



County of Santa Barbara

BOARD OF SUPERVISORS

Minute Order

April 23, 2024

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

HUMAN RESOURCES DEPARTMENT

File Reference No. 24-00364

RE: HEARING - Consider recommendations regarding the Classification and Salary Plan for Appointed Executives and Management, as follows: (EST. TIME: 25 MIN.)

a) Adopt a Resolution to revise the County of Santa Barbara's Classification and Salary Plan Section 2 - Job Classification Table to establish the new management and appointed executive classifications and salary ranges; and revise Section 3 - Salary Schedules, effective June 24, 2024; and revise Section 4 - Department Position Allocation to add a new provision that allows certain employees with existing civil service status to retain that status, until leaving their current position;

b) Adopt a Resolution setting forth a Compensation and Benefits Plan for Management, Appointed Executive, and Confidential Unrepresented Employees; and rescinding the following: 1) the Personnel Benefits Resolution for Management and Confidential Unrepresented Employees, most recently amended by Resolution No. 23-66 on March 21, 2023; 2) the Civil Service Rules for Managers Allocated to Leadership Classifications in the Civil Service System previously adopted by the Board of Supervisors by Resolution No. 06-370 on November 21, 2006; and 3) The Classification and Salary Plan for Unrepresented Executive and Unrepresented Management Employees previously adopted by the Board of Supervisors via Resolution No. 16-279; and

c) 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.

COUNTY EXECUTIVE OFFICER'S RECOMMENDATION: POLICY

HEARING TIME: 10:33 AM - 11:27 AM (54 MIN.)



County of Santa Barbara

BOARD OF SUPERVISORS

Minute Order

April 23, 2024

Received and filed staff presentation and conducted a public hearing.

Kimberlee Albers, Kelly Hubbard, and Steven Manuel addressed the Board.

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

a) Adopted;

RESOLUTION NO. 24-90

b) Adopted;

RESOLUTION NO. 24-91

c) Approved; and

Directed staff to return to the Board in July 2024 with options for "y-rated" County Managers; and further directed staff to return to the Board in or before November 2024 with updated labor market comparisons.

The motion carried by the following vote:

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