



## Staff Report

**TO:** City Council  
**FROM:** Elizabeth Gibbs, Interim City Manager  
**DATE:** June 7, 2022  
**SUBJECT:** Authorize First Amendment to the Chief of Police Employment Agreement

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### Background and Analysis:

The City Manager and Chief of Police engage in labor negotiations on an annual basis as it relates to the anniversary of the appointment as Police Chief, March 15, 2016. In January 2022 staff began reviewing and analyzing the results of a compensation study conducted by Ralph Andersen and Associates. As a result of this analysis, memoranda of understanding were approved by the City Council with the Police Officers Association on January 4, 2022, and the Police Management Unit on February 15, 2022. No across the board increases were awarded to any one labor group. However, the City agreed to increase salary ranges for all classifications in the unit to the median of the agencies compared in the study. That review and analysis found the total compensation package including cash, insurance and retirement for the Chief of Police classification is currently 14.2% below median.

During negotiations, the Chief of Police requested an additional six months of severance in the event the City intends to utilize section 4.2(b) "Termination by City for Convenience and Without Cause" clause of the employment contract. This request is due to extensive executive recruitment timelines, as well as the lengthy background process for law enforcement, which differs significantly from that of civilian executives.

All proposed changes are reflected in the attached First Amendment to the Chief of Police employment agreement and detailed below.

Changes include the following:

1. Effective January 7, 2022, Employee's base gross annual salary will be increased by ten percent (10%) from \$230,006.40 to \$253,863.96.

2. Effective January 7, 2022, the City shall contribute 5% or \$1,057.76 per month to the employee's individual 457(b) deferred compensation account. Previously, there was no City contribution.
3. Effective June 7, 2022, Employee termination by City for convenience shall be changed from six (6) months to twelve (12) months.

**Fiscal Impact:**

The existing contract provides for an annual fully loaded fiscal impact of \$431,069. The First Amendment will result in an annual, fully loaded fiscal impact of \$482,116, which is an increase of \$51,047. The projected increase for the remainder of FY 21/22 is approximately \$25,525.

Staff estimates the cost to prepare this report to be \$975.

**Recommended Action:**

Authorize the Mayor to execute the First Amendment to the Chief of Police Employment Agreement.

**Attachments:**

- A. First Amendment to the Chief of Police Employment Agreement.