



LONDON BREED
MAYOR

CITY AND COUNTY OF SAN FRANCISCO
Department of Police Accountability
25 VAN NESS AVE., SUITE 700
SAN FRANCISCO, CA 94102



PAUL DAVID HENDERSON
EXECUTIVE DIRECTOR

September 20, 2022

Marshall Khine

Govt. Code
6254(c)

Subject: Offer of Employment

Dear Marshall,

I am very pleased to send you this formal offer of employment for the position of 8181 Assistant Chief Attorney I at the Department of Police Accountability. This is a full-time position, exempt from competitive Civil Service selection, appointment, and removal procedures under the provisions of Charter Section 10.104.13. The appointment is not time-limited and the incumbent serves at the pleasure of the Appointing Officer.

The annual salary for this position is \$279,598.80 per year (Step 5 plus 2% longevity). You will retain all accrued leaves, benefits and severance eligibility that have accrued in your current position. Information on health benefits, time off, and more can be found at sfdhr.org/benefits-overview. This position is represented by the Municipal Attorney's Association. You can review the collective bargaining agreement with this union by going to the Department of Human Resources website at sfdhr.org/memoranda-understanding.

Your start work date will be October 17, 2022. Your regular work location is 1 S Van Ness Avenue, 8th floor, San Francisco, CA 94103. Do not hesitate to contact Benjamin Richey, 1244 Senior HR Consultant, at Benjamin.richey@sfgov.org to assist you with questions you may have about your employment with the City and County of San Francisco. You will be contacted to complete the appointment processing paperwork.

On behalf of the Department of Police Accountability, we look forward to your acceptance. In order to move this process to completion, I would appreciate hearing from you at your earliest convenience, but no later than close of business September 27, 2022 to accept or decline this offer of employment. Please contact Benjamin Richey at Benjamin.richey@sfgov.org with your decision.

Very truly yours,

Paul Henderson
Executive Director, Department of Police Accountability

Written Acceptance

I confirm that I have read and agree to the terms of this Conditional Offer of Employment as set forth above.

Name (print)

Signature

Date