

Attachment C

Board Letters Allocating Managers to the Leadership Project



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: 12/5/06
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Director(s) Michael F. Brown, County Executive Officer
Susan Paul, Assistant CEO/HR Director
Contact Info: Jeri Muth, Assistant HR Director, 568-2816
Theresa Duer, Deputy HR Director 568-2822
SUBJECT: Leadership Project: Allocation of Executives and Certain Managers into Leadership Classifications

County Counsel Concurrence:

As to form: Yes No N/A

Other Concurrence: N/A

As to form: Yes No N/A

Auditor-Controller Concurrence:

As to form: Yes No N/A

Recommended Action(s):

That the Board of Supervisors:

1. Adopt the attached resolution (Attachment A) allocating executive and certain management positions to new Leadership classifications effective December 4, 2006.
2. Adopt the attached Resolution sections amending the benefits policy for elected Department Heads (Attachment B) effective December 4, 2006.
3. Adopt the attached resolution (Attachment C) to designate 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 effective December 4, 2006.

Summary:

The recommendations implement system reforms that incorporate the County's organizational values of Accountability, Customer-Focus, and Efficiency (ACE) and support the Board's vision to provide exceptional customer service countywide.

In June 2005, CEO/Human Resources began a project to streamline and modernize the County's Human Resources systems (classification, compensation, and performance management) and connect employee performance to pay and customer-focused business results. The Project produced streamlined business systems that provide greater flexibility and responsiveness that will help move the County forward in

Leadership Project: Allocation of Executives and Certain Managers into Leadership Classifications

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creating a customer-focused culture. The outlined recommended actions provide for the initial allocation of executives and certain management positions into new Leadership classifications and exempts certain CEO Project Manager positions from the County's Civil Service System.

Background:

In approximately 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) which are intrinsic elements of quality customer service.

The effort to reform the County's current system has been underway for approximately eighteen months with the overall goal of improving service through exceptional leadership practices. Outreach to develop the new system has been extensive and inclusive and has involved managers, Assistant Department Heads, and senior executives from throughout the organization in the design of the new Leadership classification, compensation, and performance management systems.

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 executives and managers into the new classifications. The competency-based Leadership classifications already adopted are based on core leadership competencies and the scope of authority and responsibility of the job. The new classifications provide Department Heads with greater flexibility in organizing their respective departments' management workforce and in assigning work. With implementation of the new system, hiring and promoting individuals is based upon their level of competency, demonstration of those identified leadership competencies, and the ability to deliver exceptional customer service. Further, advancement in salary is connected to an individual's performance, contribution to the organization, and the achievement of business results instead of across-the-board pay increases.

The County Executive Officer and CEO/Human Resources recommend the allocation of executive and certain management positions into the new Leadership classifications and compensation system.

Lastly, the recommendation is made to adopt changes to certain sections of the Management Resolution amending the benefits policy for elected Department Heads. Including the Auditor-Controller, Clerk-Recorder-Assessor, District Attorney, Sheriff, and Treasurer-Tax Collector, there are five elected Department Heads. The recommended changes align benefits for these positions with other County Department Heads. These changes are set forth in Attachment B.

Fiscal Impact

The estimated cost of allocating the specified positions into the appropriate Leadership classifications for the remainder of FY 2006-2007 is approximately \$69,361 and \$138,721 for FY 2007-2008. The portion associated with Retirement costs is estimated at \$18,983.

Performance Measures:

Fiscal and Facilities Impacts:

Budgeted: Yes No

Leadership Project: Allocation of Executives and Certain Managers into Leadership Classifications

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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			
State			
Federal			
Fees			
Other:			
Total	\$ -	\$ -	\$ -

Narrative:

Staffing Impact(s):

Legal Positions:

FTEs:

Special Instructions:

Please return one copy of the signed resolution to Susan Kean, Human Resources Department.

Attachments:

Authored by:

cc:

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

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

RESOLUTION NO. _____

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 to read as follows effective December 4, 2006:

SECTION 4. Departmental Position Allocation

<u>Position ID</u>	<u>Current Job Class</u>	<u>From Current Job Class</u>	<u>To Leadership Class</u>	<u>Salary Band</u>
4042	000347	AG COMM/SEALER WGTS-MEAS	Department/Corporate Leader	DL - 1
590	005163	ASST ADMHS DIR-ADMIN	Assistant Departmental Leader	ADL - 1
956	005121	ASST ADMHS DIR-MEDICAL	Assistant Departmental Leader	ADL - 2
977	005164	ASST ADMHS DIR-PROGRAMS	Assistant Departmental Leader	ADL - 1
3576	000660	ADMHS ASST DIR-ALC/DRUG PRGMS	Assistant Departmental Leader	ADL - 1
1087	005165	ADMHS DIRECTOR	Department/Corporate Leader	DL - 1
181	000730	ASST AUDITOR-CONTROLLER	Assistant Departmental Leader	ADL - 1
574	001090	AUDITOR-CONTROLLER	Department/Corporate Leader	DL - 1
327	007270	EXECUTIVE STAFF ASST	Enterprise Leader	EL - 1
460	007270	EXECUTIVE STAFF ASST	Enterprise Leader	EL - 1
1409	007270	EXECUTIVE STAFF ASST	Enterprise Leader	EL - 1
5436	007270	EXECUTIVE STAFF ASST	Enterprise Leader	EL - 1
6275	007270	EXECUTIVE STAFF ASST	Enterprise Leader	EL - 1
7443	007270	EXECUTIVE STAFF ASST	Enterprise Leader	EL - 1
4651	007270	EXECUTIVE STAFF ASST	Enterprise Leader	EL - 1
6259	001520	CHILD SUPPORT SVCS ASST DIR	Assistant Departmental Leader	ADL - 1
6260	001521	CHILD SUPPORT SVCS DIR	Department/Corporate Leader	DL - 1
2155	000765	ASST CO CLK-REC-ASSESSOR	Assistant Departmental Leader	ADL - 1
265	001905	COUNTY CLK-REC-ASSESSOR	Department/Corporate Leader	DL - 1
7359	001427	CHIEF ASST COUNTY COUNSEL	Assistant Departmental Leader	ADL - 2
365	001930	COUNTY COUNSEL	Department/Corporate Leader	DL - 2
2090	000770	ASST COUNTY EXEC OFFICER	Department/Corporate Leader	DL - 1
9621	000770	ASST COUNTY EXEC OFFICER	Department/Corporate Leader	DL - 1
3151	005700	ASST CEO/HR DIRECTOR	Department/Corporate Leader	DL - 1
9654	002225	DEP COUNTY EXEC OFFICER	Department/Corporate Leader	DL - 1
9655	002225	DEP COUNTY EXEC OFFICER	Department/Corporate Leader	DL - 1
33	000859	ASST HUMAN RESOURCES DIR	Assistant Departmental Leader	ADL - 1
0321	000859	ASST HUMAN RESOURCES DIR	Assistant Departmental Leader	ADL - 1
1799	000041	DEP HUMAN RESOURCES DIR	Assistant Departmental Leader	ADL - 1
9702	001535	CHILDREN & FAMILY SVCS DIR	Assistant Departmental Leader	ADL - 1

<u>Position</u>	<u>Current</u>			
<u>ID</u>	<u>Job</u>	<u>From Current Job Class</u>	<u>To Leadership Class</u>	<u>Salary Band</u>
10707	001800	COMMUNICATIONS DIRECTOR	Assistant Departmental Leader	ADL - 1
9951	006089	PM COUNTY EXEC OFFICE II	Department/Corporate Leader	DL - 1
10447	003106	EMERGENCY OPERATIONS CHIEF	Department/Corporate Leader	DL - 1
899	006079	PM COUNTY EXEC OFFICE I	Enterprise Leader	EL - 1
8639	006079	PM COUNTY EXEC OFFICE I	Enterprise Leader	EL - 1
10219	006079	PM COUNTY EXEC OFFICE I	Enterprise Leader	EL - 1
10221	006079	PM COUNTY EXEC OFFICE I	Enterprise Leader	EL - 1
10563	006079	PM COUNTY EXEC OFFICE I	Enterprise Leader	EL - 1
10444	006079	PM COUNTY EXEC OFFICE I	Enterprise Leader	EL - 1
10445	006079	PM COUNTY EXEC OFFICE I	Enterprise Leader	EL - 1
10446	006079	PM COUNTY EXEC OFFICE I	Enterprise Leader	EL - 1
359	000805	ASST DISTRICT ATTORNEY	Assistant Departmental Leader	ADL - 2
2971	000805	ASST DISTRICT ATTORNEY	Assistant Departmental Leader	ADL - 2
2980	000803	ASST DIRECTOR-DIST ATTY	Assistant Departmental Leader	ADL - 1
4926	002355	DISTRICT ATTORNEY	Department/Corporate Leader	DL - 2
6549	003537	FIRE DEPUTY CHIEF	Assistant Departmental Leader	ADL - 1
1734	003535	FIRE CHIEF	Department/Corporate Leader	DL - 1
653	003103	EMERG SVCS MANAGER	Enterprise Leader	EL - 1
549	000830	ASST GEN SERV DIR-TECH	Assistant Departmental Leader	ADL - 1
607	000826	ASST GEN SERV DIR-SUPPORT	Assistant Departmental Leader	ADL - 1
776	000826	ASST GEN SERV DIR-SUPPORT	Assistant Departmental Leader	ADL - 1
3933	003740	GENERAL SERVICES DIRECTOR	Department/Corporate Leader	DL - 1
6653	006091	PM ECON DEVELOPMENT I	Enterprise Leader	EL - 1
10731	006079	PM COUNTY EXEC OFFICE I	Enterprise Leader	EL - 1
2142	002280	DEP PARK DIRECTOR	Assistant Departmental Leader	ADL - 1
4336	002280	DEP PARK DIRECTOR	Assistant Departmental Leader	ADL - 1
1783	005630	PARKS DIRECTOR	Department/Corporate Leader	DL - 1
6266	006576	PLANNING/DEV ASST DIR	Assistant Departmental Leader	ADL - 1
83	006027	PLANNING/DEV DIR	Department/Corporate Leader	DL - 1
10391	006079	PM COUNTY EXEC OFFICE I	Enterprise Leader	EL - 1
585	002185	DEP CHIEF PROBATION OFFCR	Assistant Departmental Leader	ADL - 1
4577	002185	DEP CHIEF PROBATION OFFCR	Assistant Departmental Leader	ADL - 1
4583	002185	DEP CHIEF PROBATION OFFCR	Assistant Departmental Leader	ADL - 1
4949	001475	CHIEF PROBATION OFFICER	Department/Corporate Leader	DL - 1
1137	006076	PM GRANTS & FUNDING-PROB	Enterprise Leader	EL - 1
4970	000880	ASST PUBLIC DEFENDER	Assistant Departmental Leader	ADL - 2
7061	000880	ASST PUBLIC DEFENDER	Assistant Departmental Leader	ADL - 2
2517	006220	PUBLIC DEFENDER	Department/Corporate Leader	DL - 2
8507	003894	PUBLIC HEALTH DEPUTY DIR	Assistant Departmental Leader	ADL - 1
8508	003894	PUBLIC HEALTH DEPUTY DIR	Assistant Departmental Leader	ADL - 1
8509	003894	PUBLIC HEALTH DEPUTY DIR	Assistant Departmental Leader	ADL - 1
9883	005122	MEDICAL DIRECTOR	Assistant Departmental Leader	ADL - 2
9529	003900	PUBLIC HLTH DIR/HLTH OFFCR	Department/Corporate Leader	DL - 2
10454	006079	PM COUNTY EXEC OFFICE I	Enterprise Leader	EL - 1
10455	006079	PM COUNTY EXEC OFFICE I	Enterprise Leader	EL - 1
10455	006079	PM COUNTY EXEC OFFICE I	Enterprise Leader	EL - 1
2050	002340	DEP PUBLIC WORKS DIRECTOR	Assistant Departmental Leader	ADL - 1
3555	002340	DEP PUBLIC WORKS DIRECTOR	Assistant Departmental Leader	ADL - 1
4968	001959	COUNTY SURVEYOR-DEP PW DIR	Assistant Departmental Leader	ADL - 1
5823	002340	DEP PUBLIC WORKS DIRECTOR	Assistant Departmental Leader	ADL - 1

