

KENSINGTON POLICE PROTECTION AND COMMUNITY SERVICES DISTRICT

BOARD OF DIRECTORS MEETING MINUTES

Thursday, April 13, 2023

Special Meeting

Via Teleconference

8:30 p.m.

Call to Order [TS 4:42:15]

President Aquino-Fike called the special meeting to order at 10:43 p.m.

Roll Call [TS 4:42:21]

Director Cassandra Duggan, Vice-President Sarah Gough, Director Sylvia Hacaj, and President Alexandra Aquino-Fike were present at roll call.

Staff present included Interim General Manager David Aranda, General Counsel Ann Danforth, and Administrative Clerk Rosa Ruiz.

[TS 4:42:44]

- Motion by Director Hacaj, seconded by Director Duggan, to extend the meeting to 11:15 p.m., carried (4-0) by the following roll call vote: AYES (Directors Duggan, Gough, Hacaj, and Aquino-Fike); NOES (None); Absent (None); ABSTAINED (None).

Special Meeting Agenda Item Public Comments [TS 4:43:18]

None.

Discussion and Action [TS 4:43:34]

1. **Approval to adjust the wording in the Memorandum of Understanding (MOU) between KPPCSD & Kensington Police Officers Association (KPOA) regarding holiday pay as required by CalPERS.**

David Aranda, Interim General Manager, reported that this issue recently came to the District's attention as a result of a recent CalPERS audit of holiday pay. The wording in the MOU between the KPPCSD and KPOA was insufficient according to CalPERS regulations. As a result, the Board needs to approve a recommendation to revise the wording in the MOU for "Holiday In Lieu Pay For Police Personnel." Mr. Aranda noted that despite the discrepancies (eliminating Lincoln's Birthday for the Juneteenth holiday), the number of holidays that police officers are paid remains at 14 (See attached Kensington Police Protection & Community Services District Side Letter MOU for July 1, 2022 until June 30, 2025.) Director Hacaj asked that an updated copy of the MOU be provided for the District.

- Motion by Director Hacaj, seconded by Director Duggan, to approve adjusting the wording in the MOU between the KPPCSD and the KPOA regarding holiday pay as required by CalPERS noting that the list of names of the holidays are staying the same as it currently is in the MOU, carried (4-0) by the following roll call vote: AYES (Directors Duggan, Gough, Hacaj, and Aquino-Fike); NOES (None); Absent (None); ABSTAINED (None).

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AAF [Signature] [Signature]

KPPCSD Special Meeting Minutes

April 13, 2023

Page 2 of 3

Adjournment [[TS 4:47:15](#)]

The meeting was adjourned at 10:48 p.m.

The next regular meeting is scheduled for May 11, 2023.

SUBMITTED BY:

DocuSigned by:

Lynelle M. Lewis

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Lynelle M. Lewis, District Clerk of the Board

APPROVED: May 11, 2023

DocuSigned by:

David Aranda

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David Aranda, Interim General Manager

DocuSigned by:

Alexandra Aquino-Fike

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Alexandra Aquino-Fike, President of the Board

KPPCSD Special Meeting Minutes
April 13, 2023
Page 3 of 3

**Kensington Police Protection & Community Services District Side Letter MOU for
July 1, 2022 until June 30, 2025**

Article XII Holiday Pay Definitions

A. Holiday In Lieu Pay for Police personnel

For Classic and PEPRA Members:

- Holiday Pay is defined additional compensation for employees who are normally required to work on an approved holiday because they work in positions that require scheduled staffing without regard to holidays. If employees are paid over and above their normal monthly rate of pay for approved holidays, the additional compensation is holiday pay and reportable to PERS. All employees (except for the Chief) are required to work without regard to holidays.
1. Each Employee shall be paid 14 holidays, listed below, at 8 hours per holiday.
 2. Each Employee shall be paid at their current base salary rate for 112 hours (14 holidays at 8 hours) in-lieu pay each year divided equally among semimonthly paychecks.
 3. Any Employee receiving in-lieu pay as described above shall not be entitled to time off on holidays.
 4. New employees who commence employment during the year shall receive in-lieu pay, as described above, on a pro-rated basis.

Holidays

- News Years Day
- Martin Luther King's Birthday
- President's Day
- Cesar Chavez Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Admission Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- The day after Thanksgiving
- Christmas

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