



San Diego County
Local Agency Formation Commission
 Regional Service Planning | Subdivision of the State of California

5h

AGENDA REPORT
 Consent | Action

November 3, 2025

TO: Chair Whitburn and Commissioners
FROM: Holly O. Whatley, Commission Counsel
SUBJECT: Designation of Labor Negotiators

SUMMARY

The San Diego County Local Agency Formation Commission (LAFCO) will consider designating its labor negotiators for purposes of reviewing – and negotiating if warranted – the salary and benefits of the Executive Officer as part of the annual performance review. Consistent with policy and practice, it is recommended the Commission formally designate Chair Whitburn, Vice Chair Willis, and Commissioner Becker as its negotiators in step with their role as the Executive Officer Compensation Committee.

DISCUSSION

The Brown Act, the State’s open meeting law, authorizes LAFCO to discuss its Executive Officer’s compensation and benefits in closed session. “However, prior to the closed session, the legislative body of the local agency shall hold an open and public session in which it identifies its designated representatives” who will negotiate on behalf of LAFCO (Gov. Code, § 54957.6, subd. (a).) LAFCO’s internal rules establish a procedure for negotiating the Executive Officer’s compensation and benefits. Under LAFCO Rule No. 6.20(6)(b), “The Executive Officer Compensation Committee shall periodically review and rate the performance of the Executive Officer and make recommendations to the full Commission for any adjustments to the Executive Officer’s compensation.” LAFCO Rule No. 6.20(6)(a) states:

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“The Executive Officer Compensation Committee shall consist of three members of the Personnel Committee as provided under Rule No. 1.11 with the option of the Chair to add a fourth member at his or her discretion.” LAFCO Rule No. 1.11 reads, “The Commission establishes the Personnel Committee to review matters relating to the Personnel Rules outlined in Section 6. The Committee shall be composed of three members of the Commission consisting of the Chair, Vice Chair, and Immediate Past Chair. The Chair shall make an appointment to fill the Immediate Past Chair seat on the Personnel Committee should the Immediate Past Chair no longer be on the Commission.”¹

Therefore, consistent with the Brown Act and LAFCO Rule Nos. 1.11 & 6.20, LAFCO must designate in open session its Chair, Vice Chair, and Commissioner Becker as labor negotiators. The Board may also appoint a fourth member, at the discretion of Chair Whitburn.

RECOMMENDATION

It is recommended San Diego LAFCO designate by minute order Chair Whitburn, Vice Chair Willis, and Commissioner Becker to serve as labor negotiators to negotiate the Executive Officer’s salary and benefits.

ALTERNATIVES FOR ACTION

The following alternatives are available to San Diego LAFCO through a single motion:

Alternative One (recommended):

Designate by minute order Chair Whitburn, Vice Chair Willis, and Commissioner Becker to serve as labor negotiators to negotiate the Executive Officer’s salary and benefits.

Alternative Two:

Continue the agenda item to another meeting.

Respectfully,

Holly O. Whatley
General Counsel

¹ Chair Whitburn has appointed Commissioner Becker as the third member of the Personnel Committee, filling the seat previously held by former Commissioner and Immediate Past Chair Jim Desmond.