



County of Santa Barbara

BOARD OF SUPERVISORS

Minute Order

July 30, 2024

Present: 5 - Supervisor Williams, Supervisor Capps, Supervisor Hartmann, Supervisor Nelson, and Supervisor Lavagnino

HUMAN RESOURCES DEPARTMENT

File Reference No. 24-00801

RE: Consider recommendations regarding Fiscal Year (FY) 2024-2025 General Salary Increase for Management, Appointed Executive, and Confidential Unrepresented Employees, as follows:

a) Approve and authorize a 4.5% general salary increase for management, appointed executive, and certain confidential unrepresented employees, similar to those granted to other bargaining units, effective August 5, 2024, which requires an exception to the Compensation and Benefits Plan for Management, Appointed Executive, and Confidential Unrepresented Employees for FY 2024-2025;

b) Approve and authorize additional adjustments for FY 2024-2025 for management, appointed executive, and certain confidential unrepresented employees, should the total financial terms of the successor agreement with the largest employee union group for base salary increases and/or medical benefits exceed the total financial terms received by management, appointed executive, and certain confidential unrepresented employees for base salary increases and/or medical benefits for FY 2024-2025; and

c) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above actions are governmental fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and are therefore not a project subject to environmental review.

A motion was made by Supervisor Williams, seconded by Supervisor Hartmann, that this matter be acted on as follows:

a) and b) **Approved and authorized; and**

c) **Approved.**

The motion carried by the following vote:

Ayes: 5 - Supervisor Williams, Supervisor Capps, Supervisor Hartmann, Supervisor Nelson, and Supervisor Lavagnino