



Staff Report

File #: REPORT 20-0012, Version: 1

**Honorable Mayor and Members of the Hermosa Beach City Council
Regular Meeting of January 14, 2020**

**REQUEST TO APPROVE TEMPORARY EMPLOYMENT
AGREEMENT FOR INTERIM POLICE CHIEF SERVICES**
(Human Resources Manager Vanessa Godinez)

Recommended Action:

Staff recommends that the City Council:

1. Adopt the attached resolution approving a temporary employment agreement to Michael McCrary for Interim Police Chief services; and
2. Authorize the Mayor to execute the temporary employment agreement.

Executive Summary:

Due to the vacancy in the Chief of Police position, an Interim Chief of Police has been selected to fill the position as the City continues the recruitment process for a permanent replacement.

Background:

In September 2018, the current Chief of Police took a medical leave of absence. As a result, Captain Milton McKinnon was appointed as Acting Chief of Police in September 2018. In December 2019, Acting Chief of Police Milton McKinnon announced his retirement effective December 29, 2019.

The Chief of Police position is a critical position that must remain filled to ensure the smooth operation of the Police Department and the health, welfare, and safety of the City's residents. It is anticipated that an Interim Police Chief will be needed for approximately four months to six months, during which time the City will continue the recruitment process for a permanent Chief of Police.

Chief McCrary is a retired Chief of Police with over 30 years of experience, who has provided executive management consulting, team building, organizational analysis, long-term planning, and trouble-shooting for over 200 private and public agencies in addition to serving as Chief of Police or Interim Chief of Police for the cities of La Palma, Wheatland, Los Alamitos, and Signal Hill. Chief McCrary served as Interim Chief of Police for the City of Hermosa Beach in 2013 before the appointment of Police Chief Sharon Papa.

As a retiree under the California Public Employees Retirement System (CalPERS), Chief McCrary is subject to Government Code Sections 7522.56 and 21221, which provide that a person receiving a

pension from a public retirement system may only be employed by a public employer in the same retirement system either during an emergency to prevent stoppage of public business or because the retired person has skills needed to perform work of a limited duration. Further, the retiree is limited to working 960 hours in a fiscal year and the hourly salary can be no less than the minimum nor more than the maximum monthly salary paid by the employer to other employees performing comparable duties. The attached agreement states that Mr. McCrary will provide the City of Hermosa Beach with Interim Police Chief services beginning on December 30, 2019.

General Plan Consistency:

This report and associated recommendation have been evaluated for their consistency with the City's General Plan. Relevant Policies are listed below:

Governance Goal 1. A high degree of transparency and integrity in the decision-making process.

- Policy 1.2: Strategic planning. Regularly discuss and set priorities at the City Council and management level to prioritize work programs and staffing needs.

Fiscal Impact:

Sufficient funds were allocated in the Fiscal Year 2019-2020 Budget for the Police Chief's salary. Funding for the agreement would come from existing salary savings in the police department.

The costs associated with the temporary employment services agreement would not exceed \$94,310.40, which is based on a not to exceed maximum of 960 hours per fiscal year at a pay rate of \$98.24 per hour. This is the same rate as the current top step for the existing Chief of Police position.

Agreement Request		
Request Amount	FY2019-20 Budget Dept. Account #	Total Contract Amount
\$94,310.40	001-2101-4102	\$94,310.40

Attachments:

1. Resolution awarding a temporary employment agreement (supplemental item)
2. Temporary Employment Agreement for Interim Police Chief Services

Respectfully Submitted by: Vanessa Godinez, Human Resources Manager

Noted for Fiscal Impact: Viki Copeland, Finance Director

Legal Review: Mike Jenkins, City Attorney

Approved: Suja Lowenthal, City Manager