

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

IN THE MATTER OF AMENDING RESOLUTION
NO 18-163, AS AMENDED, ESTABLISHING THE
SALARY FOR ELECTED DEPARTMENT HEADS
OF THE COUNTY OF SANTA BARBARA

RESOLUTION NO. _____

WHEREAS, on December 6, 2016, Resolution No. 16-282 established biweekly salaries for Elected Department Heads, including a provision that “future compensation pool increases granted by the Board to Appointed Department Heads shall apply to Elected Department Heads as a flat percentage rate increase”; and

WHEREAS, Resolution No. 16-282 included specific biweekly rates as a result of increases projected out to July 2, 2018; and

WHEREAS, effective July 2, 2018, Resolution No. 18-163 granted Elected Department Heads a 3% salary increase and allocated future salary increases to Elected Department Heads as a flat percentage increase equal to the “compensation pool” granted by the Board to Appointed Department Heads; and

WHEREAS, on December 7, 2021, the Management Classification and Salary Plan that provides for compensation increases for unrepresented managers and executives, including Appointed Department Heads, was revised and eliminated “compensation pool” increases and instead grants across the board wage increases tied to corresponding union groups in addition to performance-based pay increases as the basis to adjust compensation for Appointed Department Heads; and

WHEREAS, this Board of Supervisors finds that there is good cause to grant current and future wage increases to Elected Department Heads; and

NOW, THEREFORE, IT IS HEREBY RESOLVED, as follows:

1. Effective September 5, 2022, the biweekly salaries for Elected Department Heads (the Auditor-Controller, County Clerk-Recorder-Assessor, District Attorney, Sheriff-Coroner, and Treasurer-Tax Collector-Public Guardian) will increase by a 2.5% general wage

increase plus a 2.5% increase commensurate to the performance-based increase received by Appointed Department Heads.

2. Future salary increases for the Elected Department Heads will be as follows:

- District Attorney shall receive a flat percentage wage increase equivalent to the percentage wage increase provided to County Counsel and Public Defender Department Heads and shall be effective in **the pay period after County Counsel receives any wage increase authorized by the Board of Supervisors.**
- The Auditor-Controller, Clerk-Recorder-Assessor, and Treasurer-Tax Collector shall receive a flat percentage rate increase equivalent to the combined total percentage Appointed Department Heads are eligible to receive (general wage increase equivalent to the largest employee union group plus a performance-based increase) and shall be effective in the same pay period as the Appointed Department Heads.
- The Sheriff shall receive a flat percentage rate increase equivalent to the Sheriff's Managers Association general wage increase plus a performance-based increase, not to exceed the total percentage increase for the other Elected Department Heads **and shall be effective in the same pay period as the Appointed Department Heads.**

3. Human Resources shall conduct salary surveys in the second and fourth year of each term of office and submit to the Board of Supervisors any recommendations for adjustments based on market data.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara,

State of California, this _____ day of _____, 2022 by the following vote:

AYES:

NOES:

ABSENT:

ATTEST:

MONA MIYASATO
COUNTY EXECUTIVE OFFICER
CLERK OF THE BOARD

COUNTY OF SANTA BARBARA

By: _____
Deputy

By: _____
JOAN HARTMANN, CHAIR
BOARD OF SUPERVISORS

APPROVED AS TO FORM:
RACHEL VAN MULLEM
COUNTY COUNSEL

By: _____
Deputy

DRAFT