



# AGENDA REPORT

**Department:** City Manager's Office  
**Prepared by:** Molly Brennan, Administrative Services Director  
**Meeting Date:** Tuesday, January 16, 2024  
**Approved by:** Benjamin A. Martinez, City Manager

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**SUBJECT:**

Chief of Police Employment Agreement

**RECOMMENDATION:**

Adopt a Resolution entitled, "Resolution of the City Council of the City of National City, California, Authorizing a three-year Employment Agreement between the City of National City and Alejandro Hernandez for the position of Chief of Police with an Annual Base Salary of \$246,868.23 Effective January 16, 2024."

**BOARD/COMMISSION/COMMITTEE PRIOR ACTION:**

Not Applicable.

**EXPLANATION:**

On December 5, 2023, Police Chief Jose Tellez retired from the City of National City after serving the community for 35 years. City Manager Martinez appointed Assistant Police Chief Alejandro Hernandez to succeed Chief Tellez as the next National City Police Chief. It is the City's past practice to authorize an employment agreement with the individual appointed as Police Chief in order to define their compensation and terms of employment. As an agreement that exceeds \$50,000 in cost each year, the agreement requires City Council approval through a Resolution.

The specific terms of the Employment Agreement are set forth in the attached "Summary Outlining the Salary and Other Compensation of the Police Chief." The Summary is a requirement of the Brown Act (Government Code Section 54953(c)(3)), and must be read aloud into the record at a City Council Meeting.

**FINANCIAL STATEMENT:**

Funding for this position is included in the fiscal year 2024 adopted budget for Police Personnel Services. No additional appropriations are required.

**RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:**

Public Safety

**ENVIRONMENTAL REVIEW:**

This is not a project under CEQA and is therefore not subject to environmental review.CCR15378; PRC 21065.

**PUBLIC NOTIFICATION:**

The Agenda Report was posted within 72 hours of the meeting date and time in accordance with the Ralph M. Brown Act.

**ORDINANCE:**

Not Applicable

**EXHIBITS:**

Exhibit A – Agreement

Exhibit B – Summary Outlining the Salary and Other Compensation of the Police Chief

Exhibit C – Resolution