



LAFCO - San Luis Obispo - Local Agency Formation Commission
SLO LAFCO - Serving the Area of San Luis Obispo County

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RAYMOND A. BIERING
Legal Counsel

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Senior Analyst

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Commission Clerk

TO: MEMBERS, FORMATION COMMISSION

FROM: RAYMOND A. BIERING, LEGAL COUNSEL

DATE: APRIL 19, 2018

SUBJECT: AMENDMENT TO EMPLOYMENT CONTRACT BETWEEN THE SAN LUIS OBISPO LOCAL AGENCY FORMATION COMMISSION AND DAVID A. CHURCH (Recommend Approval)

Recommendation: It is respectfully recommended that the Commission approve the attached amendment to the employment contract with David A. Church, Executive Officer, and direct the Chair to execute it on behalf of the Commission.

Discussion. At its last meeting on March 15, 2018, the Commission conducted a closed session to complete the annual evaluation of the Executive Officer and considered the Executive Officer's compensation and employment contract. Based upon the collective evaluations of the Commissioners, Mr. Church was determined to meet and/or exceed expectations in all performance areas with his overall rating of exceeding expectations.

After discussion, the Commission determined to increase the annual compensation for the Executive Officer to \$148,191.86. This includes an annual cost of living increase based upon the CPI of 3.2% and a 1% merit increase. The matters were duly reported out of closed session by LAFCO Legal Counsel. The amendment to the Executive Officer's employment contract is now before your Commission for final approval. The other provisions of the original employment contract remain the same as approved in 2009 and as amended thereafter.

**2018 AMENDMENT TO EMPLOYMENT CONTRACT
BETWEEN THE SAN LUIS OBISPO LOCAL AGENCY
FORMATION COMMISSION
AND DAVID A. CHURCH**

THIS AMENDMENT is entered into by and between the San Luis Obispo Local Formation Commission (SLO LAFCO) and David A. Church, as its Executive Officer, on the date below stated.

WHEREAS, the parties hereto previously entered into an Employment Contract dated November 1, 2009, for service regarding the position of SLO LAFCO Executive Officer; and

WHEREAS, the contract between the parties provides for salary adjustments in accordance with an annual performance review process; and

WHEREAS, SLO LAFCO completed a performance evaluation of its Executive Officer on March 15, 2018, and determined that the compensation of the Executive Officer shall be increased to \$148,191.86 effective the first full pay period in July, 2018;

NOW, THEREFORE, the parties do mutually agree as follows:

1. Effective the first full pay period in July, 2018, the annual salary for the Executive Officer shall be \$148,191.86 inclusive of any cost of living increases applicable to SLO LAFCO employees in accordance with the Contract. On April 19, 2018, the Commission approved a cost of living increase of 3.2% that shall be included in the annual salary of \$148,191.86.
2. The remaining terms and conditions of the Contract shall remain in full force and effect.

IN WITNESS WHEREOF, SLO LAFCO and Employee have executed this Amendment on the 1st day of July, 2018.

DAVID A. CHURCH, Employee

ED WAAGE, Chairman
San Luis Obispo Local Agency Formation Commission

APPROVED AS TO LEGAL FORM AND EFFECT

RAYMOND A. BIERING
SLO LAFCO Legal Counsel

Dated: _____