



Solano Local Agency Formation Commission

675 Texas St. Ste. 6700 • Fairfield, California 94533
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Personnel Committee

Members: Commissioner Spring, Commissioner Price, Commissioner Shopay

Minutes

July 21, 2016

675 Texas St.

Suite 6700 - 6th Floor

Fairfield, CA 94533

The meeting was called to order at 10:08 all members were present including LAFCO staff, Marc Fox of Solano County Human Resources and Michelle Heppner of the County Administrator's Office.

1. Communications from the public

There were no communications from the public.

2. Review Leave Accrual Policy and suggested amendments to the Personnel and Salary Resolution (Information)

The committee heard that the current policy did not comply with the IRS Constructive Receipt Doctrine. Marc Fox had proposed some language to revise the policy so it would be in compliance. Staff proposed some additional language that would automatically payout any excess accrued vacation leave above the cap. A discussion followed with regard to the automatic payout policy whereby it was decided that the employee should request leave at the beginning of the fiscal year to be sure they would not exceed the cap. The Committee agreed to recommend the proposed language that would comply with the IRS Constructive Receipt Doctrine but not the automatic payout language.

The meeting was adjourned at 10:48.

Commissioners

John Saunderson, Chair • Jack Batchelor, Vice-Chair

Harry Price • Jim Spring • John Vasquez

Alternate Commissioners

Skip Thomson • Nancy Shopay • Pete Sanchez

Staff

Elliot Mulberg, Executive Officer • Michelle McIntyre, Analyst • P. Scott Browne, Legal Counsel