



Legislation Details (With Text)

File #:	24-270	Version:	1	Name:	Police Chief employment agreement & Master Salary schedule
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On agenda:	6/3/2024	Final action:		In control:	City Council
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Title:	Adopt Two Resolutions 1) Authorize the City Manager to Execute an Employment Agreement for Police Chief with Angela Averiett; and 2) Adopt a Resolution to Approve a Master Salary Schedule				
Indexes:					
Code sections:					
Attachments:	1. A - Draft Reso Police Chief Averiett employment agreement, 2. B - Chief Agreement, 3. C - Draft Reso Master Salary Schedule, 4. D - Master Salary Schedule 06.03.24				

Date	Ver.	Action By	Action	Result
6/3/2024	1	City Council	Approved	Pass

Adopt Two Resolutions 1) Authorize the City Manager to Execute an Employment Agreement for Police Chief with Angela Averiett; and 2) Adopt a Resolution to Approve a Master Salary Schedule

SUMMARY AND RECOMMENDATIONS

Staff recommends that the City Council authorize the City Manager to execute an employment agreement for Police Chief with Angela Averiett. Additionally, staff recommends that the City Council adopt a new format for a City-wide master salary schedule as required by California Code of Regulations (CCR) §570.5 and the California Public Employees' Retirement System (CalPERS), which includes the proposed salary for Police Chief.

BACKGROUND

Pursuant to Article IV, §420 of the City of San Leandro City Charter, the City Manager “shall appoint an administrative officer to head each department. Such department heads shall serve at the pleasure of the City Manager.”

As City Manager Fran Robustelli began search efforts to secure the City’s next long-term Police Chief, she consulted with an executive recruiter specializing in Police Chief recruitments, considered the extraordinarily challenging hiring landscape and competitive candidate pool in the Bay Area as well as across the state and nation, and collaborated with the Community Police Review Board (CPRB) at their May 15, 2024 public meeting to consider the most effective hiring process.

Following a robust CPRB discussion that was informed by public comments and input, the CPRB unanimously voted to endorse the formation of a community panel to interview Angela Averiett who has been serving as Interim Police Chief since April. The panel consisted of three CPRB members and five community members representing a diverse range of interest groups. Averiett also made an introductory candidate statement to the community, which was video-broadcasted live to the public

via City social media.

Based on the CPRB's feedback and Interim Chief Averiett's impressive background in law enforcement and executive leadership, the City Manager appointed Angela Averiett to serve as Police Chief. Chief Averiett brings more than two decades of extensive experience to the City, having served as Police Chief in the City of Los Altos and as Deputy Chief for the Bay Area Rapid Transit District. Chief Averiett is driven by a passion for serving a culturally rich and diverse community and is committed to challenging the status quo, both for herself and the organization.

Analysis

The terms and conditions of Chief Averiett's employment are contained in the proposed employment agreement and provides for the following:

- 3-year term
- An annual base salary of \$303,060, which is step 5 of the salary range
- Future salary increases shall be consistent with the terms approved for the San Leandro Police Management Association (SLPMA) pursuant to its Memorandum of Understanding as follows:
 - A four percent (4%) effective July 1, 2024.
 - A three percent (3%) effective July 1, 2025.
 - A three percent (3%) effective July 1, 2026.
- Health benefits, leaves, holiday pay, uniform allowance, and deferred compensation will also be consistent with those afforded to SLPMA employees.

The Police Chief salary range (step1 \$20,777, step 2 \$21,816, step 3 \$22,907, step 4 \$24,052, step 5 \$25,255 monthly) is reflected on a City-wide master salary schedule, which is a new format required by CalPERS for publicly available pay schedules. California Code of Regulations (CCR) §570.5 requires governing bodies of local agencies contracting with the California Public Employees' Retirement System (CalPERS) to approve and adopt a publicly available pay schedule that meets all of the following requirements:

1. Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws;
2. Identifies the position title for every employee position;
3. Shows the payrate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
4. Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
5. Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
6. Indicates an effective date and date of any revisions;
7. Is retained by the employer and available for public inspection for not less than five years; and
8. Does not reference another document in lieu of disclosing the payrate.

Historically, it has been the practice of the San Leandro City Council to approve and adopt salary schedules by individual employee bargaining groups or employment agreement. CalPERS now requires the City to maintain a master salary schedule that identifies the positions of every employee classification on one comprehensive document. The information contained in the City-wide master

salary schedule is a compilation of previously approved actions by the City Council within the adopted budget, bargaining group memoranda of understanding, compensation plans, and employment agreements.

Fiscal Impacts

There is no financial impact with the approval of these resolutions. Police Chief is a budgeted position and the proposed terms of the employment agreement are funded in the City's operating budget. The master salary schedules reflect a new format containing previously approved Council actions; no new salary adjustments are being implemented.

ATTACHMENT(S)

- **Attachment A** : Resolution Authorizing the City Manager to Execute an Employment Agreement between the City of San Leandro and Angela Averiett
- **Attachment B** : Proposed Employment Agreement between the City of San Leandro and Angela Averiett
- **Attachment C** : Resolution Adopting a Master Salary Schedule effective June 3, 2024 in Compliance with CCR 570.5 and CalPERS
- **Attachment D**: Master Salary Schedule effective June 3, 2024

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