



Board Agenda Item 8

DATE: June 5, 2018

TO: Board of Supervisors

SUBMITTED BY: Les Wright, Agricultural Commissioner/Sealer of Weights and Measures

SUBJECT: Department of Agriculture Salary Resolution Amendment

RECOMMENDED ACTION(S):

Approve Amendment to the Salary Resolution adding one Deputy Agricultural Commissioner/Sealer allocation to the Department of Agriculture Organization 4010, effective July 2, 2018 as reflected in Appendix D.

Approval of the recommended action will add one Deputy Agricultural Commissioner/Sealer position to the Department of Agriculture to provide adequate program management for the Department's three divisions and outlying districts. There are three different Deputy level classifications currently in partial combo in this position group. The recommended action will raise the max position limit in this position group from three to four. There is no additional Net County Cost associated with the recommended action.

This item is countywide.

ALTERNATIVE ACTION(S):

If the Board does not approve the recommended action, the Department's administrative structure would remain unchanged.

FISCAL IMPACT:

There is no increase in Net County Cost associated with the recommended actions. The cost associated with the recommended action for FY 2018-19 would be approximately \$163,000. Sufficient appropriations and estimated revenues to cover the increase will be included in the FY 2018-19 Recommended Budget for Department of Agriculture Org 4010.

DISCUSSION:

In February 2009, during the economic downturn, the Department made the difficult decision to reorganize its management structure by eliminating the Assistant Agricultural Commissioner/Sealer position to help alleviate budgetary challenges within the Department. Eliminating the position was the best option for the Department at that time; however, it left the Department with organizational challenges. Department administration, in consultation with the Department of Human Resources and the CAO's Office, has been evaluating the organizational structure and function of the Department with the intent of addressing these challenges.

On February 20, 2018, your Board approved a Salary Resolution Amendment to add an allocation for an Assistant Agricultural Commissioner/Sealer position. While the allocation strengthened the Department's

management structure by designating someone responsible for managing the day to day activities and providing for succession planning, it did not add an additional overall position to the Department to address increased demands of management; therefore, further action is recommended.

Since 2009, the Department has taken on more programs in the area of pest detection including European Grapevine Moth trapping, Asian Citrus Psyllid trapping, and bulk citrus enforcement. Existing program areas have also become more complex including the phytosanitary export program, pesticide episode investigations, and regulation of pesticides near schools. Approval of the recommended action would allow the Department to restore its management structure to the 2009 level, and provide adequate program management for the Department's three divisions and outlying districts.

REFERENCE MATERIAL:

BAI #24, February 20, 2018

BAI #27, February 3, 2009

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Appendix D

CAO ANALYST:

Ronald Alexander