
Dissection of a Pilot Program

**With focus on the Contra Costa Dog
Teams**

Two part presentation

- The funding path and history for the current dog teams
- Developing the Human Resource and Union components of the program

It all started with a problem

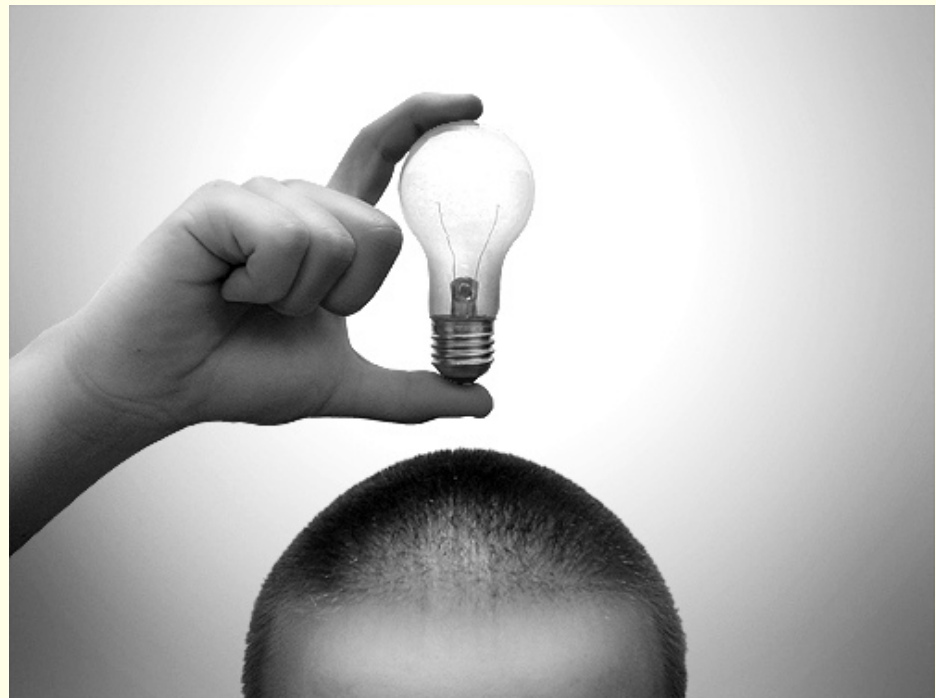
- Analysis of the problem...Pests keep coming in...
- How is this happening
- Frustration...no money
- Took money from the border stations for a while...

Where can you get money

- Ask CDFA for some
- Ask your CAO and BOS if you can have some
- Apply for grants
- Legislatively, establish a fee
- Try for Federal appropriations
- Try to get a bill through congress
- There are others too...

I have an Idea

- Is it convincing?
- Do you have evidence that it will work?
- Is it feasible?



Lead the Charge...who will do this

Early pioneers

**Greg Van
Wassenhove**

Eric Lauritzen

Dave Witmer

Jerry Howard

Gary Kunkle

Communications

- **BOS and CAO office**
- **Congressmen**
- **Assembly persons**

In this case...

**CACASA went to
Washington DC**

**Ask for \$ for CA
pest exclusion**

Federal Appropriation

- AKA “ear marks”
- CACASA went to Congressmen **Mike Honda, Democrat**, serves San Jose and Silicon Valley region
- **Bush** was in office...so...
- Mike worked with Daryl Isa, **Republican**, to write the letter (request for fed appropriation)



Slow process but...Got it!

- President put out the budget
- House and senate OK
- This was how the first Contra Costa and Santa Barbara teams were funded
- But these ear marks are mostly yearly awarded
- Have to request every year ...too much work



The teams found some stuff

- Did more lobbying
- 2nd year got Senate attention Fienstien
- 3rd year got Bob Goodlatte, Congressmen Virginia,...” you can’t ask for earmarks every year ...**you guys should run a Bill”**



Assemblymen Richard Pombo

- Put in AB 4049 to fund CA pest exclusion programs
- Republican House of Representatives



**It was a bit weird though...CACASA
was asking for \$ for CA?**



**“You guys should take a
national approach...every
state needs to keep pests
out”**

**Jim Costa, House of
Representatives, Democrat, HR 667
....the farm bill...the mother load
\$\$\$**

Watch your wording

- Know your audience
- Vocabulary issue
- We were using “Pest Detection”
- “Pest Exclusion” was what the Feds were used to.
- We changed it...
- Then it got off the ground!

Now you need members to sign off on the Bill

- Got 30 names
- Got others who said that they were interested



Got resistance!!!

- Nursery industry
- We don't want all those inspections in every state like CA has...no way!
- We don't want more inspections!
- Its hard enough to ship
- Strong lobby
- And they do ship pests..