<u>Position ID</u>	<u>Current Job Class</u>	<u>From Current Job Class</u>	<u>To Leadership Class</u>	<u>Salary Band</u>
1214	006350	PUBLIC WORKS DIRECTOR	Department/Corporate Leader	DL - 1
10026	006646	ASST RETIREMENT ADMIN	Assistant Departmental Leader	ADL - 1
8564	006645	RETIREMENT ADMIN	Department/Corporate Leader	DL - 1
3238	006916	UNDERSHERIFF	Assistant Departmental Leader	DL - 2
109	006890	SHERIFF-CORONER	Department/Corporate Leader	DL - 2
486	000023	DEP SOCIAL SERVICES DIR	Assistant Departmental Leader	ADL - 1
2623	000023	DEP SOCIAL SERVICES DIR	Assistant Departmental Leader	ADL - 1
5324	000023	DEP SOCIAL SERVICES DIR	Assistant Departmental Leader	ADL - 1
5416	000023	DEP SOCIAL SERVICES DIR	Assistant Departmental Leader	ADL - 1
1433	000032	SOCIAL SERVICES DIRECTOR	Department/Corporate Leader	DL - 1
6599	007758	WORKFRCE RESOURCE P&E MGR	Enterprise Leader	EL - 1
5371	000980	ASST TREAS/TX COL/PUB ADM	Assistant Departmental Leader	ADL - 1
5036	007500	TREAS/TAX COLL/PUB ADMIN	Department/Corporate Leader	DL - 1
3641	000980	ASST TREAS/TX COL/PUB ADM	Enterprise Leader	EL - 1

Salary Band Key

DL - 1	Department/Corporate Leader
DL - 2	Department/Corporate Leader - Attorney/Physician/Sheriff
ADL - 1	Assistant Department Leader
ADL - 2	Assistant Department Leader - Attorney/Physician
EL - 1	Enterprise Leader

2. 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
12/5/06

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

IN THE MATTER OF AMENDING RESOLUTION)
NO. 05-183, AS AMENDED, BEING THE MANAGEMENT)
PERSONNEL BENEFITS POLICY FOR MANAGEMENT)
AND CONFIDENTIAL-UNREPRESENTED EMPLOYEES)
OF THE COUNTY OF SANTA BARBARA)

RESOLUTION NO. _____

WHEREAS, Salary Resolution No.05-183 established benefits for management and confidential-unrepresented employees, including elected officials; and

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 05-183, as amended in the manner provided in this Resolution:

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

- 1. Resolution No. 05-183, adopted by this Board on July 21, 2005, is hereby amended by amending that portions of Sections 8 and 10 to read as follows effective December 4, 2006:

SECTION 8. SICK LEAVE

A. Each regular full-time or regular part-time management or confidential-unrepresented employee shall accrue sick leave at the rate of .0463 hours for each hour in a regular pay or paid leave status, excluding overtime, call back and standby. (Elected officials in office as of the date of adoption of this resolution shall accrue at the equivalent rate, retroactive to their first term.)

B. Management and confidential-unrepresented employees shall receive eighty (80) hours sick leave accrual upon appointment or such prorated amount for regular part-time employees. Employees entering management or confidential-unrepresented classes from County non-management or non-confidential classes shall retain their current sick leave balances and shall only receive additional sick leave accrual necessary to provide a balance of eighty (80) hours sick leave. Notwithstanding the above, persons who leave County service for reasons other than layoff and are subsequently reappointed within one year of separation are not eligible for sick leave credit under this provision.

C. Unused sick leave shall be cumulative from year to year, with no accrual limit.

D. Sick leave may not exceed each employee's accrued sick leave balance reported on the Leave Report at the end of the prior pay period immediately preceding the pay period in which the leave is taken. However, the salary of an exempt employee shall not be subject to reduction because of variations in the quantity of work performed except in accordance with Department of Labor regulations (29 C.F.R. §.541.5(d)).

E. A department head, or other appropriate authority, may require evidence in the form of a physician's certificate, or otherwise, of the adequacy of the reason for any employee's absence during the time for which sick leave was requested. Under no circumstances is sick leave to be used in lieu of, in addition to, or as vacation. The Auditor may require a physician's certificate from the department in order to determine correctness of payroll records.

F. When a member of his/her immediate family is seriously ill or injured and requires the employee's presence and attendance, an employee may be allowed by the appointing authority to use up to five days (40 hours) of accumulated sick leave to attend such family member; provided that not more than five days per year may be allowed for the illness or injury of any one member of the employee's immediate family. Employees in Fire shift assignments may be allowed to use up to three shifts (72 hours) of accumulated sick leave for this purpose. Subject to department head approval, an employee may exceed the five day (or three shift) limit to care for an immediate family member who has a catastrophic or life threatening illness as verified by a physician's statement.

G. Up to a maximum of five days (40 hours) of accumulated sick leave may be granted by the appointing authority or his/her designee to an employee for absence from duty because of any and each death in the employee's immediate family. Employees in Fire shift assignments may be allowed to use up to three shifts (72 hours) of accumulated sick leave for this purpose.

H. For the purposes of Paragraphs F and G above, "immediate family" is defined as husband, wife, parent, brother, sister, child,

grandparent, grandchild, and mother-in-law or father-in-law of the employee.

I. An employee may, when necessary and at the discretion of his department head, be granted up to two hours leave with pay to make voluntary non-remunerated blood donations to non-profit blood banks in the county. Time off in excess of two hours and up to an additional two hours may be used for this purpose, but such additional time off shall be charged to accumulated sick leave. Leave for the purpose of donating blood shall not exceed five times in any one calendar year.

J. Each regular full-time or regular part-time management or confidential-unrepresented employee with an Accumulated Unused Sick Leave balance in excess of 240 hours as of September 17, 1978, is eligible for sick leave payoff in accordance with the following provisions. Upon termination of employment from County service by resignation or retirement in good standing, 50% of the value of the Eligible Accumulated Unused Sick Leave hours will be paid at the employee's hourly rate in effect as of September 17, 1978. Eligible Accumulated Sick Leave hours are defined as the Accumulated Unused Sick Leave hours between 240 and 960 hours reported as of September 17, 1978, or if less, the hours reported at the time of termination.

K. Any payment made under Paragraph J will be made only once to an employee in his/her work history with the County upon honorable termination of employment. If an employee is subsequently rehired in the service of the County, incentive payment for Unused Sick Leave will not be applicable, and previous balances paid off upon termination will not be restored.

L. Except upon layoff in accordance with Civil Service Rule XI, termination of County employment shall abrogate all sick leave accrued to the time of such termination, regardless of whether such person subsequently re-enters County employment or service. Except as provided in Paragraph J, no payment shall be made to any employee for unused sick leave accumulated to his credit at the time of his termination from County service.

SECTION 10. VACATION

A. For each hour in a regular pay status, excluding overtime, call back and standby, each regular full-time or regular part-time management or confidential-unrepresented employee shall accrue vacation based on continuous County service as provided in the chart below:

Continuous County Service	Hourly/Annual Accrual	Maximum Allowable Accrual
0-2 yrs. (0-24 mo.)	.0463 hrs./96 hrs.	368 hours
3-4 yrs. (25-48 mo.)	.0616 hrs./128 hrs.	368 hours
5-10 yrs. (49-120 mo.)	.0731 hrs./152 hrs.	440 hours
11-14 yrs. (121-168 mo.)	.0847 hrs./176 hrs.	470 hours
15+ yrs. (169+ mo.)	.0962 hrs./200 hrs.	500 hours

(Elected officials in office as of the date of adoption of this resolution shall accrue at the appropriate rate(s), retroactive to their first term.)

