

Draft FY25-26 Administrative & Operations Budget

Presented by:
Ryan Johnson
Interim CEO



Themes

- The budget provides money for *accountability, innovation, & flexibility* during our initial growth years.
- LACAHSa will continue to build on best in class partnerships in accounting, legal, IT, and compliance.
- The agency is focused on technology to enhance internal communications and avoid external bureaucracy over the first-five year
- Best in class partnerships are significantly reduced from years 3-5 as internal capacity is integrated into LACAHSa.



Guide

- LACAHSAs authorizing statute allows the Agency to use *up to 10%* of Agency revenues to fund its Administrative & Operating Costs
 - When taking other expenditure requirements into account, the maximum allowable percentage is 5% of Agency revenues for Administrative & Operating Costs
- Administrative & Operating costs are being defined as salaries, benefits, consultant costs, insurance, rent and other miscellaneous costs
- Staff is **not** proposing to use any agency Programs or Investments related funding to cover Administrative or Operating costs



Summary

- Total proposed Administrative & Operating Budget for FY25-26
 - \$16.1 M Total Agency Budget
 - Includes repaying LA County's loan in full
- Authorizes up to 45 full time positions, assumes staggered hiring over the course of the fiscal year
 - Total salaries & benefits: \$10.2 M
- Authorizes \$5.9M for third party costs and operational expenses
 - Total third party & operational expenses: \$2.7 M
 - Legal (BBK) & accounting & compliance (EisnerAmper) represent 77% of third party costs
 - Rent, insurance, other operational costs: \$3.2 M



Hiring Best Practices

- **Hiring Insights to Date**
 - Salary ranges approved in current FY24-25 Agency Budget were not competitive with similar public sector & non-profit positions and salary ranges
 - Ranges are deeply discounted to private sector employers
 - CFO & Inspector General position have engaged low response rate due to comparable salary & benefit
- Proposed salary ranges are based on public sector market analysis in L.A. County. Primary sources are:
 - L.A. County CEO's Office
 - L.A. County Homeless Services Authority
 - L.A. County Housing for Health



Agency Staffing Today

- Current LACAHSAs FTEs (as of 6/5/25)
 - 10
- Open Positions in hiring process
 - 6
 - Manager, Talent Acquisition
 - Financial Analyst
 - Deputy Chief, Strategic Investments
 - Chief Financial Officer
 - Inspector General
 - Chief Engagement and Intergovernmental Affairs Officer



Compensation Ranges

*** Current Staff Salaries Compared to Market**

	Department	Status	Benefits Eligible	Current Compensation	Minimum Prospected Salary	Maximum Proposed Salary	75% of Market Comp Survey
CEO	Executive	FT	Yes	\$245,000.00	\$380,000.00	\$430,000.00	\$450,000.000
Chief of HR	Executive	FT	Yes	\$190,000.00	\$270,000.00	\$290,000.00	\$315,000.000
Chief of Staff	Executive	FT	Yes	\$185,000.00	\$225,000.00	\$250,000.00	\$280,000.000
Managing Director of Investment	Executive	FT	Yes	\$205,000.00	\$270,000.00	\$290,000.00	\$320,000.000
Chief of Programining	Executive	FT	Yes	\$189,000.00	\$270,000.00	\$290,000.00	\$310,000.000
Deputy Director of Human Resoruces	Human Resources	FT	Yes	\$140,000.00	\$230,000.00	\$260,000.00	\$285,750.000
Executive Assitant	Administrative	FT	Yes	\$70,000.00	\$80,000.00	\$90,000.00	\$123,750.000
Controller	Finance	FT	Yes	\$176,500.00	\$192,500.00	\$215,000.00	\$222,861.000
Payroll Manager	Finance	FT	Yes	\$125,000.00	\$130,000.00	\$160,000.00	\$210,000.000
Chief Operating Officer	Operations	FT	Yes	\$230,000.00	\$310,000.00	\$330,000.00	\$365,000.000

* This chart represents all existing staff; ranges would be adjusted for both existing staff and future staff

* Compensation reflects staff electing not to participate in Calpers pension plan

Thank You