



STAFF REPORT

Meeting Date: June 15, 2005

TO: LAFCO Commissioners
FROM: Everett Millais, Executive Officer
SUBJECT: Executive Officer Salary Survey

RECOMMENDATION:

Receive and file.

DISCUSSION:

Last fall, after the completion of the annual evaluation of your Executive Officer, the Commission requested the County Human Resources Director to conduct a salary survey of comparable LAFCOs to generate a comparison of Executive Officer's salaries and benefits. The Commission requested that the survey be done before action on a final budget for next fiscal year. The results of this survey are attached.

I was not involved in the survey, except for requesting several of my colleagues to respond to the County's survey request and to review my own salary and benefits. The County's Human Resources Director is not available to meet with the Commission on June 15, but will be available for the July 20 meeting. If there are questions or if the Commission would like any form of presentation about the survey, this matter can be placed on the July 20 agenda.

As noted in the Budget Message for the FY 2005-06 Budget, I have requested that the County's Human Resources Director gather information about possibly tying one or more of the LAFCO staff classifications to one or more of the County's benchmark positions. If this were to be done, based on future Commission approval, it would obviate the need for periodic and difficult salary and benefit surveys for the authorized

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Everett Millais

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Leroy Smith

LAFCO positions, and could be a way of assisting the Commission in ensuring that the authorized positions remain competitive in the broader labor market. Recommendations about tying the LAFCO classifications to other County benchmark positions for the purposes of salary range adjustments will be a matter for future Commission consideration.

LAFCO SALARY SURVEY
2005

LAFCO Executive Officer

Mkt Avg: \$14,883	Ventura Co.: \$15,181	\$ Diff: \$298	Mkt Diff: 1.96%
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Jurisdiction	Jurisdiction Class Title	Monthly Top Step Salary	Education Incentive	FICA	MEDI	401(k)	Holiday	Admin Leave	Vacation	Sick Leave	Longevity	Medical or Flex/Cafeteria	Dental	Retirement	Retire Medical	Pay for Perform Merit	Auto Allow	Misc	Totals
Orange	Executive Officer	\$10,000	\$0	\$0	\$0	\$0	\$790	\$262	\$367	\$525	\$0	\$250	\$0	\$1,000	\$100	\$0	\$500	\$0	\$13,794
Riverside	Executive Officer	\$10,229	\$0	\$462	\$148	\$1,300	\$472	\$0	\$1,534	\$0	\$0	\$454	\$0	\$1,407	\$0	\$0	\$550	\$0	\$16,556
Sacramento	Executive Officer	\$8,222	\$0	\$0	\$0	\$0	\$347	\$0	\$753	\$450	\$0	\$535	\$0	\$0	\$0	\$0	\$400	\$0	\$10,707
San Bernardino	Executive Officer	\$10,000	\$0	\$0	\$0	\$1,200	\$539	\$385	\$931	\$462	\$0	\$498	\$0	\$980	\$0	\$0	\$750	\$0	\$15,745
San Diego	Executive Officer	\$11,500	\$0	\$0	\$0	\$0	\$531	\$0	\$1,106	\$575	\$0	\$349	\$0	\$3,755	\$0	\$1,150	\$534	\$0	\$19,500
San Luis Obispo	Executive Officer	\$7,833	\$0	\$486	\$114		\$392	\$181	\$753	\$362	\$0	\$706	\$0	\$1,821	\$0	\$0	\$350	\$0	\$12,998
Average		\$9,631	\$0	\$158	\$44	\$500	\$512	\$138	\$907	\$396	\$0	\$465	\$0	\$1,494	\$17	\$192	\$514	\$0	\$14,883
Ventura	Executive Officer	\$9,802	\$490	\$588	\$142	\$588	\$339	\$0	\$1,734	\$0	\$0	\$535	\$0	\$588	\$0	\$0	\$375	\$0	\$15,181
Diff		\$171	\$490	\$430	\$98	\$88	-\$173	-\$138	\$827	-\$396	\$0	\$70	\$0	-\$906	-\$17	-\$192	-\$139	\$0	\$298

Market Difference 1.96%