B. Vacation accrual may accumulate up to the Maximum Allowable Accrual provided for in the chart in Paragraph A above.

C. For employees in Fire shift assignments who work an average fifty-six (56) hour work week, the annual accrual and maximum allowable accrual provided for in Paragraph A shall be multiplied by a factor of 1.4.

D. Upon appointment to a Department Head classification (Units 40 and 41), an employee shall receive eighty (80) hours of vacation credit if appointed from outside Santa Barbara County government service. Upon appointment to an Assistant Department Head classification (Unit 42), an employee shall receive forty (40) hours of vacation credit if appointed from outside Santa Barbara County government service. Notwithstanding the above, persons who leave County service and who are subsequently reappointed within one year of separation are not eligible for vacation credit under this provision.

E. Employees appointed to positions in Units 32, 40-43 from outside Santa Barbara County government service from either a city, county (other than Santa Barbara County), special district, state or federal government agency shall receive credit for their prior years of public agency service towards their annual vacation accrual rate if that public agency experience ended within six months of the date of employment.

F. In addition to any credit provided for in Paragraph E, above, permanent employees who separate from County service and then return may recoup their past service credit for purposes of vacation accrual under the following conditions:

- Employees may be absent from County service no more than three consecutive years; and
- Employees must have left County service in good standing and their last two performance evaluation ratings prior

in leaving County service must have been satisfactory or above.

Former service credit, in such cases, shall be combined with the new and current employment, in addition to any received in accordance with Paragraph E, above, in determining the employee's vacation accrual rates.

G. Notwithstanding the provisions of Paragraphs A, B and C above, an employee absent due to a work-related injury, receiving Workers' Compensation Temporary Disability and unable to take vacation may accrue vacation above the Maximum Allowable Accrual. Following his/her return to work, the employee shall make every reasonable effort to promptly take vacation in excess of the Maximum Allowable Accrual.

H. Management and confidential-unrepresented employees may, once during each payroll year and with the approval of the department head, request pay for up to eighty hours of accrued vacation in lieu of vacation time off. Such vacation conversion shall be based on the employee's hourly rate in effect at the time of payment. After the vacation conversion, an employee shall have an accrued vacation balance of at least forty hours. Notwithstanding the above, employees in Fire shift assignments may request pay for up to one hundred twelve (112) hours of accrued vacation, and after vacation conversion shall have an accrued balance of at least fifty-six (56) hours. Any cash conversion of accrued vacation approved pursuant to this provision shall be effective no sooner than one year following any previous conversion (i.e., only one conversion is allowed in any twelve month period).

I. Except as provided below, an employee is not entitled to use vacation credits or accrual unless or until he/she has been a regular employee for six (6) continuous months. Consequently, a person failing to complete such service receives no payment for vacation credits upon termination. Department heads and assistant department heads may use the vacation credits provided in Paragraph D above, immediately upon appointment:

J. No payment in lieu of vacation shall be made to any employee except upon termination of employment or as provided for in Paragraph H and upon proper certification to the Auditor by the department head or appointing authority of such accrual. Terminating employees shall be paid for accumulated vacation as of the date of termination.

K. Vacation shall not include any regular holidays taken during a vacation period.

L. Employees may be required to take vacation with reasonable notice.

M. Vacation usage may not exceed each employee's accrued vacation balance reported on the Leave Report at the end of the prior pay period. However, the salary of an exempt employee shall not be subject to reduction because of variations in the quantity of work performed except in accordance with Department of Labor regulations (29 C.F.R. § 541.5(d)).

2. Except as amended by this Resolution, Resolution No. 05-183 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
12/5/06

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

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

RESOLUTION NO. _____

WHEREAS, Salary Resolution No. 06-206 established exemption from the County's Civil Service System of positions which the Board of Supervisors determines should be exempt in accordance with the intent and purpose of Article 2 of Section 27-25; 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:

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

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>
General County Programs	Enterprise Leader	10444, 10445, 10446, 10447, 10563.
Housing and Community Development	Enterprise Leader	10731
Public Health	Enterprise Leader	10454, 10455

- 2. 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
12/5/06

Handwritten initials



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: 2/6/07
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

REPLACEMENT # 1
DATE 2/2/07 TIME 11:30

0206-17
0700127

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

LATE DIST

SUBJECT: Leadership Project – Allocation of Executives and Certain Managers into Leadership Classifications

Recommended Actions:

- 1. Adopt the attached resolution (Attachment A) effective February 6, 2007 allocating certain executive and management positions to Leadership classifications.
- 2. Adopt the attached resolution (Attachment B) to designate 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 effective February 6, 2007.

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 were allocated. The County Executive Officer and Assistant CEO/Human Resources Director are recommending the allocation of additional positions into the Leadership classification and compensation system as part of the continued commitment to implement system reforms that incorporate the County's organizational ACE values (Accountability, Customer-Focus, and Efficiency), support the Board's vision to provide exceptional customer service countywide, and to meet the business needs of various County departments.

07-00127

Page 2 of 6

Fiscal and Facilities Impacts:

There is no fiscal impact 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 are eligible for pay increases based on their job performance.

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:

1. Resolution No. 06-206, adopted by this Board on July 11, 2006, is hereby amended by amending that portions of Section 4 to read as follows effective February 6, 2007:

SECTION 4. Departmental Position Allocation

Position ID	Current Job Class	From Current Job Class	To Leadership Classification	Salary Band
2529	001040	AUD-CONT DIVISION CHIEF	Asst Departmental Ldr-Exec	Exec Ldr
64	001040	AUD-CONT DIVISION CHIEF	Enterprise Ldr-Gen	Gen Ldr
831	001040	AUD-CONT DIVISION CHIEF	Enterprise Ldr-Gen	Gen Ldr
3110	001040	AUD-CONT DIVISION CHIEF	Enterprise Ldr-Gen	Gen Ldr
7331	001040	AUD-CONT DIVISION CHIEF	Enterprise Ldr-Gen	Gen Ldr
10123	001040	AUD-CONT DIVISION CHIEF	Enterprise Ldr-Gen	Gen Ldr
10124	001040	AUD-CONT DIVISION CHIEF	Enterprise Ldr-Gen	Gen Ldr
10125	001040	AUD-CONT DIVISION CHIEF	Enterprise Ldr-Gen	Gen Ldr
3440	001445	CHIEF DEPUTY CONTROLLER	Asst Departmental Ldr-Exec	Exec Ldr
8588	001452	CHIEF FINANCIAL OFFICER	Asst Departmental Ldr-Exec	Exec Ldr
8589	001452	CHIEF FINANCIAL OFFICER	Asst Departmental Ldr-Exec	Exec Ldr
403	001020	AUDIT MANAGER	Asst Departmental Ldr-Exec	Exec Ldr
5141	003143	EMPLOYEE RELATIONS MANAGER	Enterprise Ldr-Gen	Gen Ldr
3161	001455	CHF DEP CLK OF BD OF SUPV	Enterprise Ldr-Gen	Gen Ldr
9042	001362	BUSINESS MANAGER III	Enterprise Ldr-Gen	Gen Ldr
507	005696	HUMAN RESOURCES ANLST SUPV	Enterprise Ldr-Gen	Gen Ldr
7938	002410	EARLY CARE & EDUC PROG MGR	Enterprise Ldr-Gen	Gen Ldr
10224	000185-000188	ADMIN ANALYST I-IV	Enterprise Ldr-Gen	Gen Ldr
291	000185-000188	ADMIN ANALYST I-IV	Enterprise Ldr-Gen	Gen Ldr
163	000185-000188	ADMIN ANALYST I-IV	Enterprise Ldr-Gen	Gen Ldr
1789	000185-000188	ADMIN ANALYST I-IV	Enterprise Ldr-Gen	Gen Ldr
6983	000185-000188	ADMIN ANALYST I-IV	Enterprise Ldr-Gen	Gen Ldr
4432	000200	ADMIN ANALYST PRINCIPAL	Enterprise Ldr-Gen	Gen Ldr
3186	000200	ADMIN ANALYST PRINCIPAL	Enterprise Ldr-Gen	Gen Ldr
2937	001498	CHIEF TRIAL DEPUTY	Program/Bus Ldr-Atty/Phy	Atty/Phy
9479	002250-4	DEPUTY DISTRICT ATTY I-SR	Program/Bus Ldr-Atty/Phy	Atty/Phy

Page 2 of 4

2. 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 _____, 2007 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
2/6/07

Attachment B

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 exemption from the County's Civil Service System of positions which the Board of Supervisors determines should be exempt in accordance with the intent and purpose of Article 2 of Section 27-25; 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:

1. Resolution No. 06-206, adopted by this Board on July 11, 2006, is hereby amended by amending that portions of Section 5 to read as follows effective February 6, 2007:

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>
Auditor-Controller	Asst Dept Ldr-Exec	64, 403, 831, 2529, 3110, 3440, 7331, 10123, 10124, 10125
CEO	Enterprise Ldr-Gen	163, 291, 1789, 3186, 4432, 6983, 9042
CEO/Human Resources	Enterprise Ldr-Gen	10224, 5141, 507
Clerk of the Board	Enterprise Ldr-Gen	3161
District Attorney	Program/Bus Ldr-Atty/Phy	2937, 9479
Non-Departmental/Prop 11	Enterprise Ldr-Gen	7938
Probation	Asst Dept Ldr-Exec	8588
Public Health	Asst Dept Ldr-Exec	8589

Page 4 of 4

- 2. 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
2/16/07



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 Time:
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)
NO. 06-206, AS AMENDED, BEING THE SALARY) RESOLUTION NO. _____
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

**SANTA BARBARA COUNTY
BOARD AGENDA LETTER**



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

Agenda Number:
Prepared on: 6/27/07
Department Name: Human Resources
Department No.: 064
Agenda Date: 7/10/07
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Susan Paul, Assistant CEO/HR Director
Human Resources Department

STAFF CONTACT: Theresa Duer, Assistant Human Resources Director
568-2822

SUBJECT: Classification and Salary Plan and Reconciliation of Allocated Positions

Recommendation:

That the Board of Supervisors adopt one resolution, effective July 2, 2007, as follows:

Update the County's Classification and Salary Plan, including various changes in department position allocations corresponding to the 2007-08 Proposed Budget including changes approved in 2006-07 by the County Executive Officer pursuant to Resolution 99-486, as shown in Attachment A.

