

LAFCO

Santa Barbara Local Agency Formation Commission

105 East Anapamu Street ♦ Santa Barbara CA 93101

805/568-3391 ♦ FAX 805/647-7647

www.sblafco.org ♦ lafco@sblafco.org

April 6, 2006 (Agenda)

Local Agency Formation Commission

105 East Anapamu Street

Santa Barbara CA 93101

Ad hoc Committee Report on Staff Contract and Compensation

Dear Members of the Commission:

At the March 2 meeting Commissioners Centeno, Stableford and I were appointed as an *ad hoc* committee to consider LAFCO staff compensation and report to the Commission on April 6.

Members of the *ad hoc* committee discussed these matters on March 14; this letter presents our committee's judgment and recommendations.

Services provided by contract - The *ad hoc* committee reached these conclusions regarding the staff services the Commission obtains via a contract with Braitman & Associates.

1. Commission staffing needs are being met professionally and satisfactorily and the services performed meet the Commission's requirements, goals and objectives.
2. The Commission received no complaints about delays or confusion in processing matters due to contractor performance.
3. The Commission is well served and existing contractual services are cost-effective.
4. The Executive Officer is an independent contractor, not an employee. The contract with Braitman & Associates does not require personnel review. However it is appropriate to meet in closed session with the contractor to evaluate performance whenever needed.

Conversion to Multi-Year Contract - The staff services contract is renewed annually. The *ad hoc* committee recommends the contract with Braitman & Associates be for a four-year period, which provides that either party – the Commission or the Executive Officer – may terminate the contract by giving appropriate written notice to the other party.

Local Agency Formation Commission
Staff Contract and Compensation
April 6, 2006 (Agenda)
Page 2

Compensation - Given the record of compensating our staff – a cumulative five percent increase since FY 2002-03 - the *ad hoc* committee initially recommended granting a one and one-half (1.5%) increase in the contract beginning on July 1, 2006.

After further consideration, in light of the proposed a four-year contract, we recommend annual compensation changes be tied to the Consumer Price Index (CPI) for the Los Angeles region, which is the index used by the County and other local agencies.

The current compensation level will be adjusted annually, on July 1, based on the most recent annual changes in the CPI, but not to exceed three percent (3%) in any one year.

The foregoing presents our conclusions and recommendations. A contract that contains these provisions if supported by the Commission will be presented for approval at the May 4 meeting.

If you have any questions, please contact me or the other members of the *ad hoc* committee

Sincerely,

BOB ORACH
Commissioner