

ATTACHMENT E

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ORDINANCE NO. _____
AN ORDINANCE AMENDING ORDINANCE 5176, SETTING COMPENSATION
AND BENEFITS FOR MEMBERS OF THE SANTA BARBARA COUNTY BOARD
OF SUPERVISORS

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WHEREAS, Ordinance No. 4905 adopted December 2, 2014, and subsequently amended by Ordinance No. 4923 on June 16, 2015, Ordinance No. 4938 on October 6, 2015, Ordinance No. 4980 on October 18, 2016, Ordinance No. 5018 on November 14, 2017, Ordinance No. 5061 on October 9, 2018, Ordinance No. 5090 on October 15, 2019, ~~Ordinance No. 5119 on October 13, 2020, and Ordinance No. 5176 on May 9, 2023~~ set

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the salary and benefits of the members of the Board of Supervisors; and

WHEREAS, the Board of Supervisors desires to continue to provide direction to implement future adjustments to compensation and benefits without the need to make changes to the Ordinance every year, absent future Board direction; and

WHEREAS, ~~based on the recommendation of Human Resources, the Board of Supervisors desire to change the methodology for setting Board of Supervisors' salaries and to index Board of Supervisors' salaries to 70% of the salary of a California Superior Court Judge, which is presently set at \$244,727; and provide future annual salary increases sufficient to maintain the 70% alignment effective in the pay period in which January 15th falls; and,~~

Deleted: consistent with prior direction, the Board of Supervisors desires to continue to tie future annual salary increases each fiscal year to the Consumer Price Index - Urban (CPI-U) for the Los Angeles-Long Beach-Anaheim area; and

~~WHEREAS, beginning in Pay Period 2025-12 (May 12, 2025), the Board of Supervisors' biweekly salary will increase to approximately \$6,588.81, which is 70% of the base salary for a California Superior Court Judge and results in an initial 48.8% increase; and,~~

Deleted: WHEREAS, it is recommended to continue to increase with a minimum increase of zero percent (0%) and adjust the maximum percentage increase from three percent (3%) to five percent (5%); and¶
WHEREAS, it is recommended to continue to use the October CPI-U for the Los Angeles-Long Beach-Anaheim area for planning future increases in the County's budget process; and¶

Deleted: WHEREAS, although the October Annual 2021 CPI-U for the Los Angeles-Long Beach-Anaheim area was 5.4%, the Board of Supervisors' biweekly salary and corresponding Chair allowance increased by 3% in Pay Period 2023-01 which was the maximum percentage increase allowable at that time by Ordinance; and¶

Deleted: 2023-21 it is recommended to provide annual salary increases equal to increases in the October CPI-U for the Los Angeles-Long Beach-Anaheim area from a minimum of 0% to a maximum of 5% to be effective in the pay period in which October 1 falls for each subsequent payroll year; and

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WHEREAS, the Chair of the Board of Supervisors receives a biweekly Chair allowance in light of the additional duties performed by the Chair and it is recommended to set this allowance at 2% of the salary for a member of the Board of Supervisors; and,

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WHEREAS, the Board of Supervisors desires to continue to implement pension cost-sharing provisions for members of the Board in classic/legacy retirement plans that mirror pension cost-sharing provisions for Elected Department Heads and other unrepresented executives and managers in classic/legacy retirement plans; and

Deleted: WHEREAS, the October 2022 CPI-U for the Los Angeles-Long Beach-Anaheim area was 7.5%; and¶ WHEREAS, based on the October 2022 CPI-U for the Los Angeles-Long Beach-Anaheim area, the biweekly increase for members of the Board of Supervisors shall increase by 5% effective in Pay Period 21 of 2023 (September 18, 2023) and the biweekly Chair allowance shall also increase by 5% effective in Pay Period 21 of 2023 (September 18, 2023).¶

WHEREAS, the Board of Supervisors desires to continue to adjust the County contribution to their health insurance rates to an amount equal to that received by all other County management and executive employees and Elected Department Heads enrolled in health plans in each calendar year and to adjust future County contributions for health insurance to an amount up to the maximum cost received by all other County management and executive employees and Elected Department Heads for coverage of the corresponding premium in the EPO Low Health Plan; and

WHEREAS, the County pays Basic Group Term Life Insurance in the amount of \$50,000 to members of the Board of Supervisors which is the same amount provided to Elected Department Heads and it is recommended to continue to provide County-paid life insurance to the members of the Board of Supervisors in the same amount as is provided to Elected Department Heads; and

Deleted: WHEREAS, the maximum County contribution rate for health insurance for all County management and executive employees, Elected Department Heads, and Board of Supervisors' members, for the calendar year 2023 is up to 100% of the least expensive EPO employee-only premium which is \$455.80 twice monthly and a \$25 subsidy of twice monthly premiums for employee + one coverage and a \$155 subsidy of twice monthly premiums for employee + family coverage; and¶ WHEREAS, for the 2024 plan year, the County contribution rate for health insurance for Board of Supervisors' members will match the amounts paid to all County management and executive employees and Elected Department Heads which will be up to 100% of the least expensive EPO employee-only premium and a \$50 subsidy of twice monthly premiums for employee + one coverage and \$310 subsidy of twice monthly premiums for employee + family coverage; and¶

