



Local Agency Formation Commission of Napa County
Subdivision of the State of California

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We Manage Local Government Boundaries, Evaluate Municipal Services, and Protect Agriculture

Agenda Item 7f (Action)

TO: Local Agency Formation Commission

FROM: Margie Mohler, Commission Chair

MEETING DATE: October 1, 2018

SUBJECT: Executive Officer's Compensation

RECOMMENDATION

It is recommended that the Commission adopt the draft resolution, included as Attachment One, approving a step adjustment to the Executive Officer's compensation based on his performance evaluation. Prior to taking action, the Commission must orally report the recommended action to increase the Executive Officer's salary to \$126,692.80 annually. All other benefits shall remain the same consistent with the benefits provided by the County of Napa.

SUMMARY

Mr. Freeman has served as the Executive Officer to Napa County LAFCO since July 2015. The Commission scheduled a performance evaluation of the Executive Director on June 4, 2018, which was continued to August 6, 2018. The Commission policy on evaluating the Executive Officer's Performance provides that, "at the completion of the performance review, the Commission will consider any appropriate action with respect to the compensation of the Executive Officer."

Having completed the review of the Executive Officer's performance, it is recommended that the Executive Officer's salary be increased from step 2 to step 3 effective at the beginning of this 2018-2019 fiscal year consistent with the commencement of his evaluation and negotiations.

ATTACHMENT

- 1) Draft Resolution Approving a Step Adjustment to the Executive Officer's Compensation

Margie Mohler, Chair
Councilmember, Town of Yountville

Scott Sedgley, Commissioner
Councilmember, City of Napa

Kenneth Leary, Alternate Commissioner
Councilmember, City of American Canyon

Brad Wagenknecht, Vice Chair
County of Napa Supervisor, 1st District

Diane Dillon, Commissioner
County of Napa Supervisor, 3rd District

Ryan Gregory, Alternate Commissioner
County of Napa Supervisor, 2nd District

Gregory Rodeno, Commissioner
Representative of the General Public

Erik Lawrence, Alternate Commissioner
Representative of the General Public

Brendon Freeman
Executive Officer

RESOLUTION NO. _____

**RESOLUTION OF
THE LOCAL AGENCY FORMATION COMMISSION OF NAPA COUNTY
APPROVING A STEP ADJUSTMENT TO THE EXECUTIVE OFFICER'S
COMPENSATION**

WHEREAS, the Local Agency Formation Commission of Napa County (“Commission”) hires an Executive Officer to serve at the Commission’s pleasure;

WHEREAS, the Commission hired Brendon Freeman to be the Commission’s Executive Officer effective July 4, 2015, with a salary of \$102,419 per year consistent with step 1 of the salary schedule along with the standard benefits provided to the County of Napa’s “Management Non-Classified (Other)” employees;

WHEREAS, on August 3, 2015, the Commission approved an increase to the Executive Officer’s salary to \$103,000 per year effective July 18, 2015;

WHEREAS, on July 1, 2016, the Executive Officer’s salary increased to \$106,246 per year as a result of a cost of living adjustment;

WHEREAS, on August 1, 2016, the Commission approved an increase to the Executive Officer’s salary to \$111,571 per year consistent with step 2 of the salary schedule and effective July 2, 2016;

WHEREAS, on July 1, 2017, the Executive Officer’s salary increased to \$116,043 per year as a result of a cost of living adjustment;

WHEREAS, on July 1, 2018, the Executive Officer’s salary increased to \$120,682 per year as a result of a cost of living adjustment;

WHEREAS, the Commission has conducted a performance evaluation of the Executive Officer for which the evaluation commenced in May of 2018 and was considered by the Commission at its June 4, 2018, meeting, which was continued to its August 6, 2018, meeting;

NOW, THEREFORE, BE IT RESOLVED that the Commission **DOES HEREBY RESOLVE, DETERMINE AND ORDER**, the Executive Officer’s salary shall be increased to \$126,693 per year consistent with step 3 of the salary schedule and effective July 1, 2018.

The foregoing Resolution was duly and regularly adopted by the Commission at a regular meeting held on October 1, 2018, after a motion by Commissioner _____, seconded by Commissioner _____, by the following vote:

AYES: Commissioners _____

NOES: Commissioners _____

ABSENT: Commissioners _____

ABSTAIN: Commissioners _____

Margie Mohler
Commission Chair

ATTEST: _____
Brendon Freeman
Executive Officer

Recorded by: Kathy Mabry
Commission Secretary

DRAFT