



# County of Santa Barbara

## BOARD OF SUPERVISORS

### Minute Order

September 23, 2025

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

HUMAN RESOURCES DEPARTMENT

File Reference No. 25-00830

**RE:** Consider recommendations regarding Management Classification and Compensation Refinement, as follows:

- a) Adopt an amendment to the Salary Resolution to revise the County of Santa Barbara's Classification and Salary Plan Section 2 - to establish additional management classifications and salary ranges and delete unused management classifications; revise Section 3 - Salary Schedules effective October 13, 2025; and revise Section 4 - Department Position Allocation consistent with the June 24, 2024 implementation of the management classification changes that allowed certain employees with existing civil service status to retain that status until leaving their current position;
- b) Adopt a Resolution which amends the Compensation and Benefits Plan for Management, Appointed Executive, and Confidential Unrepresented Employees (Resolution No. 24-187) previously approved by the Board of Supervisors on April 23, 2024, and amended June 16, 2024, July 16, 2024, and August 27, 2024;
- c) Authorize the Human Resources Director to apply Management General Salary Increases in 2026 and subsequent years, up to a maximum of 1.5% annually, to employees who will be Y-rated as a result of their placement in the revised classification structure on October 13, 2025 (item (a) above), as an exception to general Y-rating rules; and
- d) Determine that the above actions are exempt from California Environmental Quality Act (CEQA) review per CEQA Guidelines Section 15378(b)(4) since the recommended actions are government funding mechanisms or other government fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment.



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

a) Adopted;

RESOLUTION NO. 25-217

b) Adopted;

RESOLUTION NO. 25-218

c) Authorized; and

d) Approved.

The motion carried by the following vote:

**Ayes:** 4 - Supervisor Capps, Supervisor Hartmann, Supervisor Nelson, and Supervisor Lavagnino

**Noes:** 1 - Supervisor Lee