Alignment with Board Strategic Plan:

The recommendation is primarily aligned with Goal No. 3. A Strong, Professionally Managed County Organization.

Executive Summary and Discussion:

This action will update the County's master Classification and Salary Plan to reflect amendments and actions taken by the Board of Supervisors or approved by the County Executive Officer during the past fiscal year. Pursuant to Resolution 99-486, adopted in December 1999, your Board delegated authority to the County Executive Officer to approve departmental position allocation changes within certain guidelines, to be confirmed by your Board annually during the budget process. The recommended Salary Plan also includes various position changes for the 2007-08 fiscal year as approved during the recent budget hearings and classified by the Human Resources Department. Additional changes will be presented to your Board as classification studies are finalized.

Fiscal and Facilities Impacts:

The fiscal impact of modifications to the departmental position allocation was considered and approved by your Board during the June 2007 budget hearings.

Special Instructions:

Please send one copy of the approved resolution to Susan Kean, CEO/Human Resources Department.

CC: Department Heads
Departmental Budget Preparers.
Employee Organizations

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

SALARY RESOLUTION OF THE COUNTY OF SANTA)
BARBARA ESTABLISHING A CLASSIFICATION) RESOLUTION
& SALARY PLAN, AND AUTHORIZING DEPARTMENTAL) NO. 07-_____
POSITION ALLOCATIONS, EFFECTIVE JULY 2, 2007)

WHEREAS, the Board of Supervisors of the County of Santa Barbara finds that there is good cause for the adoption of the provisions of this Resolution;

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

RESCISSION: Resolution 06-206 and all other Resolutions and their amendments, except as specified below, establishing a classification and salary plan and authorizing departmental position allocations in conflict herewith are hereby rescinded except the at-will designation of positions 10443, 10219, 10221 and 10391 shall remain in affect.

Resolutions numbered 06-124, 06-127, 06-180, 07-130, 07-131, 07-132, 07-134, 07-169 amending Resolution 06-206 and effective various dates between June 14, 2006 and March 9, 2009, shall continue in full force and effect.

The provisions of this Resolution, insofar as they are substantially the same as provisions of the aforesaid rescinded Resolutions relating to the same subject matter, shall be construed as restatements and continuations, and not as new enactments.

DEFINITIONS: Words, terms and definitions as used in this Resolution shall have the same meanings as those specifically defined and set forth in Section 27-1 of Chapter 27 of the Santa Barbara County Code as the same now exists or may hereafter be amended.

OPERATIVE DATE: This Resolution shall be effective July 2, 2007.

SECTION NUMBER AND HEADINGS:

1. CLASSIFICATION, SALARY AND POSITIONS
2. JOB CLASS TABLE
3. SALARY RANGES AND SALARY BANDS
4. DEPARTMENTAL POSITION ALLOCATION
5. EXTRA HELP
6. SPECIALIZED DUTIES
7. PAYMENT IN CASES OF UNAUTHORIZED EMPLOYMENT
8. POSSESSORY INTEREST TAX

CLASSIFICATION AND SALARY PLAN AND DEPARTMENTAL POSITION ALLOCATIONS AS OF JULY 2, 2007.

SECTION 1. CLASSIFICATION, SALARY AND POSITIONS

- a. There are hereby established such classifications of officers and employees of the County as are hereinafter set forth in Section 2, Job Class Table, of this Resolution.
- b. Salary payable to persons occupying such positions shall be as set forth in Section 2 of this Resolution and as provided for by applicable Civil Service Rules.
- c. There are hereby authorized for the various County departments' numbers and classes of positions as hereinafter set forth in Section 4, Departmental Position Allocation, of this Resolution.
- d. The Board of Supervisors may, from time to time, suspend the filling of any and all positions which are or become vacant. Such suspensions shall remain in effect until modified or rescinded by the Board of Supervisors.

SECTION 2. JOB CLASS TABLE

- a. The Job Class Table lists by classification number and title all classifications authorized by the Board of Supervisors.
- b. If the classification is assigned to a Salary Range, the "Salary-Range" number indicates the basic salary rate for each classification as set forth in Section 3, Salary Schedule, of this Resolution. Under the column "Min/Max Step," the first letter indicates the minimum salary for the classification, and the second letter indicates the maximum salary for the class as set forth in Section 3, Salary Schedule. The figures under the "Hourly," "Biweekly," and "Monthly" sections are the minimum and maximum basic hourly, and approximate biweekly and/or monthly salaries for each classification. The rates for Fire Shift classifications have been established as a ratio of 40 hours to the fire shift weekly schedule of 56 hours.
- c. The biweekly salary for members of the Board of Supervisors is shown in the "Salary" column.
- d. If the classification is assigned a "Yes" in the Salary Band column, refer to the Salary Bands Detail table.

- e. A "Yes" in the "OT Eligible" (Overtime Eligible) column indicates that the classification is eligible for overtime compensation.
- f. The number listed under the column "Bargaining Unit" indicates the representation unit to which the classification is assigned pursuant to the County's Employer-Employee Relations Policy.
- g. The number listed under the column "Vacation Plan" corresponds to a table maintained by the Auditor-Controller identifying vacation accrual rates and maximums based on years of service.
- h. A designation of "Safety" in the "Safety Retirement" column indicates that regular employees in the classification qualify as safety members in the County's Retirement System.

SECTION 3. SALARY SCHEDULES

- a. The "RANGE" column of the Salary Ranges table lists all salary ranges applicable to the job classifications in the Job Class Table, Section 2. The figures in the "HOURLY RATES" section are the hourly rates applicable to each step in the range. Biweekly and monthly equivalents are approximate. See Section 2.b. for salary rates for Fire Shift classifications.
- b. Amounts shown are for basic salaries only and do not include allowances or other compensation authorized by resolution or agreement.

SECTION 4. DEPARTMENTAL POSITION ALLOCATION

a. The Departmental Position Allocation lists by department the number of positions authorized in each relevant classification title.

b. The percent of full-time appearing in the "Part-Time" column indicates that the position is allocated and can be filled on a part-time basis only, according to the following table:

<u>Percent of Full-Time</u>	<u>Time</u>	<u>Hours Per Pay Period</u>
0.150	3/20	12
0.200	1/5	16
0.250	1/4	20
0.375	3/8	30
0.400	2/5	32
0.500	1/2	40
0.600	3/5	48
0.625	5/8	50
0.750	3/4	60
0.800	4/5	64
0.875	7/8	70
0.900	9/10	72

c. Wherever multiple Job Class numbers are listed in relation to a single Base Class, this designates a position that may be filled at any level within a designated series based on incumbent qualifications and operational need (Flexible Staffing). For flexibly staffed positions, the "BASE CLASS" indicates the lowest allocated class in the flexible series.

SECTION 5. EXTRA HELP

- a. Department Heads may make extra help appointments for the purposes of meeting work requirements for peak loads, emergencies, or other unusual situations, as well as seasonal, recurrent and/or intermittent assignments.
- b. Funds authorized to compensate an extra help appointment shall be (1) those funds within the approved departmental extra help budget allocation, and/or (2) salary savings from regular position vacancies. The salary for extra help work shall be as set forth in Section 2 of this Resolution for each employee's job class filling. If the duties and tasks to be performed do not fit an existing job classification, salary shall correspond to the hourly rate equivalent of any step in any appropriate salary range as approved by the Assistant CEO/Human Resources Director prior to appointment. The salary for contractors is the salary approved by the Board of Supervisors in the contract.
- c. Extra help employees shall not be eligible for non-mandated benefits, allowances, premiums or differentials except: overtime, shift differential and standby pay for employees assigned such duties, or as otherwise specifically authorized in this Resolution.
- d. Extra help employees regularly assigned to work in the Psychiatric Health Facility shall be eligible to receive an additional allowance of five percent (5%) of their basic compensation.

SECTION 6. SPECIALIZED DUTIES

ALLOWANCES -- The following allowances shall be paid only upon the written certification by the Department Head to the Assistant CEO/Human Resources Director of the names of the eligible employees.

- a. Employees who are regularly assigned specialized duties, as authorized by the Department Head shall be paid an additional allowance of five percent (5%) of the basic salary assigned to their classification. The number of employees assigned to such specialized duties shall not at any time exceed the number authorized herein:

<u>Department</u>	<u>Classification Title</u>	<u>Maximum No. of Employees Authorized</u>
ADMHS	ADMHS Program Manager II	2
	ADMHS Program Manager I/II	1
	CARE Specialist II	10
Clerk-Recorder-Assessor District Attorney	Legal Secretary I/II	1
	Legal Process Supervisor	1
General Services Park Department	HVAC Specialist	1
	Park Ranger II	1
	Park Ranger III	1
Public Health	Medical Records Administrator	1
Public Works/Roads	Equipment Mechanic II	2
Sheriff-Coroner	Capital Projects Coordinator	1

This list of special duty assignments is not inclusive of allowances authorized by Memoranda of Understanding between the County and recognized employee organizations.

b. Employees who are regularly assigned specialized duties, as authorized by the Department Head, shall be paid an additional allowance of ten percent (10%) of the basic salary assigned to the classification. The number of employees assigned to such specialized duties shall not at any time exceed the number authorized herein:

<u>Department</u>	<u>Classification Title</u>	<u>Maximum No. of Employees Authorized</u>
ADMHS	Psychiatric Nurse II	1
	ADMHS Division Manager	1
Auditor-Controller	EDP Computer Operator III	1
County Executive Office	Executive Secretary-CEO	1
General County Programs	EDP Systems & Program Analyst Sr	1
General Services	EDP Systems & Program Analyst I/II	1
Public Health	Laboratory Assistant	***
Public Works	Water Agency Manager	1

