

EXECUTIVE SUMMARY

OFFICE OF THE INDEPENDENT BUDGET ANALYST REPORT

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Agency-Employee Model

On January 31, 2011, the IBA presented Report No. 11-04, Options for Structuring the Redevelopment Agency, to the Redevelopment Ad-Hoc Committee. The report provided a high-level overview of six organizational models identified for potential structuring of the Agency. This report provides a more focused examination of the Agency-Employee model, highlighting some of the key differences from other models under consideration, and outlines steps that would need to be taken for implementation.

From a structural point of view, the most significant difference between the Agency-Employee model and the Commission or Corporation models is that the latter two would result in the creation of a separate board that would act in an advisory capacity and oversee day-to-day operations. This aspect may be viewed as having both advantages, such as additional review and vetting of redevelopment projects, and disadvantages, such as longer review times and less accountability to the public.

Transitioning from the current City Redevelopment structure to any of the other structural options will involve a number of practical and logistical considerations, such as determining compensation packages, job descriptions, staffing levels and appointment procedures; and preparing policies and procedures, governing documents and service level agreements. In addition, a transition plan for current employees in the City Redevelopment Department would need to be established. It is unclear whether or to what extent this transition will require meet and confer. In addition to these tasks, implementing the Commission or Corporation models would likely also involve additional tasks associated with establishing and supporting the Commission or corporation board.

As a result, it is likely that transitioning to the Agency-Employee model would present the fewest administrative challenges. However, it should be noted that some of the additional tasks and complexities of establishing a Commission or Corporation, and the associated organizational structure, could be avoided or reduced if these models were to be implemented through consolidation with existing entities, such as the Housing Commission, CCDC or SEDC.