

# LOCAL AGENCY FORMATION COMMISSION FOR SAN BERNARDINO COUNTY

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**DATE:** SEPTEMBER 14, 2016

**FROM:** BUDGET AND PERSONNEL AD HOC COMMITTEE  
Chair Cox, Vice-Chair Ramos and Commissioner Curatalo

**TO:** LOCAL AGENCY FORMATION COMMISSION

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**SUBJECT:** Agenda Item #4: Review and Approval of Merit Acknowledgement  
Payment for Executive Officer

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## **RECOMMENDATION:**

The Committee recommends that the Commission authorize a merit acknowledgement payment of \$15,000 to the Executive Officer for extraordinary service in completing the three fire reorganizations – LAFCO 3198, 3200 and 3206.

## **BACKGROUND:**

Beginning in January 2016, the Ad Hoc committee, as well as the Commission, has evaluated the performance of the Executive Officer during the Fiscal Year. As a part of that discussion a methodology for providing a merit acknowledgement award for performance due to extraordinary circumstance was developed. As a part of the Committee's review, finalized by conference call on August 2, it is recommending that the Commission approve a merit acknowledgment payment to the Executive Officer in the amount of \$15,000 due to the extraordinary work performed on the three fire reorganizations. These proposals were submitted in the fall of 2015, and were required to be completed by July 1, 2016 to allow for the smooth transition to County Fire operations as well as to secure the placement of the special tax financing necessary to fund the service on the tax roll for Fiscal Year 2016-17.

These three extraordinarily complex fire reorganizations which transferred fire and emergency medical response services responsibility from two cities (San Bernardino and Needles) and one special district (Twentynine Palms Water District) to the San Bernardino County Fire Protection District (County Fire) were completed in the month of June 2016. Through the completion of these actions, these communities now have adequate fire and emergency medical response services that are fiscally sustainable over the long-term.