



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: January 07, 2025
Placement: Administrative Agenda
Estimated Time: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Kristine Schmidt, Human Resources Director
Director(s): (805) 568-2800
Contact Info: Yvonne Torres, Assistant Human Resources Director
(805) 568-3075

SUBJECT: County of Santa Barbara Civil Service Commission Hearing Officer Compensation Rate Increase

County Counsel Concurrence

As to form: Yes

Other Concurrence:

As to form: N/A

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Approve and authorize an increase in the compensation rate of hearing officers appointed by the County of Santa Barbara Civil Service Commission under the Civil Service Rules from \$160 per hour to \$260.00 per hour; and
- b) Determine that the above-recommended action is not a project that is subject to environmental review under the California Environmental Quality Act (CEQA), pursuant to CEQA Guidelines section 15378(b)(4), finding that the action is a governmental funding mechanism and/or fiscal activity that will not result in direct or indirect physical changes in the environment.

Summary Text:

This item seeks approval to increase the compensation rate of hearing officers appointed by the County of Santa Barbara Civil Service Commission under the Civil Service Rules from \$160 to \$260 per hour. The \$160 per hour hearing officer rate was established in 2009. This rate is not commensurate with the

hearing officer compensation rates paid by the following surveyed jurisdictions in 2024: City of Santa Barbara, Santa Barbara County Employee Retirement, and California Office of Administrative Hearings. (Attachment A.) The recommended hearing officer compensation rate of \$260 per hour is within the average rate paid by the surveyed jurisdictions in 2024.

Background:

Under the Civil Service Rules, hearing officers are appointed by the Civil Service Commission to act as the presiding officer in cases involving appeals from disciplinary action or alleged discrimination. The County seeks to expand the hearing officer list by recruiting additional hearing officers. Increasing the compensation rate of hearing officers from \$160 to \$260 per hour will bring the County's compensation rate within the average rate paid by the surveyed jurisdictions in 2024 and, in turn, increase the likelihood of the successful recruitment of additional hearing officers.

The County has the option of utilizing contracted services with the California Office of Administrative Hearings for administrative law judge services at a higher rate, however the County intends to primarily use the temporary hearing officer selection procedure.

Fiscal and Facilities Impacts:

The County department against which an appeal is filed bears the cost of the hearing officer for that appeal. In previous years, 2021-2024, the cost has ranged from \$790 - \$60,579; the number of appeal hours billed varies therefore the costs varies year to year. The proposed increased rate will be passed on to the department in which the appeal is filed.

Special Instructions:

Please send one (1) copy of the minute order to Vanessa Hernandez, Civil Service Commission Secretary, at vhernandez@countyofsb.org and HRBLCoordinator@countyofsb.org.

Attachments:

Attachment A – Hearing Officer Compensation Survey 2024

Authored by:

Vanessa Hernandez
Civil Service Commission Secretary
Vhernandez@countyofsb.org

cc:

Civil Service Commissioners
Mona Miyasato, County Executive Officer

Department Heads