*** Not to exceed number of allocated positions

c. Law Enforcement Classifications -- Employees who are regularly assigned specialized duties, as authorized by the Department Head, shall be paid at the salary range which is five percent (5%) above the basic salary assigned to their classification. The number of employees assigned to such specialized duties shall not at any time exceed the number authorized herein:

<u>Department</u>	<u>Classification Title</u>	<u>Maximum No. of Employees Authorized</u>
District Attorney	Criminal Investigator I/II	2
Sheriff-Coroner	Custody Deputy	31
Sheriff-Coroner	Sheriff's Deputy	87

d. Public Works/Agricultural Pest Control License -- Employees who possess an Agricultural Pest Control License issued by the State of California, and who are regularly assigned specialized duties outside their classification in relation to this licensure, shall receive an additional biweekly allowance equivalent to five percent (5%) of the Step "E" biweekly salary for the classification of Pesticide Specialist. The number of employees assigned to such specialized duties and eligible for the allowance shall not at any time exceed three (3):

e. Auditor-Controller/CPA License -- Employees of the Auditor-Controller's Department who possess and maintain a Certified Public Accounting license shall be paid an additional allowance of five percent (5%) of the basic salary assigned to the classification. The number of employees receiving such allowance shall not at any time exceed the number of allocated positions in the classifications authorized herein:

- Accountant-Auditor I/II/III
- Audit Supervisor
- Cost Analyst I/II
- Financial Accounting Analyst/Restricted
- Financial Systems Analyst I/II/Sr
- Financial Systems Analyst Restricted I/II/Sr

f. Employees who are regularly assigned all on-call emergency medical coverage outside of normal work hours at the PHF (Psychiatric Health Facility), as authorized by the Department Head, shall be paid an additional special duty allowance of \$1,100 per pay period. The number of employees assigned to such specialized duties shall not at any time exceed the number authorized herein:

<u>Department</u>	<u>Classification Title</u>	<u>Maximum No. of</u>
ADMHS	Staff Physician II	<u>Employees Authorized</u>
		1

DIFFERENTIALS -- The following differentials shall be paid only upon the written certification by the Department Head to the Auditor-Controller of the names of the eligible employees along with a record of the qualifying hours.

- a. General Services/Heavy Equipment (MHE) -- Employees occupying positions in the classifications of Automotive Mechanic I/II who are assigned to maintain or repair heavy equipment shall receive a hourly salary differential of \$1,533 for all hours so assigned.
- b. Public Works/Heavy Equipment Operation (TRK) -- Employees occupying positions in the classification of Heavy Truck Driver who are assigned to operate heavy equipment shall receive an hourly salary differential of \$.588 for all hours so assigned. The number of employees assigned to such specialized duties shall not at any time exceed six (6).

- c. Public Works/Heavy Trucks (LDR) -- Employees occupying positions in the classifications of Recycle Worker I/II, Refuse Checker, and Equipment Mechanic I, who are assigned to drive heavy trucks on a periodic basis, shall receive an hourly salary differential of \$2.25 for all hours so assigned.
- d. Public Works/Refuse Leader (LDR) -- Employees occupying positions in the classifications of Heavy Equipment Operator and Heavy Truck Driver who are assigned to perform Refuse Leader duties on a periodic basis shall receive an hourly salary differential of \$2.25 for all hours so assigned.

SECTION 7. PAYMENT IN CASES OF UNAUTHORIZED EMPLOYMENT

- a. Whenever a County Department Head or Assistant or any County official empowered to employ persons in the service of the County employs any person or service to the County and such employment is not authorized by this Resolution or any other Resolution or Ordinance of the County or any other applicable law, and when such person so employed in good faith without knowledge that such employment is unauthorized does in fact render services in the course of such unauthorized employment for the County, the Board of Supervisors may adopt a Resolution making payment for such services a County charge. Such Resolution shall set forth the facts concerning such unauthorized employment and the services rendered to the County, and shall contain a finding that the payment for such unauthorized services will be in the best interest of the County.
- b. Such Resolution shall be adopted only in cases where the Board of Supervisors has the authority prior to the unauthorized employment and the rendering of the services pursuant thereto to legally authorize such employment by appropriate action. The salary payable to such person shall not exceed the amount, if any, agreed to be paid by the official who engaged the services.
- c. Upon discovery of any unauthorized payment falling under the terms and provisions of this Section, the person responsible for such unauthorized employment shall immediately notify the Board of Supervisors, the Auditor-Controller and the County Counsel in writing. No payment shall be made hereunder for any services rendered more than six months prior to the date of adoption of such Resolution.

SECTION 8. POSSESSORY INTEREST TAX

- a. In addition to the salary set forth in the Job Class Table applicable to their respective positions, all employees paid by the County and required by the County as a condition of employment to live on County-owned property shall be reimbursed for possessory interest taxes levied against and paid by such employees during the fiscal year on account of their exclusive beneficial use of such property.
- b. Reimbursement shall be made by the Auditor-Controller within a reasonable time after presentation to the Auditor-Controller proof of an employee's payment of such tax.

PASSED AND ADOPTED by the Board of Supervisors of the County of
Santa Barbara, State of California, this 10th day of July, 2007 by the following vote:

AYES:

NOES:

ABSENT:

CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

STEPHEN SHANE STARK
COUNTY COUNSEL

By: _____
Deputy County Counsel



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

A-16

Department Name: CEO/Human Resources
Department No.: 064
For Agenda Of: 12/11/07
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Select_Board(s)
FROM: Select_From Michael F. Brown, County Executive Officer, 568-3404
Susan Paul, Assistant CEO/HR Director, 568-2817
Contact Info: Jeri Muth, Assistant HR Director, 568-2816
Theresa Duer, Assistant HR Director, 568-2822
SUBJECT: *Leadership Project Allocation*

County Counsel Concurrence

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: Select_Concurrence

Other Concurrence: Select_Other

As to form: Select_Concurrence

Recommended Actions:

That the Board of Supervisors:

1. Adopt the attached resolution (Attachment A) allocating certain management positions into new Leadership classifications effective December 11, 2007 and deleting unused job classifications.
2. Adopt the attached resolution (Attachment B) to designate 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 effective December 11, 2007.

Summary Text:

The recommendations outlined in this Board letter will complete the implementation of the Leadership Project by allocating all remaining unrepresented managers into Leadership classifications and deleting unused management classifications (Attachment A). It will also allocate a small number of management positions (14) into the Enterprise Leader classification, an "at will" class (Attachment B). Department Heads requested individuals for placement in the Enterprise Leader classification based on their organizational structures and how they have organized work within their respective departments as well the scope of responsibility and authority of the identified position(s). The positions identified for designation as at will employees are aligned with a structural reorganization of county government

undertaken in the interest of efficiency and economy. Additionally, individuals identified for placement in the Enterprise Leader classification concur with department head recommendations.

Background:

In approximately June 2005, the Leadership Project was initiated for the purpose of achieving the Board's vision to foster a commitment to excellent customer service throughout the organization and to support, strengthen, and implement the County's core organizational values: Accountability, Customer-focus, and Efficiency (ACE), which are intrinsic to quality customer service. The Project significantly streamlined the classification and compensation structure for managers and executives and strongly tied compensation to individual performance and contribution to the achievement of service-delivery business objectives. The Project supports County leadership's efforts to execute the Board's vision of instilling the ACE values in the workforce and implementing programs and initiatives designed to deliver excellent service to the community.

On June 14, 2006, the Santa Barbara County Board of Supervisors adopted a new classification and salary plan for executive management employees, which took effect upon the allocation of positions into the new Leadership classifications. On December 5, 2006, February 6, 2007, and June 5, 2007, the Board of Supervisors approved the allocation of certain managers and executives into the Enterprise, Assistant Departmental Leader, Departmental/Corporate Leader classifications; however, approximately 195 other positions remained in their current classifications and were not allocated into the remaining Leadership classifications (Administrative, Team/Project, and Program/Business Leaders). The actions outlined in this Board letter will activate the remaining Leadership classifications and complete the allocation of all remaining unrepresented managers.

Fiscal Analysis:

There is no fiscal impact associated with the establishment of the new classifications and allocation of positions into the classifications. Under the County's Leadership Project compensation system, employees in these positions will be eligible for pay increases based on their job performance.

Special Instructions:

Please return one copy of the signed resolutions to Susan Kean, CEO/Human Resources.

cc: Bob Geis, Auditor-Controller
Shane Stark, County Counsel

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

IN THE MATTER OF AMENDING)
RESOLUTION NO. 07-207, AS AMENDED) RESOLUTION NO. _____
BEING THE SALARY RESOLUTION OF)
COUNTY OF SANTA BARBARA)

WHEREAS, Salary Resolution No. 07-207 established a Classification and Compensation Plan, and authorized Departmental Position Allocations effective July 2, 2007; and

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 07-207, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, AS FOLLOWS:

1. Resolution No. 07-207, adopted by the Board on July 10, 2007, is hereby amended by amending those portions identified below to read as follows, effective November 5, 2007:

SECTION 2. Job Classification Table

Delete:

