ORDINANCE NO. ______


THE CITY COUNCIL OF THE CITY OF SANTA BARBARA DOES ORDAIN AS FOLLOWS:

SECTION 1. The 2021-2022 Management Salary Plan applicable to unrepresented managers and professional attorneys except the City Administrator and the City Attorney and the 2021-2022 Management Salary Plan applicable to certain unrepresented safety managers, effective as of July 1, 2021, and attached hereto, and incorporated herein by reference as Exhibit “A” and Exhibit “B” (hereinafter the “2021-2022 Management Salary Plan”) is hereby approved.

Section 2. During the term of the Salary Plan, the City Administrator is hereby authorized to implement the terms of the 2021-2022 Management Salary Plan without further action by the City Council, unless such further Council action is required by state or federal law. This authorization shall 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.
2021-2022 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, 2021 through June 30, 2022.

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 December 18, 2021: 2.5%

4. A Cell Phone Allowance of $50 per month will be provided to those applicable employees who do not have a City issued cell phone.

5. The Management Performance and Compensation Plan and the Professional Attorneys Compensation Plan, will be amended, as necessary, to include these changes and any other language or de minimus changes to compensation and benefits.
2021-2022 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, 2021 through June 30, 2022.

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. Across-the-Board Salary Increases:
   A. Effective December 18, 2021: 2.5%

4. A Cell Phone Allowance of $50 per month will be provided to those applicable employees who do not have a City issued cell phone.

5. The Management Performance and Compensation Plan will be amended, as necessary, to include these changes and any other language or de minimus changes to compensation and benefits.