



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.:  
For Agenda Of: May 19, 2009  
Placement: Administrative  
Estimated Tme:  
Continued Item: NO  
If Yes, date from:  
Vote Required: Majority

---

TO: Board of Supervisors  
FROM: Department Director(s) Susan Paul, Assistant CEO/HR Director, 568-2817  
Contact Info: Jeri Muth, Assistant HR Director, 568-2816  
SUBJECT: **Compensation for District Attorney**

---

**County Counsel Concurrence**

As to form:

**Other Concurrence:** Select\_Other

As to form: Select\_Concurrence

**Recommended Actions:**

That the Board of Supervisors adopt a Resolution effective May 18, 2009 setting the annual compensation of the Santa Barbara County District Attorney at \$210,765.

**Summary Text:**

The recommendation sets the compensation for the District Attorney.

**Background:**

The District Attorney took office in January 2007. At that time the salary was set at a lower level than the previous incumbent's salary and lower than other elected department heads. A recent salary survey that included Marin, Monterey, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Cruz, Sonoma, and Ventura counties found the Santa Barbara County District Attorney's current salary of \$179,899 to be the lowest of all comparison counties and is approximately 17% less than the mean of \$210,765 (as shown on Attachment A).

Additionally, the District Attorney's salary lags behind all other County of Santa Barbara elected department heads.

Adjustment of the District Attorney's salary is necessary to adequately compensate the District Attorney, bring her salary to the mean of comparable jurisdictions, and provide appropriate alignment within the organization.

Elected official's salaries must be set by the Board of Supervisors.

**Fiscal Analysis:** The fiscal impact of the recommended increase is approximately \$7,616 for the remainder of Fiscal Year 2008-09 and \$39,601 annually thereafter. Of the increased annual cost of \$39,601, approximately \$7,603 will be in the form of an increase in the County's contribution to the retirement system.

<u>Funding Sources</u>	<u>Current FY Cost:</u>	<u>Annualized On-going Cost:</u>	<u>Total One-Time Project Cost</u>
General Fund			
State			
Federal			
Fees			
Other:			
Total	\$ -	\$ 210,765.00	\$ -

**Staffing Impacts:**

**Legal Positions:**

**FTEs:**

**Special Instructions:**

Please return one copy of the signed Resolution to Susan Kean in CEO/Human Resources.

**Attachments:**

Salary Comparison  
Resolution

**cc:** Dennis Marshall, County Counsel  
Bob Geis, Auditor-Controller  
Christie Stanley, District Attorney

## March 2009 District Attorney Salary Survey Results

District Attorney	
<b>Santa Barbara County</b>	<b>179,899</b>
Marin	203,557
Monterey	227,006
Orange	208,691
Riverside	223,927
San Bernardino	185,962
San Diego	230,063
San Luis Obispo	191,618
Santa Cruz	230,794
Sonoma	198,109
Ventura	207,919
<b>Survey Mean</b>	<b>\$ 210,765</b>
<b>Santa Barbara County Diff to Mean</b>	<b>-17.2%</b>