

EXECUTIVE OFFICER – SALARY & COMPENSATION

STAFF PRESENTATION

August 6, 2020

LAFCO AGENDA: BUSINESS ITEM No. 2

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BACKGROUND: STATUS OF EO POSITION

- Historically, Executive Officer has been an “independent contractor.”
- During recruitment, Ad Hoc Committee directed job announcement stating LAFCO would “consider” applicants who sought EO position as a full time employee (“FTE”), i.e., with retirement and medical benefits.
- This resulted in a higher number of candidates applying for the EO job.

LAFCO EO AS FTE—WHAT DOES THIS LOOK LIKE?

- Base case: independent contractor - salary \$13,680/mo. or \$164,160/yr.
- County Auditor's Office calculated EO as an full time employee ("FTE") using County criteria for salary & benefits.
- Auditor's numbers are "preliminary estimates" but should allow LAFCO to make an informed decision on costs of creating an FTE Executive Officer Position.

EXECUTIVE OFFICER AS FULL TIME EMPLOYEE

- BASE SALARY – NOT INCLUDING BENEFITS

	Min	Anchor	Max
Hourly	\$ 77.42	\$ 95.59	\$ 113.77
Pay Period	\$ 6,193.28	\$ 7,647.28	\$ 9,101.28
Monthly	\$ 13,418.77	\$ 16,569.11	\$ 19,719.44
Annual	\$ 161,025.28	\$ 198,829.28	\$ 236,633.28

LAFCO EO: SALARY/RETIREMENT/MEDICAL/DENTAL

- DEPARTMENT HEAD/EXEC LEADER COMPENSATION

	Min	Anchor	Max
Hourly	\$ 116.78	\$ 141.25	\$ 165.72
PP	\$ 9,342.02	\$ 11,299.69	\$ 13,257.35
Monthly	\$ 19,403.21	\$ 23,644.82	\$ 27,886.43
Annual	\$ 242,892.60	\$ 293,791.90	\$ 344,691.21

LAFCO SALARY COMPARISON

	Month	Annual	Total Benefits	TOTAL
LAFCO EO Budget FY 20/21	\$ 13,680.00	\$ 164,160.00	\$ -	\$ 164,160.00
EO FTE min. step FY 21/22	\$ 13,418.77	\$ 161,025.28	\$ 81,865.32	\$ 242,892.60
Increase FY 21/22	\$ (261.23)	\$ (3,134.72)	\$ 81,865.32	\$ 78,732.60
FY 20/21 Increase Prorated.				\$ 52,491.02

SALARY SAVINGS FY 19/20 & 20/21

Fiscal Yr	Time Period	Budgeted	Actual	Savings
19/20	EO (May & June)	\$ 27,360.00	\$ 5,016.00	\$ 22,344.00
	Counsel (May & June @ \$4167mo.)	\$ 8,334.00	\$ 19,027.50	\$ (10,693.50)
	TOTAL	\$ 35,694.00	\$ 24,043.50	\$ 11,650.50
20/21	EO July - Sept.	\$ 41,040.00	\$ -	\$ 41,040.00
	Counsel July - Sept.	\$ 12,501.00	\$ 31,475.00	\$ (18,974.00)
	Total	\$ 53,541.00	\$ 31,475.00	\$ 22,066.00
Total	EO & Counsel	\$ 89,235.00	\$ 55,518.50	\$ 33,716.50

BUDGET IMPLICATIONS

- Overview: After accounting for salary savings, LAFCO would have to withdraw funds from contingency fund for FY 20/21 to fund EO FTE position. Contingency fund is \$200,000.
- EO FTE salary and benefits increase of \$78,732.60.
- FY 20/21 - prorate for 8 months to \$52,491.02 and would be offset by salary savings of \$33,716.50 and be reduced to \$18,774.52.
- Contingency draw for FY 20/21 \$18,774.52.

BUDGET FY 21/22

- EO FTE salary and benefits net increase by \$78,732.60.
- Replenish Contingency – at least \$18,774.52.
- Other costs?
 - Staff and/or consultant costs to set up Retirement and Medical Benefits for EO FTE.
 - County Cost Allocation will increase. More info in November.
 - County salaries to increase.