

# **General Manager Report**

June 24, 2019

## **Temporary Police Chief Recruitment**

We have been in the process of recruiting and interviewing potential candidates. Initially, five candidates expressed an interest and submitted resumes. All had executive level experience in local government and are currently retired. After telephone discussions and interviews, four of the candidates have withdrawn from consideration. We have contacted an additional candidate who recently expressed an interest in the position. We are also exploring possible candidates who have an excellent employment history in upper police management but may not have worked as a Police Chief. It is estimated that this process will take an additional 2 to 3 months to complete. Once a candidate is identified the District will have to comply with all CalPERS requirements for hiring retirees.

## **CalPERS requirements for hiring retirees**

District salary schedule – The CalPERS regulations provide that the retiree cannot be paid less than the minimum nor more than the maximum established on the District's publicly available pay schedule. It is fairly common to pay retirees at the top pay step since, by law, they cannot be provided any benefits or pay other than their hourly rate. However, the salary must be reflected on the pay schedule adopted by the Board. A salary schedule reflecting current pay scales for the police department will have to be formally adopted by the Board of Directors.

CalPERS regulations – Agencies can hire retirees to fill interim positions but there are several requirements, including: that an active recruitment be in place prior to the appointment, that an individual hired can only serve a single appointment in the interim position and they cannot work more than 960 hours in a fiscal year.

## **Interim Chief of Police (ICOP)**

ICOP Rickey Hull initially served as Interim General Manager/Chief of Police effective December 16, 2016. He has served as Interim Chief of Police since June 2017. During the course of the Matrix review, the status quo has been maintained in the Interim Chief of Police position. It was anticipated that the term of the current ICOP would end by June 30, 2019 when a temporary Police Chief would be appointed. With recent recruitment difficulties and the need to comply with CalPERS requirements, it is necessary to continue the current arrangement with ICOP Hull for

an additional limited time period. An agenda item will be included in the next Board Agenda to extend his contract on a limited basis.

**CLETS**

The fact gathering is complete and a report has been submitted. The report is under review and an update will be presented at the meeting.