job classification. The recommended action establishes a new classification to implement the consolidation and allocates one position in it to the Agricultural Commissioner's Department.

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

There are no additional costs associated with establishing the new job classifications. The associated costs of filling the three positions in the new Lead Mechanic classification would be absorbed within the General Services Fleet Internal Service Fund's allocated budget. Funding to fill a position in the new Agricultural Integrated Pest Management Specialist classification was included in the adopted Fiscal Year 2015-16 budget for the Agricultural Commissioner's Department.

Attachments: Attachment 1: Resolution to add the classification of Lead Mechanic

Attachment 2: Resolution to add the classification of Agricultural Integrated Pest Management Specialist

Authored by: Joseph Pisano

cc: Mona H. Miyasato, County Executive Officer
Cathy M. Fisher, Agricultural Commissioner / Weights & Measures Sealer
Matthew P. Pontes, General Services Director