



**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: CEO/Human
Resources
Department No.: 064
For Agenda Of: 6/5/07
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Michael F. Brown, County Executive Officer
Director(s) Susan Paul, Assistant CEO/HR Director
Contact Info: Jeri Muth, Assistant HR Director, 568-2816
Theresa Duer, Assistant HR Director, 568-2822

SUBJECT: Leadership Project – Certain Managers into Leadership Classifications

Recommended Actions:

Adopt the attached resolution effective June 4, 2007:

- allocating certain executive and management positions to Leadership classifications and
- designating certain positions as specified in Section 5 of Resolution No. 06-206 as exempt from the Civil Service System in accordance with Section 27-25(a), 11 of the Santa Barbara County Code.

Summary Text:

In June 2005, the Leadership Project was initiated for the purpose of realizing the Board's vision to create a customer-focused culture in Santa Barbara County government and to support, strengthen and implement Accountability, Customer-Focus and Efficiency (ACE). On June 14, 2006, the Board adopted the new classification and salary plan for executive and management employees to take effect upon the allocation of positions into the new classifications. On December 5, 2006, an initial group of executive and management positions was allocated into the new classifications. The County Executive Officer and CEO/Human Resources Director are recommending the allocation of another set of positions into the Leadership classification and compensation system as part of the County's continued commitment to execute system reforms that incorporate the County's organizational values of ACE, support the Board's vision to provide exceptional customer service countywide and to implement reorganizations in some County departments.

Fiscal and Facilities Impacts:

1. There is no fiscal impact (except as identified in #2 below) associated with the establishment of the new classifications and allocation of positions to the classifications. Under the County's Leadership compensation system, employees in these positions will be eligible for pay increases based on their job performance.
2. The two positions in the Clerk-Recorder-Assessor's department allocated to the Assistant Department/Corporate Leader-Executive class are eligible to receive a car allowance of \$81 per pay period. The estimated additional cost for the remainder of FY 2006-07 is approximately \$648. The estimated ongoing cost is approximately \$4,212. The additional cost will be absorbed within the Clerk-Recorder-Assessor department's budget.

Special Instructions:

Please return one copy of the signed resolutions to Susan Kean, CEO/HR Dept.

RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA

IN THE MATTER OF AMENDING RESOLUTION) RESOLUTION NO. _____
NO. 06-206, AS AMENDED, BEING THE SALARY)
RESOLUTION OF THE COUNTY OF SANTA BARBARA)

WHEREAS, Salary Resolution No. 06-206 established a Classification Plan, and authorized Departmental Position Allocation effective July 3, 2006; and,

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 06-206, as amended in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, as follows:

Resolution No. 06-206, adopted by this Board on July 11, 2006, is hereby amended by amending that portions of Section **4 and 5** to read as follows effective June 4, 2007:

SECTION 4. Departmental Position Allocation

<u>Position ID</u>	<u>Current Job Class</u>	<u>From Current Job Class</u>	<u>To Leadership Classification</u>	<u>Salary Band</u>
3938	002270	DEP HLTH OFCR/MEDICAL DIR	Program/Bus Ldr-Atty/Phy	Atty/Phy
506	006028	PLANNING/DEV DEP DIR	Enterprise Ldr-Gen	Gen Ldr
1769	001425	CHIEF APPRAISER	Asst Departmental Ldr-Exec	Exec Ldr
10199	006514	ELECTIONS DIVISION MANAGER	Asst Departmental Ldr-Exec	Exec Ldr
8610	006105	PM TAX SYS INTEGRATION	Enterprise Ldr-Gen	Gen Ldr
10549	006105	PM TAX SYS INTEGRATION	Enterprise Ldr-Gen	Gen Ldr
7009	005685/86/95	HUMAN RESOURCES ANALYST I/II/SR	Enterprise Ldr-Gen	Gen Ldr
555	000303	HOUSING & COMM DEV DIV MGR	Enterprise Ldr-Gen	Gen Ldr
5417	005710	HUMAN RESOURCES MGR DEPT	Enterprise Ldr-Gen	Gen Ldr
3545	003265	ENVIRON HEALTH PROG MGR	Enterprise Ldr-Gen	Gen Ldr
204	002151	DP MANAGER DEPT SR	Enterprise Ldr-Gen	Gen Ldr
7586	002349	DIRECTOR OF NURSING	Enterprise Ldr-Gen	Gen Ldr

SECTION 5: Positions Exempt From the Civil Service System

In addition to those positions currently included in Section 5 as adopted by this Board on July 11, 2006, all persons appointed to fill the positions below are exempt from the Civil Service System and will serve in the capacity as at-will employees subject to the pleasure of their appointing authority.

<u>Department</u>	<u>Classification Title</u>	<u>Position ID #</u>
Public Health	Program/Bus Ldr-Atty/Phy	3938
	Enterprise Ldr-Gen	204, 3545, 5417, 7586
Planning & Development	Enterprise Ldr-Gen	506
Clerk-Rec-Assessor	Enterprise Ldr-Gen	8610, 10549
CEO/Human Resources	Enterprise Ldr-Gen	7009
Housing Community Development	Enterprise Ldr-Gen	555

1. Except as amended by this Resolution, Resolution No. 06-206 as amended, continues unchanged as in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this ____ day of _____, 2006 by the following vote:

AYES:

NOES:

ABSENT:

ATTEST:
MICHAEL F. BROWN
CLERK OF THE BOARD

Chair, Board of Supervisors

By: _____ (SEAL)
Deputy Clerk

APPROVED AS TO FORM:
STEPHEN SHANE STARK
COUNTY COUNSEL
NOVEMBER 1993
6/5/07