



# San Luis Obispo Local Agency Formation Commission

**TO: MEMBERS OF THE COMMISSION**

**FROM: HOLLY WHATLEY, GENERAL COUNSEL & LABOR NEGOTIATOR**

**DATE: MAY 15, 2025**

**SUBJECT: EMPLOYMENT CONTRACT AMENDMENT FOR THE EXECUTIVE OFFICER**

## **RECOMMENDATION**

---

**Action:** Approve the proposed amendment to the employment contract of the Executive Officer.

## **AMENDMENT**

---

On March 20, 2025, the Commission, in Closed Session, held a regular performance review of the Executive Officer, and subsequently a conference with the Labor Negotiator regarding the salary of the Executive Officer. The Labor Negotiator has returned with a contract amendment consistent with the direction provided during negotiations. The contract amendment would provide the Executive Officer with a 3.5% cost of living adjustment accompanied by a 2% merit-based raise. The increase is based on excellent performance, increased cost of living, and salary comparisons of LAFCOs across the State. The Executive Officer's salary has been \$174,000 annually since Fiscal Year 2022-2023. The proposed cost of living adjustment and merit-based raise would increase the Executive Officer's salary to \$183,570 beginning July 1, 2025 (Fiscal Year 2025-2026). See Attachment A for the contract amendment.

## **ATTACHMENTS**

---

**Attachment A:** Contract Amendment No.1

### **COMMISSIONERS**

Chairperson  
STEVE GREGORY  
City Member

Vice-Chair  
HEATHER MORENO  
County Member

DAWN ORTIZ-LEGG  
County Member

ED WAAGE  
City Member

ED EBY  
Special District Member

NAVID FARDANESH  
Special District Member

DAVID WATSON  
Public Member

**ALTERNATES**  
BRUCE GIBSON  
County Member

CARLA WIXOM  
City Member

VACANT  
Special District Member

MICHAEL DRAZE  
Public Member

**STAFF**  
ROB FITZROY  
Executive Officer

IMELDA MARQUEZ-VAWTER  
Analyst

MORGAN BING  
Analyst

MELISSA MORRIS  
Commission Clerk

HOLLY WHATLEY  
Legal Counsel

# **Attachment A**

Contract Amendment No. 1

**FIRST AMENDMENT TO EMPLOYMENT CONTRACT**

**RECITAL**

On \_\_\_\_\_, 2025, the San Luis Obispo Local Agency Formation Commission approved amending the Employment Contract between the San Luis Obispo Local Agency Formation Commission (hereafter "LAFCO") and Rob Fitzroy ("Employee") dated May 24, 2021 ("Employment Contract"), attached as Exhibit A. This First Amendment follows the Employee's annual performance review and is made as permitted by Paragraphs 5 and 11 of the Employment Contract. The Parties agree as follows:

**AMENDMENT**

1. Paragraph 5 ("Compensation"), subparagraph a ("salary") is hereby amended in its entirety to read as follows:
  - A. Effective as of the first full pay period in the fiscal year commencing July 1, 2025, LAFCO shall pay to Employee as compensation in full for all services performed by Employee pursuant to this Contract an annual salary of \$183,570.
2. All other recitals, paragraphs, subparagraphs, and clauses of the Employment Contract remain unchanged by this First Amendment to Employment Contract.

**EXECUTIVE OFFICER**

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

\_\_\_\_\_  
Robert Fitzroy

**LAFCO**

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

\_\_\_\_\_  
Steve Gregory, Chair

Approved as to form:

\_\_\_\_\_  
Holly O. Whatley  
General Counsel

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

Attest:

\_\_\_\_\_  
Melissa Morris  
LAFCO Clerk

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