



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: 8/18/2020
Placement: Administrative
Estimated Time: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Maria Elena De Guevara, Human Resources Director, 568-2800
Director(s)
Contact Info: Erin Jeffery, Employment & Workforce Planning Manager, 568-2808

SUBJECT: Performance Based Salary Adjustment for County Counsel

County Counsel Concurrence

As to form:

Other Concurrence: N/A

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form:

Recommended Actions:

That the Board of Supervisors:

- a) Approve a 2.5% performance based salary adjustment for County Counsel effective August 24, 2020 based on the performance review of County Counsel completed by the Board of Supervisors on July 7, 2020;
- 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 involved any commitment to any specific project which may result in a potentially significant physical impact of the environment.

Summary Text:

Upon adopting this recommendation, the Board of Supervisors will approve an annual salary of approximately \$240,720 for County Counsel, which represents a performance based increase of 2.5% over his present salary, to be effective August 24, 2020.

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 serve a new four-year term with annual performance reviews. On July 7, 2020 the Board of Supervisors reviewed the performance County Counsel and determined that he is eligible for a performance based raise. This is consistent with the Board’s action 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 2020-2021.

At that time, the Board also authorized salary increases of 2.5% 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:

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	\$ 7,042	\$ 8,322	
State			
Federal			
Fees			
Other:			
Total	\$ 7,042	\$ 8,322	\$ -

Narrative: The total fully loaded cost of implementing the recommended action in Fiscal Year 2020-2021 is approximately \$7,042 and approximately \$8,322 ongoing.

Key Contract Risks:

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:

Erin Jeffery, Employment & Workforce Planning Manager (805) 568-2808

cc:

Mona Miyasato – CEO

Michael Ghizzoni – County Counsel

Betsy Schaffer – Auditor Controller