

# MARIN GENERAL SERVICES AUTHORITY

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## MEMORANDUM

**DATE:** January 8, 2015  
**TO:** MGSA Board of Directors  
**FROM:** Paul Berlant, Executive Officer  
**SUBJECT:** AGENDA ITEM H: Executive Officer Hours

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### Background

In the fall of 2011 the Board asked me to continue to serve as Executive Officer after conducting the quadrennial recruitment for Executive Officer in the fall of 2011 as required by the JPA agreement. In May 2012 the Board increased my total compensation from \$110,000/year to \$115,500/year. In January 2013, I voluntarily reduced my compensation by 20% given, due to a variety of reasons, a reduced workload. Thus, my rate of compensation has not changed in three years, although my effective compensation has been reduced. As you will recall, I am a contract employee, with my services provided by Regional Government Services (RGS). The total currently paid to RGS is \$94,164/year.

### Proposed New Hours

Given the new MGSA role in the county-wide Animal Control Services program and the need to renew our streetlight maintenance agreement and/or engage a new contractor, depending on the result of the RFP process underway, I see a significant increase in workload for 2015. As such, I am suggesting that three-fourths of the reduction in hours and compensation I took in 2013 be reversed effective January 1, 2015. The result would be a total annual compensation package of \$110,230, approximately 12% of which is retained by RGS to cover its costs related to my employment.

No action is required regarding the contract between MGSA and RGS. The terms continue to allow for a maximum annual compensation of \$115,500. Unless the Board has an objection, I will increase my hours reported to RGS as suggested above.