



## CITY OF SANTA BARBARA CITY COUNCIL MINUTES

**SPECIAL MEETING**  
**August 26, 2010**

**DAVID GEBHARD PUBLIC MEETING ROOM, 630 GARDEN STREET**

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### **CALL TO ORDER**

Mayor Helene Schneider called the meeting to order at 1:32 p.m.

### **PLEDGE OF ALLEGIANCE**

Mayor Schneider.

### **ROLL CALL**

Councilmembers present: Frank Hotchkiss, Grant House, Michael Self, Bendy White, Das Williams, Mayor Schneider.

Councilmembers absent: Dale Francisco.

Staff present: City Administrator James L. Armstrong, City Attorney Stephen P. Wiley, Deputy City Clerk Brenda Alcazar.

### **PUBLIC COMMENT**

No one wished to speak.

### **NOTICES**

The City Clerk has on Monday, August 23, 2010, posted this agenda in the Office of the City Clerk, on the City Hall Public Notice Board on the outside balcony of City Hall, and on the Internet.

**CITY COUNCIL ADMINISTRATIVE AND ATTORNEY REPORTS****ADMINISTRATIVE SERVICES DEPARTMENT**

Subject: Employee Compensation And Benefits (410.01)

Recommendation: That Council receive a staff presentation concerning City of Santa Barbara employee salaries and benefits.

**Documents:**

- August 26, 2010, report from the Assistant City Administrator/Administrative Services Director.
- Binder containing various reference materials related to employee salaries and benefits.
- August 26, 2010, PowerPoint presentation prepared and made by Staff.

**Speakers:**

Staff: City Administrator James Armstrong, Assistant City Administrator/Administrative Services Director Marcelo Lopez, Employee Relations Manager Kristy Schmidt, Human Resources Manager Barbara Barker, Human Resources Analyst Clare Turner, Finance Director Robert Samario.

**Discussion:**

The City Administrator stated that this special meeting was scheduled at the request of the Council. He emphasized that the effectiveness of the organization is based on the employees, and spoke about the difficulty in attracting and retaining employees. Assistant City Administrator Marcelo Lopez said that the purpose of the meeting is to provide the Council with a comprehensive overview of the compensation and benefits for City employees.

Employee Relations Manager Kristy Schmidt made a presentation on the City's compensation policies and procedures for determining salary levels, including required labor negotiations with the various bargaining units and salary surveys. Human Resources Manager Barbara Barker made a presentation on the Civil Service Rules, initial employment qualifications, employee performance evaluations, merit increases and the City's discipline process. Human Resources Analyst Clare Turner presented information related to employee benefit programs, including the Home Purchase Program. Finance Director Robert Samario spoke about retirement and pension plans and how pension obligations are funded. Staff responded to questions from the Councilmembers.

Councilmember Hotchkiss left the meeting at 2:32 p.m.

**ADJOURNMENT**

Mayor Schneider adjourned the meeting at 3:20 p.m.

SANTA BARBARA CITY COUNCIL

SANTA BARBARA  
CITY CLERK'S OFFICE



HELENE SCHNEIDER  
MAYOR

ATTEST:



BRENDA ALCAZAR, CMC  
DEPUTY CITY CLERK