



AGENDA REPORT

TO: Jestin D. Johnson
City Administrator

FROM: Jestin D. Johnson
City Administrator

SUBJECT: Contract Agreement for Floyd Mitchell
as Oakland Police Chief

DATE: April 25, 2024

City Administrator Approval

Date: 4/25/2024


Jestin Johnson (Apr 25, 2024 15:45 PDT)

RECOMMENDATION

Staff Recommends That The City Council Adopts A Resolution Authorizing The City Administrator To Execute An Employment Agreement Between The City Of Oakland And The Chief of Police, Floyd Mitchell, For A Total Annual Compensation Of \$365,100 Which Includes An Annual Salary Of \$325,000.00 And Premium Pay Required By The Memorandum Of Understanding Between The City of Oakland And The Oakland Police Management Association In the Amount of \$40,100.00, As Well As An Auto Allowance of \$750.00 Per Month.

EXECUTIVE SUMMARY

Approval of the contract agreement resolution authorizes the City Administrator and Mayor to execute an employment agreement with Floyd Mitchell for the role of Chief of Police of the Oakland Police Department for a period of three (3) years from May 11, 2024 through May 10, 2027 with the option for the Mayor to extend the contract for another two (2) years without returning to City Council. The total annual compensation of \$365,100 for Chief Mitchell includes an annual salary of \$325,000 and premium pay required by the Memorandum of Understanding between the City of Oakland and the Oakland Police Management Association in the amount of \$40,100.00. The employment agreement also includes a severance payment equivalent to 12 months of base salary.

BACKGROUND / LEGISLATIVE HISTORY

Oakland enacted Measure LL and Measure SI creating a civilian oversight structure to center police accountability, community policing principles, and community input. The Oakland Police Commission, part of the City's civilian oversight structure, began its Police Chief recruitment process in February 2023, steered through three phases, undertook a vigorous national search with the assistance of an executive recruiting firm and received guidance from the Police Commission's Chief Search Ad Hoc Committee, and conducted several rounds of interviews. Further the Oakland Police Commission hosted a Community Forum to facilitate community engagement wherein members of the public had the opportunity to hear from the Police Commission's top candidates and provide feedback on their candidacy.

City Council
April 30, 2024

Chief Mitchell has experience leading and managing all aspects of a law enforcement agency with a focus on communication, collaboration, and officer-community engagement at every level of the organization. As a strong proponent of community policing and outreach, Chief Mitchell brings a transparent, thoughtful, and data-driven approach to preventative, proactive police patrols, crime prevention and reduction efforts.

Chief Mitchell is a seasoned professional who began his career as a patrol officer with the Kansas City, Missouri Police Department. After 25 years of impeccable service with Kansas City accepted the police chief position for the City of Temple, Texas. In 2019, Mitchell was appointed as the 23rd police chief for the City of Lubbock, Texas, where he served until 2023. Chief Mitchell is a veteran of the United States Air Force. Chief Mitchell has earned both his BSA and MBA degree in Business Administration from Baker University and is a graduate of the Certified Public Manager Program, administered by Texas State University. He is a graduate of the 236th Federal Bureau of Investigation’s (FBI) National Academy, Quantico, Virginia, and the Police Executive Research Forum’s – Senior Management Institute for Policing, at Boston College.

ANALYSIS AND POLICY ALTERNATIVES

Contract Agreement with Chief Mitchell

The City Administrator and Mayor wish to execute an employment agreement with Chief Mitchell in the capacity of Chief of Police with the monthly salary rate of \$27,083.33. The Chief will be provided a City vehicle and premiums consistent with the Memorandum of Understanding (MOU) between the City of Oakland and the Oakland Police Management Association (OPMA) as described in Table 1 below.

Table 1: Breakdown of Annual Compensation

Item	Amount
Base Salary	\$325,000
Education Premium – Bachelor’s	\$16,250
Education Premium – Master’s	\$16,250
Longevity Premium	\$6,400
Uniform Allowance	\$1,200
Total Annual Compensation	\$365,000

In addition to the total annual compensation, Chief Mitchell will also receive a one-time \$10,000 relocation incentive and a housing allowance of \$3,500 per month for up to six (6) months, while Mitchell seeks a permanent housing arrangement. In the Chief role, Chief Mitchell will focus on the executive management of the Police Department, achieving compliance with the Negotiated Settlement Agreement (NSA), reducing and preventing violent crime, and ensuring that OPD practices fair and just policing.

FISCAL IMPACT

As shown in Table 1 in the Analysis Section, Chief Mitchell will be paid an annual salary of three hundred twenty five thousand dollars (\$325,000.00) and annual premiums provided under the Memorandum of Understanding between the City and the Oakland Police Management

Association ("MOU") which currently total \$40,100 based on Longevity Premium of \$6,400.00, Uniform Allowance of \$1,200 and a 5% premium in the amount of \$16,250.00 for each of the following: a Bachelor's Degree and a Master's Degree (collectively "Annual Total Compensation"). Source of Funding: The source of funding is available from the vacant, budgeted Chief of Police position. The total amount of the employment agreement, including all eligible incentives, on an annual basis is \$365,100.

PUBLIC OUTREACH / INTEREST

The Oakland Police Commission hosted a Community Forum to facilitate community engagement wherein members of the public had the opportunity to hear from the Police Commission's top candidates and provide feedback on their candidacy. The community looks forward to the opportunity to work with the new Police Chief to continue efforts to make Oakland safer and to rebuild community trust.

COORDINATION

Staff consulted with the Human Resources and Management Department, Controller's Bureau, and the Office of the City Attorney for this report.

SUSTAINABLE OPPORTUNITIES

Economic: No direct economic opportunities have been identified.

Environmental: No environmental opportunities have been identified.

Race & Equity: The appoint of a Police Chief committed to reform, procedural justice, and cultivating and rebuilding trust with Oaklanders benefits all Oaklanders.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Adopts A Resolution Authorizing The City Administrator To Execute An Employment Agreement Between The City Of Oakland And The Chief of Police, Floyd Mitchell, For A Total Annual Compensation Of \$365,100 Which Includes An Annual Salary Of \$325,000.00 And Premium Pay Required By The Memorandum Of Understanding Between The City of Oakland And The Oakland Police Management Association In the Amount of \$40,100.00, As Well As An Auto Allowance of \$750.00 Per Month.

For questions regarding this report, please contact FELICIA VERDIN, ASSISTANT TO THE CITY ADMINISTRATOR, at 510-238-3128.

Respectfully submitted,

City Council
April 30, 2024


Jestin Johnson (Apr 25, 2024 15:45 PDT)

JESTIN D. JOHNSON
City Administrator