



## Kensington Community Services District

DATE: May 14, 2026

TO: Board of Directors

SUBMITTED BY: Chief Gancasz, Chief of Police

PRESENTED BY: Amit Nath, Lieutenant

FROM: David Aranda, Interim General Manager (IGM)

SUBJECT: Presentation of the California Police Chiefs Association Accreditation Program (CAPS) that would benefit the Kensington Police Department

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### RECOMMENDATION:

This is a presentation which welcomes questions. This is not a board action agenda item.

### BACKGROUND:

The professionalism that now exists with the Kensington Police Department is something all directors and residents want to see continue, even when management changes and new officers are recruited.

This presentation emphasizes the benefits of this program which ensures the highest standards of professionalism for the Kensington Police Department well into the future.

### EXHIBIT(S):

- California Police Chief's Accreditation Program (CAPS)

# CALIFORNIA POLICE CHIEFS ACCREDITATION PROGRAM



# CAPS

*A Program of the California Police Chiefs Association*

PREPARED BY

## KENSINGTON POLICE DEPARTMENT

*Committed to Excellence, Professionalism,  
and Continuous Improvement*



KENSINGTON  
Community Center

*Professional Standards ★ Public Trust ★ Accountability ★ Excellence*



The California Police Chiefs Association CAPS Accreditation Program - **California Accreditation for Professional Standards** - is a newly established statewide initiative designed to elevate professionalism, accountability, and transparency across law enforcement agencies.

CAPS provides a formal, standards-based accreditation framework that verifies agencies operating in alignment with recognized best practices. Unlike internal reviews, CAPS requires documented compliance and independent validation, ensuring that policies are not only established but consistently applied.

The Kensington Police Department has been selected for the inaugural cohort, with only 14 agencies statewide participating in the initial rollout. This places Kensington in a leadership position, helping to shape and define accreditation standards across California.

### **Program Structure**

CAPS is built on a structured, standards-driven model that governs all major areas of law enforcement operations.

### **Key components include**

- **Standards Framework:**  
A comprehensive set of professional standards defining best practices across agency operations.
- **Policy Alignment:**  
Required review and alignment of all agency policies to meet CAPS standards and current legal requirements.
- **Proof of Compliance:**  
Agencies must provide verifiable documentation demonstrating that policies are actively implemented, followed, and reinforced.
- **Phased Accreditation Process:**  
A structured progression including onboarding, gap analysis, implementation, internal assessment, and external review.
- **Continuous Compliance:**  
Accreditation requires ongoing maintenance through periodic review, updates, and sustained documentation.

### **Operational Scope**

CAPS accreditation evaluates and standardizes critical operational areas, including:

- Use of Force
- Training and Professional Development
- Supervision and Accountability
- Personnel Practices
- Records and Reporting
- Community Engagement



This comprehensive scope ensures agencies operate with consistency, clarity, and accountability across all functions.

### **Technology Platform: PowerDMS (NEOGOV)**

The CAPS program is supported by PowerDMS by NEOGOV, a centralized accreditation management system.

PowerDMS enables agencies to:

- Manage and maintain policies
- Track compliance with accreditation standards
- Upload and organize proofs of compliance
- Assign and document training
- Conduct internal audits and assessments

This platform ensures accreditation is a continuous, trackable process rather than a one-time event.

### **Program Significance**

CAPS represents a shift from minimum compliance to verified excellence.

It requires agencies to demonstrate:

- Consistent application of policies
- Measurable accountability
- Transparent operations
- Organizational discipline

CAPS accreditation can be best understood as the equivalent of a "doctorate-level" achievement for a law enforcement agency, requiring deep evaluation, documented performance, and independent validation.

### **Kensington's Leadership Role**

As one of only 14 agencies in the inaugural CAPS cohort, the Kensington Police Department is:

- Helping define and refine statewide accreditation standards
- Establishing benchmarks for other agencies
- Demonstrating a commitment to best-in-class policing practices

Participation reflects proactive leadership and a willingness to operate at the highest professional standard.

### **Community Impact**

CAPS accreditation directly benefits the community by ensuring:

- Consistent and fair policies aligned with best practices
- Transparent operations with documented accountability
- High standards of training and supervision



- Increased public confidence in law enforcement

Trust is strengthened through demonstrated performance and measurable standards, not assumptions.

The CAPS Accreditation Program represents a significant advancement in law enforcement professionalism in California. Kensington Police Department's participation in the inaugural cohort underscores its commitment to:

- Leadership
- Accountability
- Transparency
- Excellence in service

Kensington is not simply meeting expectations; it is helping define the future standard for policing in California.

# POLICE DEPARTMENT

*Mike Gancasz, Chief of Police*



## MEMORANDUM

**DATE:** March 12, 2026  
**TO:** M. Gancasz, Chief of Police  
**FROM:** A. Nath, Police Lieutenant  
**SUBJECT:** California Police Chiefs Association CAPS Accreditation Program

The California Police Chiefs Association Accreditation Program for Law Enforcement (CAPS), launched in 2026, establishes statewide standards for policy development, training, accountability, and operational best practices. The program provides a structured accreditation framework and policy compliance management, strengthening governance and consistency.

Participation in CAPS will enhance our policy oversight, improve accountability, and align the Department with recognized professional policing standards. **I recommend that the Kensington Police Department participate in this program** to position itself among California agencies pursuing formal accreditation and National best practices.

### