

# EL DORADO LAFCO

## LOCAL AGENCY FORMATION COMMISSION

### **RESOLUTION NUMBER L-2019-04**

#### **Staff Salary Resolution**

**WHEREAS**, the Cortese-Knox-Hertzberg Local Government Reorganization Act of 2000 governs the organization and reorganization of cities and special districts by local agency formation commissions established in each county, as defined and specified in Government Code Sections 56000 et seq. (unless otherwise indicated all statutory references are to the Government Code); and

**WHEREAS**, Section 56380 et seq. provides, in part, that a local agency formation commission “shall make its own provision for necessary quarters, equipment, and supplies as well as personnel”; and

**WHEREAS**, Section 2.3 of the El Dorado Local Agency Formation Commission Policies and Guidelines encapsulates said commission’s personnel policies; and

**WHEREAS**, Sections 2.3.2 and 2.3.3 of the El Dorado Local Agency Formation Commission Policies and Guidelines state:

**2.3.2 Number/Classification of Positions:** LAFCO shall specify the number and classification of all positions. A salary scale and position description specifying duties and responsibilities for each classification/position will be approved by LAFCO. The position description may be modified by the Executive Officer as necessary in order to accurately reflect any changes in job duties and responsibilities. However, any addition or deletion of a position must be approved by LAFCO; and

**2.3.3 Employee Benefits:** Incorporated by reference into the LAFCO Policies and Guidelines are the LAFCO Personnel Policy and Procedure Guidelines, attached as Appendix F to this document. These guidelines set forth the employment policies, procedures, and benefits that apply to LAFCO employees. These guidelines are subject to review and may be changed at the discretion of the Commission.

**WHEREAS**, the Commission also has an adopted Personnel Policy and Procedure Guidelines setting forth the employment policies, procedures and benefits that apply to LAFCO employees; and

**WHEREAS**, in December 2017, the Commission authorized its budget ad hoc committee to review the compensation levels for all staff; and

**WHEREAS**, on March 2018, the Commission received the results of the survey and found that the salaries for all but one classification was below market levels; and

**WHEREAS**, at the time the Commission recognized that the agency's revenues were unable to accommodate bringing all salaries up market levels at once; and

**WHEREAS**, as part of its Fiscal Year 2018-19 budget deliberations the Commission considered and approved, and staff accepted, a three-year phased approach to increase salaries so that they will be brought up to market level on Fiscal Year 2020-2021; and

**WHEREAS**, the Commission last set a salary schedule in 2018 via LAFCO Resolution L-2018-07; and

**WHEREAS**, the Commission will implement the second part of its phased approach in Fiscal Year 2019-20.

**NOW, THEREFORE, BE IT HEREBY RESOLVED, DETERMINED, ORDERED AND FOUND:**

Section 1. Each of the foregoing recitals is true and correct.

Section 2. This resolution supersedes the previous salary schedule contained in LAFCO Resolution L-2018-07.

Section 3. To incorporate the second of the three-year phased approach, the Commission approves the salary schedule for all LAFCO positions as shown on Exhibit A, which will be effective on July 1, 2019, and is attached to this resolution and incorporated herein by this reference.

Section 4. The Commission approves the salary schedule, attached to this resolution as Exhibit B and incorporated herein by this reference, as the salary levels for all LAFCO positions, to be effective on July 1, 2020.

Section 5. The Executive Officer is directed to implement the appropriate administrative procedures to execute this resolution.

**PASSED AND ADOPTED** by the El Dorado Local Agency Formation Commission at a regular meeting of said Commission, held January 23, 2019 by the following vote of said Commission.

	<b>AYE</b>	<b>NO</b>	<b>ABSTAIN</b>	<b>ABSENT</b>	<b>NOT VOTING</b>
Commissioner Acuna	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Bass	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Frentzen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Palmer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Powell	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Veerkamp	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Vacant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alt. Commissioner Anderly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alt. Commissioner Hidahl	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alt. Commissioner Morrison	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alt. Commissioner Vacant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ATTEST:

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 Clerk to the Commission

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 Chairperson