



City Council Meeting Staff Report

Meeting Date: October 28, 2025

Subject: Consideration and Adoption of Resolution Authorizing Execution of an Employment Agreement with Michael C. Garlock for the Position of Police Chief

Prepared By: Bill Zenoni, City Manager

Recommendation: Staff recommends that the Wheatland City Council consider adoption of a resolution authorizing execution of an employment agreement with Michael C. Garlock for the position of Police Chief, subject to Mr. Garlock's successful passing the City's background investigation.

Discussion: The City of Wheatland has completed its recruitment process to fill the position of Police Chief. Interviews were conducted by an outside panel with follow-up interviews conducted by the City Manager and City Council subcommittee (Vice Mayor Lisa McIntosh and Councilmember John Abe). While there were several very qualified applicants for this position, the candidate recommended for consideration is Michael Garlock.

Mr. Garlock's experience includes over 25 years with the City of Auburn Police Department. Mr. Garlock retired from the City of Auburn as a Police Lieutenant in 2021 and has continued to work as a Reserve Officer for the City of Auburn since his retirement. Mr. Garlock has a master's degree in Law Enforcement, has completed numerous law enforcement training courses and maintains several California Police Officer Standards and Training (POST) certifications.

The City is currently completing the standard background investigation process for a public safety employee. It is anticipated that this process will be completed by early November. In order to fill the Police Chief position as expeditiously as possible, it is recommended that the City Council approve the agreement with Mr. Garlock, subject to his passing the City's background investigation.

The key provisions of Mr. Garlock's employment agreement include:

- Compensation of \$65.53 per hour (Step 2 of the Police Chief salary range)
- 40 hours of annual administrative leave
- \$300 monthly in lieu of health benefits
- Life insurance of \$75,000
- Participation in the City's retirement program with a 7 percent match to a required 3 percent employee contribution
- Three year contract term, to October 31, 2028

Fiscal Impact: Funding for this agreement is included in the Fiscal Year 2025-26 budget.

Attachments:

1. Resolution
2. Employment Agreement