



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

**TO: MEMBERS, FORMATION COMMISSION**

**FROM: BRIAN PIERIK, LAFCO LEGAL COUNSEL**

**DATE: APRIL 15, 2021**

**SUBJECT: EMPLOYMENT CONTRACT WITH ROBERT FITZROY AS EXECUTIVE OFFICER**

**Recommendation.** Motion to approve Employment Contract Between the San Luis Obispo Local Agency Formation Commission and Robert Fitzroy for the position of Executive Officer

**Summary.**

On November 19, 2021, the Commission approved a Contract for Temporary Employment between the San Luis Obispo Local Agency Formation Commission (LAFCO) and David Church for Interim Executive Officer Services to commence on November 22, 2020. The former Executive Officer was Michael Prater who took the position of Executive Officer of Santa Barbara LAFCO.

Since November 22, 2020, there has been a recruiting process for the position of Executive Officer. Robert Fitzroy was one of the candidates for the Executive Officer position and the resume of Mr. Fitzroy is attached to this Staff Report. Mr. Fitzroy is being presented to the Commission for consideration of appointment to the position of Executive Officer.

As noted in his resume, Mr. Fitzroy is currently the Director of the Community Development Department for the City of Arroyo Grande. Prior employment includes working for the County of San Luis Obispo in the Planning & Building Department with the most recent position being Assistant Director. Prior to his work for the County, Mr. Fitzroy was employed by Rincon Consultants as a Planning & Environmental Impact Consultant. Mr. Fitzroy graduated from Cal Poly San Luis Obispo with a Bachelor's Degree and he also has a Masters of Natural Resource Management, Environmental Planning & Public Policy.

Attached is a proposed Employment Contract Between the Local Agency Formation Commission and Robert Fitzroy for the position of Executive Officer with a start date of May 24, 2021 ("Contract"). Section 2 of the Contract provides the services Mr. Fitzroy shall perform include all functions and duties of the Executive Officer, in the Commission's rules, policies, procedures and the Cortese-Knox-Hertzberg Local Government Reorganization Act of 2000 (hereinafter referred to as the CKH Act), and

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such legally permissible and proper duties and functions as may be assigned by LAFCO.

The annual salary of the under the Contract is \$166,742 payable in bi-weekly increments. The Contract provides for a salary adjustment to including any consumer price index (CPI) increase provided to other LAFCO employees. In addition, the Contract provides that salary increases may be approved by the Commission based on performance.

In addition to salary, the Contract provides for benefits which on an annualized basis will be \$86,396.00.

The recommendation is for the Commission to approve the proposed Employment Contract Between the San Luis Obispo Local Agency Formation Commission and Robert Fitzroy for the position of Executive Officer

**Attachments**

Resume of Robert Fitzroy

Employment Contract Between the Local Agency Formation Commission and Robert Fitzroy for the position of Executive Officer

# Attachment A

Resume of Robert Fitzroy

*Available Upon Request*

# **Attachment B**

Contract Between the Local Agency Formation Commission and Robert  
Fitzroy for the position of Executive Officer

*Available Upon Request*