



County of Santa Barbara

BOARD OF SUPERVISORS

Minute Order

September 22, 2020

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

HUMAN RESOURCES

File Reference No. 20-00745

RE: Set a hearing to consider recommendations regarding an Amendment to the Ordinance Setting Compensation and Benefits for Members of the Santa Barbara County Board of Supervisors, as follows:

(Set a hearing for October 6, 2020. Time estimate: 15 minutes)

a) Approve the introduction (first reading) of the Ordinance, which amends Ordinance 5090 setting compensation and benefits for members of the Board of Supervisors, as follows:

i) Effective in the first pay period sixty (60) days after Board approval, provide a 3% salary increase consistent with the October 2019 Index of the Consumer Price Index - Urban (CPI - U) for the Los Angeles-Long Beach-Anaheim area, and provide future annual salary increases equal to increases in the October CPI-U for the Los Angeles-Long Beach-Anaheim area from a minimum of 0% to a maximum of 3% each Fiscal Year;

ii) Upon approval of the 3% salary increase, effective in the first pay period sixty (60) days after Board approval, the biweekly allowance provided to the Chair of the Board of Supervisors will also increase by 3% from \$71.18 to approximately \$73.32 based upon the October 2019 CPI-U for the Los Angeles-Long Beach-Anaheim area, and continue to provide future adjustments to the Chair allowance from a minimum of 0% to a maximum of 3% each Fiscal Year equal to the increases in the October CPI-U for the Los Angeles-Long Beach-Anaheim area;

iii) Effective in the first pay period sixty (60) days after Board approval, implement an additional ongoing 0.83% pension cost-sharing pick-up for members of the Board of Supervisors in classic/legacy retirement plans;

iv) Effective with the 2021 health insurance plan year (Pay Period 2021-01) or in the first pay period sixty (60) days after Board approval, provide to all Board members enrolled in and receiving County-sponsored health insurance the same 5.3% increase to the County contributions for health insurance in an amount up to the maximum cost received by all other County employees for "employee only" coverage of the employee only premium in the EPO Low Health Plan and provide for future adjustments to the County contribution in the same amount as provided to Elected Department Heads;

v) Effective in the first pay period sixty (60) days after Board approval, decrease the automobile allowance for members of the Board of Supervisors by \$2.00 biweekly to \$230.00 biweekly to align the automobile allowance with the amount that is paid to elected County department heads



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and thereafter provide the same automobile allowance to members of the Board of Supervisors as is provided to Elected Department Heads, which is tied to IRS rates, effective in Pay Period 1 of each calendar year; and

b) Read the title of the Ordinance and waive full reading of the Ordinance;

c) Continue the hearing to the Administrative Agenda of October 13, 2020 to approve the amendment to Ordinance 5090, as follows:

i) Provide a 3% salary increase, effective in the first pay period sixty (60) days after Board approval which is consistent with the October 2019 Index of the Consumer Price Index - Urban (CPI - U) for the Los Angeles-Long Beach-Anaheim area to be effective during Fiscal Year 2020-2021 and provide future, annual salary increases based on the Consumer Price Index - Urban (October Indices) from a minimum of 0% to a maximum of 3% each Fiscal Year;

ii) Upon approval of the 3% salary increase, effective in the first pay period sixty (60) days after Board approval, the biweekly allowance paid to the Chair of the Board of Supervisors will also increase by 3% from \$71.18 to approximately \$73.32 based upon the October 2019 CPI-U for the Los Angeles-Long Beach-Anaheim area, and provide future adjustments to the Chair allowance from a minimum of 0% to a maximum of 3% each Fiscal Year based on the October CPI-U for the Los Angeles-Long Beach-Anaheim area;

iii) Implement an additional ongoing 0.83% pension cost-sharing pick-up for members of the Board of Supervisors in classic/legacy retirement plans, effective in the first pay period sixty (60) days after Board approval;

iv) Provide a 5.3% increase to the County contributions to health insurance for all Board members enrolled in and receiving County-sponsored health insurance, effective with the 2021 plan year (Pay Period 2021-01) or in the first pay period sixty (60) days after Board approval, which is consistent with the increase all County employees on health plans will receive to the County contribution to health insurance, effective with the 2021 health insurance plan year and provide future adjustments to the County contributions to health insurance in the same amount as provided to Elected Department Heads;

v) Decrease the automobile allowance for members of the Board of Supervisors by \$2.00 biweekly to the amount of \$230.00 biweekly to match the automobile allowance of other elected County department heads in the first pay period sixty (60) days after Board approval and provide future adjustments to the automobile allowance to mirror the automobile allowance paid to Elected Department Heads, which is tied to IRS rates, effective in the first pay period of each calendar year; and

d) Determine that the above actions are government fiscal activities or funding mechanisms which



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do not involved any commitment to any specific project which may result in potential physical impacts on the environment, and are therefore not a project under the California Environmental Quality Act (CEQA) pursuant to Section 15378(b)(4) of the CEQA guidelines.

A motion was made by Supervisor Williams, seconded by Supervisor Hartmann, that this matter be set for a hearing, as follows: October 6, 2020 (EST. TIME 15 MINS.). The motion carried by the following vote:

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

Noes: 1 - Supervisor Adam