



LORI GLASGOW  
EXECUTIVE OFFICER

# COUNTY OF LOS ANGELES BOARD OF SUPERVISORS

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September 12, 2017

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, California 90012

Dear Supervisors:

# ADOPTED

BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

7 September 12, 2017

LORI GLASGOW  
EXECUTIVE OFFICER

## **REQUEST APPROVAL OF SUPPLEMENTAL SALARIES TO HEATHER RIGBY AND ARTHUR TROWBRIDGE BY THE FORD THEATRE FOUNDATION (THIRD DISTRICT) (3 VOTES)**

### **SUBJECT**

Approval of payment by the Ford Theatre Foundation of a supplemental salary to Heather Rigby, Managing Director of the Ford Theatres of \$11,000 annually beginning in 2017, and a one-time supplemental salary of \$10,000 for 2017 to Arthur Trowbridge, Production Manager of the Ford Theatres.

### **IT IS RECOMMENDED THAT THE BOARD:**

Approve payment by the Ford Theatre Foundation of a supplemental salary to Heather Rigby, Managing Director of the Ford Theatres of \$11,000 annually beginning in 2017, and a one-time supplemental salary of \$10,000 for 2017 to Arthur Trowbridge, Production Manager of the Ford Theatres.

### **PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

In 1995, your Board created the Ford Theatre Foundation to solicit and accept private donations from corporations, foundations, and individuals to develop and present programs for the residents of Los Angeles County at the John Anson Ford Theatres (Ford Theatres), a County regional park.

After conducting an analysis of compensation levels for comparable positions, the Ford Theatre Foundation concluded that a salary supplement was necessary for the Managing Director to compete effectively with other performing arts centers.

In 2001 and 2003, your Board approved a supplemental salary for the Managing Director for the position's oversight of the operations of the Ford Theatres and Ford Theatre Foundation.

In 2007 your Board approved a supplemental salary for the Executive Director of the Arts Commission to ensure that all fundraising and functional responsibilities of the Foundation were met.

In 2012, your Board approved a supplemental salary for the position of Managing Director of the Ford Theatres to compensate for additional responsibilities managing the operations of the Ford Theatres and Ford Theatre Foundation, including coordination of the Ford Theatres construction project.

In 2016, your Board approved the separation of the Ford Theatres from the Arts Commission. During that transition, the Managing Director of the Ford Theatres assumed direction of the Ford Theatre Foundation in conjunction with the Interim Executive Director under authorization of the Foundation's Board of Directors.

When the Managing Director of the Ford Theatres, Wendell Davis, left the Ford in February of 2017, operations of the Ford Theatre and Ford Theatre Foundation were transferred to incoming Managing Director Heather Rigby, and coordination of the construction project was transferred to Arthur Trowbridge, Production Manager of the John Anson Ford Theatres.

### **Implementation of Strategic Plan Goals**

This action supports the County's Strategic Plan Strategy III.1 Continually Pursue Development of Our Workforce. Invest in tomorrow's workforce today and today's workforce for a better tomorrow.

### **FISCAL IMPACT/FINANCING**

Approval of the salary supplements will result in no net County cost. The salary supplements are fully funded by the Ford Theatre Foundation operating budget. Funds for these purposes have been authorized by the Ford Theatre Foundation Board of Directors at their meetings on April 13, 2017 and June 15, 2017.

### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

Section 5.44.030 of the County Code requires Board approval for payment of supplemental salaries to County employees.

### **IMPACT ON CURRENT SERVICES (OR PROJECTS)**

Ms. Rigby's management and coordination of new programming and Mr. Trowbridge's coordination of the Ford Theatres Construction Project will position the John Anson Ford Theatres to continue to grow and innovate, and fulfill its role to reach all residents of Los Angeles County.

The Honorable Board of Supervisors

9/12/2017

Page 3

Respectfully submitted,

A handwritten signature in cursive script that reads "Lori Glasgow". The signature is written in a dark ink and is positioned above the typed name and title.

LORI GLASGOW

Executive Officer, Board of Supervisors

OE:HC:sg

c: Chief Executive Officer  
County Counsel  
Executive Officer, Board of Supervisors