



Staff Reports

File #: 55-2021, **Version:** 1

To: Honorable Mayor and Members of City Council

From: Steve Potter, City Manager

Prepared By: Liz Habkirk, Deputy City Manager

TITLE:

Appointment of a Retired Annuitant as Interim Police Chief

RECOMMENDED ACTION:

Adopt a resolution appointing Sylvia Macrae Moir as Interim Police Chief in accordance with Government Code Section 21221(h).

DISCUSSION:

Due to the recent retirement of the City's Police Chief, the City has a need to fill the position on an interim basis until a permanent replacement is selected.

The office of Police Chief requires specialized skills and the process for identifying a replacement will take several months. Due to the length of time necessary to identify a top candidate for the permanent appointment to the Police Chief position, the City Manager has determined it would be in the best interest of the City to hire an Interim Police Chief with extensive experience and superior leadership qualities to lead the department during this time. The City Manager has authorized the Human Resources Department to initiate the recruitment process for a permanent Police Chief. The Interim Chief of Police would not be a candidate for the permanent appointment.

The City Manager has identified Sylvia Macrae Moir as having both the experience and leadership qualities to lead the Police Department as the Interim Police Chief. Chief Moir has over 30 years of service in law enforcement serving most recently as Chief of Police for Tempe, Arizona and previously as Chief in El Cerrito, California.

Chief Moir has a wide variety of law enforcement experience that has included directing all police functions, including police management, investigations, operations, traffic, grants, and budget development. She has focused on strong and productive community partnerships, relying on evidence-based and data driven practices, and calm leadership through tumultuous environments.

Generally, the City Manager appoints the Police Chief. However, because Chief Moir retired from the City of El Cerrito, various state regulations related to a CalPERS retiree working in retirement for a CalPERS-covered employer, such as the City of Napa apply. Government Code Section 21221 (h) requires the City Council, rather than the City Manager, to certify the appointment of Chief Moir to the Interim Chief position.

FINANCIAL IMPACTS:

Government Code 21221 (h) limits the compensation of the Interim Police Chief. Chief Moir will be compensated at \$117.71 per hour and may not exceed 960 hours each fiscal year. The Police Department budget has sufficient budget capacity for this position due to the vacancy of the Police Chief.

CEQA:

The City Manager has determined that the Recommended Action described in this Agenda Report is not subject to CEQA, pursuant to CEQA Guidelines Section 15060(c).

DOCUMENTS ATTACHED:

ATCH 1 - Resolution

EX A - Retired Annuitant Agreement

NOTIFICATION:

None.