



**FOWLER CITY COUNCIL
SPECIAL MEETING
AGENDA
MONDAY, JULY 25, 2022
6:00 P.M.
CITY COUNCIL CHAMBER
128 SOUTH 5TH STREET
FOWLER, CA 93625**

In compliance with the Americans with Disabilities Act, if you need assistance or accommodations to access the City Council Chambers or participate in this meeting, please contact the Clerk at (559) 834-3113 x102. Notification at least 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility.

City Council meetings are open to the public at the physical address listed above. There are numerous ways to participate in the City Council meetings: you may attend in person, you may appear by telephone as described below, or you may submit written comments via email to avasquez@ci.fowler.ca.us. Please include your name and reference the agenda item you are commenting on, if any. Written comments received that do not specify an agenda item will be marked for the general public comment portion of the agenda. Emails received by 8:00 am on the date of the meeting will be provided to the City Council at the meeting and made part of the record of proceedings but will not be read aloud.

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The telephone number and Zoom link listed below will provide access to the meeting via teleconference or video conference.

<https://us06web.zoom.us/j/89130275735?pwd=RzVkZzRPcmw3N0pzWfVhV05JV3Rzdz09>

Telephone Number: (253) 215-8782

Meeting ID: 891 3027 5735

Passcode: 890885

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Any writing or document that is a public record and provided to a majority of the City Council regarding an open session item on the agenda will be made available for public inspection at City Hall, in the City Clerk's office, during normal business hours. In addition, such writings and documents may be posted on the City's website at www.fowlerciv.org.

1. Meeting Called to Order
2. Roll Call
3. General Administration
 - 3-A. City Manager's Office
 - i. APPOINT Michael S. Reid as Chief of Police effective August 3, 2022, subject to the City Council's consideration of conditions of employment at its next regular meeting
4. Adjourn

CERTIFICATION: I, Angela Vasquez, Deputy City Clerk of the City of Fowler, California, hereby certify that the foregoing agenda was posted for public review on Thursday, July 21, 2022.

Angela Vasquez

Angela Vasquez
Deputy City Clerk



CITY COUNCIL OF THE CITY OF FOWLER

ITEM NO: 3-Ai

REPORT TO THE CITY COUNCIL

July 25, 2022

FROM WILMA TUCKER, City Manager

SUBJECT

APPOINT Michael S. Reid as Chief of Police effective August 3, 2022, subject to the City Council's consideration of conditions of employment at its next regular meeting

RECOMMENDATION

Staff recommend City Council appoint Michael S. Reid as Chief of Police effective August 3, 2022, subject to the City Council's consideration of conditions of employment at its next regular meeting.

BACKGROUND

With the announcement of Chief Alcaraz's departure, staff began planning for the appointment of a new Chief of Police. With a strong understanding of the local law enforcement executive employment market, Michael S. Reid became a clear potential candidate. After initial conversations with Mr. Reid, he expressed interest in the position. Councilmembers were provided the opportunity for individual meetings with Mr. Reid. Additionally, Paul Kimura of Avery Associates was contacted regarding Mr. Reid's qualifications. Mr. Kimura had an extensive conversation with Mr. Reid and wrote a candidate profile. Based on Mr. Kimura's understanding of recent law enforcement executive recruitments, his recommendation is the City avoid the delays and added cost of engaging an executive search firm, and appoint Mr. Reid as Chief of Police. Staff will then bring forward Mr. Reid's conditions of employment at the next regular meeting.

Staff recommendation is consistent with FMC 2-5.13 which states, "The City Manager shall exercise control over all departments of the City government, and over all department heads and employees thereof, and recommend to the Council the appointment or removal of all department heads."

ENVIRONMENTAL REVIEW

This action does not constitute a “project” pursuant to the California Environmental Quality Act.

FISCAL IMPACT

The fiscal impact associated with this action will be in the conditions of employment to be presented at the next regular City Council meeting.

CONFLICT OF INTEREST

Staff is not aware of any conflicts of interest.

Attachments

- Recruiter Letter from Paul Kimura of Avery Associates
- Candidate Profile from Paul Kimura of Avery Associates
- Candidate Resume



Date: July 20, 2022

To: Wilma Tucker

From: Paul Kimura, Avery Associates

Subj: Michael Reid, Deputy Police Chief, City of Fresno

As we discussed last week, I've taken the opportunity to review and evaluate Michael Reid's resume and to subsequently speak with and interview him via videoconference. Here are my observations related to his qualifications and background for consideration as Police Chief for the City of Fowler.

Chief Reid presents a compelling candidacy for the Police Chief role. His experiences in all facets of a police operation provide an excellent background for consideration. The experience base includes a full range of operations including patrol, investigations, training, and internal affairs, along with extensive administration including budget development and management, capital projects, records, and Information services.

