



## Legislation Text

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Staff Report for a City of San Leandro City Council Resolution Authorizing the City Manager to Execute an Employment Agreement for Police Chief with Abdul Pridgen.

### SUMMARY AND RECOMMENDATIONS

Staff recommends that the City Council approve a resolution authorizing the City Manager to execute an employment agreement for Police Chief with Abdul Pridgen

### BACKGROUND

Pursuant to Article IV, Section 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.” City Manager Fran Robustelli has appointed Abdul Pridgen to serve as Police Chief. As an unrepresented employee, the terms and conditions of Chief Pridgen’s employment are contained in the proposed employment agreement.

The Police Chief position has been vacant after the retirement of Jeff Tudor in June 2021. After an extensive recruitment process, the City Manager found Abdul Pridgen to have the background and experience that best suits the needs of the Police Chief position. Chief Pridgen comes to San Leandro after serving as the Police Chief of the City of Seaside for the past three years. Prior to the City of Seaside, Chief Pridgen spent 26 years with the City of Fort Worth, Texas, Police Department where he attained the highest rank of Assistant Chief of Police. Chief Pridgen received his Bachelor of Arts in Criminal Justice from Dallas Baptist University and his Master of Public Administration from Tarleton State University. In addition, he received training from the Southern Police Institute, FBI National Academy, FBI National Executive Institute, and Harvard University Kennedy School of Government. Chief Pridgen serves as the president of the California Police Chiefs Association.

### Analysis

The term of the proposed employment agreement is three years and provides for the following:

- Annual base salary will start at \$260,964, which is step 5 of the current Police Chief salary range.
- A salary increase of 3% will be effective January 1, 2022.
- Health benefits, retirement benefits, leaves, holiday pay, uniform allowance, and deferred compensation will be consistent with the San Leandro Police Management Association (SLPMA) pursuant to its Memorandum of Understanding.
- Management incentive pay for department heads will be consistent with the San Leandro Management Organization (SLMO) pursuant to its Memorandum of Understanding.
- Residency assistance will be provided in the amount of two thousand dollars (\$2,000) per month for 12 months for housing expenses incurred within San Leandro.
- Severance pay of six (6) months base salary will be paid if terminated without cause.

### **Fiscal Impacts**

There is no financial impact with the approval of this resolution. Police Chief is a budgeted position and the proposed terms of the employment agreement are funded in the City's operating budget.

### **ATTACHMENTS**

- Draft Employment Agreement between the City of San Leandro and Abdul Pridgen

**PREPARED BY:** Emily Hung, Human Resources Manager, City Manager's Office