Board Agenda Item 6

DATE: June 24, 2025

TO: Board of Supervisors

SUBMITTED BY: Melissa Cregan, Agricultural Commissioner/Sealer of Weights and Measures

SUBJECT: Salary Resolution Amendments - Agriculture Org 4010

RECOMMENDED ACTION(S):

1. **Approve Amendment to the Salary Resolution deleting five positions from the Department of Agriculture Org 4010, effective July 21, 2025, as reflected in Appendix "E"; and**

2. **Approve Amendment to the Salary Resolution reclassifying two positions in the Department of Agriculture Org 4010, effective July 21, 2025, as reflected in Appendix "E".**

Approval of the first recommended action will delete three Agricultural Technicians/Agricultural Technicians-Provisional and reallocate one of these positions to an Ag/Standards Specialist, delete one Executive Assistant/Administrative Assistant I/II-Confidential, delete one Business Systems Analyst I/II/III, and delete one Agricultural Field Aide, resulting in the elimination of Groups 7 and 12 in the Salary Resolution. The position of Agricultural Field Aide is vacant, while all other positions are currently filled.

Approval of the second recommended action will reclassify two Agricultural/Standards Investigator positions to one Supervising Agricultural/Standards Specialist and one Agricultural/Standards Specialist, necessitating the deletion of Group 5 from the Salary Resolution. There is no Net County Cost (NCC) increase associated with the recommended actions. Approval of the recommended actions will decrease total number of positions within Org 4010 from 95 to 90. This item is countywide.

ALTERNATIVE ACTION(S):

Should your Board not approve the recommended actions, the Department will continue to operate with a higher cost of salaries and benefits, resulting in a budget shortfall for Fiscal Year 2025-26 due to insufficient NCC allocation.

FISCAL IMPACT:

There is no additional NCC associated with the recommended actions. The recommended actions will result in estimated savings of $554,194 in NCC for FY 2025-26, which will address the majority of the projected budgetary shortfall.

DISCUSSION:

The Agricultural Commissioner/Sealer of Weights and Measures proposes to reorganize the Department and reduce positions to address a projected $670,000 budget shortfall for FY 2025-26. Salaries and Benefits have increased by approximately $1.6 million since FY 2023-24, with an additional $339,000 estimated in FY 2025-26, totaling a net increase of approximately $2 million over three years. In contrast, the Department's

NCC allotment has increased only by $719,723 between FY 2023-24 and FY 2024-25, with a reduction anticipated for FY 2025-26. Other revenue sources are insufficient to bridge the gap, necessitating reorganization and position reductions.

The reorganization will reclassify one vacant and one filled Agricultural/Standards Investigator positions into one Supervising Agricultural/Standards Specialist and one Agricultural/Standards Specialist. This change will place the Enforcement Response Team under a single supervisor, eliminating supervisory redundancy and saving $56,000 annually.

The Department also proposes the layoff of two Agricultural Technicians, one Executive Assistant, and one Business Systems Analyst, as well as the elimination of one vacant Agricultural Field Aide position, which is approximately $554,194 annually. As part of this transition, the four incumbents will have the option of reassignment to suitable positions within the County, following the established procedures the County utilizes in such circumstances. These reductions are intended to address the budget shortfall for FY 2025-26 while minimizing the impact on the performance and delivery of mandated programs and services. Additionally, this approach aims to preserve billable hours and prevent cuts to other revenue sources, thereby avoiding further staffing reductions and service impacts.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix “E”

CAO ANALYST:

Amy Ryals