



November 4, 2021

**TO:** LOCSO Board of Directors  
**FROM:** Christine Womack, Board President  
Matthew Fourcroy, Board Vice President  
**SUBJECT: Agenda Item 4A- 11/04/2021 Board Meeting**  
Adjustment to the General Manager's Compensation

**President**  
Christine M. Womack

**Vice President**  
Matthew D. Fourcroy

**Directors**  
Charles L. Cesena  
Troy C. Gatchell  
Marshall E. Ochylski

**General Manager**  
Ron Munds

**District Accountant**  
Robert Stilts, CPA

**Unit Chief**  
Eddy Moore

**Battalion Chief**  
Paul Provence

**STAFF RECOMMENDATION**

***Motion: I move that the Board approve a 2% Performance increase in the General Manager's compensation effective November 5, 2021.***

**DISCUSSION**

**Background**

At the September 9, 2021, the Board, during Closed Session, convened to discuss the General Manager's annual performance evaluation. The result was positive reviews by each Director and a recommendation to increase the General Manager's compensation by 2% based on his performance for the past year.

The Brown Act requires governing boards that intend to approve a change of salary or benefits for administrative staff to orally report, in open session, the District's recommendation regarding the changes to salary or fringe benefits for "local agency executives" prior to the Board taking final action to approve the salary or fringe benefits change. Since the General Manager did not request an adjustment to his compensation package during the review period, the salary increase was not part of the Closed Session agenda item and therefore could not be acted on at the September 9<sup>th</sup> meeting.

**Financial Impact**

The 2% increase in compensation will result in an increase of approximately \$3,200 annually to the General Manager's salary. There will be additional employee related taxes which will be nominal. This is an unanticipated expense to the Fund 100 budget so a mid-year adjustment will need to be made to account for the added expenditure.

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