<u>JOB CLASS</u>	<u>TITLE</u>	<u>RATE MIN/MAX</u>	<u>OT ELIGIBLE</u>
0453	ADMHS DIVISION MGR	\$39,504-\$48,226	NO
5182	ADMHS PROGRAM MGR I	\$32,198-\$39,307	NO
5183	ADMHS PROGRAM MGR II	\$34,527-\$42,150	NO
0185	ADMIN ANALYST I	\$25,117-\$30,663	YES
0186	ADMIN ANALYST II	\$29,729-\$36,292	NO
0187	ADMIN ANALYST III	\$32,360-\$39,504	NO
0188	ADMIN ANALYST IV	\$37,770-\$46,110	NO
0345	AGRI COMMISSIONER, DEP	\$34,527-\$42,150	NO
0460	ALTERNATIVE TRANSPORT MGR	\$35,933-\$43,867	NO
0480	ANIMAL HEALTH & REG DIR	\$34,527-\$42,150	NO
0495	APPRAISAL DIVISION MGR	\$34,527-\$42,150	NO
1360	BUSINESS MANAGER I	\$29,729-\$36,292	NO
1361	BUSINESS MANAGER II	\$31,879-\$38,918	NO
1362	BUSINESS MANAGER III	\$37,770-\$46,110	NO
1425	CHIEF APPRAISER	\$37,770-\$46,110	NO
1452	CHIEF FINANCIAL OFFICER	\$41,525-\$50,693	NO
1531	CHILD SUPPORT MANAGER	\$31,249-\$38,149	NO
1548	CIVIL ENGINEER MANAGER	\$43,648-\$53,285	NO
1812	COMMUNICATIONS DISP MGR	\$28,282-\$34,527	NO
1811	COMMUNICATIONS MANAGER	\$37,024-\$45,199	NO
2270	DEP HLTH OFCR/MEDICAL DIR	\$60,663-\$74,058	NO
2349	DIRECTOR OF NURSING	\$41,649-\$50,845	NO
2150	DP MANAGER DEPT	\$37,770-\$46,110	NO
2151	DP MANAGER DEPT SR	\$39,504-\$48,226	NO
2410	EARLY CARE & EDUC PROG MGR	\$31,879-\$38,918	NO
2455	EDP CUSTOMER SUPPORT MGR	\$41,525-\$50,693	NO
2450	EDP NETWORK & OPS MANAGER	\$41,525-\$50,693	NO
2600	EDP TECHNICAL SUPPORT MGR	\$41,525-\$50,693	NO
6514	ELECTIONS DIVISION MGR	\$37,024-\$45,199	NO
3140	EMPLOYEE BENEFITS MANAGER	\$39,504-\$48,226	NO
3265	ENVIRON HEALTH PROG MGR	\$37,770-\$46,110	NO
0300	EQUAL OPPORTUNITY/AA OFCR	\$39,504-\$48,226	NO
3409	EXEC DIR-SB ARTS COMM	\$31,249-\$38,149	NO
3430	FACILITIES MANAGER	\$35,933-\$43,867	NO
3431	FACILITIES MANAGER DEPT	\$28,997-\$35,399	NO
3526	FIRE BATT CHIEF SHIFT	\$30,562-\$37,310	NO
3525	FIRE BATT CHIEF STAFF	\$42,786-\$52,233	NO
3543	FIRE DIVISION CHIEF	\$46,987-\$58,582	NO
3590	FISCAL MANAGER, DEPT	\$37,770-\$46,110	NO
3715	FLEET MANAGER	\$34,527-\$42,150	NO
3720	GATV/PUBLIC INFO MANAGER	\$26,375-\$32,198	NO
0303	HOUSING & COMM DEV DIV MGR	\$39,504-\$48,226	NO
5695	HUMAN RESOURCES ANALYST SR	\$33,509-\$40,908	NO
5686	HUMAN RESOURCES ANALYST II	\$29,729-\$36,292	NO
5685	HUMAN RESOURCES ANALYST I	\$25,117-\$30,663	YES
5710	HUMAN RESOURCES MGR DEPT	\$31,879-\$38,918	NO
4093	HUMAN SERVICES PROG ADMIN	\$34,527-\$42,150	NO
4150	IHSS PUBLIC AUTH DIRECTOR	\$37,770-\$46,110	NO
4890	MAINT SUPERINTENDENT PW	\$32,521-\$39,702	NO
5555	OPERATIONS AND MTC MGR	\$37,770-\$46,110	NO
5594	PARK OPERATIONS MANAGER	\$28,997-\$35,399	NO
6028	PLANNING/DEV DEP DIR	\$42,786-\$52,233	NO
6029	PLANNING/DEV DIR-ADM	\$42,786-\$52,233	NO
6082	PM CAPITAL IMPROVEMENT	\$41,732-\$50,947	NO
6083	PM CO DISASTER RECOVERY	\$34,527-\$42,150	NO
6094	PM E-GOVERNMENT	\$39,901-\$48,710	NO
6074	PM EMPLOYEES UNIVERSITY	\$34,527-\$42,150	NO
6776	PM GRANTS & FUNDING-PROB	\$37,024-\$45,191	NO
6106	PM INNOVATIVE PROGRAMS-PW	\$39,901-\$48,710	NO
6087	PM PROBATION COLLECTIONS	\$34,527-\$42,150	NO
6095	PM SURFACE TREATMENT PRGM	\$35,933-\$43,867	NO
6105	PM TAX SYS INTEGRATION	\$41,525-\$50,693	NO
6096	PM TRAFFIC MANAGEMENT	\$35,933-\$43,867	NO
6086	PM WORKFORCE RESOURCE	\$37,770-\$46,110	NO
6104	PM-PROCESS IMPROVE-G/S	\$31,879-\$38,918	NO

6055	PROBATION MANAGER	\$37,770-\$46,110	NO
6210	PUBLIC ADM/CONS VETS MGR	\$31,249-\$38,149	NO
6231	PUBLIC DEFENDER INVEST II	\$34,527-\$42,150	NO
3941	PUBLIC HEALTH PROGRAM MGR	\$38,073-\$46,479	NO
6376	PURCHASING MANAGER	\$34,527-\$42,150	NO
6634	REAL PROPERTY DIV MGR	\$33,576-\$40,989	NO
6460	RECORDER DIVISION MANAGER	\$24,843-\$30,328	NO
6637	REGIONAL CLINIC MANAGER	\$38,073-\$46,479	NO
6652	RETIRE DISABILITY PROG MGR	\$39,504-\$48,226	NO
6657	RETIREMENT BENEFITS MGR	\$31,249-\$38,149	NO
6685	RISK ANALYST	\$29,729-\$36,292	NO
6684	RISK ANALYST SR	\$31,249-\$38,149	NO
6694	RISK FISCAL ADMIN	\$37,959-\$46,340	NO
6696	RISK PROGRAM ADMIN	\$37,959-\$46,340	NO
6720	ROAD MAINTENANCE MANAGER	\$37,770-\$46,110	NO
6749	SAFETY OFFICER	\$31,249-\$38,149	NO
7074	SOCIAL SERVICES DIV CHIEF	\$37,770-\$46,110	NO
7083	SOLID WASTE OPER MANAGER	\$37,770-\$46,110	NO
7075	SOLID WASTE PRMT/ENG MGR	\$43,648-\$53,285	NO
7084	SOLID WASTE PROG MGR	\$35,933-\$43,867	NO
7095	STAFF ANALYST	\$31,879-\$38,918	NO
7501	TREAS-TAX COLL OPS MGR	\$33,846-\$41,318	NO
7490	TREASURY FINANCE CHIEF	\$41,525-\$50,693	NO
7571	UTILIZATION REVIEW MANAGER	\$38,073-\$46,479	NO
7614	VICTIM WITNESS PROG MGR	\$31,249-\$38,149	NO
7621	WATER AGENCY MANAGER	\$39,504-\$48,226	NO

SECTION 4. Departmental Position Allocation

<u>DEPARTMENT/BUDGET UNIT</u>	<u>CLASS</u>	<u>P/T</u>	<u>TOTAL NO. OF POSITIONS</u>	<u>TITLE</u>	<u>UNIT</u>
<u>Non Departmental/Prop 10 (#0110)</u>					
Reallocate #968					
From:	1361		000	BUSINESS MANAGER II	43
To:			001	TEAM/PROJECT LDR-GEN	43
Reallocate #7142					
From:	2410		000	EARLY CARE & EDUC PROG MGR	43
To:			002	ENTERPRISE LDR-GEN	35
<u>Housing & Community Development (#0120)</u>					
Reallocate #8138					
From:	0303		000	HOUSING & COMM DEV DIV MGR	43
To:			003	ENTERPRISE LDR-GEN	35
<u>County Administrator (#0130)</u>					
Reallocate #5205					
From:	0185		001	ADMIN ANALYST I or	32
	0186			ADMIN ANALYST II or	43
	0187			ADMIN ANALYST III or	43
	0188			ADMIN ANALYST IV	43
To:			001	PROGRAM/BUS LDR-GEN	43
<u>Treasurer-Tax Collector-Public Administrator (#0430)</u>					
Reallocate #10268					
From:	1360		000	BUSINESS MANAGER I	43
To:			001	TEAM/PROJECT LDR-GEN	43
Reallocate #9885					
From:	2151		000	DP MANAGER DEPT SR	43
To:			001	PROGRAM/BUS LDR-GEN	43
Reallocate #2516					
From:	6210		000	PUBLIC ADM/CONS VETS MGR	43
To:			002	PROGRAM/BUS LDR-GEN	43
Reallocate #6366					
From:	7501		000	TREAS-TAX COLL OPS MGR	43
To:			002	ENTERPRISE LDR-GEN	35

