



County of Santa Barbara

BOARD OF SUPERVISORS

Minute Order

October 17, 2023

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

HUMAN RESOURCES DEPARTMENT

File Reference No. 23-00981

RE: Consider recommendations regarding a revision to the New Hire and Promotional Incentives Policy, as follows:

a) Approve the revised Countywide New Hire and Promotional Incentives Policy which increases the maximum amount from \$20,000.00 to \$30,000.00 for non-physician/health care practitioners; incorporates into the countywide policy the current incentive structure for physicians (maximum \$90,000.00) and health care practitioners (maximum \$50,000.00); increases the maximum amount from \$3,500.00 to \$10,000.00 for promoted employees; allows for a Consumer Price Index (CPI) adjustment every 5 years; and makes other minor language changes; and

b) Determine that the above actions are exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378(b)(4), because they consist of government funding mechanisms and/or other government fiscal activities, which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment.

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

a) and b) Approved.

The motion carried by the following vote:

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