

# CEO/HUMAN RESOURCES

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## NO PRESENTATION

### SIGNIFICANT ACCOMPLISHMENTS

- Santa Barbara was the first county in California to negotiate wage concessions, wage freezes, and furloughs with its workforce to address its FY 2008-2009 budget shortfall. Savings from these efforts were approximately \$10 million.
- CEO/HR achieved a positive audit finding from the State Personnel Board; the audit highlighted the innovative and creative business system changes designed to support improved customer service throughout the organization.
- Implemented innovative Office Professional skill-based pay system that links pay to attainment of critical Skills, Training, Experience, and successful job Performance (STEP).
- Successfully created and delivered the first in a series of leading edge leadership training programs designed to align supervisors and managers with the County's ACE Values and promote commitment to customer service delivery.

### SERVICE LEVEL REDUCTIONS

- Reduction of 2.3 FTE (management and support positions) will result in decreased customer service in the areas of recruitment and employee training.
- Funding for recruitment advertising will be reduced by 35%.
- The County's Coastal Housing Partnership membership will be eliminated.

### LAYOFFS

- 1 Admin. Office Professional (Recruitment)

### BUDGET EXPANSIONS

- None