
M E M O R A N D U M

Agenda Item # 3

Meeting Date 11-9-20

TO: MAX ROYLE, CITY MANAGER
FROM: PATTY DOUYLLIEZ, FINANCE DIRECTOR
SUBJECT: INTERIM CHIEF CARSWELL
DATE: 10/9/2020

During the Commission Meeting on October 5, 2020, it was decided that Commander Daniel Carswell will be promoted to the position of Interim Chief of Police when current Chief Hardwick leaves the agency after the election on November 3, 2020. With this change also comes a pay increase for the promotion to the new position. Our current pay range for Chief of Police is \$82,500 - \$110,000, and our FY21 Budget is \$106,453.57. In a memo to the Commission dated October 9, 2020, Chief Hardwick has recommended a salary of \$90,000. Given that this amount is lower than the approved budget and it is within the current salary range, I believe we should present this to the Commission as a consent agenda item for their approval on November 9, 2020. I have attached a copy of the memo from Chief Hardwick regarding this recommendation.

Patricia Douylliez

From: Robert Hardwick
Sent: Friday, October 9, 2020 8:16 AM
To: Comm George; Comm England; Comm Kostka; Comm Samora; Comm Rumrell; Max Royle
Cc: Daniel Carswell; Patricia Douylliez
Subject: Interim Chief Carswell

Mayor and Commissioners,

Please do not respond to this email, but I believe you need to discuss this at your November Commission Meeting. One thing I failed to mention, I believe you need to supplement the pay for Interim Chief Daniel Carswell. This pay could begin when I vacate the position and stay in effect until you make your final decision some time next year. I would recommend a salary of approximately \$90,000, however this is for you and the interim chief to discuss. Thank you for your consideration and have a great weekend.

Robert A. Hardwick

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