

City of Piedmont
COUNCIL AGENDA REPORT

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DATE: July 7, 2025
TO: Mayor and Council
FROM: Rosanna Bayon Moore, City Administrator
SUBJECT: Consideration of the Actions Related to Appointment of Chief of Police and Interim Chief of Police

RECOMMENDATION

- 1) Appoint Frederick W. Shavies, II as Chief of Police, effective July 22, 2025, and approve the associated employment resolution to reflect recommended compensation increase.
- 2) Appoint Chris Monahan as Interim Chief of Police for the Period of July 18, 2025 through July 21, 2025.

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BACKGROUND

POLICE CHIEF APPOINTMENT

In early 2025, Police Chief Jeremy Bowers announced his intent to retire on July 18th, 2025. The City subsequently solicited and interviewed three executive recruitment firms, ultimately selecting Teri Black & Company as best meeting current needs. The approach to the recruitment was targeted, nationwide and thorough, including advertising, traditional and electronic marketing, extensive personal outreach and the use of social media.

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As a result of Teri Black's recruitment efforts, 10 applicants submitted resumes for consideration. After reviewing each of the resumes and conducting on-line research on applicants who appeared most qualified, Teri Black narrowed the pool to four candidates for in depth screening interviews. In consultation with Teri Black, the pool was further narrowed down to three finalists who advanced participated in a rigorous interview process.

Interviews were conducted on May 29, 2025 with 1) an external panel comprised of Bay Area Police Chiefs, a City Manager and the Chair of the Public Safety Committee, 2) City of Piedmont Department Heads and the Communications Program Manager, 3) the City Administrator and current Police Chief. On May 30th, two candidates advanced to interviews with the Piedmont City Council. Following the Council interviews, the City Council deliberated and unanimously selected Frederick W. Shavies, II as Chief of Police.

Mr. Shavies is currently a Deputy Chief of Police of the City of Oakland and comes to the City of Piedmont with nearly two decades of law enforcement experience. A native of Oakland and educated at Washington State University, Mr. Shavies is an established and highly regarded public safety professional whose skills in strategic policing and crime prevention have been honed through years of leading complex investigations, managing high-profile public safety events, and implementing innovative community engagement initiatives. Mr. Shavies' deep understanding of effective policing practices, commitment to equity and accountability, and proven ability to build trust across diverse communities position the City of Piedmont to benefit from his leadership and expertise in this new role.

The terms and conditions of employment for the Chief of Police are set forth in Resolution 12-2022. In addition, consistent with the City's practice of salaries being within 3% of median of comparable cities, it is recommended that the Police Chief's salary be increased to 13.82%, for an annual base salary of \$297,300 and that Resolution 12-2022 be revised to reflect that increase.

INTERIM POLICE CHIEF APPOINTMENT

As Mr. Shavies will begin working with the City on July 22, 2025, it will be necessary to appoint an Interim Chief of Police to serve between July 18, 2025 and his start date. It is recommended that Captain Chris Monahan serve in the interim period. Consistent with past practice, the assignment will be compensated at 12% above the current rate of pay for duration of service in this capacity.

ATTACHMENT: City Council Resolution; Resume, Resolution 12-2022

By: Stacy Jennings, Human Resources Administrator

RESOLUTION NO. _____

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WHEREAS, the City's Chief of Police is retiring effective July 18, 2025;

WHEREAS, after engaging in recruitment efforts, it was determined that Frederick W. Shavies, II has the skills and necessary expertise necessary to perform the duties as the City's Chief of Police and is set to begin employment effective July 22, 2025;

WHEREAS, the City Council approved Resolution 12-2022 on February 22, 2022, which set employment and compensation details for management employees, including the Chief of Police,; and

WHEREAS, it is recommended that the Police Chief's salary be adjusted by 13.82%, for an annual base salary of \$297,300 which is consistent with the City's practice of being within 3% of median of our comparable cities and that Resolution 12-2022 is updated to reflect that increase; and

WHEREAS, Captain Chris Monahan will serve as interim Chief of Police from July 18, 2025 to July 21, 2025 and will be compensated at 12% above the current rate of pay for duration of service in this capacity pursuant to Resolution 97F-2021.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Piedmont does hereby resolve, declare, determine, and order as follows:

1. Frederick W. Shavies, III is appointed as the City's Chief of Police, effective July 22, 2025.
2. Chris Monahan is appointed as the City's Interim Chief of Police, from July 18, 2025 to July 21, 2025 and will be compensated at 12% above the current base rate of pay during that period.
3. Section 3.1.2 of Resolution 12-2022 is hereby amended to read as follows:

	Effective 7/1/21	Effective 11/8/22	Effective 7/1/23	Effective 7/1/24	Effective 7/01/25
Police Chief	\$19,293	\$20,417	\$21,081	\$21,766	\$24,775

4. In accordance with CalPERS Regulations, the City's Public Pay Schedule will be updated to reflect the above.

[END OF RESOLUTION]