

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 established performance-based salary increases based on the effective delivery of quality customer service, overall performance, meeting organizational goals and objectives, and contribution to the organization and provided for annual evaluations and base building increases and provided for performance-based increases ranging from 0% to 3.5% based on the level of performance; and

WHEREAS, Resolution No. 06-180 provided that managers rated as Successful were eligible for a minimum of 2% and a maximum of 3% and managers rated as Exceptional were eligible for 3.5%; and

WHEREAS, the Board now plans to lift a freeze on these performance-based salary increases reinstate merit increases which have been frozen since 2008, and reinstate them for managers effective January 2015, with modification;

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

Resolution No. 06-180, adopted by the Board on June 14, 2006, is hereby amended by amending Section 3: Salary Guidelines, Performance-Based Salary Increases, #4 as follows:

4. Annually, employees rated as successful performers (i.e., meeting job expectations) or exceptional performers (exceeding job expectations) are eligible for a performance-based salary base-building increase. The County will establish annually the total amount of funding, or pool, -parameters for these base-building salary increases. The specific increase granted to individual managers will be at the discretion of the Department Head, but not to exceed the amount allocated to the department for these performance-based salary increases. ~~In 2007, the range for performance-based increases is established at 1% to 3.5% based on level of performance.~~ Effective January 2015, performance-based increases tied to managers' performance evaluations may range 0% to 3.5% in no less than quarter-percent increments, and the total merit increases provided shall not exceed the total amount allocated for such increases by the Board of Supervisors. The CEO will periodically review this performance-based salary policy ranges and make recommendations to the Board of Supervisors for adjustments as needed.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this 4th day of November, 2014 by the following vote:

AYES:

NOES:

ABSENT:

ATTEST:

MONA MIYASATO
COUNTY EXECUTIVE OFFICER

ACCEPTED AND AGREED:
COUNTY OF SANTA BARBARA

CLERK OF THE BOARD

By: _____
Deputy

By: _____
STEVE LAVAGNINO
Chair, Board of Supervisors

APPROVED AS TO FORM:
MICHAEL C. GHIZZONI
COUNTY COUNSEL

By: Victoria Parks Little
Deputy