

EL DORADO LAFCO

LOCAL AGENCY FORMATION COMMISSION

AGENDA OF JANUARY 22, 2020

REGULAR MEETING

TO: Shiva Frentzen, Chair, and
Members of the El Dorado County Local Agency Formation
Commission

FROM: José C. Henríquez, Executive Officer

AGENDA ITEM #9: **CONSIDER AND APPROVE LAFCO RESOLUTION L-2020-02
RE-SETTING THE LAFCO SALARIES FOR ALL POSITIONS**

RECOMMENDATION

Staff recommends that the Commission adopt Resolution L-2020-02, which implements the third phase of the three-phase increase in staff salaries to bring up the LAFCO compensation to market rate.

REASON FOR RECOMMENDED ACTION

In late 2017 and early 2018, the Commission directed staff to review the compensation levels across all staff to ensure this agency was competitive with local sibling agencies. The analysis found all positions except for one were under market levels. The Commission agreed to raise the compensation levels but through a phased approach. It approved using equal increases across three successive fiscal years. The second phase was implemented in the current budget year.

BACKGROUND

As described above, by 2018 the Commission found that the LAFCO compensation levels were under market for comparable positions among sibling agencies. While the Commission agreed that increases were warranted, there was a concern about absorbing the raises within a single fiscal year. While the Administrative Assistant's compensation was brought to market levels immediately, the Commission adopted a phased approach to the increases for the Executive Officer, the Assistant Executive Officer, Policy Analyst and Assistant Policy Analyst. Salary Resolution L-2018-07, adopted in March 2018 implemented the first phase and Resolution 2019-04 implemented the second phase in 2019. This item is to implement the third phase.

A summary of the salary survey methodology and findings is included as Attachment A, which is the staff report and attachments from March 2018's meeting. None of the calculations or assumptions have changed since that report. This item is brought to you before the adoption of the proposed Fiscal Year 2020-21 Budget in order to set the salary levels within that budget. In summary, the increases will be:

- Executive Officer: \$0.82 per hour/\$1,700 per year*
- Assistant EO: \$2.32 per hour/\$4,833 per year*
- Assistant Policy Analyst: \$1.13 per hour/\$2,343 per year*

* The actual yearly amount may be less if the Commission continues requiring staff furloughs next fiscal year.

The adoption of Salary Resolution L-2020-02 will supersede Salary Resolution L-2019-04.

Staff will return with an update to the fee schedule in February or March. It will contain an update to the hourly rates for all staff.

Attachments:

Attachment A: Staff Memo from March 28, 2018

Attachment B: Salary Resolution L-2020-02