WHEREAS, the automobile allowance for members of the Board of Supervisors will continue to be aligned with the allowance paid to Elected Department Heads, which is \$280 for 2025 and future adjustments to the automobile allowance will mirror the

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automobile allowance paid to Elected Department Heads which is tied to IRS rates effective in the first pay period of each calendar year; and

WHEREAS, in the interest of efficient government, it is recommended to provide future adjustments to compensation and benefits to the members of the Board of Supervisors automatically without the need to return with a new ordinance each year; and

WHEREAS, the Board of Supervisors is authorized by the California Constitution Article XI § 1(b) to set compensation of its members, subject to referendum:

NOW, THEREFORE, BE IT RESOLVED, and it is the finding and determination of the Board of Supervisors to ordain as follows:

SECTION 1.

The biweekly salary for the overtime exempt classification of Supervisor, Elected of the Santa Barbara County Board of Supervisors as of Pay Period 2025-12 in FY 2024-25 (May 12, 2025) will be increased by approximately 48.8%, from approximately \$4,428.88 to approximately \$6,588.81 biweekly which is 70% of the salary for a California Superior Court Judge. In addition, the Chair of the Board of Supervisors receives a biweekly Chair allowance, as additional compensation in light of the additional duties of the Chair of the Board and this allowance will be set to 2% of the biweekly salary.

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Thereafter, the total biweekly salary for the overtime exempt classification of Supervisor, Elected of the Santa Barbara County Board of Supervisors, will automatically be adjusted annually effective in the pay period in which January 15th falls to maintain alignment at 70% of the salary for a California Superior Court Judge.

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Deleted: October 1 falls of the subsequent payroll year. These adjustments will be equal to any increase in the most recently available October CPI-U for the Los Angeles-Long Beach-Anaheim area, except that in no event shall the adjustment be less than zero percent (0%) or more than five percent (5%). ...

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Supervisors in classic/legacy retirement plans shall continue to pay a total pick-up of 2.49% of pensionable income as a pickup of the County's retirement contributions. The required payments will be credited to the Supervisors' accounts and designated "employee contributions" for purposes of Government Code § 31631(b). To enable Supervisors to make these contributions with "pre-tax dollars," the County deems the contributions "picked up" pursuant to Internal Revenue Code § 414(h), Government Code § 31581.2, and Santa Barbara County Resolution 02-281.

Supervisors shall also continue to receive the following benefits which are the same amounts received by Elected Department Heads, and which shall automatically be adjusted to the same amounts received by Elected Department Heads, which as of Pay Period 2025-01 are: County contribution to health insurance of up to approximately \$530.31 twice monthly beginning in Pay Period 2025-01 of FY 2024-25 (December 9, 2024), and a \$125 subsidy of twice monthly premiums for employee + one coverage and a \$440 subsidy of twice monthly premiums for employee + family coverage and thereafter in an amount up to the maximum cost received by all other County employees including Elected Department Heads for corresponding premiums in the EPO Low Health Plan; County contribution to dental insurance of \$13.03 twice monthly and thereafter provide the future same County contribution to dental insurance as is provided to Elected Department Heads effective in Pay Period 1 of each payroll year; auto allowance of \$280 biweekly in 2025 and thereafter provide the future same automobile allowance as is provided to Elected Department Heads effective in Pay Period 1 of each payroll year which is tied to IRS rates; County paid term life insurance in the amount of \$50,000 and thereafter provide the future same term life insurance coverage as is provided to Elected

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Department Heads; County paid long-term Disability Insurance; Retiree Medical Benefits, restricted to those who were County employees before June 25, 2012 and eliminated for those hired on or after that date; and membership in the Santa Barbara County Employees' Retirement System in the applicable plan based on date of hire.

SECTION 2.

Pursuant to Government Code § 25123.5, this Ordinance shall take effect and be in force in the first pay period sixty (60) days from the date of its passage; and before the expiration of fifteen (15) days after its passage it, or a summary of it, shall be published once, with the names of the members of the Board of Supervisors voting for and against the same in a newspaper of general circulation published in the County of Santa Barbara.

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PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this ____ day of _____, 2025, by the following vote:

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AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

MONA MIYASATO
COUNTY EXECUTIVE OFFICER
CLERK OF THE BOARD

ACCEPTED AND AGREED:
COUNTY OF SANTA BARBARA

By: _____ (SEAL)
Deputy Clerk

By: _____
LAURA CAPPS, CHAIR
BOARD OF SUPERVISORS

Deleted: DAS WILLIAMS

APPROVED AS TO FORM:
RACHEL VAN MULLEM
COUNTY COUNSEL

APPROVED AS TO ACCOUNTING FORM:
BETSY M. SCHAFFER, CPA
AUDITOR-CONTROLLER

By: _____
Deputy County Counsel

By: _____
Deputy