



# County of Santa Barbara

## BOARD OF SUPERVISORS

### Minute Order

February 25, 2025

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

HUMAN RESOURCES DEPARTMENT

File Reference No. 25-00109

**RE:** HEARING - Consider amendments to the Compensation Ordinance and Resolution for Elected Officials, as follows: (EST. TIME: 30 MIN.)

a) Receive a report from the Human Resources Director analyzing elected officials' salaries in comparison to similar positions in the County's defined management labor market, compaction between salaries for elected department heads and their non-elected assistant department heads, and parity between salaries of the county's top attorneys;

b) Consider a recommendation to:

i) Adopt an amendment to the Salary Resolution effective May 12, 2025, which amends the Salary Resolution, as follows:

1) To establish salary ranges of 6 steps for each elected department head position with criteria for movement within the range based on tenure; place incumbents within the salary range based on their tenure, resulting in the following increases effective (May 12, 2025): Auditor Controller 5.7% (Step 6) for an annual salary of approximately \$267,487.00; Clerk-Recorder-Assessor 6.9% (Step 6) for an annual salary of approximately \$267,487.00; District Attorney 9.1% (Step 4) for an annual salary of approximately \$301,022.00; Sheriff 14.9% (Step 6) for an annual salary of approximately \$307,459.00; and Treasurer-Tax Collector 6.9% (Step 6) for an annual salary of approximately \$267,487.00; and

2) Adjust the top of the salary ranges for the appointed County Counsel and Public Defender to the same top salary as District Attorney resulting in a 2.7% increase the salary range for each of these positions and provide a corresponding salary adjustment to the incumbents in these positions for an annual salary of approximately \$298,763.00 for County Counsel and approximately \$300,548.00 for Public Defender;

ii) Adopt a Resolution amending the Compensation and Benefits Resolution for Elected Department Heads, most recently amended by Resolution No. 24-250; and

c) Consider a recommendation to:

i) Consider the introduction (first reading) of an Ordinance Setting Compensation and Benefits for



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Members of the Santa Barbara County Board of Supervisors to index salaries of Members of the Board of Supervisors to seventy percent (70%) of the base salary for a California Superior Court Judge, effective May 12, 2025 resulting in a 48.8% salary increase, for an annual salary of approximately \$171,309.00, with future salary adjustments to be effective annually in the pay period in which January 15th falls, and set the biweekly allowance for the Chair of the Board of Supervisors to 2% of salary;

ii) Read the title of the Ordinance and waive full reading of the Ordinance;

iii) Continue the item to the Administrative Agenda of March 4, 2025 to consider the adoption (second reading) of an amendment to Ordinance 5176 which sets the compensation and benefits for Members of the Board of Supervisors; and

iv) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above actions are 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, and are therefore not a project subject to environmental review.

On March 4, 2025 Consider recommendations, as follows:

a) Consider the adoption (second reading) of an Ordinance to index salaries of Members of the Board of Supervisors to seventy percent (70%) of the base salary for a California Superior Court Judge, effective May 12, 2025, resulting in a 48.8% salary increase, for an annual salary of approximately \$171,309.00, with future salary adjustments to be effective annually in the pay period in which January 15th falls, and set the biweekly allowance for the Chair of the Board of Supervisors to 2% of salary; and

b) Determine pursuant to CEQA Guidelines Section 15378(b)(4) that the above actions are 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, and are therefore not a project subject to environmental review.

COUNTY EXECUTIVE OFFICER'S RECOMMENDATION: POLICY



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Received and filed staff presentation and conducted a public hearing.

Anna Maria Gott, Lee Heller, Leonardo Decasaus, Tony Guy, Tom Widroe, Andy Caldwell, James Fenkner, Suzanne Cohen, Mike Stoker, Larry Ebenstein, Jefferson Litten, Robert MacLoud and Dr. Scott Fliva addressed the Board.

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

a) Received and filed;

b) i) 1) through 2) Adopted;

RESOLUTION NO. 25-26

b) ii) Adopted;

RESOLUTION NO. 25-27

c) i) Introduction (First Reading) approved;

c) ii) Read title; waived further reading of the Ordinance;

c) iii) Set for March 4, 2025 on the Administrative Agenda to consider the adoption (Second Reading) of the Ordinance; and

c) iv) Approved.

The motion carried by the following vote:

**Ayes:** 3 - Supervisor Capps, Supervisor Hartmann, and Supervisor Lavagnino

**Noes:** 1 - Supervisor Nelson

**Abstained:** 1 - Supervisor Lee