



# County of Santa Barbara

## BOARD OF SUPERVISORS

### Minute Order

December 17, 2024

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

HUMAN RESOURCES DEPARTMENT

File Reference No. 24-01306

**RE:** Consider recommendations regarding Salary Increases and Range Adjustments for Management and Appointed Executive Classifications, as follows:

- a) Approve adjustments to salary ranges for certain management and appointed executive classifications effective February 03, 2025 (Pay Period 2025-05) related to a market salary comparison, including but not limited to increases for certain local agency executive classifications as follows: Behavioral Wellness Director 9.8%, Social Services Director 5.0%, Public Health Director 4.8%, First Five Director 4.2%, Planning and Development Director 3.3%, Fire Chief 2.0%, Chief Probation Officer 1.8%, Child Support Services Director 1.5%, Information Technology Director 1.2%, County Counsel 0.8%, Public Defender 0.8%, and Community Services Director 0.5%;
- b) Authorize the Human Resources Director to apply Management General Salary Increases in 2025 and subsequent years, up to a maximum of 1.5% annually, to employees who were Y-rated as a result of their initial placement in the new classification structure on June 24, 2024, as an exception to general Y-rating rules;
- c) Direct Human Resources to return to the Board of Supervisors with a market, compaction, and parity analysis on salaries for Elected Officials; 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 Williams, seconded by Supervisor Nelson, that this matter be acted on as follows:

- a) Approved;
- b) Authorized;
- c) Directed; and
- d) Approved.

The motion carried by the following vote:

**Ayes:** 5 - Supervisor Williams, Supervisor Capps, Supervisor Hartmann, Supervisor Nelson, and Supervisor Lavagnino