



County of Santa Barbara

BOARD OF SUPERVISORS

Minute Order

August 30, 2022

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

HUMAN RESOURCES DEPARTMENT

File Reference No. 22-00794

RE: HEARING - Consider recommendations regarding Elected Department Head Salaries, as follows:
(EST. TIME: 30 MIN.)

a) Consider options regarding Elected Department Head salaries as follows:

1) Option 1: Effective September 5, 2022, provide a 2.5% general wage increase plus 2.5% commensurate to the performance-based salary increase received by Appointed Department Heads and provide for future salary increases as a flat percentage rate increase equivalent to what Appointed Department Heads are eligible to receive (a combination of general wage increase plus performance-based increase);

2) Option 2: Effective September 5, 2022, provide a 2.5% general wage increase plus 2.5% commensurate to the performance-based salary increase received by Appointed Department Heads and provide future increases as follows:

i) Provide the District Attorney with a flat percentage wage increase equivalent to the percentage wage increase provided to County Counsel and the Public Defender Department Heads (a combination of general wage increase plus performance-based increase);

ii) Provide the Auditor-Controller, Clerk-Recorder-Assessor, and Treasurer-Tax Collector a flat percentage increase equivalent to what Appointed Department Heads are eligible to receive (a combination of general wage increase plus performance-based increase); and

iii) Provide the Sheriff a flat percentage increase equivalent to the general wage increase for the Sheriffs Managers Association plus an adjustment that aligns the total percentage increase with other Elected Department Heads;

3) Option 3: Effective at the start of each new term in office, set salaries for Elected Department Heads at the median of the market and provide for future increases based on the Consumer Price Index - Urban (CPI-U) that is the basis for salary increases for elected members of the Board of Supervisors;

4) Option 4: Provide annual salary increases for Elected Department Heads based on the same CPI-U that is the basis for salary increases for elected members of the Board of Supervisors and



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effective in the same pay period;

5) Option 5a: Provide a 2.5% salary increase for Elected Department Heads effective September 5, 2022 and County Human Resources will return to the Board prior to the new term in office;

6) Option 5b: Provide a 5% salary increase for Elected Department Heads effective September 5, 2022 and County Human Resources will return to the Board prior to the new term in office;

7) Option 6: Take no action at this time; and

8) Option 7: Provide other direction;

b) Consider options and provide direction to County Human Resources regarding parity between Attorney Department Head positions; and

c) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above actions are 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, and are therefore not a project subject to environmental review.

COUNTY EXECUTIVE OFFICER'S RECOMMENDATION: POLICY

HEARING TIME: 9:41 AM - 10:49 AND 11:25 AM - 11:29 AM (1 HR. 12 MIN.)

Received and filed staff presentation and conducted a public hearing.

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

Approved a 2.5% salary increase for Elected Department Heads effective September 5, 2022.

The motion failed by the following vote:

Ayes: 2 - Supervisor Williams, and Supervisor Lavagnino

Noes: 3 - Supervisor Hart, Supervisor Hartmann, and Supervisor Nelson



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2) Option 2: Effective September 5, 2022, provide a 2.5% general wage increase plus 2.5% commensurate to the performance-based salary increase received by Appointed Department Heads and provide future increases as follows:

i) Provide the District Attorney with a flat percentage wage increase equivalent to the percentage wage increase provided to County Counsel and the Public Defender Department Heads (a combination of general wage increase plus performance-based increase);

ii) Provide the Auditor-Controller, Clerk-Recorder-Assessor, and Treasurer-Tax Collector a flat percentage increase equivalent to what Appointed Department Heads are eligible to receive (a combination of general wage increase plus performance-based increase); and

iii) Provide the Sheriff a flat percentage increase equivalent to the general wage increase for the Sheriffs Managers Association plus an adjustment that aligns the total percentage increase with other Elected Department Heads;

3) Option 3: Effective at the start of each new term in office, set salaries for Elected Department Heads at the median of the market and provide for future increases based on the Consumer Price Index - Urban (CPI-U) that is the basis for salary increases for elected members of the Board of Supervisors;

4) Option 4: Provide annual salary increases for Elected Department Heads based on the same CPI-U that is the basis for salary increases for elected members of the Board of Supervisors and



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5) Option 5a: Provide a 2.5% salary increase for Elected Department Heads effective September 5, 2022 and County Human Resources will return to the Board prior to the new term in office;

6) Option 5b: Provide a 5% salary increase for Elected Department Heads effective September 5, 2022 and County Human Resources will return to the Board prior to the new term in office;

7) Option 6: Take no action at this time; and

8) Option 7: Provide other direction;

b) Consider options and provide direction to County Human Resources regarding parity between Attorney Department Head positions; and

c) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above actions are 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, and are therefore not a project subject to environmental review.

