

RESOLUTION OF THE BOARD OF SUPERVISORS  
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA

IN THE MATTER OF AMENDING THE )  
CLASSIFICATION AND SALARY PLAN) RESOLUTION NO. \_\_\_\_\_  
FOR UNREPRESENTED EXECUTIVE )  
AND MANAGEMENT EMPLOYEES )

WHEREAS, Salary Resolution No. 06-180 adopted by the Board of Supervisors on June 14, 2006 established a Classification and Salary Plan for Unrepresented Executive and Management Employees subsequently allocated to Leadership Series Classifications; and

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 06-180, as amended, in the manner provided in this Resolution; and

WHEREAS, Resolution No. 06-180 made unrepresented executive and management employees rated as "Exceptional Performers" who achieved measurable outcomes related to improved customer service delivery eligible for lump-sum, re-earnable, non-base-building payments; and

WHEREAS, Resolution No. 06-180 also made unrepresented executive and management employees assigned, individually or on teams, significant projects with department wide or Countywide impact eligible for lump-sum, re-earnable, non-base-building payments for successful completion of their assigned projects; and

WHEREAS, this Board of Supervisors finds that there is good cause for eliminating all lump-sum payments for unrepresented executive and management employees and for linking future salary increases for elected department heads to increases in salaries for appointed department heads;

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NOW, THEREFORE, IT IS HEREBY RESOLVED, AS FOLLOWS:

1. Resolution No. 06-180, adopted by the Board on June 14, 2006, is hereby amended by amending Section 3: Salary Guidelines to eliminate the provisions for lump-sum payments for "Exceptional Performers" and project pay for executives and managers and to include a provision that future salaries for elected department heads shall be adjusted annually by the average calendar year percentage increases in salary for the entire pool of non-elected department heads;

2. Except as amended by this Resolution, Resolution No. 06-180, as amended, shall continue unchanged and in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this 15th day of November, 2011 by the following vote:

AYES:

NOES:

ABSENT:

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JONI GRAY, CHAIR  
BOARD OF SUPERVISORS  
COUNTY OF SANTA BARBARA

ATTESTS:  
CHANDRA L. WALLAR  
CLERK OF THE BOARD

By: \_\_\_\_\_ (SEAL)  
Deputy Clerk

APPROVED AS TO FORM:

By: \_\_\_\_\_ By: \_\_\_\_\_

By: \_\_\_\_\_

Robert W. Geis, C.P.A.  
Auditor-Controller

Dennis Marshall  
County Counsel