



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Human Resources
Department No.: 064
For Agenda Of: 6/18/2024
Placement: Administrative
Estimated Time: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Kristine Schmidt, Human Resources Director, 568-2800
Director(s)
Contact Info: Erin Jeffery, Employment & Workforce Planning Division Chief,
568-2808
SUBJECT: Performance-Based Salary Adjustment for the County Counsel

County Counsel Concurrence

As to form: Yes

Other Concurrence: N/A

As to form: N/A

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Approve a 2.5% performance-based salary adjustment for the County Counsel effective June 24, 2024 based on the performance review of the County Counsel completed by the Board of Supervisors on May 7, 2024; and
- b) Determine that the above action is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378(b)(4), because it consists 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 of the environment.

Summary Text:

Upon adopting this recommendation, the Board of Supervisors will approve an annual salary of approximately \$274,905.28 for the County Counsel based on 2,080 hours, which represents a performance-based increase of 2.5% over her present salary, to be effective June 24, 2024.

Background:

Per Section 27641 of the California Government Code, County Counsel shall serve for a period of four years from the time of their appointment by the Board of Supervisors.

On May 18, 2021, the Board of Supervisors appointed Rachel Van Mullem as the County Counsel to serve a four-year term with annual performance reviews. On May 7, 2024 the Board of Supervisors reviewed the performance of the County Counsel and reappointed Ms. Van Mullem for a new four-year term. A 2.5% performance-based salary increase is consistent with the Board’s action on December 7, 2021 concerning the Classification and Salary Plan for Unrepresented Executive and Management Employees, which authorized the opportunity for performance-based pay increases equivalent to a “half-step,” or 2.5%. The Management Classification and Salary Plan is applicable to all appointed department directors as well. As such, the County Counsel, as an appointed department director, receives the same general wage increase as other appointed department directors.

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

<u>Funding Sources</u>	<u>Current FY Cost:</u>	<u>Annualized On-going Cost:</u>	<u>Total One-Time Project Cost</u>
General Fund	\$ 7,655.00	\$ 7,655.00	
State			
Federal			
Fees			
Other:			
Total	\$ 7,655.00	\$ 7,655.00	\$ -

Narrative: The total fully-loaded cost of implementing the recommended action in Fiscal Year 2024-2025 is approximately \$7,655.

Special Instructions:

Please provide a copy of the signed minute order to County Human Resources, County Counsel, County Executive Officer, and Auditor-Controller.

Authored by:

Stefan Brewer, Employment & Workforce Planning Manager, (805) 568-2806

cc:

Mona Miyasato – CEO
 Rachel Van Mullem – County Counsel
 Betsy Schaffer – Auditor Controller