

EL DORADO LAFCO

LOCAL AGENCY FORMATION COMMISSION

AGENDA OF MAY 27, 2015

REGULAR MEETING

TO: Ken Humphreys, Chair, and
Members of the El Dorado County Local Agency Formation
Commission

FROM: José C. Henríquez, Executive Officer

AGENDA ITEM #4C: RATIFICATION OF SALARY SCHEDULE

RECOMMENDATION

Staff recommends that the Commission approve Resolution 2015-07 to set the compensation levels for all staff starting with July 1, 2015.

REASON FOR RECOMMENDED ACTION AND BACKGROUND

The current salaries for all staff are set by LAFCO Resolution L-2012-11. As part of your budget discussion, the Commission approved a 2.5% cost of living adjustment for all staff effective July 1, 2015. The Commission also included sufficient funds to cover other salary-related costs the COLA would create, such as higher premiums for unemployment insurance and increases in sick time, vacation time and pension costs.

Early in April LAFCO received a note from CalPERS relating to the steps that must be taken in order for salaries to be “earnable compensation.” These include that:

- 1) The pay rate or base pay of a member must be created by public notice and action of the governing board and with public consent;
- 2) The pay schedule must be readily available and in an open manner or place; and
- 3) A schedule must provide a pay rate or base pay that is stable and predictable among all members of a group or class

LAFCO already meets these requirements for Resolution L-2012-11. The question became how to comply with requirement #2 given the COLA. While the COLA was noticed and adopted during an open meeting, it is referenced in the budget but not in Resolution L-2012-11. In talking with Counsel, the easiest, clearest and best solution would be to have a salary schedule that incorporates the COLA. Again, no additional costs beyond those already discussed and compensated for in the budget would be incurred as a result of this action.