



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

**TO: MEMBERS, FORMATION COMMISSION**  
**FROM: RAYMOND A. BIERING, COMMISSION COUNSEL**  
**DATE: APRIL 16, 2015**  
**SUBJECT: CONTRACT AMENDMENT-EXECUTIVE OFFICER**

**Recommendation.** It is respectfully recommended that the Commission approve this contract amendment to the LAFCO's contract with the Executive Officer.

**Summary.** In March 2015, your Commission completed a performance evaluation of Mr. David Church the LAFCO Executive Officer. In summary, your Commission concluded that Mr. Church is meeting and/or exceeding expectations in the performance of his duties as the LAFCO Executive Officer. The Commission authorized a 3% merit increase which is reflected in the attached Contract amendment. Mr. Church would also receive a 1.3% CPI increase as called for in the contract. This brings the base salary for the Executive Officer position to \$122,270.

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**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 19, 2015, and determined that the compensation of the Executive Officer shall be increased by three percent based on a performance evaluation that ranged from met expectations to exceeded expectations;

WHEREAS, the effective date of this increase shall be the first full pay period in July, 2015 and shall also include a consumer price index increase of 1.3%;

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

1. Effective the first full pay period in July, 2015, the annual salary for the Executive Officer shall be \$120,700.85, exclusive of any cost of living increases applicable to SLO LAFCO employees in accordance with the Contract. On April 16, 2012, the Commission approved a cost of living increase of 1.3% that shall be added to the annual salary of \$120,700.85 increasing the annual salary to \$122,269.96.

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 Second Amendment on the 16 day of April, 2015.

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DAVID A. CHURCH, LAFCO Employee

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Tom Murry, 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: \_\_\_\_\_