



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/Human
Resources
Department No.: 064
For Agenda Of: 2/6/07
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Michael F. Brown, County Executive Officer
Director(s) Susan Paul, Assistant CEO/HR Director
Contact Info: Jeri Muth, Assistant HR Director, 568-2816
Theresa Duer, Assistant HR Director, 568-2822

SUBJECT: Leadership Project – Allocation of Executives and Certain Managers into
Leadership Classifications

Recommended Actions:

1. Adopt the attached resolution (Attachment A) effective February 6, 2007 allocating certain executive and management positions to Leadership classifications.
2. Adopt the attached resolution (Attachment B) to designate certain positions as specified in Section 5 of Resolution No. 06-206 as exempt from the Civil Service System in accordance with Section 27-25(a), 11 of the Santa Barbara County Code effective February 6, 2007.

Summary Text:

In June 2005, the Leadership Project was initiated for the purpose of realizing the Board's vision to create a customer-focused culture in Santa Barbara County government and to support, strengthen, and implement Accountability, Customer-Focus and Efficiency (ACE). On June 14, 2006, the Board adopted the new classification and salary plan for executive and management employees to take effect upon the allocation of positions into the new classifications. On December 5, 2006, an initial group of executive and management positions were allocated. The County Executive Officer and Assistant CEO/Human Resources Director are recommending the allocation of additional positions into the Leadership classification and compensation system as part of the continued commitment to implement system reforms that incorporate the County's organizational ACE values (Accountability, Customer-Focus, and Efficiency), support the Board's vision to provide exceptional customer service countywide, and to meet the business needs of various County departments.

Fiscal and Facilities Impacts:

There is no fiscal impact associated with the establishment of the new classifications and allocation of positions to the classifications. Under the County's Leadership compensation system, employees in these positions are eligible for pay increases based on their job performance.

Special Instructions:

Please return one copy of the signed resolutions to Susan Kean, CEO/HR Dept.

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

IN THE MATTER OF AMENDING RESOLUTION) RESOLUTION NO. _____
NO. 06-206, AS AMENDED, BEING THE SALARY)
RESOLUTION OF THE COUNTY OF SANTA BARBARA)

WHEREAS, Salary Resolution No. 06-206 established a Classification Plan, and authorized Departmental Position Allocation effective July 3, 2006; and,

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 06-206, as amended in the manner provided in this Resolution;

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

1. Resolution No. 06-206, adopted by this Board on July 11, 2006, is hereby amended by amending that portions of Section 4 to read as follows effective February 6, 2007:

SECTION 4. Departmental Position Allocation

<u>Position ID</u>	<u>Current Job Class</u>	<u>From Current Job Class</u>	<u>To Leadership Classification</u>	<u>Salary Band</u>
2529	001040	AUD-CONT DIVISION CHIEF	Asst Departmental Ldr-Exec	Exec Ldr
64	001040	AUD-CONT DIVISION CHIEF	Enterprise Ldr-Gen	Gen Ldr
831	001040	AUD-CONT DIVISION CHIEF	Enterprise Ldr-Gen	Gen Ldr
3110	001040	AUD-CONT DIVISION CHIEF	Enterprise Ldr-Gen	Gen Ldr
7331	001040	AUD-CONT DIVISION CHIEF	Enterprise Ldr-Gen	Gen Ldr
10123	001040	AUD-CONT DIVISION CHIEF	Enterprise Ldr-Gen	Gen Ldr
10124	001040	AUD-CONT DIVISION CHIEF	Enterprise Ldr-Gen	Gen Ldr
10125	001040	AUD-CONT DIVISION CHIEF	Enterprise Ldr-Gen	Gen Ldr
3440	001445	CHIEF DEPUTY CONTROLLER	Asst Departmental Ldr-Exec	Exec Ldr
8588	001452	CHIEF FINANCIAL OFFICER	Asst Departmental Ldr-Exec	Exec Ldr
8589	001452	CHIEF FINANCIAL OFFICER	Asst Departmental Ldr-Exec	Exec Ldr
403	001020	AUDIT MANAGER	Asst Departmental Ldr-Exec	Exec Ldr
5141	003143	EMPLOYEE RELATIONS MANAGER	Enterprise Ldr-Gen	Gen Ldr
3161	001455	CHF DEP CLK OF BD OF SUPV	Enterprise Ldr-Gen	Gen Ldr
9042	001362	BUSINESS MANAGER III	Enterprise Ldr-Gen	Gen Ldr
507	005696	HUMAN RESOURCES ANLST SUPV	Enterprise Ldr-Gen	Gen Ldr
7938	002410	EARLY CARE & EDUC PROG MGR	Enterprise Ldr-Gen	Gen Ldr
10224	000185- 000188	ADMIN ANALYST I-IV	Enterprise Ldr-Gen	Gen Ldr
291	000185- 000188	ADMIN ANALYST I-IV	Enterprise Ldr-Gen	Gen Ldr
163	000185- 000188	ADMIN ANALYST I-IV	Enterprise Ldr-Gen	Gen Ldr
1789	000185- 000188	ADMIN ANALYST I-IV	Enterprise Ldr-Gen	Gen Ldr
6983	000185- 000188	ADMIN ANALYST I-IV	Enterprise Ldr-Gen	Gen Ldr
4432	000200	ADMIN ANALYST PRINCIPAL	Enterprise Ldr-Gen	Gen Ldr

