

**ATTACHMENT E**

ORDINANCE NO. \_\_\_\_\_  
AN ORDINANCE AMENDING ORDINANCE 5176, SETTING COMPENSATION  
AND BENEFITS FOR MEMBERS OF THE SANTA BARBARA COUNTY BOARD  
OF SUPERVISORS

WHEREAS, Ordinance No. 4905 adopted December 2, 2014, and subsequently amended by Ordinance No. 4923 on June 16, 2015, Ordinance No. 4938 on October 6, 2015, Ordinance No. 4980 on October 18, 2016, Ordinance No. 5018 on November 14, 2017, Ordinance No. 5061 on October 9, 2018, Ordinance No. 5090 on October 15, 2019, Ordinance No. 5119 on October 13, 2020, and Ordinance No. 5176 on May 9, 2023 set the salary and benefits of the members of the Board of Supervisors; and

WHEREAS, the Board of Supervisors desires to continue to provide direction to implement future adjustments to compensation and benefits without the need to make changes to the Ordinance every year, absent future Board direction; and

WHEREAS, based on the recommendation of Human Resources, the Board of Supervisors desire to change the methodology for setting Board of Supervisors' salaries and to index Board of Supervisors' salaries to 70% of the salary of a California Superior Court Judge, which is presently set at \$244,727; and provide future annual salary increases sufficient to maintain the 70% alignment effective in the pay period in which January 15<sup>th</sup> falls; and

WHEREAS, beginning in Pay Period 2025-12 (May 12, 2025), the Board of Supervisors' biweekly salary will increase to approximately \$6,588.81, which is 70% of the base salary for a California Superior Court Judge and results in an initial 48.8% increase; and

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WHEREAS, the Chair of the Board of Supervisors receives a biweekly Chair allowance in light of the additional duties performed by the Chair and it is recommended to set this allowance at 2% of the salary for a member of the Board of Supervisors; and

WHEREAS, the Board of Supervisors desires to continue to implement pension cost-sharing provisions for members of the Board in classic/legacy retirement plans that mirror pension cost-sharing provisions for Elected Department Heads and other unrepresented executives and managers in classic/legacy retirement plans; and

WHEREAS, the Board of Supervisors desires to continue to adjust the County contribution to their health insurance rates to an amount equal to that received by all other County management and executive employees and Elected Department Heads enrolled in health plans in each calendar year and to adjust future County contributions for health insurance to an amount up to the maximum cost received by all other County management and executive employees and Elected Department Heads for coverage of the corresponding premium in the EPO Low Health Plan; and

WHEREAS, the County pays Basic Group Term Life Insurance in the amount of \$50,000 to members of the Board of Supervisors which is the same amount provided to Elected Department Heads and it is recommended to continue to provide County-paid life insurance to the members of the Board of Supervisors in the same amount as is provided to Elected Department Heads; and

WHEREAS, the automobile allowance for members of the Board of Supervisors will continue to be aligned with the allowance paid to Elected Department Heads, which is \$280 for 2025 and future adjustments to the automobile allowance will mirror the

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automobile allowance paid to Elected Department Heads which is tied to IRS rates effective in the first pay period of each calendar year; and

WHEREAS, in the interest of efficient government, it is recommended to provide future adjustments to compensation and benefits to the members of the Board of Supervisors automatically without the need to return with a new ordinance each year; and

WHEREAS, the Board of Supervisors is authorized by the California Constitution Article XI § 1(b) to set compensation of its members, subject to referendum:

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

**SECTION 1.**

The biweekly salary for the overtime exempt classification of Supervisor, Elected of the Santa Barbara County Board of Supervisors as of Pay Period 2025-12 in FY 2024-25 (May 12, 2025) will be increased by approximately 48.8%, from approximately \$4,428.88 to approximately \$6,588.81 biweekly which is 70% of the salary for a California Superior Court Judge. In addition, the Chair of the Board of Supervisors receives a biweekly Chair allowance as additional compensation in light of the additional duties of the Chair of the Board and this allowance will be set to 2% of the biweekly salary.

Thereafter, the total biweekly salary for the overtime exempt classification of Supervisor, Elected of the Santa Barbara County Board of Supervisors, will automatically be adjusted annually effective in the pay period in which January 15<sup>th</sup> falls to maintain alignment at 70% of the salary for a California Superior Court Judge.

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Supervisors in classic/legacy retirement plans shall continue to pay a total pick-up of 2.49% of pensionable income as a pickup of the County's retirement contributions. The required payments will be credited to the Supervisors' accounts and designated "employee contributions" for purposes of Government Code § 31631(b). To enable Supervisors to make these contributions with "pre-tax dollars," the County deems the contributions "picked up" pursuant to Internal Revenue Code § 414(h), Government Code § 31581.2, and Santa Barbara County Resolution 02-281.

Supervisors shall also continue to receive the following benefits which are the same amounts received by Elected Department Heads, and which shall automatically be adjusted to the same amounts received by Elected Department Heads, which as of Pay Period 2025-01 are: County contribution to health insurance of up to approximately \$530.31 twice monthly beginning in Pay Period 2025-01 of FY 2024-25 (December 9, 2024) and a \$125 subsidy of twice monthly premiums for employee + one coverage and a \$440 subsidy of twice monthly premiums for employee + family coverage and thereafter in an amount up to the maximum cost received by all other County employees including Elected Department Heads for corresponding premiums in the EPO Low Health Plan; County contribution to dental insurance of \$13.03 twice monthly and thereafter provide the future same County contribution to dental insurance as is provided to Elected Department Heads effective in Pay Period 1 of each payroll year; auto allowance of \$280 biweekly in 2025 and thereafter provide the future same automobile allowance as is provided to Elected Department Heads effective in Pay Period 1 of each payroll year which is tied to IRS rates; County paid term life insurance in the amount of \$50,000 and thereafter provide the future same term life insurance coverage as is provided to Elected

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Department Heads; County paid long-term Disability Insurance; Retiree Medical Benefits, restricted to those who were County employees before June 25, 2012 and eliminated for those hired on or after that date; and membership in the Santa Barbara County Employees' Retirement System in the applicable plan based on date of hire.

**SECTION 2.**

Pursuant to Government Code § 25123.5, this Ordinance shall take effect and be in force in the first pay period sixty (60) days from the date of its passage; and before the expiration of fifteen (15) days after its passage it, or a summary of it, shall be published once, with the names of the members of the Board of Supervisors voting for and against the same in a newspaper of general circulation published in the County of Santa Barbara.

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PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this \_\_\_\_\_ day of \_\_\_\_\_, 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

MONA MIYASATO  
COUNTY EXECUTIVE OFFICER  
CLERK OF THE BOARD

ACCEPTED AND AGREED:  
COUNTY OF SANTA BARBARA

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

By: \_\_\_\_\_  
LAURA CAPPS, CHAIR  
BOARD OF SUPERVISORS

APPROVED AS TO FORM:  
RACHEL VAN MULLEM  
COUNTY COUNSEL

APPROVED AS TO ACCOUNTING FORM:  
BETSY M. SCHAFFER, CPA  
AUDITOR-CONTROLLER

Signed by:  
By: Michelle Monter  
126E3B8B2704A2  
Deputy County Counsel

Signed by:  
By: C. Edie  
A99ED5BD71D04FB...  
Deputy