



County of Santa Barbara BOARD OF SUPERVISORS

Minute Order

November 18, 2025

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

COUNTY COUNSEL

File Reference No. 25-00968

RE: Consider recommendations regarding two Agreements for Professional Services with Norman A. Traub and Associates, and Kramer Workplace Investigations, as follows:

a) Approve and authorize the Chair to execute Agreements with two (2) firms specializing in workplace investigations for contract periods November 18, 2025 to November 17, 2026, for \$20,000.00 per Agreement, with the following firms: Norman A. Traub and Associates, and Kramer Workplace Investigations; and

b) Determine that the above action is not a project under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Sections 15378(b)(5), because they consist of administrative activities of government that will not result in direct or indirect physical changes in the environment.

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

a) **Approved and authorized; Chair to execute; and**

b) **Approved.**

The motion carried by the following vote:

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