



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

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**STAFF**

DAVID CHURCH  
Executive Officer

RAYMOND A. BIERING  
Legal Counsel

MIKE PRATER  
Senior Analyst

DONNA J. BLOYD  
Commission Clerk

**TO: MEMBERS, FORMATION COMMISSION**

**FROM: RAYMOND A. BIERING, LEGAL COUNSEL**

**DATE: APRIL 21, 2016**

**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 17, 2016, 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 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 from \$122,269.96 to \$131,561.44. This includes an annual cost of living increase based upon the CPI of 2.6% and a 5% 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.

**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 17, 2016, and determined that the compensation of the Executive Officer shall be increased to \$131,561.44 effective the first full pay period in July, 2016;

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

1. Effective the first full pay period in July, 2016, the annual salary for the Executive Officer shall be \$131,561.44. This includes any cost of living increases applicable to SLO LAFCO employees in accordance with the Contract and the merit increase approved by the Commission.

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, 2016.

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DAVID A. CHURCH, Employee

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FRANK MECHAM, Chairman  
San Luis Obispo Local Agency Formation Commission

APPROVED AS TO LEGAL FORM AND EFFECT

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RAYMOND A. BIERING  
SLO LAFCO Legal Counsel

Dated: \_\_\_\_\_