

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

IN THE MATTER OF AUTHORIZING A) RESOLUTION NO. _____
WAGE INCREASE FOR UNREPRESENTED)
MANAGEMENT EMPLOYEES WITH)
SALARIES SIGNIFICANTLY BELOW)
MARKET)

WHEREAS, a freeze on management pay from January 2008 to July 2013 caused seasoned managers' salaries to remain flat while many new managers were hired at higher rates of pay, reflective of the market for those jobs, resulting in significant pay disparities, and;

WHEREAS, the County has identified thirteen (13) employees in management classifications who have been in their current classifications for at least three (3) years and whose salaries are more than 18% below their respective markets;

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

1. That the Board of Supervisors grant a 5% wage increase, effective September 14, 2015, to bring the following employees' pay closer to the market rate of pay:

| <u>Employee ID</u> | <u>Job Class</u> | <u>Department</u> |
|--------------------|-------------------------|-------------------|
| 10100 | PROGRAM/BUSINESS LEADER | ADMHS |
| 7944 | ENTERPRISE LEADER | CEO |
| 11557 | TEAM/PROJECT LEADER | CEO - Risk |
| 1390 | TEAM/PROJECT LDR - GEN | Child Support |
| 11378 | PROGRAM/BUS LDR - GEN | CSD - Housing |
| 7546 | ENTERPRISE LEADER | First Five |
| 9829 | TEAM/PROJECT LEADER | General Services |
| 1019 | PROGRAM/BUSINESS LEADER | Human Resources |
| 1962 | PROGRAM/BUSINESS LEADER | Human Resources |
| 5903 | PROGRAM/BUSINESS LEADER | Public Health |
| 7105 | PROGRAM/BUSINESS LEADER | Social Services |
| 4155 | PROGRAM/BUSINESS LEADER | Social Services |
| 6549 | PROGRAM/BUSINESS LEADER | Treasurer-Tax |

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this _____ day of _____, 2015 by the following vote:

AYES:

NOES:

ABSENT:

ACCEPTED AND AGREED:
COUNTY OF SANTA BARBARA

By: _____
JANET WOLF
Chair, Board of Supervisors

ATTEST:

MONA MIYASATO
COUNTY EXECUTIVE OFFICER
CLERK OF THE BOARD

By: _____
Deputy

APPROVED AS TO FORM:
MICHAEL C. GHIZZONI
COUNTY COUNSEL

APPROVED AS TO ACCOUNTING
FORM:
ROBERT W. GEIS, CPA
AUDITOR-CONTROLLER

By: _____
Deputy

By: _____
Deputy