



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: Human Resources
Department No.: 064
For Agenda Of: 07/03/2018
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Lori Gentles, Human Resources Director, (805) 568-2816
Director(s)
Contact Info: Andreas Pyper, (805) 568-2812

SUBJECT: Performance Based Salary Adjustment for County Counsel.

County Counsel Concurrence

As to form: Yes

Other Concurrence: N/A

As to form: No

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Approve a 3% performance based salary adjustment for County Counsel based on the performance review of County Counsel completed by the Board of Supervisors on June 19, 2018;
- b) Determine that the above action is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378(b)(4), because it consists of government funding mechanisms and/or other government fiscal activities, which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment.

Summary Text:

Upon adopting this recommendation the Board of Supervisors will approve an annual salary of approximately \$229,123 for County Counsel, which represents a performance based increase of 3% over his present salary, to be effective on July 2, 2018.

Background:

Per Section 27641 of the California Government Code County Counsel shall serve for a period of four years from the time of their appointment by the Board of Supervisors.

On June 20, 2017 the Board of Supervisors re-appointed Michael Ghizzoni to a new four-year term as County Counsel. On June 19, 2018 the Board of Supervisors reviewed the performance of County Counsel and determined that he is eligible for a performance based salary adjustment of 3%. This is consistent with the Board’s actions on December 6, 2016 concerning the Classification and Salary Plan for Unrepresented Executive and Management Employees, which authorized increases based on a 3% pool for Unrepresented Executives and Managers in Fiscal Year 2018-2019.

At that time, the Board also authorized salary increases of 3% for FY 2018-2019 for all elected department directors, which includes the District Attorney. This ensures parity between the increases in County Counsel’s and District Attorney’s compensation.

Performance Measure:

N/A

Contract Renewals and Performance Outcomes:

N/A

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

<u>Funding Sources</u>	<u>Current FY Cost:</u>	<u>Annualized On-going Cost:</u>	<u>Total One-Time Project Cost</u>
General Fund		\$ 9,515.00	
State			
Federal			
Fees			
Other:			
Total	\$ -	\$ 9,515.00	\$ -

Narrative: The total fully loaded cost of implementing the recommended action in Fiscal Year 2018-19 is approximately \$9,515.

Key Contract Risks:

N/A

Staffing Impacts:

Legal Positions:

FTEs:

N/A

Special Instructions:

Please provide a copy of the signed minute order to County Human Resources, County Counsel, County Executive Officer and Auditor-Controller.

Attachments:

N/A

Authored by:

Andreas Pyper, Human Resources (805) 568 2812

cc:

Michael Ghizzoni – County Counsel

Theo Fallati – Auditor Controller

Mona Miyasato - CEO