

RESOLUTION NO. 2021- 19

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA MARIA,
CALIFORNIA, REVISING THE CITY'S PERFORMANCE-BASED PAY PROGRAM
(PBP) IN ACCORDANCE WITH THE IMPLEMENTATION OF THE ALIGNMENT
PROJECT COMPETENCIES**

WHEREAS, the City Council implemented the Performance-Based Pay (PBP) Program in 2002, and the Program is authorized in SMMC 2-20.06.1; and

WHEREAS, the intent of the Program is to provide responsible, innovative, local government services in the most efficient and effective manner by recognizing and compensating Executive Managers who exhibit exceptional performance; and

WHEREAS, the authorized Program is best implemented by administrative procedure, Resolution 2016-02 and all prior Resolutions relating to the implementation of the PBP Program are being rescinded in their entirety; and

WHEREAS, the Program from time to time, requires updates to meet changing needs of the organization and its workforce such as to the key competencies for strategic leader roles; and

WHEREAS, the City Manager administers the Program for City Manager-appointed Executive Managers, defined as Department Directors and Executive Officers, and the City Council administers the program for City Council-appointed Executive Managers, defined as the City Attorney and the City Manager.

NOW, THEREFORE, IT IS HEREBY RESOLVED by the City Council of the City of Santa Maria, California, as follows:

1. The City Council desires to authorize the City of Santa Maria Performance-Based Pay Program to recognize and reward superior performance by the Executive Managers; and
2. The City Council does hereby rescind all prior Resolutions related to implementing the Performance-Based Pay Program; and
3. The City Council authorizes the City Manager to establish procedures to administer the ongoing Performance-Based Pay Program and update accordingly to implement the Alignment Project competency-based performance management system; and
4. The City Council authorizes the City Manager to make performance-based pay determinations for City Manager-appointed Executive Managers, defined as Department Directors and Executive Officers, as authorized by the City Council in each year's Budget Resolution, up to 3 percent of the employee's annual

salary, based upon the conclusion of successful performance evaluations completed by the City Manager; and

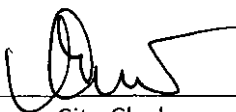
5. The City Council authorizes performance-based pay for City Council-appointed Executive Managers, defined as the City Attorney and the City Manager, prospectively with the adoption of each year's budget, up to 10 percent of the employee's annual salary, based upon the conclusion of successful performance evaluations completed by the City Council each year; and
6. The City Council authorizes performance-based pay for City Council-appointed Executive Managers, defined as the City Attorney and the City Manager, retroactively from the beginning of FY 2020-21, based upon the conclusion of successful performance evaluations completed by the City Council. The PBP was delayed due to uncertainty of economic conditions resulting from COVID-19. No new appropriations for this action are required; and
7. The Chief Deputy City Clerk is hereby authorized to make minor changes herein to address clerical errors, so long as substantial conformance of the intent of this document is maintained. In doing so, the Chief Deputy City Clerk shall consult with the City Manager and City Attorney concerning any changes deemed necessary.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Santa Maria held this 16th day of March 2021.



Mayor

ATTEST:

 3/24/2021

Chief Deputy City Clerk

APPROVED AS TO FORM:



Assistant City Attorney

APPROVED AS TO CONTENT:



Department Director



City Manager

STATE OF CALIFORNIA)
COUNTY OF SANTA BARBARA) ss.
CITY OF SANTA MARIA)

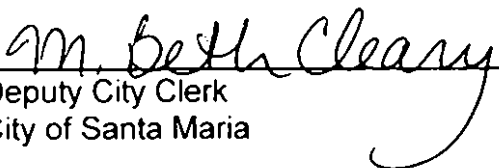
I, **M. Beth Cleary**, Deputy City Clerk of the City of Santa Maria and ex officio Clerk of the City Council **DO HEREBY CERTIFY** that the foregoing is a full, true and correct copy of **Resolution No. 2021- 19** which was duly and regularly introduced and adopted by said City Council at a regular meeting held **March 16, 2021**, and carried on the following vote:

AYES: Councilmembers Cordero, Escobedo, Soto,
 Waterfield and Mayor Patino

NOES: None.

ABSENT: None.

ABSTAIN: None.



Deputy City Clerk
City of Santa Maria