



Lou Ann Texeira  
 Executive Officer

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<b>Donald A. Blubaugh</b> <i>Public Member</i>	<b>Dwight Meadows</b> <i>Special District Member</i>
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<b>Michael R. McGill</b> <i>Special District Member</i>	<b>Rob Schroder</b> <i>City Member</i>
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*County Member*  
**Sharon Burke**  
*Public Member*  
**Tom Butt**  
*City Member*  
**George H. Schmidt**  
*Special District Member*

August 13, 2014 (Agenda)

August 13, 2014  
Agenda Item 11

Contra Costa Local Agency Formation Commission  
 651 Pine Street, Sixth Floor  
 Martinez, CA 94553

**Proposed Amendment to the LAFCO Employee Benefit Plan**

Dear Members of the Commission:

LAFCO is an independent entity created by the State Legislature. Pursuant to Government Code §56000 et seq., LAFCO hires its own staff and can provide benefits, including health, dental, retirement and other benefits for its employees.

In November 2007, the Commission adopted a personnel system for Contra Costa LAFCO, including job descriptions, a classification/salary plan, an updated contract between LAFCO and Contra Costa County Employees' Retirement association (CCCERA), and an employee benefit plan. The employee benefit plan provides benefits comparable to the County's management benefit plan in place at the time.

Contra Costa LAFCO currently employs two full-time employees and purchases its health, dental and other employee benefits through Contra Costa County. LAFCO staff was recently contacted by the County Human Resources Department with a request to amend the LAFCO employee benefit plan to allow LAFCO employees to participate in the County's deferred compensation loan program. The LAFCO employee benefit plan currently allows LAFCO employees to participate in the County's deferred compensation program. The County informs us that LAFCO is one of two small employer entities without the loan program option, which is preventing the County from fully automating the deferred compensation system.

**FISCAL IMPACTS** - There are no fiscal impacts associated with the proposed amendment to the LAFCO employee benefit plan.

**RECOMMENDATION** - In an effort to accommodate the County's request and to save the County time and resources, staff recommends that LAFCO amend its employee benefit plan as requested.

Sincerely,

LOU ANN TEXEIRA  
 EXECUTIVE OFFICER

Attachment – LAFCO Resolution 2014-1 Amending the Benefit Plan for LAFCO Employees

c: Christine Penkala, County Human Resources Department

RESOLUTION NO. 2014-1

RESOLUTION OF THE CONTRA COSTA LOCAL AGENCY FORMATION COMMISSION  
**AMENDING THE BENEFIT PLAN FOR LAFCO EMPLOYEES**

**WHEREAS**, the Contra Costa Local Agency Formation Commission (LAFCO) is an independent regulatory agency created by the State Legislature; and

**WHEREAS**, pursuant to Government Code §56385, LAFCO may provide benefits, including retirement, health, dental and other benefits to its employees; and

**WHEREAS**, in 2007, the Commission adopted a benefit plan for LAFCO employees; and

**WHEREAS**, Contra Costa LAFCO participates in Contra Costa County administered benefit programs for health, dental, life insurance, deferred compensation and other employee benefit; and

**WHEREAS**, any changes to the LAFCO employee benefit plan must be approved by the Commission; and

**WHEREAS**, Contra Costa LAFCO retains the right to modify the LAFCO employee benefit plan at any time, and will notify the County in such event; and

**WHEREAS**, the Contra Costa County Human Resources Department requested that LAFCO amend its employee benefit plan to allow eligible LAFCO employees to participate in the deferred compensation loan program as administered by Contra Costa County.

**NOW, THEREFORE, BE IT RESOLVED** that Contra Costa LAFCO hereby amends its employee benefit plan to add the following language:

**DEFERRED COMPENSATION PROGRAM – Effective August 13, 2014, LAFCO employees who qualify as eligible participants, may participate in the Deferred Compensation Loan Program as administered by Contra Costa County.**

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PASSED AND ADOPTED THIS 13<sup>TH</sup> day of August 2014, by the following vote:

- AYES:
- NOES:
- ABSTENTIONS:
- ABSENT:

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ROB SCHRODER, VICE CHAIR, CONTRA COSTA LAFCO

*I hereby certify that this is a correct copy of a resolution passed and adopted by this Commission on the date stated above.*

Dated: August 13, 2014

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Lou Ann Texeira, Executive Officer