

**Attachment B**

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

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

WHEREAS, the Board of Supervisors recognizes that the lump sum and project pay provisions in section 3 of the Classification and Salary Plan for Unrepresented Executive and Management Employees (Resolution 06-180) has the potential to increase costs to the County not only in the fiscal year in which it occurs but also as part of compensation earnable for retirement purposes; and

WHEREAS, the Board of Supervisors has charged the County Executive Officer with ensuring the County is managed in a fiscally prudent manner,

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

Resolution No. 06-180, is amended effective April 12, 2011, as set forth below:

**Section 3. Compensation Guidelines**

~~5. Annually, employees rated as "Exceptional Performers" who have achieved measurable outcomes related to improved customer service delivery are eligible for a lump sum (reearnable, non-base building) bonus, at the Department Head's discretion, in increments of \$500, and not to exceed an annual total of \$3,500 per individual.~~

~~6. Project Pay — Those managers or team of managers who are assigned a significant project with department wide or countywide impact, and which has measurable outcomes related to improved customer service delivery, may be eligible for a bonus upon the successful execution of the project. The amount of the bonus may be established prior to the commencement of the project with specific criteria for successful completion; or a Department Head may award a manager with a bonus upon the completion of a project which is executed in an exemplary way. The amount of the bonus is established within the following parameters:~~

- ~~Individual Bonus — up to \$2,000, in \$500 increments~~
- ~~Team Bonus — a maximum of \$1500 per manager (in \$500 increments) not to exceed \$5,000 total for the project.~~

The recommended action affects only section 3 – subsection 5 and 6; all other sections of the Classification and Salary Plan Resolution remain unchanged.

Passed and adopted by the Board of Supervisors of the County of Santa Barbara, State of California, 12th day of April, 2011, by the following vote:

AYES:

NOES:

ABSENT:

\_\_\_\_\_  
Chair, Board of Supervisors

ATTEST:

Chandra L. Wallar  
Clerk of the Board

By: \_\_\_\_\_  
Deputy Clerk

APPROVED AS TO FORM:

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

Dennis Marshall  
County Counsel

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

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