

## **LAFCO Compensation Information**

As of May 2019

In order to promote transparency to the public in regards to the expenditure of public monies, this section of the website provides information on compensation to Commissioners and employees of LAFCO.

### **Commissioners**

Commissioners may receive a stipend for attendance at meetings of the Commission, certain subcommittees and limited other activities as follows:

- Meetings of the full Commission-\$175 (between 7 and 12 meetings per year).
- Meetings of standing committees (Administrative Review, Legislative)-\$60 (approx. 3-4 meetings per year).
- Ad hoc committees-no stipend.
- If elected to the CALAFCO Executive Board, Riverside LAFCO Commissioners shall receive a stipend of \$175 to attend those board meetings.
- CALAFCO Conferences-\$175 regardless of the length of the conference.
- If appointed to the board of the Southern Region of CALAFCO, Riverside LAFCO Commissioners shall receive a stipend of \$60 to attend those board meetings.
- If directed by the Commission or Chair to represent the Commission in an official capacity before another body-\$60.

Commissioners may also receive reimbursement for mileage and meals associated with the above activities. Reimbursement rates are generally those used by the County of Riverside.

### **Staff**

The Commission employs a small staff inclusive of the following positions:

- Executive Officer of LAFCO
- Local Government Analyst III (2)
- Commission Coordinator
- LAFCO Secretary

Although LAFCO is an independent entity, in order to take advantage of economies of scale, the Commission has chosen to contract with the County for several services, including human resources and payroll services.

Commission employees receive compensation adjustments and benefits commensurate with County employees, based on classifications and benefit codes established by the Commission. Specifically, such benefits and adjustments conform to those adopted by resolution of the Board of Supervisors from time to time for Management, Confidential and Other Unrepresented Employees (Management Resolution). Salary ranges for Commission positions can be found on the County's website at the following link:

[Riverside County Human Resources Department - Classification & Compensation](#)

Major benefits for Commission employees include the following:

- PERS Retirement Plan (explained below)
- Contribution to medical/dental plans- up to \$823.00/month.
- Contribution to a deferred compensation plan (401a)-\$100/month

Commission employees are eligible to participate in County of Riverside's pension plan for Miscellaneous Employees administered by the California Public Employees Retirement System (CalPERS), pursuant to the same benefits and rates as County of Riverside employees. Pensions are based on a formula that includes years of service, salary (12 month final compensation), and age at retirement. The pension plan applicable to Commission employees hired prior to January 1, 2013 is commonly referred to as "3% at 60". This means employees can earn a maximum of 3 percent at age 60 multiplied by the years of service multiplied by final salary. Generally, employees hired after January 1, 2013 are eligible for the "2% at 62" plan, consistent with the Public Employees' Pension Reform Act of 2013 (PEPRA).

In addition to the above, the Executive Officer receives:

Automobile allowance: \$550 per month