



# KPPCSD Update

## Kensington Police Protection and Community Services District

### How Do We Provide *Top Service* with a *Tight Budget*?

In January 2018, the District asked Matrix Consulting Group to conduct a thorough analysis of current police services and alternative approaches to service delivery.

**Phase 1** evaluated the KPD in light of the best practices in policing.

**Phase 2** evaluated ways to provide public safety in partnership with other agencies.

#### Phase 1 Key Findings include:

- Kensington remains an extremely safe community. In 2017, there was an average of 4 calls for police services daily.
- Kensington police officers have an extraordinary amount of proactive time (approximately 80%) which would allow them to perform important community policing activities when directed.
- Kensington’s average salaries are 25% lower than the average of four adjacent agencies. However, when all benefits are included, total compensation is comparable to these agencies.
- Like many small police departments across the country, Kensington

suffers from many challenges, especially in recruiting qualified and retaining officers.

- Matrix recommended hiring additional officers, increasing salaries, and investing in additional training and equipment.
- To address these types of staffing and other challenges, Matrix concluded a best-practices in-house police department would require an additional \$720,000/year.

In March 2018, Phase 2 began. This phase was designed to evaluate the feasibility of contracting full, or some, police services for Kensington, while developing the higher service level commitment the community expects. Community input was obtained in public meetings and through an online survey to help identify service delivery criteria.

#### Phase 2 Key Findings include:

- Guiding principles for possible contracting included:
  - an adjacent law enforcement agency.
  - a Kensington station with full-time patrol resources.
  - a community policing plan tailored for Kensington.
- The adjoining cities of Berkeley, Albany and El Cerrito were contacted regarding level of interest

**Matrix Consulting Group** will present their findings at the **Kensington Community Center** (59 Arlington Ave.) on **Thurs., Feb. 28, 7:30 pm** & **Sat., March 2, 10 am**  
*Please plan to attend one of these important public meetings!*

in providing full-service or partial “hybrid” police service delivery to Kensington.

- The hybrid option could include contracting for the night shift, detective services, and/or evidence storage.
- Full contracting would require the KPPCSD to pay down the unfunded portion of accrued liability payments to CalPERS. The estimated costs vary between payments of \$431,000 to \$1,011,899 per year for 15 years. The payout depends on whether the KPPCSD selects inactive or terminated status. Currently, KPPCSD is obligated to pay between \$354,893–\$527,758 per year for 15 years to pay down the current unfunded accrued liability.
- KPPCSD will have financial difficulty delivering best practice

#### In This Issue

How Do We Provide <i>Top Service</i> with a <i>Tight Budget</i> ?	1
How to Contact Us	2

*(cont. on next page)*

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### How Do We Provide Top Service with a Tight Budget? *(cont.)*

law enforcement at a reasonable and sustainable cost.

- The estimated costs for a full service contract and best-practices in-house police services are essentially equivalent.
- The cost for an enhanced in-house police service operation, as well as a full-service police contract, are both more expensive than existing police services delivery.
- Identifying the cost difference between a best-practices

in-house police department and comprehensive full-service police contract is difficult and suggests both hybrid and full-service delivery options should be formally explored to obtain hard costs.

- To obtain the potential costs for full or partial contracting, KPPCSD will need to prepare a Request for Proposal process with adjoining cities.

The Board will make a determination at a future meeting whether to continue with a Phase 3 RFP process. ■

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