Reallocate #4673					
	From:	7490	000	TREASURY FINANCE CHIEF	43
	To:		003	ENTERPRISE LDR-GEN	35
<u>SBC Employee Retirement (#0431)</u>					
Reallocate #199					
	From:	6652	000	RETIRE DISABILITY PROG MGR	43
	To:		001	PROGRAM/BUS LDR-GEN	43
Reallocate #11175					
	From:	6657	000	RETIREMENT BENEFITS MGR	43
	To:		002	PROGRAM/BUS LDR-GEN	43
<u>Clerk-Recorder-Assessor (#0440)</u>					
Reallocate #3135, 3431, 4168					
	From:	0495	000	APPRAISAL DIVISION MGR	43
	To:		005	ENTERPRISE LDR-GEN	35
Reallocate #11219					
	From:	6514	000	ELECTIONS DIVISION MGR	43
	To:		001	PROGRAM/BUS LDR-GEN	43
Reallocate #10352					
	From:	3590	000	FISCAL MANAGER, DEPT	43
	To:		002	PROGRAM/BUS LDR-GEN	43
Reallocate #10356					
	From:	5710	000	HUMAN RESOURCES MGR DEPT	43
	To:		003	PROGRAM/BUS LDR-GEN	43
Reallocate #2493					
	From:	6460	000	RECORDER DIVISION MANAGER	43
	To:		001	TEAM/PROJECT LDR-GEN	43
<u>General Services-Purchasing (#0460)</u>					
Reallocate #4030					
	From:	6376	000	PURCHASING MANAGER	43
	To:		001	PROGRAM/BUS LDR-GEN	43
<u>County Counsel (#0710)</u>					
Reallocate #6376					
	From:	1361	000	BUSINESS MANAGER II	43
	To:		001	PROGRAM/BUS LDR-GEN	43
<u>Human Resources (#1010)</u>					
Reallocate #3448					
	From:	3140	000	EMPLOYEE BENEFITS MANAGER	43
	To:		001	PROGRAM/BUS LDR-GEN	43
Reallocate #2236					
	From:	0300	000	EQUAL OPPORTUNITY/AA OFCR	43
	To:		002	PROGRAM/BUS LDR-GEN	43
Reallocate #691, 7027					
	From:	5685	000	HUMAN RESOURCES ANALYST I or	32
		5686		HUMAN RESOURCES ANALYST II or	43
		5695		HUMAN RESOURCES ANALYST SR	43
	To:	5685	002	TEAM/PROJECT LDR-GEN	43
Reallocate #7010, 7041, 7042, 7962					
	From:	5685	000	HUMAN RESOURCES ANALYST I or	32
		5686		HUMAN RESOURCES ANALYST II or	43
		5695		HUMAN RESOURCES ANALYST SR	43
	To:	5685	004	PROGRAM/BUS LDR-GEN	43

Reallocate #8192	From:	5685	80%	000	HUMAN RESOURCES ANALYST I or	32
		5686			HUMAN RESOURCES ANALYST II or	43
		5695			HUMAN RESOURCES ANALYST SR	43
	To:		80%	001	HUMAN RESOURCES ANALYST I or	32
					PROGRAM/BUS LDR-GEN	43
Reallocate #515	From:	6074		000	PM EMPLOYEES UNIVERSITY	43
	To:			004	ENTERPRISE LDR-GEN	35
<u>Public Works-Administration (#1610)</u>						
Reallocate #8587	From:	1452		000	CHIEF FINANCIAL OFFICER	43
	To:			001	PROGRAM/BUS LDR-GEN	43
Reallocate #10940	From:	1548		000	CIVIL ENGINEER MANAGER	43
	To:			001	PROGRAM/BUS LDR-ENGINEER	43
Reallocate #7030	From:	2150		000	DP MANAGER DEPT	43
	To:			002	PROGRAM/BUS LDR-GEN	43
Reallocate #4263	From:	6083		000	PM CO DISASTER RECOVERY	43
	To:			003	PROGRAM/BUS LDR-GEN	43
<u>General Services-Facilities (#1620)</u>						
Reallocate #2065	From:	3430		000	FACILITIES MANAGER	43
	To:			001	PROGRAM/BUS LDR-GEN	43
Reallocate #10330	From:	6082		000	PM CAPITAL IMPROVEMENT	43
	To:			002	PROGRAM/BUS LDR-GEN	43
Reallocate #4039	From:	6634		000	REAL PROPERTY DIV MGR	43
	To:			003	PROGRAM/BUS LDR-GEN	43
<u>General Services (#2500)</u>						
Reallocate #48	From:	1362		000	BUSINESS MANAGER III	43
	To:			001	PROGRAM/BUS LDR-GEN	43
Reallocate #6456	From:	3720		000	GATV/PUBLIC INFO MANAGER	43
	To:			001	TEAM/PROJECT LDR-GEN	43
Reallocate #2343	From:	5710		000	HUMAN RESOURCES MGR DEPT	43
	To:			002	PROGRAM/BUS LDR-GEN	43
Reallocate #6654	From:	6094		000	PM E-GOVERNMENT	43
	To:			001	ENTERPRISE LDR-GEN	35
Reallocate #4587	From:	6104		000	PM-PROCESS IMPROVE-G/S	43
	To:			002	TEAM/PROJECT LDR-GEN	43
<u>District Attorney (#2865)</u>						
Reallocate #47	From:	1360		000	BUSINESS MANAGER I	43
	To:			001	PROGRAM/BUS LDR-GEN	43
Reallocate #10369	From:	2150		000	DP MANAGER DEPT	43
	To:			002	PROGRAM/BUS LDR-GEN	43

Reallocate #128					
	From:	7614	000	VICTIM WITNESS PROG MGR	43
	To:		003	PROGRAM/BUS LDR-GEN	43
<u>Child Support Services (#2867)</u>					
Reallocate #6509					
	From:	1362	000	BUSINESS MANAGER III	43
	To:		001	PROGRAM/BUS LDR-GEN	43
Reallocate #7054, 7068, 7078, 9522					
	From:	1531	000	CHILD SUPPORT MANAGER	43
	To:		004	TEAM/PROJECT LDR-GEN	43
<u>Public Defender (#2875)</u>					
Reallocate #153					
	From:	1361	000	BUSINESS MANAGER II	43
	To:		001	PROGRAM/BUS LDR-GEN	43
Reallocate #5458					
	From:	6231	000	PUBLIC DEFENDER INVEST II	43
	To:		002	PROGRAM/BUS LDR-GEN	43
<u>Sheriff (#3110)</u>					
Reallocate #5181					
	From:	1452	000	CHIEF FINANCIAL OFFICER	43
	To:		001	PROGRAM/BUS LDR-GEN	43
Reallocate #1043					
	From:	1812	000	COMMUNICATIONS DISP MGR	43
	To:		001	TEAM/PROJECT LDR-GEN	43
Reallocate #9840					
	From:	2151	000	DP MANAGER DEPT SR	43
	To:		002	PROGRAM/BUS LDR-GEN	43
Reallocate #10594					
	From:	5710	000	HUMAN RESOURCES MGR DEPT	43
	To:		001	ENTERPRISE LDR-GEN	35
<u>Probation-Institutions (#3435)</u>					
Reallocate #1604, 2508, 4879, 5085					
	From:	6055	000	PROBATION MANAGER	43
	To:		004	PROGRAM/BUS LDR-GEN	43
<u>Probation-Officer (#3440)</u>					
Reallocate #1481					
	From:	2151	000	DP MANAGER DEPT SR	43
	To:		001	PROGRAM/BUS LDR-GEN	43
Reallocate #2512					
	From:	3590	000	FISCAL MANAGER, DEPT	43
	To:		002	PROGRAM/BUS LDR-GEN	43
Reallocate #6138					
	From:	6087	000	PM PROBATION COLLECTIONS	43
	To:		003	PROGRAM/BUS LDR-GEN,	43
Reallocate #1169, 2645, 2913, 4346, 6029, 5092					
	From:	6055	000	PROBATION MANAGER	43
	To:		009	PROGRAM/BUS LDR-GEN	43
<u>Fire (#3710)</u>					
Reallocate #4972					
	From:	2150	000	DP MANAGER DEPT	43
	To:		001	PROGRAM/BUS LDR-GEN	43
Reallocate #645, 5354, 2242, 2495, 2963, 4238, 4452, 4678					
	From:	3525	000	FIRE BATT CHIEF STAFF or	43
		3526		FIRE BATT CHIEF SHIFT	43
	To:		008	TEAM/PROJECT LDR-BATT CHIEF	43

Reallocate #588, 1936, 2300						
	From:	3543		000	FIRE DIVISION CHIEF	43
	To:			003	PROGRAM/BUS LDR-DIV CHIEF	43
Reallocate #3497						
	From:	3590		000	FISCAL MANAGER, DEPT	43
	To:			002	PROGRAM/BUS LDR-GEN	43
Reallocate #4596						
	From:	5710		000	HUMAN RESOURCES MGR DEPT	43
	To:			003	PROGRAM/BUS LDR-GEN	43
<u>Agriculture & Cooperative Extension (#4010)</u>						
Reallocate #267, 3693						
	From:	0345		000	AGRI COMMISSIONER, DEPT	43
	To:			002	PROGRAM/BUS LDR-GEN	43
Reallocate #7421						
	From:	1361		000	BUSINESS MANAGER II	43
	To:			003	PROGRAM/BUS LDR-GEN	43
<u>Planning & Dev-Building/Safety (#4020)</u>						
Reallocate #7467						
	From:	6028		000	PLANNING/DEV DEP DIR	43
	To:			001	PROGRAM/BUS LDR-GEN	43
<u>Public Health-Animal Health (#4360)</u>						
Reallocate #4255						
	From:	0480		000	ANIMAL HEALTH & REG DIR	43
	To:			001	PROGRAM/BUS LDR-GEN	43
<u>Planning & Development (#4390)</u>						
Reallocate #8929						
	From:	1362	80%	000	BUSINESS MANAGER III	43
	To:		80%	001	PROGRAM/BUS LDR-GEN	43
Reallocate #9579						
	From:	2150		000	DP MANAGER DEPT	43
	To:			001	PROGRAM/BUS LDR-GEN	43
Reallocate #3257						
	From:	6028		000	PLANNING/DEV DEP DIR	43
	To:			002	PROGRAM/BUS LDR-GEN	43
Reallocate #5206						
	From:	6029		000	PLANNING/DEV DEP DIR-ADM	43
	To:			003	PROGRAM/BUS LDR-GEN	43
<u>Planning & Development-Energy(#4395)</u>						
Reallocate #2697						
	From:	6028		000	PLANNING/DEV DEP DIR	43
	To:			001	PROGRAM/BUS LDR-GEN	43
<u>Public Works-Roads (#4510)</u>						
Reallocate #8821						
	From:	0460		000	ALTERNATIVE TRANSPORT MGR	43
	To:			001	TEAM/PROJECT LDR-GEN	43
Reallocate #34, 426, 2032						
	From:	1548		000	CIVIL ENGINEER MANAGER	43
	To:			003	PROGRAM/BUS LDR-ENGINEER	43
Reallocate #715, 2214, 3983						
	From:	4890		000	MAINT SUPERINTENDENT PW	43
	To:			004	TEAM/PROJECT LDR-GEN	43
Reallocate #8722						
	From:	6106		000	PM INNOVATIVE PROGRAMS-PW	43
	To:			001	PROGRAM/BUS LDR-GEN	43

