

BOARD OF DIRECTORS MEETING

MAY 14, 2020

ITEM 3

APPROVAL OF EMPLOYMENT AGREEMENT FOR AT-WILL INTERIM CHIEF OF POLICE WALT SCHULD

SUMMARY OF RECOMMENDATION:

Approve the employment agreement for at-will services of Walt Schuld as Interim Chief of Police for the Kensington Police Protection and Community Services District effective May 11, 2020.

BACKGROUND

Following a recruitment and background examination led by current Interim Police Chief Steve Simpkins, staff is recommending that the Board of Directors approve an at-will employment agreement with Walt Schuld to become KPPCSD's new Interim Chief of Police.

Mr. Schuld is a 32-year veteran of the San Pablo Police Department. He rose through the ranks of that department to become Chief of Police and, subsequently, Assistant City Manager. He holds a Master's Degree in Criminal Justice and is a graduate of the FBI National Academy. While in San Pablo, Mr. Schuld was recognized for enacting numerous community programs and for decreasing crime through proactive policing and the use of technology. During the selection process, he expressed enthusiasm to serve the community of Kensington.

Some of the particulars of the proposed employment agreement are as follows:

- **Effective date:** The effective date of the contract is May 11, 2020
- **Term:** The employee is an at-will employee and serves at the will and pleasure of the General Manager, who may terminate the employee at any time, with or without cause, and with or without notice. The agreement will also terminate when and if required by applicable CalPERS regulations. KPPCSD anticipates that it will terminate the employment agreement upon KPPCSD finding a permanent replacement for the position of Chief of Police.
- **Salary:** The agreement provides that it will compensate Mr. Schuld at the top step of the salary range for the Chief of Police position, which is currently \$11,299.88 per month. Since the position is a retired annuitant position, as required by CalPERS, Mr. Schuld will be paid on an hourly basis. The hourly rate of pay equivalent to the above salary is \$65.19 per hour. In the event that the Board of Directors adopts a new salary range for the Chief of Police position that increases the compensation for the top step, Mr. Schuld's compensation will be increased by the same amount and the hourly rate will be calculated based on the new salary.
- **Benefits:** Mr. Schuld shall not be eligible for any other benefits, incentives, compensation in lieu of benefits, or any other forms of compensation in addition to the hourly rate, except for workers' compensation benefits.

RECOMMENDATION:

Staff recommends that the Board of Directors approve the at-will employment agreement with Walt Schuld as Interim Chief of Police for KPPCSD.

FISCAL IMPACT:

The salary for Interim Police Chief Schuld will be included in the FY 2020-21 annual budget.

ATTACHMENTS:

At-Will Employment Agreement with Walt Schuld

SUBMITTED BY: Bill Lindsay, General Manager