

EL DORADO LAFCO

LOCAL AGENCY FORMATION COMMISSION

AGENDA OF JUNE 25, 2008

REGULAR MEETING

TO: Francesca Loftis, Chair, and
Members of the El Dorado County Local Agency Formation
Commission

FROM: José C. Henríquez, Executive Officer

AGENDA ITEM #6: REVIEW AND CONSIDER THE DRAFT LAFCO EMPLOYEE
BENEFITS POLICIES

RECOMMENDATION

Staff recommends that the Commission:

1. Receive and review the Draft Employee Benefits Policy;
2. Consider any changes to the Draft Policy; and
3. Approve the Draft Policy, which will be incorporated into the Commission's Policies and Guidelines.

REASON FOR RECOMMENDED ACTION

At the January meeting, the Commission instructed staff to further develop an employee benefit policy that was independent of the County's benefits policies. Counsel developed the attached policies, incorporating the best practices found throughout the state as well as the research conducted by the Executive Officer on the benefits policies of other LAFCOs and local agencies. In May, the Commission directed staff to meet with an ad hoc committee composed of Commissioners Cooper and Sweeney to discuss these policies. If approved, the Benefits Policies will not only be an appendix to the Commission's Policies and Guidelines but also a handbook that will be distributed to existing and future employees.

BACKGROUND

Currently, the Commission has three sections within its Policies & Guidelines that address employee benefits. In January the Commission directed staff to create new benefits policies, which were presented at the May meeting. Commissioner Sweeney requested the creation of an ad hoc committee to review these policies before the Commission adopted them. Chair Loftis appointed Commissioners Cooper and

Sweeney to this committee; however, this committee is not scheduled to meet until June 18, 2008, which is after the packet mail out date. This memo assumes that the benefits policies contained here, which are the same as those distributed in May, will remain largely intact. This was done so that the Commissioners will have sufficient time to review most of the materials for this item. Additional materials will be distributed as a separate mailing after the committee meets so that the Commission will be aware of any changes before June 25th.

Action on this item is dependent upon the results of the ad hoc committee and the Commission's level of comfort after the discussions in the closed session (Agenda item #1). If the ad hoc committee requests substantial changes to the policies attached to this memo and those changes are unacceptable to staff or to the rest of the Commissioners, then the Commission has the discretion to continue this item or to provide further direction to staff and/or the ad hoc committee on this matter.

At the time of this writing, no other Commissioner has sent staff any additional questions or concerns on these policies, with the exception of Commissioner Cooper's comments that were distributed prior to the May meeting. Those comments are attached here as Attachment C.

Attachments

- Attachment A: Recommended Amendments to Policy 2.3 of the Commission's Policies and Guidelines
- Attachment B: Draft Employee Benefits Policy
- Attachment C: Comments Submitted by Commissioner Cooper