



MAYOR

**REX RICHARDSON**

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**REVISED**

Date: May 20, 2025

To: Members of the City Council

From: Mayor Rex Richardson

Subject: Authorizing a One-Time Incentive Compensation for the Police Oversight Director

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**RECOMMENDATION:**

Recommendation to authorize a one-time incentive compensation pursuant to section 12(D) of the Salary Resolution for Francine Kerridge, Police Oversight Director, in an amount equal to \$3,500.

**DISCUSSION:**

On April 1, 2025, the Long Beach City Council met in closed session to conduct a performance evaluation of the Police Oversight Director. As a part of this action, the City Council recognized several key accomplishments led by Francine Kerridge as the inaugural head of the department including recruiting and onboarding the department's first full-time staff members to conduct investigations, publishing the department's first annual set of recommendations to improve policies and procedures regarding the interactions and relations between law enforcement and members of the public following critical incidents such as officer-involved shootings, and building new partnerships with violence prevention organizations and community groups to improve the public's understanding of police work and their authority.

With consideration of increased scope of responsibilities, superior job performance, qualifying experience, education, and equity amongst executive positions, the City Council proposes to authorize a one-time incentive compensation pursuant to section 12(D) of the Salary Resolution at an amount equal to \$3,500, which other management positions are eligible to receive.

Francine Kerridge has been a Department Director since 2023, holds a Master of Science in Emergency Management from California State University, Long Beach, and a Criminal Justice degree from Madonna University in Michigan, and has brought to the City more than 26 years in public safety oversight leadership and law enforcement combined, which has helped build effective relationships between the community and



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the city's police department. The Council has determined that Ms. Kerridge's scope of responsibilities and job performance merit the proposed incentive compensation.

This matter has been reviewed by Budget Manager Rebecca Bernstorff on May 13, 2025.

### **FISCAL IMPACT**

This recommendation will provide a one-time incentive compensation in the amount of \$3,500, for the Director of Police Oversight. The total funding amount of \$3,500 in the General Fund Group in the Police Oversight Department will be absorbed within the Police Oversight Department's FY 25 operating budget.

### **SUGGESTED ACTION**

Approve recommendation.

Respectfully submitted,

Mayor Rex Richardson