

Agenda

Board of Directors
Kensington Police Protection and
Community Services District

Special Meeting
Tuesday, October 26, 2021
5:00 p.m.
Via Teleconference

www.kppcsd.org/2021-10-26-kppcsd-board-special-meeting

**The page at the URL above will have instructions on how to join the
online meetings.**

On September 16, 2021, the Governor signed into law AB 361. AB 361 added Section 54953(e) to the California Open Meetings Act, California Government Code 54950 et seq. (“The Brown Act”). Section 54953(e) allows District’s legislative body, the Board of Directors, to hold meetings by teleconferences during a proclaimed state of emergency subject to the Board making findings specified in Section 54953(e)(2). The Board may continue to hold teleconferenced meetings during the state of emergency so long as at least every 30 days, the Board reconsiders the state of emergency to determine if remote meetings are warranted under Section 54953(e)(3). When holding teleconferenced meetings, the Board must comply with the notice, access, public comment and other procedure requirements of Section 54953(e)(2).

Call To Order

Roll Call

Special Meeting Agenda Item Public Comments

Individuals wishing to address the District Board of Directors concerning any Special Meeting agenda items or on matters not already on the agenda are invited to make oral comments of up to three minutes. Please raise your hand via Zoom. When you are called on by the District President, you will be unmuted, and you can address the Board of Directors, please state your name clearly for the audio recording. You are requested to address your comments to the President and Board of Directors, and not to staff and/or the audience. By state law, the Board is not permitted to undertake any action or discussion on any item not appearing on the posted agenda. If you have any documentation that you would like distributed to the Board, please mail or email it to the Clerk of the Board at 217 Arlington Ave., Kensington, CA 94707 or llewis@kppcsd.org.

Discussion and Action

1. Police Officer Signing and Referral Bonus

Recommended Action: Approve a signing bonus for new officers, retention bonus for current officers and a referral bonus for district employees responsible for referring candidates ultimately hired by the department.

Contact: Richard J. Benson, Interim General Manager, rbenson@kppcsd.org & Mike Gancasz, Chief of Police, MGancasz@kppcsd.org

Adjournment

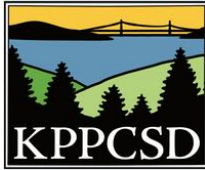
The next regular meeting will be held on Thursday, November 11, 2021.

General Information

- All proceedings of the Open Session will be audio and video recorded if possible.
- Upon request, the Kensington Police Protection and Community Services District will provide written agenda materials in appropriate alternative formats or disability-related modification of disabilities to participate in public meeting. Please send written request, including your name, mailing address, phone number, and a brief description of the requested materials and preferred alternative format or auxiliary aid or service at least two days before the meeting. Requests should be sent to Kensington Police Protection & Community Services District, 217 Arlington Ave, Kensington, CA 94707.
- To be added to the Board Agenda Mailing List, complete and submit the form at <https://www.kppcsd.org/agenda-mailing-list> or by notifying the Clerk of the Board at llewis@kppcsd.org.

POSTED AGENDA: Public Safety Building – Colusa Food – Arlington Kiosk and at www.kppcsd.org. Complete agenda packets are available at the Public Safety Building.

All public records that relate to an open session item of a meeting of the Kensington Police Protection & Community Services District that are distributed to a majority of the Board less than 72 hours before the meeting, excluding records that are exempt from disclosure pursuant to the California Public Records Act, will be available for inspection at the **District offices, 217 Arlington Ave, Kensington, CA 94707** at the same time that those records are distributed or made available to a majority of the Board.



Kensington Police Protection & Community Services District

Item #1

Date: October 26, 2021
To: Board of Directors
From: Rick Benson, Interim General Manager
Mike Gancasz, Police Chief
Subject: Police Officer Signing and Referral Bonus

Recommendation

Approve a signing bonus for new officers, retention bonus for current officers and a referral bonus for district employees responsible for referring candidates ultimately hired by the department.

Background

In order to enhance and improve the service to the public, the Kensington Police Department has gone through a great deal of change over the last two years. The force has purposely seen significant turnover. Several new officers have been added while others have left the force. Recruitment of officers has been an ongoing endeavor with mixed results.

During the same time period, much as happened to the profession outside the control of our local department. Many individuals have chosen to leave police service and there are fewer young recruits moving into the career. These market forces have made it even more difficult for our department to recruit and retain good officers.

At the October 14 Board meeting a proposal was presented to approve a \$3,000 signing bonus for new officers who join and maintain their employment with the Kensington Police Department. At that time your Board directed that the item be reintroduced at a special meeting to allow for more flexibility in the bonus amount.

Discussion

Currently, staffing of the Kensington Police Department is at a critical stage. During the last few weeks two officers have decided to move on to other departments. It is becoming more and more difficult to recruit qualified applicants at precisely the time they are most needed.

This problem is not unique to Kensington and more and more Departments have turned to offering a signing bonus for new officers who come to their departments and make a commitment to stay for a specified period of time. It is not uncommon to see signing bonuses

well over \$10,000 being offered. It has become so common that new recruits are now expecting to see a signing bonus in their initial offering.

Rationale for Recommendation

In order to assist in being competitive in recruiting officers the District needs to offer a more competitive package. A signing bonus in the amount of \$10,000 is recommended as one way to attract new recruits. The recommended proposal is that effective upon approval, the bonus will be paid to lateral officers and academy graduates hired by the Kensington Police Department as follows:

- \$2,000 at time of appointment.
- \$2,000 at the completion of six (6) months successful service.
- \$2,000 at completion of probation (12 months lateral, 18 months academy grad)
- \$2,000 at completion of two years' service (24 months)
- \$2,000 at completion of three years' service.

Given that obtaining qualified officers has become so competitive, it is also recommended that Kensington officers currently serving also be given a retention bonus so as to make them less likely to leave the department for other jurisdictions. Except for any current officer who has not yet completed their probationary period, it is proposed that the bonus be structured similarly to the signing bonus given to new officers. An officer on probation will receive their first bonus immediately after reaching permanent status. Other officers will receive a bonus as follows:

- \$2,000 on January 1, 2022
- \$2,000 on July 1, 2022
- \$2,000 on January 1, 2023
- \$2,000 on July 1, 2023
- \$2,000 on January 1, 2023

The bonus will be included in the first paycheck following those dates. It is further recommended that the bonus program expire when the force reaches full staffing or December 31, 2023, whichever comes first.

It should also be noted that since this is a change in compensation it is subject to approval by the officers' association.

Finally, it is also deemed helpful to make sure that other members of the KPPCSD staff are actively working to bring new individuals into the department's ranks. Therefore, a bonus of \$1,000 is recommended to any KPPCSD employee responsible for referring a new officer. This bonus will be paid in full after the new recruit has served for six months.

Financial Impact

The financial impact is dependent upon the number of new officers recruited, therefore the ultimate amount is unknown. However, the maximum possible impact is approximately \$90,000. Given the number of vacancies within the force, salary savings this year alone are more than adequate to cover these incentives.