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## Legislation Details (With Text)

**File #:** 24-00364      **Version:** 1

**Type:** Departmental Agenda      **Status:** Agenda Ready

**File created:** 4/12/2024      **In control:** BOARD OF SUPERVISORS

**On agenda:** 4/23/2024      **Final action:** 4/23/2024

**Title:** HEARING - Consider recommendations regarding the Classification and Salary Plan for Appointed Executives and Management, as follows: (EST. TIME: 25 MIN.)

a) Adopt a Resolution to revise the County of Santa Barbara’s Classification and Salary Plan Section 2 - Job Classification Table to establish the new management and appointed executive classifications and salary ranges; and revise Section 3 - Salary Schedules, effective June 24, 2024; and revise Section 4 - Department Position Allocation to add a new provision that allows certain employees with existing civil service status to retain that status, until leaving their current position;

b) Adopt a Resolution setting forth a Compensation and Benefits Plan for Management, Appointed Executive, and Confidential Unrepresented Employees; and rescinding the following: 1) the Personnel Benefits Resolution for Management and Confidential Unrepresented Employees, most recently amended by Resolution No. 23-66 on March 21, 2023; 2) the Civil Service Rules for Managers Allocated to Leadership Classifications in the Civil Service System previously adopted by the Board of Supervisors by Resolution No. 06-370 on November 21, 2006; and 3) The Classification and Salary Plan for Unrepresented Executive and Unrepresented Management Employees previously adopted by the Board of Supervisors via Resolution No. 16-279; and

c) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above actions are 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, and are therefore not a project subject to environmental review.

COUNTY EXECUTIVE OFFICER’S RECOMMENDATION: POLICY

**Sponsors:** HUMAN RESOURCES DEPARTMENT

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Letter, 2. Attachment A - Revisions to County of Santa Barbara’s Classification and Salary Plan- Section 2 Job Classification Schedule and Section 3 Salary Ranges, 3. Attachment B - Compensation and Benefits Plan for Management Appointed Executives and Confidential Unrepresented Employees Resolution, 4. Attachment C-1 - The Personnel Benefits Resolution for Management and Confidential Unrepresented Employees, most recently amended by Resolution No. 23-66 on March 21, 2023, 5. Attachment C-2 - The Civil Service Rules for Managers Allocated to Leadership Classifications in the Civil Service System adopted by the BOS by Resolution No. 06-370, 6. Attachment C-3 - The Classification Salary Plan for Unrepresented Executive and Unrepresented Management Employees, 7. Attachment D - Preliminary List of Position Changes by Department, 8. Memorandum Dated 4.22.24, 9. Public Comment - Wong, 10. Presentation, 11. Adopted Resolution Attach. A, 12. Adopted Resolution Attach. B, 13. Minute Order

Date	Ver.	Action By	Action	Result
4/23/2024	1	BOARD OF SUPERVISORS	Acted on as follows:	Pass

HEARING - Consider recommendations regarding the Classification and Salary Plan for Appointed Executives and Management, as follows: (EST. TIME: 25 MIN.)

a) Adopt a Resolution to revise the County of Santa Barbara's Classification and Salary Plan Section 2 - Job Classification Table to establish the new management and appointed executive classifications and salary ranges; and revise Section 3 - Salary Schedules, effective June 24, 2024; and revise Section 4 - Department Position Allocation to add a new provision that allows certain employees with existing civil service status to retain that status, until leaving their current position;

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COUNTY EXECUTIVE OFFICER'S RECOMMENDATION: POLICY