



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

1754 Second Street, Suite C
Napa, California 94559
Phone: (707) 259-8645
www.napa.lafco.ca.gov

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

Agenda Item 6c (Consent/Action)

TO: Local Agency Formation Commission

PREPARED BY: Brendon Freeman, Executive Officer B F

MEETING DATE: June 3, 2024

SUBJECT: Rescind Resolution No. 2023-11

SUMMARY AND RECOMMENDATION

This is a consent item for formal action. Accordingly, if interested, the Commission is invited to pull this item for additional discussion with the concurrence of the Chair.

It is recommended the Commission rescind LAFCO Resolution No. 2023-11 Approving a Salary Adjustment to the Executive Officer's Compensation Effective October 14, 2023.

This resolution was adopted before the Commission had complete information from Napa County related to making changes to established employee compensation formulas. After the resolution was adopted, the County has separately addressed the compensation issues with the Executive Officer and therefore this resolution is no longer needed or accurate. Therefore, staff recommends the Commission rescind this resolution.

ATTACHMENT

- 1) LAFCO Resolution No. 2023-11

Margie Mohler, Commissioner
Councilmember, Town of Yountville

Beth Painter, Commissioner
Councilmember, City of Napa

Mariam Aboudamous, Alternate Commissioner
Councilmember, City of American Canyon

Anne Cottrell, Chair
County of Napa Supervisor, 3rd District

Belia Ramos, Commissioner
County of Napa Supervisor, 5th District

Joelle Gallagher, Alternate Commissioner
County of Napa Supervisor, 1st District

Kenneth Leary, Vice Chair
Representative of the General Public

Eve Kahn, Alternate Commissioner
Representative of the General Public

Brendon Freeman
Executive Officer

RESOLUTION NO. 2023-11

**RESOLUTION OF
THE LOCAL AGENCY FORMATION COMMISSION OF NAPA COUNTY
APPROVING A SALARY ADJUSTMENT TO THE EXECUTIVE OFFICER'S
COMPENSATION EFFECTIVE OCTOBER 14, 2023**

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 based on the results of a duly noticed performance evaluation 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 based on the results of a duly noticed performance evaluation 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, on October 1, 2018, the Commission approved an increase to the Executive Officer’s salary based on the results of a duly noticed performance evaluation to \$126,693 per year consistent with step 3 of the salary schedule and effective July 1, 2018;

WHEREAS, on July 1, 2019, the Executive Officer’s salary increased to \$129,230 per year as a result of a cost of living adjustment;

WHEREAS, on October 7, 2019, the Commission approved an increase to the Executive Officer’s salary based on the results of a duly noticed performance evaluation to \$135,720 per year consistent with step 4 of the salary schedule and effective July 1, 2019;

WHEREAS, on July 1, 2021, the Executive Officer’s salary increased to \$142,480 per year as a result of a cost of living adjustment;

WHEREAS, on October 4, 2021, the Commission approved an increase to the Executive Officer's salary based on the results of a duly noticed performance evaluation to \$148,179 per year consistent with step 5 of the salary schedule and effective July 1, 2021;

WHEREAS, on July 1, 2022, the Executive Officer's salary increased to \$160,359 per year as a result of an equity adjustment and a cost of living adjustment;

WHEREAS, on July 1, 2023, the Executive Officer's salary increased to \$165,318 per year as a result of a cost of living adjustment;

WHEREAS, the Commission has conducted a duly noticed performance evaluation of the Executive Officer which commenced in July of 2023, and was noticed for closed session consideration by the Commission at its August 7, 2023 regular meeting and September 11, 2023 special meeting;

NOW, THEREFORE, BE IT RESOLVED that the Commission **DOES HEREBY RESOLVE, DETERMINE AND ORDER**, the Executive Officer shall receive a performance-based increase of 3.5% and an additional cost-of-living adjustment of 3.5% to his current salary of \$165,359 effective October 14, 2023, which shall establish an annual salary of \$176,934.

The foregoing resolution was duly and regularly adopted by the Commission at a public meeting held on October 2, 2023, after a motion by Commissioner Painter, seconded by Commissioner Cottrell, by the following vote:

AYES:	Commissioners	<u>MOHLER, COTTRELL, LEARY, PAINTER</u>
NOES:	Commissioners	<u>NONE</u>
ABSENT:	Commissioners	<u>RAMOS</u>
ABSTAIN:	Commissioners	<u>NONE</u>

Margie Mohler

Margie Mohler (Oct 5, 2023 08:21 PDT)

Margie Mohler
Commission Chair

ATTEST: Brendon Freeman
Brendon Freeman
Executive Officer

Recorded by: Stephanie Pratt
Clerk/Jr. Analyst