



# Memorandum

TO: CITY COUNCIL

FROM: Mayor Sam Liccardo

**SUBJECT: INDEPENDENT POLICE  
AUDITOR APPOINTMENT AND  
COMPENSATION  
PACKAGE**

DATE: December 13, 2018

Approved

Date

12/13/2018

## RECOMMENDATION

Adopt a resolution appointing Shivaun Nurre for services as Independent Police Auditor for an unexpired term beginning December 4, 2018 and ending December 31, 2020 consistent with the following terms:

## BACKGROUND

Pursuant to the City Charter Section 809, the Independent Police Auditor shall be for a term ending four (4) years from and after the date of expiration of the immediately preceding term. If a vacancy should occur in such office before the expiration of the former incumbent's terms, the Council shall appoint a successor to serve only for the remainder of said former incumbent's term. The former incumbent's term is unexpired and will end on December 31, 2020.

The major provisions of the proposed terms are summarized as follows:

- Effective Date: The effective date of the appointment was December 4, 2018.
- Salary: The starting bi-weekly salary will be \$7,920.14, which is equivalent to an annual amount of \$205,923.
- Executive Management Benefits. Unit 99 Benefits, Health Care in-lieu and Compensation: As executive management, the IPA will receive the benefits that are included in the Executive Management (Unit 99) Benefit and Compensation Plan (attached). This includes a \$350.00 monthly automobile allowance in accordance with the current policy and an option to receive payments in-lieu of health care coverage.

- Leave: The IPA will accrue vacation leave in accordance with Executive Management (Unit 99) accrual rates. Forty hours of executive leave are provided each year and an additional 40 hours may be awarded based on performance. Executive leave cannot be cashed out or carried over into the next calendar year under any circumstances. For the 2019 calendar year, the IPA will receive 80 hours of Executive Leave. Vacation leave will continue to accrue up to twice the annual maximum. Sick leave accrues at approximately 8 hours per month. Fourteen paid holidays are provided per year.
- Outside Employment: The IPA will not engage in outside employment without City Council approval.