COUNTY EXECUTIVE OFFICER'S RECOMMENDATION: POLICY

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

Approved a 3.5% general wage increase for the District Attorney and a 2.5% general wage increase for the Auditor-Controller, Clerk-Recorder-Assessor, Sheriff, and Treasurer-Tax Collector, all effective September 5, 2022.

The motion carried by the following vote:

Ayes: 4 - Supervisor Williams, Supervisor Hartmann, Supervisor Nelson, and Supervisor Lavagnino

Noes: 1 - Supervisor Hart



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File Reference No. 22-00794

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(EST. TIME: 30 MIN.)

a) Consider options regarding Elected Department Head salaries as follows:

1) Option 1: Effective September 5, 2022, provide a 2.5% general wage increase plus 2.5% commensurate to the performance-based salary increase received by Appointed Department Heads and provide for future salary increases as a flat percentage rate increase equivalent to what Appointed Department Heads are eligible to receive (a combination of general wage increase plus performance-based increase);

2) Option 2: Effective September 5, 2022, provide a 2.5% general wage increase plus 2.5% commensurate to the performance-based salary increase received by Appointed Department Heads and provide future increases as follows:

i) Provide the District Attorney with a flat percentage wage increase equivalent to the percentage wage increase provided to County Counsel and the Public Defender Department Heads (a combination of general wage increase plus performance-based increase);

ii) Provide the Auditor-Controller, Clerk-Recorder-Assessor, and Treasurer-Tax Collector a flat percentage increase equivalent to what Appointed Department Heads are eligible to receive (a combination of general wage increase plus performance-based increase); and

iii) Provide the Sheriff a flat percentage increase equivalent to the general wage increase for the Sheriffs Managers Association plus an adjustment that aligns the total percentage increase with other Elected Department Heads;

3) Option 3: Effective at the start of each new term in office, set salaries for Elected Department Heads at the median of the market and provide for future increases based on the Consumer Price Index - Urban (CPI-U) that is the basis for salary increases for elected members of the Board of Supervisors;

4) Option 4: Provide annual salary increases for Elected Department Heads based on the same CPI-U that is the basis for salary increases for elected members of the Board of Supervisors and



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5) Option 5a: Provide a 2.5% salary increase for Elected Department Heads effective September 5, 2022 and County Human Resources will return to the Board prior to the new term in office;

6) Option 5b: Provide a 5% salary increase for Elected Department Heads effective September 5, 2022 and County Human Resources will return to the Board prior to the new term in office;

7) Option 6: Take no action at this time; and

8) Option 7: Provide other direction;

b) Consider options and provide direction to County Human Resources regarding parity between Attorney Department Head positions; and

c) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above actions are 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, and are therefore not a project subject to environmental review.

COUNTY EXECUTIVE OFFICER'S RECOMMENDATION: POLICY



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

a) 1) through 7) No action taken;

a) 8) Considered and approved a 2.5% general wage increase for the Auditor-Controller, Clerk-Recorder-Assessor, Sheriff, and Treasurer-Tax Collector, all effective September 5, 2022 and adopted a revised Resolution entitled "IN THE MATTER OF AMENDING RESOLUTION NO 18-163, AS AMENDED, ESTABLISHING THE SALARY FOR ELECTED DEPARTMENT HEADS OF THE COUNTY OF SANTA BARBARA" as presented at the August 30, 2022 Board of Supervisors meeting;

b) Considered and approved a 3.5% general wage increase for the District Attorney effective September 5, 2022 and adopted a revised Resolution entitled "IN THE MATTER OF AMENDING RESOLUTION NO 18-163, AS AMENDED, ESTABLISHING THE SALARY FOR ELECTED DEPARTMENT HEADS OF THE COUNTY OF SANTA BARBARA" as presented at the August 30, 2022 Board of Supervisors meeting; and

RESOLUTION NO. 22-190

c) Approved.

The motion carried by the following vote:

Ayes: 4 - Supervisor Williams, Supervisor Hartmann, Supervisor Nelson, and Supervisor Lavagnino

Noes: 1 - Supervisor Hart