



Legislation Text

File #: 16-0481, **Version:** 1

Department of Agriculture recommending the Board approve and authorize the Chair to sign Resolution **083-2016** amending the Authorized Personnel Allocation for the Agriculture Department to add two 2.0 Full Time Equivalent Limited Term Ag Biology Technician allocations to address the staffing needs of the noxious weed eradication program, to adequately meet the operational needs of the department. The end date for the limited term will be 12/31/16, unless earlier terminated.

FUNDING: Sierra Nevada Conservancy Grant Limited Term (Refer: Item 20, 6/11/2013)

DEPARTMENT RECOMMENDATION

Department of Agriculture is recommending the Board approve and authorize the Chair to sign Resolution **083-2016** amending the Authorized Personnel Allocation for the Agriculture Department to add two 2.0 Full Time Equivalent Limited Term Ag Biology Technician allocations to address the staffing needs of the noxious weed eradication program, to adequately meet the operational needs of the department. Term will be the hiring of two extra help employees with experience on the noxious weed crew to immediately fill the two new positions being approved with an end date of 12/31/16, unless earlier terminated.

DISCUSSION / BACKGROUND

There are nine different noxious weed species mandated for eradication throughout the County. The majority of the noxious weed species in El Dorado County are listed as 'A' rated weeds by CDFA, and are of limited distribution throughout California. By continuing with an early detection and rapid response strategy, the Department is stopping the introduction and spread of these plants which helps to protect the environment and agriculture, including range and timberlands. Integrated Pest Management techniques are used whenever possible in this program. The Department currently uses grant funding for the weed crew employees. Their main duties are to survey for invasive weeds, eradication of existing noxious weed populations, mapping noxious weed populations using GPS technology and responding to calls from the public regarding possible new infestations. The weed crews work collaboratively with other agencies in performing survey, detection, and eradication efforts in El Dorado and Alpine Counties.

Funding for the department includes Sierra Nevada Conservancy, Carson Water Sub-Conservancy grants and cooperative agreements from California Department of Food and Agriculture. This program is supervised by permanent staff and uses seasonal extra help for weed abatement operations. All seasonal personnel hours are directly associated with limited term funding.

The Department currently has four extra help seasonal employee positions approved for the noxious weed crew, with two who have returned from last years season that are limited due to hours reaching the 1,000 maximum allowed by County Personnel Rules 805.2 and 805.3. The extra hours are attributed to the department being one crew member short last season and this season the number of applicants have been limited likely due to the restriction of hours that is placed on recurrent positions. Due to the nature of the work, the Department is requesting two Limited Term Ag Biology Technician allocations in order to complete this additional work. The current recurrent Ag Biology

Technician positions will be eliminated and replaced with these Limited Term positions. The end date of the Limited Term will be 12/31/16, unless earlier terminated.

ALTERNATIVES

The training and hours needed to fulfill the grant obligations outweigh the allowed time to complete the grant funding for Sierra Nevada Conservancy. The alternative would be to return the grant funds.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Conferred with the appropriate labor representative (Jere Copeland)

CAO RECOMMENDATION

Chief Administrative Office concurs with staff's recommendations.

FINANCIAL IMPACT

The Noxious Weed control program is funded by grants through Sierra Nevada Conservancy, Carson Water Subconservancy and cooperative agreements with California Department of Food and Agriculture. The program's proposed budget for temporary employee's in Fiscal Year 2015-16, \$89,086 and 2016-2017, \$87,154. The cost of converting two of the extra help positions to limited term appointments is approximately \$3,055 to \$4,340 (depending on medical coverage selected). Both current employees are already enrolled in CalPERS and the additional cost will be for medical coverage only. Funding is already budgeted in temporary staffing and the department will have to adjust their hourly pay accordingly for grant billing.

CLERK OF THE BOARD FOLLOW UP ACTIONS

- 1) Clerk to obtain the Chair's signature on one (1) original of the Resolution, and
- 2) Clerk to provide Ag Department and HR each with one (1) copy of the resolution signed by the Chair.

CONTACT

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Agricultural Commissioner, Sealer of Weights and Measures