



Local Agency Formation Commission
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DATE: March 17, 2022

TO: LAFCO Commissioners

FROM: Bill Nicholson, ^{BN} Executive Officer

RE: Update on the Recruitment Efforts for the Merced LAFCO Executive Officer Position and Related Implications in Upcoming Budget for the FY 2022-23 Fiscal Year
AGENDA ITEM VII.B.

Research has been conducted into establishing a Full-time management level "LAFCO Executive Officer" position within the County personnel system for the purpose to reduce the burden on LAFCO in establishing and maintaining separate employment benefits including vacation, sick leave, health insurance, and retirement benefits. Examples of similar employment arrangements in Stanislaus and Sacramento LAFCOs have been explored. Having the position tied to Merced County would also be an efficient and cost-effective way to obtain various support functions including: payroll and accounting functions; computer, email and IT support; Geographic Information Systems (GIS) support; office space; and various other financial and administrative benefits.

However, as under the current arrangement, the Executive Officer would be selected by the LAFCO Commissioners and serve at your pleasure through an employment agreement or contract. The County would have no responsibility to hire, fire or modify the position.

Under this approach, the various County support functions and resources – such as the LAFCO Clerk and Planner support – would continue to be negotiated through a Memorandum of Understanding or some similar binding document approved by the Board of Supervisors and LAFCO Commissioners which would be updated annually with the respective budgets.

Salary range and benefits are still being explored and the Recruitment Subcommittee with Commissioner's Silveira and Bertao will be meeting with the new County Executive Officer Raul Mendez in the coming weeks.

No action is requested by the Commission at this meeting. This agenda item is an opportunity for the Commission to ask questions and have a discussion regarding any ideas and issues regarding the recruitment.