



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: CEO  
Department No.:  
For Agenda Of: 1-24-12  
Placement: Administrative  
Estimated Tme:  
Continued Item: No  
If Yes, date from:  
Vote Required: Majority

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TO: Board of Supervisors  
FROM: Department Director(s) Chandra Wallar, County Executive Officer, 568-3404  
Contact Info: Jeri Muth, Assistant HR Director, 568-2816  
SUBJECT: **Amendment to Salary Plan for Unrepresented Executive and Management Employees and Compensation for Chief Probation Officer**

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**County Counsel Concurrence**

As to form: Yes

**Other Concurrence:** Select\_Other

As to form: Select\_Concurrence

**Auditor-Controller Concurrence**

As to form: N/A

**Recommended Actions:**

That the Board of Supervisors:

1. Adopt the attached resolution effective January 23, 2012 amending the Classification and Salary Plan for Unrepresented Executive and Management Employees; and
2. Approve an 8.6% promotional salary increase for the Chief Probation Officer for an annual salary of \$157,434, effective January 23, 2012.

**Summary Text:**

The recommendation would modify the County's Salary Plan for Unrepresented Executive and Management Employees (e.g., Leadership Project) providing Board authority for salary-on-promotion increases in excess of 25%, and provide an additional 8.6% promotional salary increase for the new Chief Probation Officer, appointed by the Presiding Judge of the Santa Barbara County Juvenile Court.

**Background:**

The Chief Probation Officer (CPO) manages the County of Santa Barbara Probation Department and is appointed by the Presiding Judge of the Santa Barbara Juvenile Court, Assistant Presiding Judge Arthur Garcia. Penal Code Section 1203.6 specifies that the Board of Supervisors establishes the salary of the Chief Probation Officer. The guidelines of the County's Leadership Project allow the County Executive Officer (CEO) to provide up to a 25% increase upon promotion; however, it is silent regarding any increases in excess of 25%.

On December 22, 2011 Beverly Taylor was appointed by Judge Garcia to the position of CPO. Prior to being appointed to the position, Ms. Taylor's annual salary was \$115,975. At the time of the promotion, the CEO approved an initial increase of 25%. This brought Ms. Taylor's salary to \$144,969, well below the average department head salary and the market for the job.

Judge Garcia is requesting, and the CEO is recommending, an additional 8.6% increase for Ms. Taylor to bring her annual salary to \$157,434, which is the average salary of current department heads (excluding Assistant CEOs, elected department heads, and attorney/physician department heads). It will also bring her salary closer to the average of the market for this salary. (A February 2011 market survey showed the average salary for Chief Probation Officer across multiple jurisdictions as \$164,000. The additional 8.6% would result in Ms. Taylor's salary remaining slightly more than 4% below this average.)

Given the scope of the responsibilities for the CPO and in light of the ongoing freeze to management/executive salaries since 2008, the Board is requested to approve the needed change to the Salary Plan for Unrepresented Executive and Management Employees and provide the CPO with an additional 8.6% promotional salary increase.

**Fiscal Analysis:**

The fiscal impact of the recommended increase, including retirement costs and other payroll-related cost increases to the County, is approximately \$7,760 for the remainder of Fiscal Year 2011-2012 and approximately \$18,335 annually thereafter, and is within the existing budget of the Probation Department. Of the estimated increased annual cost of \$18,335, approximately \$7,735 will be in the form of an increase in the County's contribution to the retirement system.

**Special Instructions:**

Please return one copy of the signed Resolution to Andrea Johnson, Human Resources, Position Control.

**Attachments:**

Resolution

**cc:** Dennis Marshall, County Counsel  
Arthur Garcia, Assistant Presiding Judge  
Beverly Taylor, Chief Probation Officer