

February 6, 2023

Anthony Paul Frisbee
University Police - 10235

Dear Anthony,

With the authority delegated to me by Fram Virjee, I'm pleased to offer you a full-time appointment as the Chief of Police at California State University, Fullerton, effective March 1, 2023. In this position, you will report directly to Alexander Porter, Vice President of Administration and Finance. You will be appointed as a 12-month Administrator III in the California State University Management Personnel Plan (MPP). This position includes a comprehensive benefits package and an initial salary of \$16,667 monthly (\$200,004 annually).

As an Administrator in the California State University (CSU) system, the terms of your appointment and service are governed by this appointment letter and the CSU Management Personnel Plan (MPP) which is contained in Section 42720 et seq. of Title 5, *California Code of Regulations*. No other representations expressed or implied attributed to any other member of the University, staff, or administration, and not included in this letter, are to be relied upon as offers of appointment or conditions of employment. This offer of employment supersedes any other communication between you and the University with respect to your terms of appointment. Any promises, statements, representations, or inducements, express or implied, made by any agent, member or representative of the University that are not contained in this offer of employment shall not be valid or binding on the University.

- Vacation accumulates at the rate of 16 hours per qualifying pay period, and sick leave accumulates at the rate of 8 hours per qualifying pay period as provided in Section 42726. In addition, you will be offered health, dental, and vision plans.
- A life insurance policy in the amount of \$100,000 is provided. Coverage in excess of \$50,000 has an imputed income tax liability. If you do not want the additional tax liability, you may waive coverage in excess of \$50,000.
- New Employee orientation is scheduled on March 8, 2023, from 9:00 AM to noon.
- Benefits orientation is scheduled on March 15, 2023, from 9:00 AM to noon.
- Future changes in salary and benefits will be in accord with Section 42721 of the MPP and salary increases will be based upon the merit of your performance and the needs of the campus as determined by the President.
- Performance will be evaluated after six months of service, at one year of service, and subsequently at one-year intervals.
- There are mandatory deductions from your salary for Social Security, Federal and State Income Tax and contributions to the California Public Employees Retirement System.
- In accordance with Section 42723 of the Management Personnel Plan, your service as an Administrator is at the will and at the pleasure of the President. No tenure or permanent status is granted with this appointment, nor can it be achieved within the MPP.
- The President retains the right to reassign you to a different position within or outside your current Administrator level if such a reassignment is in the University's best interest. Your work assignments, employment status, and working hours may change consistent with California State University (CSU) and University policies and procedures.

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This appointment is contingent upon the following:

- Accepting in writing this offer of appointment.
- Submitting documents that verify your eligibility to work in the United States.
- Successful completion of a background check (including a criminal records check). This offer may be rescinded if the records check reveals disqualifying information and/or it is discovered that you knowingly withheld or falsified information.
- CSU requires faculty, staff, and students who are accessing campus facilities to be immunized against COVID-19 or declare a medical or religious exemption from doing so. The systemwide policy can be found at [CSU Vaccination Policy](#) and any questions you have may be submitted to hr@fullerton.edu. Additionally, you must submit your completed vaccination documentation via the Employee Self-Service Module in Peoplesoft, the University's secure online portal. As soon as you are onboarded, you will have access to Peoplesoft and you can find instructions for submitting your vaccination information at: [COVID-19 Vaccination Submission Instructions](#).

In addition, the appointment requires the following:

- Signing the State's Oath of Allegiance.
- Filing the State's "Conflict of Interest Form 700: Statement of Economic Interests" within 30 days from your date of hire and annually thereafter. Completing CSU-sponsored conflict of interest training within 30 days of your date of hire and every two years thereafter.
- Completing University-sponsored online defensive driving training within 30 days of your date of hire and every four years thereafter.
- Signing the mandated reporter form under the California Child Abuse and Neglect Reporting Act.
- Completing CSU-sponsored sexual harassment prevention training within six months of your hire date and every two years thereafter.
- Completing CSU-sponsored Title IX training in accordance with Executive Orders 1095 and 1096.
- Reporting any and all outside employment, including at any CSU foundation or auxiliary, as provided in Section 42740 in Title 5.

If you accept this appointment, Phenicia McCullough, Associate Vice President for Human Resource Services, will contact you to schedule a meeting to process all of your required employment paperwork.

I am very pleased to welcome you to your new position, and I wish you the fullest measure of success and satisfaction in your professional life at California State University Fullerton.

Sincerely,



David Forgues, Ph.D., SHRM-SCP
Vice President of Human Resources, Diversity and Inclusion

Reviewed by PM: OM

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CWID: [REDACTED]

Job Number/Req ID: 516837

Name (first, middle, last): Anthony Paul Frisbee

Position Type:	At Will
Appointment Start Date:	March 1, 2023
Appointment End Date:	
CMS Position Number:	00024321
Position Number:	242-745-3306-000
Classification:	Administrator III-Range A
Department:	University Police - 10235
Reports To:	Alexander Porter, Vice President Administration and Finance
Appropriate Administrator:	Alexander Porter, Vice President Administration and Finance
Timebase (work hours):	Full-Time-40 hours per week
Work Schedule:	Monday-Friday, 8:00 AM - 5:00 PM
FLSA Designation:	Exempt
CBID (Union code):	M80
Salary:	\$16,667 monthly (\$200,004 annually)
Converted Full Salary:	
Range:	1
Leave Accrual:	16 hours of vacation and 8 hours of sick leave per qualifying pay period
Mandatory Retirement Deduction:	PERS
Pay Cycle:	End of Month
ACA Eligible:	N/A
MPP Code:	P041

Recruiter: Tammy Dietzel

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