

SAN LUIS OBISPO COUNCIL OF GOVERNMENTS

STAFF REPORT

MEETING DATE: November 7, 2007

SUBJECT: FY 07/08 Executive Director Contract Modifications

SUMMARY

Annually, the SLOCOG Board conducts an Executive Director Employee Performance Evaluation and considers any modifications to the Executive Director Contract. Legal Counsel distributed evaluation forms and compiled the results. This assessment was continued from the last several meetings due to time limitations. On October 3, 2007, the Board met in Closed Session and discussed the evaluation and modifications to the contract.

The Executive Director was found to be performing “above satisfactory” and was offered an increase in his compensation of “2% to go towards either his deferred compensation program or payments towards his CALPERS Long-Term Care Coverage”. This provision is included in the attached contract amendment retroactive to the first pay period in August.

RECOMMENDATION

Approve amended contract consistent with Board action.

DISCUSSION

Contract modifications address the benefit adjustments as noted:

Amend Section 6 – Other Supplemental Benefits as follows:

Add Subsection (k). Provide an equivalent of up to two percent of the Executive Director's compensation towards payments for a CALPERS Long-Term Care Coverage, with compensation retroactive to the first pay period in August, 2007.

Staff Report Prepared by Ronald De Carli, reviewed by Legal Counsel, Wyatt Cash

**AMENDMENT TO EXECUTIVE DIRECTOR EMPLOYMENT CONTRACT
BETWEEN
SAN LUIS OBISPO COUNCIL OF GOVERNMENTS
AND RONALD L. DE CARLI**

WHEREAS, the San Luis Obispo Council of Governments (hereinafter referred to as Council) appointed Acting Director Ronald L. De Carli in September 1990, to serve as the officially-designated Executive Director of the Council; and

WHEREAS, the Council updated an Executive Director Compensation and Benefit Plan and Director Evaluation Process in December 2000 requiring an annual performance evaluation and a concurrent compensation modification as negotiated with the Board; and

WHEREAS, the Council evaluated the Executive Director's performance on October 3, 2007, in accordance with the provisions set forth in the adopted Evaluation Process; and

WHEREAS, the Council found the Executive Director's performance was "Above Satisfactory"; and

WHEREAS, the Council evaluated and agreed to the compensation proposal submitted by Mr. De Carli.

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

That the San Luis Obispo Council of Governments (SLOCOG) hereby approves an amendment to the Executive Director Employment Contract as follows:

Section 6 – Other Supplemental Benefits.

Add Subsection: (k). Provide an equivalent of up to two percent of the Executive Director's compensation towards CALPERS Long-Term Care Coverage, with compensation retroactive to the first pay period in August, 2007.

The remaining terms and conditions of the Contract shall remain in full force and effect.

IN WITNESS WHEREOF, SLOCOG and Mr. De Carli have executed this Amendment to said Contract on November 7, 2007.

**James Patterson, President
San Luis Obispo Council of Governments**

**Ronald L. De Carli, Executive Director
San Luis Obispo Council of Governments**

Attest:

**Aida Nicklin, Executive Secretary
San Luis Obispo Council of Governments**

**APPROVED AS TO FORM AND
LEGAL EFFECT:
Wyatt Cash, Legal Counsel**