Reallocate #7020	From: 6095	000	PM SURFACE TREATMENT PRGM	43
	To:	005	TEAM/PROJECT LDR-GEN	43
Reallocate #6824	From: 6096	000	PM TRAFFIC MANAGEMENT	43
	To:	005	TEAM/PROJECT LDR-GEN	43
Reallocate #250	From: 6720	000	ROAD MAINTENANCE MANAGER	43
	To:	002	PROGRAM/BUS LDR-GEN	43
Reallocate #8766	From: 7095	000	STAFF ANALYST	43
	To:	007	TEAM/PROJECT LDR-GEN	43
<u>Public Health (#5210)</u>				
Reallocate #8764	From: 3431	000	FACILITIES MANAGER DEPT	43
	To:	001	TEAM/PROJECT LDR-GEN	43
Reallocate #568, 684, 1224, 1480, 5000	From: 6637	000	PUBLIC HEALTH PROGRAM MGR	43
	To:	005	PROGRAM/BUS LDR-GEN	43
Reallocate #886, 3421, 7982, 8999	From: 6637	000	REGIONAL CLINIC MANAGER	43
	To:	009	PROGRAM/BUS LDR-GEN	43
Reallocate #795	From: 7571	000	UTILIZATION REVIEW MANAGER	43
	To:	010	PROGRAM/BUS LDR-GEN	43
<u>Mental Health Services(#5250)</u>				
Reallocate #7588, 7589, 7590	From: 0453	000	ADMHS DIVISION MGR	43
	To:	003	ENTERPRISE LDR-GEN	35
Reallocate #4741, 7039, 271, 2116, 4021, 5412, 7440, 8312, 10506	From: 5182	000	ADMHS PROGRAM MGR I or	43
	5183		ADMHS PROGRAM MGR II	
	To:	009	TEAM/PROJECT LDR-GEN	43
Reallocate #8590	From: 1452	000	CHIEF FINANCIAL OFFICER	43
	To:	004	ENTERPRISE LDR-GEN	35
Reallocate #3358	From: 2151	000	DP MANAGER DEPT SR	43
	To:	001	PROGRAM/BUS LDR-GEN	43
Reallocate #9842	From: 3431	000	FACILITIES MANAGER DEPT	43
	To:	010	TEAM/PROJECT LDR-GEN	43
Reallocate #3566	From: 3590	000	FISCAL MANAGER, DEPT	43
	To:	002	PROGRAM/BUS LDR-GEN	43
Reallocate #5208	From: 5710	000	HUMAN RESOURCES MGR DEPT	43
	To:	003	PROGRAM/BUS LDR-GEN	43
<u>Alcohol and Drug Programs (#5260)</u>				
Reallocate #11191	From: 0453	000	ADMHS DIVISION MGR	43
	To:	001	PROGRAM/BUS LDR-GEN	43

Alcohol Health Services Act (#5270)

Reallocate #10507, 10626
From: 5182 000 ADMHS PROGRAM MGR I or 43
5183 ADMHS PROGRAM MGR II
To: 002 TEAM/PROJECT LDR-GEN 43

Reallocate #2531
From: 5182 000 ADMHS PROGRAM MGR I or 43
5183 ADMHS PROGRAM MGR II
To: 001 PROGRAM/BUS LDR-GEN 43

Public Health-Emergency (#5670)

Reallocate #4485
From: 3941 000 PUBLIC HEALTH PROGRAM MGR 43
To: 001 PROGRAM/BUS LDR-GEN 43

Social Services-Administration (#5810)

Reallocate #8591
From: 1452 000 CHIEF FINANCIAL OFFICER 43
To: 002 ENTERPRISE LDR-GEN 35

Reallocate #2276
From: 2151 000 DP MANAGER DEPT SR 43
To: 001 PROGRAM/BUS LDR-GEN 43

Reallocate #8243
From: 3590 000 FISCAL MANAGER, DEPT 43
To: 002 PROGRAM/BUS LDR-GEN 43

Reallocate #6455
From: 6086 000 PM WORKFORCE RESOURCE 43
To: 003 PROGRAM/BUS LDR-GEN 43

Reallocate #100, 573, 975, 2125, 2294, 3468, 3550
4005, 4158, 5604, 6594, 7945, 7946, 10682, 701
From: 7074 000 SOCIAL SERVICES DIV CHIEF 43
To: 018 PROGRAM/BUS LDR-GEN 43

Reallocate #3375
From: 7095 000 STAFF ANALYST 43
To: 001 TEAM/PROJECT LDR-GEN 43

SB IHSS Public Authority (#5850)

Reallocate #8403
From: 4150 000 IHSS PUBLIC AUTH DIRECTOR 43
To: 001 PROGRAM/BUS LDR-GEN 43

Public Health-Human Services (#7110)

Reallocate #2492
From: 4093 000 HUMAN SERVICES PROG ADMIN 43
To: 001 PROGRAM/BUS LDR-GEN 43

Parks (#7620)

Reallocate #2022
From: 1362 000 BUSINESS MANAGER III 43
To: 001 PROGRAM/BUS LDR-GEN 43

Reallocate #1516, 3727, 4685
From: 5594 000 PARK OPERATIONS MANAGER 43
To: 003 TEAM/PROJECT LDR-GEN 43

Reallocate #1301
From: 6082 75% 000 PM CAPITAL IMPROVEMENT 43
To: 001 PROGRAM/BUS LDR-GEN 43

Parks-Arts Commission (#7915)

Reallocate #1515
From: 3409 000 EXEC DIR-SB ARTS COMM 43
To: 001 TEAM/PROJECT LDR-GEN 43

General Services-Vehicle Operations (#8610)

Reallocate #5639
From: 3715 000 FLEET MANAGER 43
To: 001 PROGRAM/BUS LDR-GEN 43

General Services-Workers Compensation (#8630)

Reallocate #1703, 8922
From: 6685 000 RISK ANALYST 43
To: 002 ADMINISTRATIVE LDR-GEN 43

Reallocate #7007
From: 6685 000 RISK ANALYST 43
To: 001 TEAM/PROJECT LDR-GEN 43

Reallocate #3106
From: 6684 000 RISK ANALYST SR 43
To: 002 TEAM/PROJECT LDR-GEN 43

Reallocate #9433
From: 6694 000 RISK FISCAL ADMIN 43
To: 001 PROGRAM/BUS LDR-GEN 43

Reallocate #996
From: 6696 000 RISK PROGRAM ADMIN 43
To: 002 PROGRAM/BUS LDR-GEN 43

Reallocate #626
From: 6749 000 SAFETY OFFICER 43
To: 003 TEAM/PROJECT LDR-GEN 43

General Services-Liability (#8631)

Reallocate #7669, 10366
From: 6685 000 RISK ANALYST 43
To: 002 ADMINISTRATIVE LDR-GEN 43

Reallocate #9010
From: 6696 000 RISK PROGRAM ADMIN 43
To: 001 PROGRAM/BUS LDR-GEN 43

Public Works-Solid Waste (#8810)

Reallocate #4214
From: 7083 000 SOLID WASTE OPER MANAGER 43
To: 001 PROGRAM/BUS LDR-GEN 43

Reallocate #4373
From: 7075 000 SOLID WASTE PRMT/ENG MGR 43
To: 002 PROGRAM/BUS LDR-GEN 43

Reallocate #3745
From: 6106 80% 000 PM INNOVATIVE PROGRAMS-PW 43
To: 001 PROGRAM/BUS LDR-GEN 43

Reallocate #6047
From: 7095 000 STAFF ANALYST 43
To: 001 TEAM/PROJECT LDR-GEN 43

General Services-ITS (#8815)

Reallocate #6110
From: 2455 000 EDP CUSTOMER SUPPORT MGR 43
To: 001 PROGRAM/BUS LDR-GEN 43

Reallocate #5481, 7034, 11334
From: 2600 000 EDP TECHNICAL SUPPORT MGR 43
To: 004 PROGRAM/BUS LDR-GEN 43

2. Except as amended by this Resolution, Resolution No. 07-207, as amended, shall continue unchanged and 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 _____, 2007
by the following vote:

AYES:

NOES:

ABSENT:

CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

STEPHEN SHANE STARK
COUNTY COUNSEL

By: _____
Deputy County Counsel

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

IN THE MATTER OF EXEMPTING CERTAIN)
MANAGEMENT POSITIONS FROM THE) RESOLUTION NO. _____
CIVIL SERVICE SYSTEM)

WHEREAS, Santa Barbara County Code 27-25 (A) (11) provides for the exemption from the County's Civil Service System of positions, which the Board of Supervisors determines should be exempt in accordance with the intent and purpose of Article 2 of Section 27-25:

WHEREAS, the positions identified in the attached Resolution (Attachment A) and allocated to work for Department Directors will provide services wherein due to the nature of the responsibilities and the scope of authority of the positions, as well as their placement within the organization, the Enterprise Leader, "at will" classification is justified as part of a structural reorganization of county government undertaken in the interest of efficiency and economy;

WHEREAS, there is a need for maximum flexibility in the hiring and retaining of employees in these positions.

NOW, THEREFORE, IT IS HEREBY RESOLVED as follows:

All persons in these positions are exempt from the Civil Service System of the County of Santa Barbara and will serve in the capacity of an "at will" employee at the pleasure of their Department Director.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this _____ day of _____, 2007 by the following vote:

AYES:

NOES:

ABSENT:

CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:
STEPHEN SHANE STARK
COUNTY COUNSEL

By: _____
Deputy County Counsel