Mr. Reid also offers an excellent educational background that includes coursework towards a PhD in Organizational Leadership and he's completed a J.D. from the San Joaquin School of Law, an MBA from California Coastal University, and a BS in Criminology from California State University of Fresno. He is also a graduate of the FBI National Police Academy. Mr. Reid is very active at the community level having served on the School Board for the Caruthers Unified School District for the past 22 years.

A key aspect of the Fowler Police Chief role is the orientation towards the community. In this regard, Mr. Reid's interpersonal style, philosophy, and general demeanor would appear to be an excellent fit for the Fowler community. His track record of community connection, the examples he provided, and his embrace of smaller, tight knit communities reflect a strong orientation as a proponent of "community policing," within a small town. In my professional experiences, I've not often seen a Police Chief candidate that has the combined breadth and range of experiences, education, and community involvement as Mr. Reid.

The attached Candidate Assessment Report provides a bit more depth of my observations of Mr. Reid.

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**CANDIDATE ASSESSMENT
FOR
MICHAEL S. REID**

Michael Reid has been with the City of Fresno Police Department for almost 30 years. He currently serves as one of four Deputy Chiefs, a position he promoted to in 2018. Michael previously served as a Captain/District Commander for a ten-year period beginning in 2008. He's also had roles as Lieutenant, Professional Standards & Internal Affairs for four years, and as Lieutenant/Field Commander for two years. Earlier in his career, Michael served as a Sergeant for the Training Unit, as a Detective, and as a Patrol Officer for three years.

Michael has an extensive educational background that includes current coursework towards a PhD program in Organizational Leadership from Atlantic International University. He's previously completed a Juris Doctorate degree from the San Joaquin College of Law, an MBA from California Coastal University, and a BS in Criminology from Cal State University at Fresno. His professional law enforcement training experiences are quite impressive. He's a graduate of the FBI National Academy and has attended the California Command College, the Major City's Chief Police's Executive Leadership Institute, and FBI's Law Enforcement Executive Leadership Institute Program. Michael has also completed California POST certifications through the Management and Executive levels. At the community level, he's been elected to five terms on the Caruthers Unified School Board, having served as President for of the Board for 16 years. Michael is also an award-winning Paramedic as he began his career in the fire service.

Michael's wide experience base in law enforcement has been within the confines of the large police department in Fresno. In discussing the challenges of transitioning to the community of Fowler, he emphasized his concept of public safety was to serve as a "guardian" rather than simply an enforcement philosophy. A significant aspect of his recent responsibility related to community relations as he had a key outreach role interacting with organizers of the Black Lives Matter protests. He was proud that these efforts were vital in ensuring there was no vandalism from these protests. Michael further noted that he enjoys and thrives on interaction with the community, which in turn is an attractive aspect of the Fowler role.

Administration is an area where Michael feels especially effective. He's been actively involved in budget development and has presented the police department budget proposal to City Council on at least six occasions. Additionally, his school board activities have been extensively budget focused. His background with Capital Improvement Projects is also robust (as noted on his resume) and he takes credit for the development and construction of the City's Regional Training Facility.

Michael has a nice overall combination of attributes as a Police Chief. On an interpersonal level, he is pleasant, engaging, and worldly with a nice "down to earth" style. He doesn't project in the traditional "command presence" style but instead offers a practical, reasonable, and nuanced demeanor while coming across as a true team player. Michael appears to be a resourceful and creative leader. He's also developed a large contact base within the public safety network. Overall, Michael appears to be an excellent fit for Fowler. He's passionate about community, has extensive knowledge of law enforcement, thrives as a problem solver, and has a positive, warm, and welcoming interpersonal style.





Michael S. Reid

Police Chief Qualifications:

- I have over 40 years of combined first responder experience including working with various Fire, Emergency Medical Services and Law Enforcement agencies. This experience provides me a unique perspective on how to deliver the highest level of coordinated public safety services for the community.
- I am currently a Deputy Chief with the Fresno Police Department and Commander of the Support Division with 543 civilian and sworn personnel under my command.
- I have been the Acting Chief of Police under three different administrations for extended absences of the Police Chief appearing before City Councils, public meetings, and community. I also continue to work intimately with management teams from all city departments to coordinate our efforts and provide exceptional civic services for our community.
- Extensive Law Enforcement Leadership Training. I am a graduate of the FBI National Law Enforcement Academy, the Major City's Chief's Police Executive Leadership Institute, California Command College, and the FBI's Law Enforcement Executive Leadership Program.
- 5-Term Elected School Board Member. 16 years as the Board of Trustees President.
- Capital Project Manager. Assisted in designing and construction management in Fresno PD Joint Administration Complex for Fire & Police (2006); \$4.8m Police District Station (2008); \$16m Regional Law Enforcement Training Center (2008); \$12m Robotic Dairy Milking Facility (2022); \$12m Joint 9-1-1 Center for Fire & Police (2022).

