



Local Agency Formation Commission  
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DATE: January 20, 2022 (Agenda)  
TO: LAFCO Commissioners  
FROM: Bill Nicholson, <sup>BH</sup> Executive Officer  
RE: Announcement of Pending Retirement of Executive Officer  
(Agenda Item VII. B)

At the December 9, 2021, Commission meeting, I announced that I was going to make a decision by the new year on retiring from one of my LAFCO Executive Officer roles. After much reflection and consideration of my future life path, I have decided to retire from the Merced LAFCO Executive Officer position. This was a difficult decision based on my many years of service to Merced LAFCO - in April, it will be 38 years – but it is the right time for me to begin devoting time to more personal endeavors.

However, I won't be leaving immediately and will commit to assist with the recruitment of a replacement and a transition period of between four and six months. Therefore, I wanted to announce this decision at our first meeting in 2022 and to seek direction from the Commission on the options for pursuing the recruitment of a replacement.

Options for the Commissions consideration include: Current LAFCO staff sending out recruitment notices to other LAFCOs and related agencies using CALAFCO outreach support; retaining a professional recruiting firm to perform an outreach effort (recently used by several other LAFCOs including Fresno); or using the County Human Resources Department for the recruitment using their traditional capabilities.

As the Executive Officer position is a part-time responsibility, the recruitment will be performed in close coordination with LAFCO Council to ensure we are following appropriate legal requirements and protocols.

### **Requested Action**

Acknowledge the retirement announcement by the Executive Officer and provide direction to staff, in coordination with LAFCO Counsel, to initiate a recruitment effort for a new Executive Officer.