

ORDINANCE NO. _____

AN ORDINANCE OF THE COUNCIL OF THE CITY OF
SANTA BARBARA SETTING FORTH AND APPROVING A
SALARY PLAN FOR UNREPRESENTED MANAGERS AND
PROFESSIONAL ATTORNEYS FOR FISCAL YEAR 2016
AND FISCAL YEAR 2017

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

SECTION 1. The Salary Plan for Fiscal Year 2016 and Fiscal Year 2017, applicable to Unrepresented Managers and Professional Attorneys, attached hereto and incorporated herein by reference as Exhibit "A", (hereinafter the "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 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.

**2015-2017 Management Salary Plan
Applicable to Unrepresented Managers and Professional Attorneys
(Management Salary Plan)**

1. This Management Salary Plan sets forth a plan for salary and benefit adjustments for certain unrepresented management employees for Fiscal Year 2016 and Fiscal Year 2017, from July 1, 2015 to June 30, 2017.

2. This Management Salary Plan will apply to all non-safety management employees, professional attorneys, and safety managers that are not represented by a recognized employee organization, except the City Administrator and the City Attorney.

3. Salary Increases: Unrepresented management and professional attorney salaries will be increased in the following amount:

| | |
|-------------------------|------|
| Effective June 27, 2015 | 3.0% |
| Effective June 25, 2016 | 3.0% |

4. The Management Performance and Compensation Plan and the Professional Attorneys Compensation Plan, will be amended, as necessary, to include these changes to compensation and benefits.