

**SANTA BARBARA COUNTY
BOARD AGENDA LETTER**



Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Agenda Number:
Prepared on:
Department Name: Count Administrator
Department No.: 012
Agenda Date: 03/22/05
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors
FROM: Michael F. Brown, County Administrator
STAFF CONTACT: Ken Masuda, Victor Zambrano
568-3411
SUBJECT: Rescinding of Hiring Freeze

Recommendation(s):

That the Board of Supervisors:

A. Rescind the hiring freeze effective since December 10, 2003.

Alignment with Board Strategic Plan:

The recommendation is primarily aligned with Goal No. 1. An Efficient Government Able to Respond Effectively to the Needs of the Community.

Executive Summary and Discussion:

Effective December 10, 2003, the Board of Supervisors approved, and the Office of the County Administrator promulgated policies regarding a hiring freeze. The hiring freeze was one approach used to address fiscal impacts caused by the VLF rollback and anticipated resource shortfalls.

A recommendation was made to the Board on November 23, 2004 to rescind the temporary hiring freeze effective November 24, 2004. The Board did not rescind the freeze, but policy was modified and the scheduling of meetings of departmental reviews to provide the Board a more comprehensive view of departmental operations was initiated.

The hiring freeze, along with other policy decisions, has positioned the county in a more positive fiscal position. In addition, based on quarterly departmental reviews and a current analysis of departmental revenues and expenditures conducted as part of the FY 2005-06 budget reviews, it is believed that the current hiring freeze is no longer necessary.

Mandates and Service Levels:

Lifting of the freeze will result in departments no longer having to request exceptions to the hiring freeze to allow them to fill a position vacancy. To our knowledge no State/Federal imposed mandates were compromised by the hiring freeze.

Fiscal and Facilities Impacts:

Lifting of the freeze will not have a negative impact on FY 04-05 county resources. Current estimates show that the county will have sufficient funds to maintain normal hiring levels.

Special Instructions:

None.

Concurrence: Human Resources

Cc: All SBC Department Directors and Assistant Directors
All CAO Analysts
All Employee Groups