



Agenda Date: 5/10/2005
Agenda Placement: 6P

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Pamela Hansen for Dennis Morris - Director
Human Resources
REPORT BY: Barbara Scriven, Human Resources Analyst III, 253-4000
SUBJECT: Amend the Departmental Allocation List

RECOMMENDATION

Human Resources Director requests adoption of a resolution amending the Departmental Allocation List in the Agricultural Commissioner's Department to extend the June 30, 2005, expiration date of four (4) Limited Term Agricultural and Standards Service Worker II positions to June 30, 2007, for the continued implementation of the County's Glassy-winged Sharpshooter Workplan.

EXECUTIVE SUMMARY

Approval of the recommended action would amend the Departmental Allocation List for the Agricultural Commissioner's Department to extend the expiration of four (4) Limited term Agricultural and Standards Service Worker II positions to June 30, 2007, to assist in the continued implementation of the County's Glassey-winged Sharpshooter Workplan.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Agricultural Commissioner
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	Regulatory work activities performed by these positions is a combination of mandatory and discretionary duties. State law mandates the inspection of plant material originating from GWSS infested counties. In addition, the Agricultural Commissioner, Board of Supervisors and Napa County Winegrape Pest and Disease Control District have entered into a cost sharing

agreement that provides funding for work activities within the County that surpass State requirements. While other Department personnel could perform much of the work, the limited term positions are needed due to the critical nature and volume of the workload.

Is the general fund affected? Yes

Future fiscal impact: The Board of Supervisors has in prior fiscal years approved of the use of the General Fund to share in the cost of the County's GWSS Workplan. The Department has included funding for the four limited term positions in its FY 2005-2006 budget summittal.

Consequences if not approved: Existing staff would have to perform all of the work specified in the County's GWSS Workplan resulting in a redirection of effort that could impede the ability of the Department to fulfill other state contractual obligations, including programs that protect public and worker health, the environment, and agriculture-based economy. In addition, the Department would have to rely on extra help which has in the past proven challenging both in terms of recruiting competent and capable people, retaining those hired, and increasing training and personnel related operational costs.

Additional Information: None

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

In March 2001, the Board of Supervisors received a proposal from the Agricultural Commissioner regarding the implementation of the County's Glassey-winged Sharpshooter (GWSS) Workplan. At that time the Board authorized the Agricultural Commissioner to hire Extra-Help Agricultural and Standards Service Workers to assist in the inspection of incoming commercial plant shipments.

Due to the limitation of hours allowable by Extra-Help employees in a fiscal year, issues of recruitment and retention arose and prevented the GWSS Program from maximizing its potential. On December 18, 2001, the Board approved the creation of four (4) Limited Term Agricultural and Standards Service Worker II positions through June 30, 2003 to aid the department in its effort to attract and retain qualified, professional and dependable employees. The use of Limited Term employees proved to be effective in reducing recruitment and training costs and on April 1, 2003, the Board approved extending the term of the four (4) positions to June 30, 2005.

The implementation of the GWSS Workplan is ongoing and the expiration of the four (4) Limited Term positions is once again approaching. Two of the four positions have recently become vacant. In an effort to retain the three (3) remaining Limited Term staff and increase the likelihood of a successful recruitment to fill the one (1) vacancy, the Department is requesting that the Board approve extending the term of all four (4) Limited Term Agricultural and Standards Service Worker II positions to June 30, 2007.

SUPPORTING DOCUMENTS

A . Resolution

CEO Recommendation: Approve

Reviewed By: Andrew Carey