# OC LAFCO ByLaws, Policies and Procedures





### **INTRODUCTION**

The Local Agency Formation Commission of Orange County (OC LAFCO) Bylaws, Policies and Procedures contain the bylaws, accounting, personnel and general policies and procedures of the Commission. OC LAFCO's governing statute, the Cortese-Knox-Hertzberg Government Reorganization Act of 2000 (Government Code Section 56000 et seq.) requires that each LAFCO adopt written policies and procedures. Since its formation in 1963, OC LAFCO has adopted individual policies and procedures necessary in accordance with State Law and at the direction of the Commission. These policies and procedures are revisited and updated regularly to incorporate any changes in State law or in policies adopted by the Commission in the preceding year. The OC LAFCO policies and procedures are intended to better inform OC LAFCO, its staff, public agencies and citizens of Orange County about the operations, responsibilities and functions of OC LAFCO. The OC LAFCO policies and procedures contained herein generally do not reiterate or interpret State law. They are intended to supplement State law and reflect the unique circumstances and conditions in Orange County.

For ease of reference, the Commission policies are divided into five major Sections: (1) OC LAFCO Bylaws; (2) Accounting and Financial Policies and Procedures; (3) Personnel Policies and Procedures; (4) Administrative Policies and Procedures; and, (5) Project Processing Policies and Procedures. An outline of these policies may be found within the Table of Contents provided on the next page. Additionally, the policies may be accessed and downloaded from the same outline or the individual links provided for each policy document.

Any questions concerning the Commission's adopted policies and procedures can be directed to the Commission's Executive Officer or Assistant Executive Officer:

Carolyn Emery, OC LAFCO Executive Officer
2677 North Main Street
Suite 1050
Santa Ana, CA 92705
(714) 640-5100
www.oclafco.org

# **SECTION 1: Orange County LAFCO Bylaws**

Commission Bylaws (3-2023)

# **SECTION 2: Accounting and Finance Policies and Procedures**

- PART 1 Introduction
- PART 2 General Policies
- PART 3 Policies Associated with Revenues and Cash Receipts
- PART 4 Policies Associated with Expenditures and Disbursements
- PART 5 Policies Pertaining to Specific Asset and Liability Accounts
- PART 6 Policies Associated with Financial Reporting

## **SECTION 3: Personnel Policies and Procedures**

- PART 1 Employment
  - 3.1 Employee Acknowledgement Form
  - 3.2 At-Will Employment
  - 3.3 Equal Employment Opportunity Policy
  - 3.4 Lactation Accommodation
  - 3.5 Reasonable Accommodation
  - 3.6 Policy Again Harassment, Discrimination, and Retaliation
  - 3.7 Performance Management
  - 3.8 Personnel Records
  - 3.9 Termination
- PART 2 Salary And Wage Administration
  - 3.10 Hiring and Staffing
  - 3.11 Compensation Practices
  - 3.12 Employment Categories

- 3.13 Pay Policies
- 3.14 Compensation Structure

### PART 3 – Benefits

- 3.15 Insurance and Other Benefits
- 3.16 Tuition Reimbursement
- 3.17 Staff Mileage Reimbursement

### PART 4 – Time Off

- 3.18 Sick Leave Benefits
- 3.19 Vacation
- 3.20 Holiday
- 3.21 Compensatory Time
- 3.22 Pregnancy Related Disability Leave
- 3.23 Other Time Off
- 3.24 Family and Medical Leave

### PART 5 – Conduct And Problems

- 3.25 Safety
- 3.26 Workplace Violence Policy
- 3.27 Drug and Alcohol Policy
- 3.28 Desk Inspection Policy
- 3.29 Theft or Loss of Office Equipment
- 3.30 Problem Resolution Procedure

# **SECTION 4: Administrative Policies and Procedures**

Appointment of OC LAFCO Public Members and Commrs Terms Guidelines (3-2023)

Disposal of Surplus Property Policy (3-2023)

Legislative Policy and Guidelines (6-2023)

California Public Records Act Policy (3-2024)

Records Retention and Destruction Policy (3-2024)

Sponsorship of Conferences and Meetings Policy and Guidelines (3-2023)

Social Media Use Policy (3-2023)

Selecting LAFCO Voting Delegates Guidelines (3-2023)

Distribution of LAFCO Reports Policy (3-2023)

Software License Agreement Policy (3-2023)

Geographic Information Systems Policy (3-2023)

Conflict of Interest Advice Guidelines (3-2023)

Use of Computer Electronic Communications Policy (3-2023)

Limited English Proficiency Services Policy (8-2023)

# **SECTION 5: Project Processing Policies and Procedures**

Processing Applications and Evaluating Proposals Guidelines (3-2023)

Conducting Protest Hearings (9-2023)

Commission Initiation of Proposals Policy (10-2023)

Processing Conflicting Proposals (3-2023)

Policy and Procedures for Processing Incorporations (3-2024)

Review and Processing OASA (3-2023)

Unincorporated Small Islands Policy (3-2023)

Evaluating Plan for Providing Services Guidelines (3-2023)

Guidelines for Preparing Municipal Service Reviews (3-2023)

Disclosure of Political Expenditures Policy (3-2023)

Establishing and Updating Spheres of Influence Guidelines (3-2023)

Holding Public Community Meetings Policy (3-2023)

Indemnification of OC LAFCO by Applicants Policy (3-2023)

Incomplete Applications Policy (3-2023)

Fee Waiver and Refund Policy (3-2023)

Community Identity Policy (3-2023)

Policy and Procedures for Disincorporations (3-2023)

Disadvantaged Unincorporated Communities Policy (3-2023)