HR 667

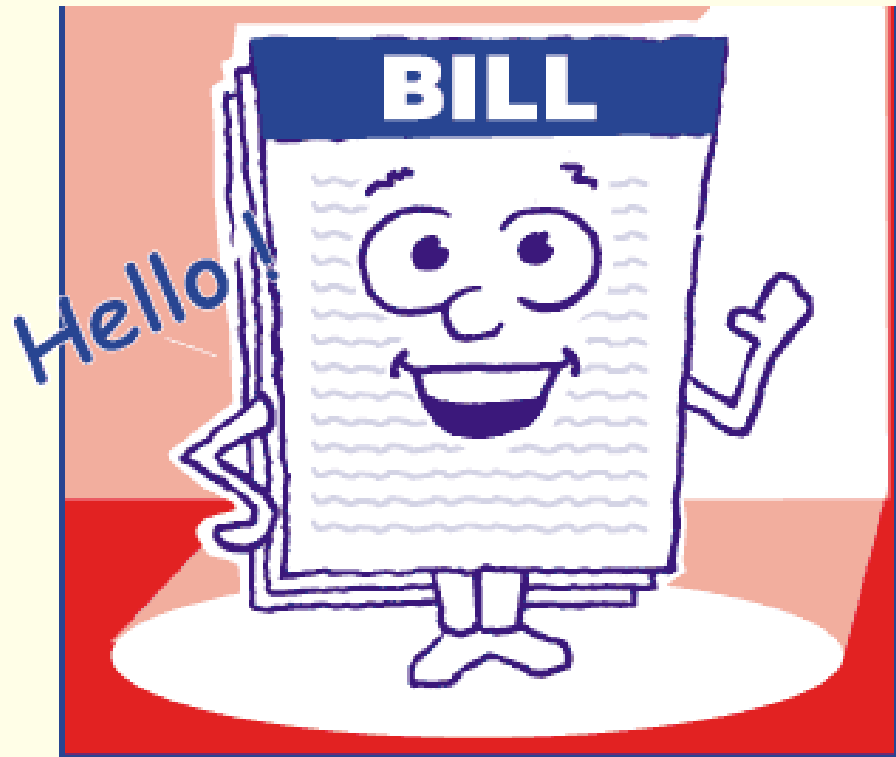
- Change the scope
- Change “Nursery stock” to “contraband” that contains pests
- More focus on smuggling, illegal material rather than commercial, legal, nursery material
- Dog teams found stuff during the “earmark years”
- Became the poster child
- Not a pilot program anymore

USDA \$\$ to Counties???

- Federal Money usually goes to State **then** County
- Cooperative agreements like this are “standard” (LBAM, SOD)
- Most states have a director or a “statewide coordinator” similar to Commissioner, only CA has the Secretary position...but it was CACASA that achieved this money
- Money moving from USDA directly to counties (not standard) let’s think about this...
- CACASA kept the Cooperative agreement chain let CDFCA oversee the program administratively

CACASA

- Now has a lobbyist
- Tim Cansler, Executive director
- More legislation from CACASA to follow



Part Two

Implementation

Great!Now What....

- The work has just begun
- More communication with BOS and CAO
- Get it added to the BOS agenda
- “Consent item” (possibly, 100% funded)
- Probably “Discussion item”
- Answer their questions
- What if only 80% funded...UGT?

UGT aside

- If 80% funded...part of your argument is...
- 20% from general fund the first year but...
- Less in subsequent years because UGT is paid in arrears for expenditures from the “general fund that went to Ag programs”...
- So you may get ~60% back on the 20% the following year

Now more to do

- Create New position
- Create Canine Operations Manual
 - Minimum commitment
 - Handlers responsibility
 - 10 week training
 - Supplies
 - Uniform
 - Separation
 - Forms

The Four HR / Union Steps (In Contra Costa anyway...)

- Step 1 = Job analysis (essential functions)
- Step 2 = Risk Management reviews this with ADA in mind
- Step 3 = Create Job spec (Classification title)
- Step 4 = Create announcement and then post / circulate it.

The Union

- Hours (Dog team involved odd hours)
- Benefits (special care for dog)
- Wages (Shift differential)
- Duties (interesting components about the dogs safety and bites)

**The union is to work with
yourself and Human resources
at each step of the way**

Beg, Borrow, Steal

- Use existing MOUs and Side letters
- Find other agencies in your county with similar working conditions use their wording to help craft your documents
- If it got through the HR / Union process before and is working now...It will probably fly again
- Take the 'living breathing' document approach and let it evolve...takes time to work out the details...Many, Many drafts

Then...finally

- **Set interview questions with HR**
- **Let HR announce, post and do their side of the process**
- **Hire someone to fill the position**
- **Get the program going...but that is another presentation**

Adjustments and appropriations

- You must display your new contract revenue on your department's budget (the adjustment) and also...
- You must show in your budget the costs / salaries / etc. of the program that "spend" your new revenue (the appropriation)
- Otherwise when the contract monies come in... they might go to your counties general fund



Questions?