



# Memorandum

**TO:** RULES AND OPEN GOVERNMENT COMMITTEE      **FROM:** Mayor Chuck Reed

**SUBJECT:** INDEPENDENT POLICE AUDITOR      **DATE:** April 14, 2009  
**COMPENSATION PACKAGE/  
EMPLOYMENT AGREEMENT**

Approved

*Chuck Reed*

Date

*4/14/09*

## RECOMMENDATION

Agendize the following for the April 28, 2009 City Council Meeting.

1. On April 14, 2009 the City Council appointed Chris Constantin as Independent Police Auditor. I recommend the City Council also approve my recommendation on Mr. Constantin's compensation package as outlined in the attached letter dated April 14, 2009.
2. Adopt a resolution between the City of San José and Mr. Constantin for services as Independent Police Auditor for a term ending December 31, 2012 consistent with the terms of the attached letter.

## BACKGROUND

Pursuant to the City Charter Section 809, each appointee shall be for a term ending four (4) years from and after the date of expiration of the immediately preceding term. The previous Independent Police Auditor term expired December 31, 2008. The term for Mr. Constantin will end December 31, 2012.

April 14, 2009

Chris Constantin

Dear Mr. Constantin:

Please accept this letter as a written confirmation of our discussions regarding what I will recommend to the City Council for your compensation and benefit package as Independent Police Auditor, subject to approval by the City Council. The major provisions of this offer to you are summarized as follows:

- Salary: Your starting bi-weekly salary will be \$6,507.76, which is equivalent to an annual amount of \$169,202.
- Executive Management Benefits Unit 99 Benefits and Compensation: As executive management, you will receive the benefits that are included in the Executive Management (Unit 99) Benefit and Compensation Plan (See Attached Summary). This includes a \$350.00 monthly automobile allowance in accordance with the current policy.
- Sick Leave: You will retain your current sick leave balance.
- Vacation and Transitional Executive Leave: You will retain your current vacation balance and accrue vacation and executive leave in accordance with Executive Management (Unit 99) accrual rates. Please note that executive leave cannot be cashed out or carried over into calendar year 2009 under any circumstance. Vacation can continue to accrue up to twice your annual maximum.
- Medical Insurance Eligibility Requirements for Retirees: The City will count your years of service towards medical insurance eligibility for retirees.
- Employment: Effective date of May 1, 2009 with a term ending December 31, 2012.

There are many challenges and opportunities ahead of us. With your experience, leadership skills and dedication to public service, I know that you will be an asset to our city. I look forward to working with you.

Sincerely,

A handwritten signature in cursive script that reads "Chuck Reed". The signature is written in dark ink and is positioned above the printed name and title.

Chuck Reed  
Mayor

Attachment