



**Agenda Item Number
5.b.
FY24 Executive Director Compensation**

Date: January 26, 2023

Presenter: Brenda Wilson

Action Recommended: Approve

Background:

My annual evaluation was completed in spring of this year. My current two-year contract was set to expire at the end of a two-year term on June 30, 2023, so no contract was presented for renewal this year.

At the June 14, 2022, Executive Committee meeting, the Executive Committee voted unanimously to accept the evaluation and directed that the current contract be amended now through June 30, 2025, with the discussion of compensation to be brought back to the Executive Committee before the end of the year. The Committee also requested compensation comparables for other agencies.

At the December 11, 2022 Executive Committee meeting, I presented a spreadsheet of comparative compensation figures for other COGs and other similar organizations in the metro area which showed my compensation as the second lowest without the bonus that had been built into my contract; with the bonus taken into consideration, my salary is very closely aligned with OCWCOG, even though LCOG's budget is more and the number of employees is greater. I explained the bonus allows for more flexibility should there be budget issues.

Committee members raised some concerns about not including increases in the base salary which made it harder to catch compensation up to where it should be. The Committee agreed to moving the current bonus into the base salary and making the base salary in line with OCWCOG Director's salary of \$159,000 as well as increasing the cell phone allowance and transportation allowance to be in alignment with

OCWCOG. Members also felt that a 3.5% merit step increase, which is what other LCOG employees receive, be built into the contract with a \$10,000 bonus to be provided upon a satisfactory evaluation.

Suggested Action: Approve the Contract Amendment.

Attachments: Contract Amendment