

STRATEGIC HR LEADERSHIP AWARD 2007

***Presented to the County of Santa Barbara by the
Society for Human Resource Management (SHRM)***

In October 2007, the County of Santa Barbara was one of three recipients, along with the Harley Davidson Motor Company and the Coca-Cola Company, of a Strategic HR Leadership Award at the annual conference of the Society for Human Resource Management (SHRM) in Tampa, Florida.

The County was recognized for its **Leadership Project**, inspired by the Board of Supervisor's vision of creating a countywide culture dedicated to excellent customer service. The project is an innovative classification, compensation, and pay-for-performance system for County leadership that supports the County's values of Accountability, Customer-focus, and Efficiency (ACE). The project replaces a five-step pay plan with broad pay bands for management and strongly links compensation to performance and the achievement of service results.

Founded in 1948, SHRM is the largest professional organization devoted to human resource management in both the private and public sectors, with more than 225,000 individual members in over 125 countries and a network of more than 575 affiliated chapters in the United States, as well as offices in China and India.