

Legislation Text

File #: 21-1584, **Version:** 1

Independent Police Auditor Appointment and Compensation Package/Employment Agreement and Salary Setting. - RECOMMEND DEFERRAL

(a) Adopt a resolution reappointing Shivaun Nurre as Independent Police Auditor (IPA) and approving compensation for services as Independent Police Auditor for a term beginning January 1, 2021 and ending December 31, 2024 consistent with the following terms and the attachment in this memo:

(1) Salary: The new salary will be \$230,000 annually effective July 1, 2021. In addition to this new salary, the IPA will receive an approximate five percent (5%) ongoing non-pensionable pay for a total annual salary of approximately \$241,500 effective July 1, 2021.

(2) Executive Management Benefits: As executive management, the IPA will receive the benefits that are included in the Executive Management and Professional Employees (Unit 99) Benefit and Compensation Summary (attached). The IPA will also receive a \$350.00 monthly automobile allowance in accordance with the current City policy and an option to receive payments in-lieu of health care coverage. The IPA will also receive a monthly cell phone and data stipend, which is currently \$35 for cell phone use and/or \$40 for data plan use. However, the IPA has waived this stipend as she currently has a City-issued cell phone.

(3) Vacation and Executive Leave: The IPA will accrue vacation and receive executive leave in accordance with Executive Management and Professional Employees (Unit 99) Benefit and Compensation Summary. The IPA has twenty-eight (28) hours remaining of executive leave in the 2021 calendar year and will not be eligible for additional executive leave in 2021. Executive Leave cannot be cashed out or carried over into the next calendar year under any circumstances. Vacation can continue to accrue up to twice the annual accrual rate.

(4) Outside Employment: The IPA will not engage in outside employment without City Council approval.

(b) Adjust the annual compensatory range for the Independent Police Auditor to better align with other jurisdictions' chief police auditors, and amend the City of San José Pay Plan to a salary range of \$145,117 to \$263,000, effective July 1, 2021.

CEQA: Not a Project, File No. PP17-010, City Organizational and Administrative Activities resulting in no changes to the physical environment. (Mayor)

[Rules Committee referral 6/16/2021 - Item A.1.a]

RECOMMEND DEFERRAL TO 6/29/2021