Education/Certification:

- Bureau of Land Management Wildland Fire Training Course. Search & Rescue Training (1976-7).
- Mobile Intensive Care Unit Paramedic Certification. Certified in Los Angeles County. USC Medical Center. (1984). Affiliated with Mid Valley Fire Protection, North Central Fire Protection, and Fresno City Fire & Rescue.
- Bachelor of Science in Criminology (BS). Cum Laude. CSU Fresno (1986).
- Juris Doctorate in Law (JD). San Joaquin College of Law (1992).
- Masters in Business Administration (MBA). Magna Cum Laude. California Coastal University, (2020)
- PhD Program (Currently), Organizational Leadership. Atlantic International University.
- California Commission on Police Officer Standards and Training Basic, Advanced, Supervisory, Management and Executive certificates.
- Major Cities Police Chiefs Executive Leadership Institute certification.
- Leadership Fresno graduate.

Awards & Recognitions:

- Fresno County Paramedic of the Year
- Regional Law Enforcement Training Academy, Top Student Award
- (6) Stolen Automobile Recovery Pins from the California Highway Patrol
- Medal of Valor
- (3) Life Saving Medals
- California Peace Officers Association Lifetime Achievement Medal
- Medal of Meritorious Service
- Outstanding Achievement Medal
- Command College Most Outstanding Student and Graduation Speaker
- FBI National Academy Section Leader



Affiliations, Boards, and Commissions:

- Caruthers Unified School District Board of Trustees (2000-Present).
- California Commission on Peace Officer Standards and Training Advisory Committee (1996-2005). Appointed by Governor.
- Fresno Commission on Police Reform (2020-Present).
- Community Conversations-Mental Health Board (2004-Present).
- Trustee for City of Fresno Retirement Board (2011-2020).
- Fresno Police Chaplaincy Board of Trustees (2021-Present).
- Caruthers Unified School District Bond Oversight Committee (2016-Present)
- High School Basketball Coach (2010-2014).
- Volunteer Youth Football, Youth Soccer, T-ball, Baseball, Babe Ruth League, Softball, AAU Basketball, and various PAL programs coach (1993-Present).
- Future Farmers of America and 4-H Leader for Bovine, Equine and Woodworking Groups (2010-Present).

Recent Work Experience:

- 2018-Present. Deputy Chief with Fresno PD. Support Division Commander for all capital projects, 9-1-1 Center, Records, Evidence, Information Services, Crime Scene Investigations, Traffic Operations, Student Resource Officers, Crisis Intervention Teams, K9, Mounted Patrol, Air Operations, Hostage Negotiators, SWAT, Mobile Field Force, and Special Events. Oversee the Department's mutual aid responses for all major fires and natural disasters throughout California. Department Emergency Preparedness Officer. 543 civilian and sworn personnel under my command.
- 2008-2018. Captain, District Commander. Responsible for all law enforcement activities including patrol, investigation, tactical operations, Neighborhood Watch, crime prevention, and community policing in geographic areas of Fresno. 112 sworn members under command.
- 2004-2008. Lieutenant, Professional Standards Unit and Internal Affairs Commander. Handled all personnel complaints, developed Use of Force tracking system, obtained national accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA), authored Fresno PD Strategic Plan and the 2025 Public Safety Needs Assessment. Developed policy and procedures for the Department. 17 sworn members under my command.
- 2002-2004. Field Commander-Lieutenant. Commanded citywide patrol and tactical operations during evening hours. Developed District Crime Suppression Team, and expanded Problem Oriented Policing concepts for the Department. Coordinated tactical responses to critical incidents. Pursuit and collision review officer for the agency. Coordinated district patrol resources during evening hours.
- 1999-2002. Sergeant, Training Unit. Responsible for developing and providing all advanced officer, in service, and specialized training for sworn personnel. Helped achieve California POST Regional Training Center designation and assisted in the development of the \$16.6 million dollar, state-of-the-art law enforcement training center in Fresno County. Developed and implemented policy and procedures.
- 1996-1999. Detective, Problem Oriented Policing Unit-Violent Crime Suppression Team. Led criminal investigations for the Southwest Policing District. Developed confidential informants, obtained warrants through affidavits, testified in criminal judicial proceedings, and developed long-term solutions for recurring crime to improve the quality of life for our community.
- 1993-1996. Officer, Patrol. Assigned to various districts to provide primary law enforcement responses and proactive crime control in various districts in Fresno. Investigate crime, collect evidence, proper documentation, and prepare and deliver testimony for criminal adjudication.

Professional References:

- Available on request.