

EL DORADO LAFCO

LOCAL AGENCY FORMATION COMMISSION

AGENDA OF MAY 23, 2007

REGULAR MEETING

TO: Ted Long, Chairman, and
Members of the El Dorado County Local Agency Formation
Commission

FROM: José C. Henríquez, Executive Officer

**AGENDA ITEM #2d: CONSIDER CHANGES TO THE COMMISSION'S POLICIES
AND GUIDELINES**

RECOMMENDATION

Staff recommends that the Commission consider and approve the following changes to the Commission's Policies and Guidelines governing personnel. Specifically, the recommended changes specify that all LAFCO staff is composed of at-will employees.

REASON FOR RECOMMENDED ACTION

Section 2.3 of the Commission's Policies and Guidelines ("Personnel Policies") specifies the Executive Officer "serves at the pleasure of the Commission." However, the employment status of the rest of the Commission's staff is unclear and unspecified. The recommended changes would clarify their status.

BACKGROUND

The Commission's Personnel Policies state unambiguously that the Executive Officer is an at-will position, serving at the pleasure of the Commission. The status of the rest of the staff is currently left unclear. At the time of their hiring, all current staff was informed of their at-will status and that none of them enjoy civil service protection. The recommended changes to the Policies and Guidelines are technical in nature and will only clarify what the current staff already understands. The recommended changes to Section 2.3.1 are shown in italics and are as follows:

2.3.1 Employee Status: *All employees hold their employment in an "at-will" capacity. The Executive Officer serves at the will and pleasure of the Commission. All other employees serve at the will and pleasure of the Executive Officer. The Executive Officer shall conduct and perform the day-to-day business of the Commission (Government Code §56384), including the management and supervision of its staff. Policy and technical questions and suggestions for staff from Commissioners are routed through the Executive Officer.*