



City of Huntington Beach

File #: 21-945

MEETING DATE: 12/1/2021

REQUEST FOR CITY COUNCIL ACTION

SUBMITTED TO: Honorable Mayor and City Council Members

SUBMITTED BY: Oliver Chi, City Manager

PREPARED BY: Oliver Chi, City Manager

Subject:

Approve the appointment of Eric Parra to the position of Chief of Police and authorize the City Manager to execute the associated Employment Agreement.

Statement of Issue:

After coordinating a nationwide recruitment, coupled with an extensive assessment process, Eric Parra has been identified as the recommended candidate to serve as the next permanent Huntington Beach Police Chief. Staff has negotiated contract terms with Mr. Parra and seeks City Council approval of the recommended employment agreement.

Financial Impact:

Key details related to the proposed employment agreement with Mr. Parra includes a starting base salary of \$106.31 / hour; longevity pay in the amount of 11% per year; and providing the City's standard police management benefits package. Further, per the proposed agreement, the City would reimburse Mr. Parra an amount not to exceed \$15,000 for reasonable security improvements for his primary residence in Huntington Beach. Finally, the proposed employment agreement contemplates that if the contract is terminated without cause, Mr. Parra would be provided with a 6-month severance.

Funding for this position is included in the FY 2020/21 budget

Recommended Action:

Approve the proposed Employment Agreement with Mr. Parra to serve as the City's next Chief of Police, and authorize the City Manager to execute any and all relevant and associated documents

Alternative Action(s):

Do not approve the employment agreement and provide staff with alternate direction

Analysis:

Since November 12, 2020, Julian Harvey has capably served as the City's Interim Chief of Police. In an effort to fill the permanent role, the City engaged the services of an executive recruitment firm to

conduct a nation-wide search for a new Police Chief.

Following multiple assessment rounds that included City management, staff, and City Council assessment panels, Eric Parra was identified as the individual best suited to serve as Huntington Beach's next Chief of Police.

Mr. Parra currently serves as Chief of Police for the City of Alhambra, and has more than 33-years of law enforcement experience. Prior to his current role, he held a variety of leadership positions with the Los Angeles County Sheriff's Department, leaving that agency in 2019 as Division Chief. During the course of his career, Mr. Parra has been credited with instituting a variety of forward thinking law enforcement initiatives, including leading reform efforts at the Los Angeles County jail system, implementing community policing programs, and establishing improved internal law enforcement operational practices.

Mr. Parra holds a bachelor's degree in criminal justice from California State University, Long Beach, and also earned his juris doctorate from Western State University College of Law. In addition to serving as a sworn law enforcement professional, Mr. Parra is also licensed by the State Bar of California.

Environmental Status:

N/A

Strategic Plan Goal:

Non Applicable - Administrative Item

Attachment(s):

1. Eric Parra Employment Agreement
2. Police Chief National Recruitment Brochure