



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: CEO/Human Resources
Department No.: 064
For Agenda Of: 12/11/07
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Select_Board(s)
FROM: Select_From Michael F. Brown, County Executive Officer, 568-3404
Susan Paul, Assistant CEO/HR Director, 568-2817
Contact Info: Jeri Muth, Assistant HR Director, 568-2816
Theresa Duer, Assistant HR Director, 568-2822

SUBJECT:

County Counsel Concurrence

As to form: Select_Concurrence

Other Concurrence: Select_Other

As to form: Select_Concurrence

Recommended Actions:

That the Board of Supervisors:

1. Adopt the attached resolution (Attachment A) allocating certain management positions into new Leadership classifications effective December 11, 2007 and deleting unused job classifications.
2. Adopt the attached resolution (Attachment B) to designate certain positions as specified in Section 5 of Resolution No. 06-206 as exempt from the Civil Service system in accordance with Section 27-25(a), 11 of the Santa Barbara County Code effective December 11, 2007.

Summary Text:

The recommendations outlined in this Board letter will complete the implementation of the Leadership Project by allocating all remaining unrepresented managers into Leadership classifications and deleting unused management classifications (Attachment A). It will also allocate a small number of management positions (14) into the Enterprise Leader classification, an "at will" class (Attachment B). Department Heads requested individuals for placement in the Enterprise Leader classification based on their organizational structures and how they have organized work within their respective departments as well the scope of responsibility and authority of the identified position(s). The positions identified for designation as at will employees are aligned with a structural reorganization of county government

undertaken in the interest of efficiency and economy. Additionally, individuals identified for placement in the Enterprise Leader classification concur with department head recommendations.

Background:

In approximately June 2005, the Leadership Project was initiated for the purpose of achieving the Board's vision to foster a commitment to excellent customer service throughout the organization and to support, strengthen, and implement the County's core organizational values: Accountability, Customer-focus, and Efficiency (ACE), which are intrinsic to quality customer service. The Project significantly streamlined the classification and compensation structure for managers and executives and strongly tied compensation to individual performance and contribution to the achievement of service-delivery business objectives. The Project supports County leadership's efforts to execute the Board's vision of instilling the ACE values in the workforce and implementing programs and initiatives designed to deliver excellent service to the community.

On June 14, 2006, the Santa Barbara County Board of Supervisors adopted a new classification and salary plan for executive management employees, which took effect upon the allocation of positions into the new Leadership classifications. On December 5, 2006, February 6, 2007, and June 5, 2007, the Board of Supervisors approved the allocation of certain managers and executives into the Enterprise, Assistant Departmental Leader, Departmental/Corporate Leader classifications; however, approximately 195 other positions remained in their current classifications and were not allocated into the remaining Leadership classifications (Administrative, Team/Project, and Program/Business Leaders). The actions outlined in this Board letter will activate the remaining Leadership classifications and complete the allocation of all remaining unrepresented managers.

Fiscal Analysis:

There is no fiscal impact associated with the establishment of the new classifications and allocation of positions into the classifications. Under the County's Leadership Project compensation system, employees in these positions will be eligible for pay increases based on their job performance.

Special Instructions:

Please return one copy of the signed resolutions to Susan Kean, CEO/Human Resources.

cc: Bob Geis, Auditor-Controller
Shane Stark, County Counsel