



STAFF REPORT – CITY COUNCIL MEETING

December 20, 2023

TO: Honorable Mayor and City Council Members

FROM: Karen T. Diemer, City Manager

PREPARER: Danette Demello, Assistant City Manager

DATE: December 14, 2023

TITLE: **Ratify Employment Agreement with Richard "Bart" Silvers for Chief of Police for the Term December 10, 2023, through December 9, 2028.**

RECOMMENDATION:

It is recommended the Council ratify the employment agreement with Richard “Bart” Silvers for the position of Chief of Police, for the term December 10, 2023, through December 9, 2028.

INTRODUCTION:

Upon the City Manager’s appointment of Richard “Bart” Silvers to the position of Chief of Police, the Council is asked to ratify the resulting employment agreement for a term of five (5) years, commencing December 10, 2023, through December 09, 2028, and approve the initial placement of salary at the Management MS232 level step 5.

BACKGROUND:

Per Title II, Chapter 2, Article 2, Section 2121 of the Arcata Municipal Code, department heads are to be appointed by and are directly responsible to the City Manager.

Following a nationwide recruitment for the Chief of Police position conducted by outside recruiting firm, Bob Murray and Associates, who specializes in executive police recruitment, I am pleased to announce Richard “Bart” Silvers has been selected to fill the position as Arcata’s Chief of Police.

DISCUSSION:

Chief Silvers brings over 22 years of public safety and progressive law enforcement experience with the City of Arcata. He was hired as a Police Officer in 2001. He was promoted to Sergeant in 2005 and then to Lieutenant in 2010. He has served as Acting and Interim Chief numerous times throughout his career. Chief Silvers graduated with a Bachelor of Science in Criminal Justice Management and is a graduate of the FBI National Academy and the Sherman Block Leadership Institute. He holds POST Basic, Intermediate, Supervisory and Management Certificates.

During his tenure with the Arcata Police Department, Chief Silvers has held many positions within the department including, Field Training Officer, Sexual Assault Investigator, Background Investigator, Internal Affairs Investigator, Critical Incident Response Team Member, Firearms Instructor, Sexual Assault Response Team Supervisor, Detective Sergeant and most recently Patrol Commander.

As Lieutenant, he implemented numerous initiatives to enhance Arcata's Police Department including, streamlining the recruitment and hiring process, implementing de-escalation training, enhanced Advanced Officer Training, and recently secured a contract for a Wellness Program for the department.

The attached employment agreement is the result of the City Manager's negotiations with Chief Silvers and is in the standard format currently being used with our Department Director positions.

BUDGET/FISCAL IMPACT:

Based on the background and experience Chief Silvers brings to the position, the recommended initial salary placement is listed as MS232 step 5 or \$5,304.38 bi-weekly. The cost for the Police Chief position has been included in the Fiscal Year 2023-24 Budget and salary savings within the department will cover the minor difference in annual salary and benefits costs.

ATTACHMENTS:

- A. Chief of Police Employment Agreement (PDF)