

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

IN THE MATTER OF EXEMPTING THE)
FISCAL AND POLICY ANALYST POSITIONS) RESOLUTION NO. _____
IN THE COUNTY EXECUTIVE OFFICE)
FROM THE CIVIL SERVICE SYSTEM)

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

WHEREAS, the Fiscal and Policy Analyst positions allocated to work specifically for the County Executive Office require a high level of confidentiality, discretion, and individual commitment to the policies, procedures and decisions of the County Executive Office; and

WHEREAS, currently the Fiscal and Policy Analyst assignments are classified as Enterprise Leader-General, which is a broad-banded management classification exempt from the Civil Service System and serves in the capacity of "at-will" employees serving at the pleasure of the County Executive Officer; and

WHEREAS, the County Executive Office wishes to establish a defined path for career development and progression for CEO Fiscal and Policy Analysts using assignments of Fiscal and Policy Analyst I, II, III, and Principal Analyst based on competencies, job knowledge, and skill attainment; and

WHEREAS, to align the salaries for Fiscal and Policy Analysts with the County's comparator agencies, it is fiscally responsible to utilize the lower broad-banded management classifications of Team/Project Leader-General and Program/Business Leader-General for the Fiscal and Policy Analyst I and II assignments while continuing to utilize the broad-banded management classification of Enterprise Leader-General for the Fiscal and Policy Analyst III and Principal Analyst assignments; and

WHEREAS, to maintain the confidentiality and integrity of these assignments including the role in making recommendations on County policies and decision making, there is a need for maximum flexibility in the hiring and retaining of the employees in the Fiscal and Policy Analyst assignments in the County Executive Office.

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

Effective August 24, 2020 all Fiscal and Policy Analyst assignments whether classified at the Team/Project Leader-General, Program/Business Leader-General, or Enterprise Leader-General levels and their current incumbents in the County Executive Office shall be 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 the County Executive Officer.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this _____ day of _____, 2020 by the following vote:

AYES:

NOES:

ABSENT:

GREGG HART, CHAIR
BOARD OF SUPERVISORS
COUNTY OF SANTA BARBARA

ATTEST:
MONA MIYASATO
COUNTY EXECUTIVE OFFICER
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy Clerk

APPROVED AS TO FORM:

Michael C. Ghizzoni
County Counsel

By:

Deputy County Counsel