



## Staff Report

**TO:** City Council  
**FROM:** Kari Mendoza, Administrative Services Director  
**DATE** July 15, 2025  
**SUBJECT:** Authorize Employment Contract with Chief of Police

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**Description** Staff is requesting the Council review and authorize the City Manager to sign the employment agreement with Christopher Ramos appointing him to the position of Chief of Police.

### **Background and Analysis:**

Staff engaged Teri Black & Co. Executive Recruitment Firm in February 2025 to assist the City with the search for the next Chief of Police. The firm produced and distributed a recruitment brochure through traditional and electronic mail. They designed and executed a national advertising, marketing and social media campaign. They conducted screening interviews with eighteen candidates and recommended four candidates for City consideration. Three final candidates participated in four different interview panels. These panels included a Community Panel, Professional Panel of Chiefs and City Managers, an Executive Team Panel and lastly the Beaumont City Manager and Deputy City Manager.

Christopher has a Bachelor of Science Degree in Business Administration from California Coast University. He has a Master's Degree in Law Enforcement and Public Safety Leadership from University of San Diego. He started his career in law enforcement in 2001 and has spent the last 19 years promoting through the ranks of the Beaumont Police Department. He chose Beaumont to raise his family and is passionate about this community, its residents and the members of the Beaumont Police Department.

The City Manager negotiated the terms of the employment contract, and the City Attorney has reviewed and approved the language in the contract.

**Fiscal Impact:**

The contract provides for an annual fully loaded fiscal impact of \$427,652 to be paid out of the general fund for personnel costs. City staff estimate the cost to prepare this report was \$975.

**Recommended Action:**

Approve the employment agreement with Christopher Ramos for Chief of Police and authorize the City Manager to sign the agreement.

**Attachments:**

- A. Employment Agreement