3186	000200	ADMIN ANALYST PRINCIPAL	Enterprise Ldr-Gen	Gen Ldr
2300	003543	FIRE DIVISION CHIEF	Program/Bus Ldr-Div Chief-Fire	Fire Ldr
1936	003543	FIRE DIVISION CHIEF	Program/Bus Ldr-Div Chief-Fire	Fire Ldr
588	003543	FIRE DIVISION CHIEF	Program/Bus Ldr-Div Chief-Fire	Fire Ldr
645	003525/6	FIRE BATT CHIEF STAFF/SHIFT	Project/Team Ldr-Batt Chief-Fire	Fire Ldr
2242	003525/6	FIRE BATT CHIEF STAFF/SHIFT	Project/Team Ldr-Batt Chief-Fire	Fire Ldr
2495	003525/6	FIRE BATT CHIEF STAFF/SHIFT	Project/Team Ldr-Batt Chief-Fire	Fire Ldr
4238	003525/6	FIRE BATT CHIEF STAFF/SHIFT	Project/Team Ldr-Batt Chief-Fire	Fire Ldr
4452	003525/6	FIRE BATT CHIEF STAFF/SHIFT	Project/Team Ldr-Batt Chief-Fire	Fire Ldr
4678	003525/6	FIRE BATT CHIEF STAFF/SHIFT	Project/Team Ldr-Batt Chief-Fire	Fire Ldr
5354	003525/6	FIRE BATT CHIEF STAFF/SHIFT	Project/Team Ldr-Batt Chief-Fire	Fire Ldr
2963	003525/6	FIRE BATT CHIEF STAFF/SHIFT	Project/Team Ldr-Batt Chief-Fire	Fire Ldr
2937	001498	CHIEF TRIAL DEPUTY	Program/Bus Ldr-Atty/Phy	Atty/Phy
9479	002250-4	DEPUTY DISTRICT ATTY I-SR	Program/Bus Ldr-Atty/Phy	Atty/Phy

2. Except as amended by this Resolution, Resolution No. 06-206 as amended, continues unchanged as in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this ____ day of _____, 2007 by the following vote:

AYES:

NOES:

ABSENT:

ATTEST:

MICHAEL F. BROWN
CLERK OF THE BOARD

Chair, Board of Supervisors

By: _____ (SEAL)
Deputy Clerk

APPROVED AS TO FORM:
STEPHEN SHANE STARK
COUNTY COUNSEL
NOVEMBER 1993
2/6/07

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

IN THE MATTER OF AMENDING RESOLUTION) RESOLUTION NO. _____
NO. 06-206, AS AMENDED, BEING THE SALARY)
RESOLUTION OF THE COUNTY OF SANTA BARBARA)

WHEREAS, Salary Resolution No. 06-206 established exemption from the County’s Civil Service System of positions which the Board of Supervisors determines should be exempt in accordance with the intent and purpose of Article 2 of Section 27-25; and

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 06-206, as amended in the manner provided in this Resolution;

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

1. Resolution No. 06-206, adopted by this Board on July 11, 2006, is hereby amended by amending that portions of Section 5 to read as follows effective February 6, 2007:

SECTION 5: Positions Exempt From the Civil Service System

In addition to those positions currently included in Section 5 as adopted by this Board on July 11, 2006, all persons appointed to fill the positions below are exempt from the Civil Service System and will serve in the capacity as at-will employees subject to the pleasure of their appointing authority.

<u>Department</u>	<u>Classification Title</u>	<u>Position ID #</u>
Auditor-Controller	Asst Dept Ldr-Exec	64, 403, 831, 2529, 3110, 3440, 7331, 10123, 10124, 10125
CEO	Enterprise Ldr-Gen	163, 291, 1789, 3186, 4432, 6983, 9042
CEO/Human Resources	Enterprise Ldr-Gen	10224, 5141, 507
Clerk of the Board	Enterprise Ldr-Gen	3161
District Attorney	Program/Bus Ldr-Atty/Phy	2937, 9479
Fire	Program/Bus Ldr-Div Chf-Fire Project/Team Ldr-Batt Chf-Fire	2300, 1936, 588 645, 2242, 2495, 2963, 4238, 4452, 4678, 5354
Non-Departmental/Prop 11	Enterprise Ldr-Gen	7938
Probation	Asst Dept Ldr-Exec	8588
Public Health	Asst Dept Ldr-Exec	8589

2. Except as amended by this Resolution, Resolution No. 06-206 as amended, continues unchanged as in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this ____ day of _____, 2006 by the following vote:

AYES:

NOES:

ABSENT:

ATTEST:
MICHAEL F. BROWN
CLERK OF THE BOARD

Chair, Board of Supervisors

By: _____ (SEAL)
Deputy Clerk

APPROVED AS TO FORM:
STEPHEN SHANE STARK
COUNTY COUNSEL
NOVEMBER 1993
2/6/07