

RESOLUTION NO.

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA ADOPTING THE 2024-2026 SALARY PLAN APPLICABLE TO UNREPRESENTED MANAGERS AND PROFESSIONAL ATTORNEYS (EXCEPT THE CITY ADMINISTRATOR AND CITY ATTORNEY), AND THE 2024-2026 SALARY PLAN APPLICABLE TO CERTAIN UNREPRESENTED SAFETY MANAGERS, EFFECTIVE NOVEMBER 30, 2024.

WHEREAS, Pursuant to Section 3.12 of the Municipal Code of the City of Santa Barbara declare agreement to the provisions to the 2024-2026 Management Salary Plan.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SANTA BARBARA that:

SECTION 1. The 2024-2026 Management Salary Plan only applicable to unrepresented managers and professional attorneys and certain unrepresented safety managers, effective as of November 30, 2024, and attached hereto, and incorporated herein by reference as Exhibit "A" and Exhibit "B" (hereinafter the "2024-2026 Management Salary Plan") and the American Federation of State, County, and Municipal Employees (AFSCME) Memorandum of Understanding incorporated herein by reference as Exhibit "C" is hereby approved.

Section 2. During the term of the Salary Plan, the City Administrator is hereby authorized to implement the terms of the 2024-2026 Management Salary Plan without further action needed by the City Council, unless required by state or federal law. This authorization shall also include, but not be limited to, the authority to implement employee salary increases and changes to the salary schedule(s) that were adopted with the annual budget.

Section 3. The City's most recent Publicly Available Pay Schedule is attached as Attachment "A" for approval pursuant to Section 570.5.

EXHIBIT A

2024-2026 Management Salary Plan Applicable to Unrepresented Managers and Professional Attorneys

1. This Management Salary Plan sets forth a plan for salary and benefit adjustments for certain unrepresented management employees for the period of July 1, 2024, through June 30, 2026.
2. This Salary Plan will apply to all management employees and professional attorneys not represented by a recognized employee organization, except the City Administrator and the City Attorney.
3. Salary Increases:
 - A. The following across-the-board base salary increases will be implemented for all employees except the City Administrator and City Attorney:

Effective November 30, 2024: 1.5%
 - B. A one-time lump sum payment of \$1500.00 Deferred Compensation Incentive, of which \$750.00 to be automatically deposited into an employee's Deferred Compensation account, the remaining \$750.00 at the employee's discretion.
4. Benefits Enhancements:
 - A. All benefits outlined in the current Management Compensation and Performance Plan and the adopted 2024-2026 American Federation of State, County, and Municipal Employees MOU shall be afforded to the Unrepresented Managers and Professional Attorneys Effective November 30, 2024 or expressly stated otherwise.

EXHIBIT B

2024-2026 Management Salary Plan Applicable to Certain Unrepresented Safety Managers ("Management Salary Plan 2")

1. This Management Salary Plan sets forth a plan for salary and benefit adjustments for unrepresented management employees for the period of July 1, 2024, through June 30, 2026.
2. This salary plan will apply only to the following unrepresented safety management employees: Fire Division Chief-Operations, the Fire Chief, and the Police Chief. This salary plan shall not apply to police management employees represented by the Police Management Association, nor to the Fire Division Chief-Prevention or the Fire Battalion Chiefs.
3. Salary Increases:
 - A. The following across-the-board base salary increases will be implemented for all employees except the City Administrator and City Attorney:

Effective November 30, 2024: 1.5%
 - B. A one-time lump sum payment of \$1500.00 Deferred Compensation Incentive, of which \$750.00 to be automatically deposited into an employee's Deferred Compensation account, the remaining \$750.00 at the employee's discretion.
4. Benefits Enhancements:
 - A. All benefits outlined in the current Management Compensation and Performance Plan and the adopted 2024-2026 American Federation of State, County, and Municipal Employees MOU shall be afforded to the Unrepresented Safety Managers Effective November 30, 2024 or expressly stated otherwise.