

CITY OF HOWELL

MEMORANDUM

To: MAYOR & CITY COUNCIL

From: ERVIN SUIDA, INTERIM CITY MANAGER

Date: MARCH 4, 2020

Re: POLICE CHIEF RETIREMENT / APPOINTMENT

It is with both sorrow and excitement that I present a letter of retirement from Police Chief George Basar. As the Chief pointed out in his letter, he has served as an officer of the law for over 47 years. Howell was fortunate to have him as our Police Chief for the past 14 years. George has been a mentor to many, and is someone that I often rely on for his wisdom and advice, especially during the past 10 months. He leaves behind him a legacy and a Department the City of Howell will benefit from for many years. Part of that legacy is a Department with a deep bench of highly professional and dedicated officers prepared to continue the pursuit for excellence.

Chief Basar has put in place a department ready to move forward upon his departure and I am prepared to appoint Deputy Chief Scott Mannor to the position of Police Chief with an effective date of May 1, 2020. Deputy Chief Mannor has worked for the City of Howell since 1999; was promoted to the rank of Sergeant in 2005 and Deputy Chief in 2014. Deputy Chief Mannor has been and continues to be an incredible asset to this community with his own unique management style and philosophies that will be an incredible asset to the Department and the Community. This internal promotion is recommended by Chief Basar and has been part of the departments succession planning for many years. With the recent hire of the "bridge" position in anticipation of upcoming retirements, no additional hires will be necessary at this time. It is my strong opinion that we should provide our Police Officers who have exceeded in excellence, the sense that advancement within the Community in which they serve is achievable, especially when they work hard and perform. Typically, when departments are faltering or a wholesale change in direction is necessary, the search for outside applicants is appropriate; Howell has done this in the past. However, a department in full stride, reaching rare accreditation and accolades of excellence should be rewarded, and the continuance of that excellence should be fostered by opportunity within the department. Based on Deputy Chief Mannor's experience, qualifications, and dedication to this community, the search for outside applicants is not warranted or needed. Therefore, I am recommending Mayor and Council

confirm my appointment of Deputy Chief Scott Mannor to the position of Howell Police Chief effective May 1, 2020. A more formal ceremony honoring the service of Chief Basar and passing the torch to Deputy Chief Mannor will be conducted at the April 20, 2020 Council meeting. At that meeting we will honor Chief Basar for his years of service and congratulate Deputy Chief Mannor on his promotion.