



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: 06/18/2019
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Maria Elena De Guevara, Human Resources Director
Director
Contact Info: (805) 568-2817
SUBJECT: Performance Based Salary Adjustment for County Counsel

County Counsel Concurrence

As to form: Yes

Other Concurrence: N/A

As to form: No

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Approve a 2.5% performance based salary adjustment for County Counsel based on the performance review of County Counsel completed by the Board of Supervisors on June 4, 2019;
- b) Determine that the above action is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378(b)(4), because it consists of government funding mechanisms and/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.

Summary Text:

Upon adopting this recommendation the Board of Supervisors will approve an annual salary of approximately \$234,849 for County Counsel, which represents a performance based increase of 2.5% over his present salary, to be effective on July 1, 2019.

Background:

Per Section 27641 of the California Government Code, County Counsel shall serve for a period of four years from the time of their appointment by the Board of Supervisors.

On June 20, 2017 the Board of Supervisors re-appointed Michael Ghizzoni as County Counsel to a new four-year term with annual performance reviews. On June 4, 2019 the Board of Supervisors

reviewed the performance of County Counsel and determined that he is eligible for a performance based raise. This is consistent with the Board’s actions on October 9, 2018 concerning the Classification and Salary Plan for Unrepresented Executive and Management Employees, which authorized increases based on a 2.5% pool for Unrepresented Executives and Managers in Fiscal Year 2019-2020.

At that time, the Board also authorized salary increases of 2.5% for FY 2019-2020 for all elected department directors, which includes the District Attorney. This ensures parity between the increases in County Counsel’s and District Attorney’s compensation.

Performance Measure: N/A

Contract Renewals and Performance Outcomes: N/A

Fiscal and Facilities Impacts:

Budgeted: Yes

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		\$ 7,928	
State			
Federal			
Fees			
Other:			
Total	\$ -	\$ 7,928	\$ -

Narrative: The total fully loaded cost of implementing the recommended action in Fiscal Year 2018-19 is approximately \$7,928.

Key Contract Risks: N/A

Staffing Impacts: N/A

Special Instructions:

Please provide a copy of the signed minute order to County Human Resources, County Counsel, County Executive Officer and Auditor-Controller.

Attachments:

N/A

Authored by:

Maria Elena De Guevara, Human Resources (805) 568-2817

cc:

- Michael Ghizzoni – County Counsel
- Betsy Schaffer – Auditor Controller
- Mona Miyasato – CEO