

LAFCO

Santa Barbara Local Agency Formation Commission

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May 5, 2005 (Agenda)

Local Agency Formation Commission

105 East Anapamu Street

Santa Barbara CA 93101

**Ad hoc Committee Report on Staff Performance
and Compensation**

Dear Fellow Commissioners:

On April 7 Commissioners Joe Centeno, Bob Orach and I were appointed as an *ad hoc* committee to consider LAFCO staff performance and compensation, with a report to be presented to the Commission prior to adoption of the final budget for FY 2005-06.

The *ad hoc* committee met and considered these matters on Tuesday, April 26. Included was a discussion with the Executive Officer. I have been asked to present *ad hoc* committee's findings and recommendation.

The Commission receives staff services by means of a contract with Braitman & Associates, with Bob Braitman serving as the Executive Officer. We find that the Commission's staffing needs are being met professionally, satisfactorily and economically in this manner.

The *ad hoc* committee specifically confirmed that the basis of the service contract is satisfactory.

1. The Commission contract with Braitman & Associates does not require personnel review.
2. The review of the *ad hoc* committee concluded the services performed met all of the requirements of the Commission and its goals and objectives.
3. The contract as performed and compared to other regional commissions is cost-effective and less costly.
4. There were no complaints against the Commission for delays in processing any matter due to contractor performance.

Given the recent history of compensation adjustment for the services contract – no changes for Fiscal Years 2004-05 and 2002-03 and a two percent (2%) change for fiscal Year 2003-04 – the

Local Agency Formation Commission
May 5, 2005 (Agenda)
Page 2

members of the *ad hoc* committee recommend an inflationary adjustment of three percent (3%) in the services contract beginning on July 1, 2005. The annualized cost is \$4,446.

Sincerely,

TIM CAMPBELL
Chair