



**Local Agency Formation Commission of Napa County**  
Subdivision of the State of California

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*We Manage Local Government Boundaries, Evaluate Municipal Services, and Protect Agriculture*

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**Agenda Item 7c (Action)**

**TO:** Local Agency Formation Commission

**PREPARED BY:** Jennifer Gore, Legal Counsel

**MEETING DATE:** August 1, 2016

**SUBJECT:** Consider Adjustment to the Executive Officer's Compensation

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**RECOMMENDATION**

It is recommended that the Commission consider whether to approve an adjustment to the Executive Officer's compensation based on its evaluation of his performance over the last year.

**BACKGROUND**

The Commission's adopted policy on evaluating the Executive Officer's Performance provides that the Commission shall review the Executive Officer's performance twelve months following the date of hire. Thereafter, reviews shall occur annually. The policy also provides that, "at the completion of the performance review, the Commission will consider any appropriate action with respect to the compensation of the Executive Officer."

**DISCUSSION**

Mr. Freeman was hired to serve as the Executive Officer to Napa County LAFCO on July 2, 2015. Consistent with its policy, at its July 18<sup>th</sup> meeting, the Commission initiated a review of the Executive Officer's performance during his first twelve months on the job. Having completed the review of the Executive Officer's performance, Counsel recommends that the Commission now consider any appropriate action with respect to the compensation of the Executive Officer.

**ATTACHMENTS**

None

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Greg Pitts, Vice Chair  
Councilmember, City of St. Helena

Juliana Inman, Commissioner  
Councilmember, City of Napa

Joan Bennett, Alternate Commissioner  
Councilmember, City of American Canyon

Diane Dillon, Chair  
County of Napa Supervisor, 3rd District

Brad Wagenknecht, Commissioner  
County of Napa Supervisor, 1st District

Keith Caldwell, Alternate Commissioner  
County of Napa Supervisor, 5th District

Brian J. Kelly, Commissioner  
Representative of the General Public

Gregory Rodeno, Alternate Commissioner  
Representative of the General Public

Brendon Freeman  
*Executive Officer*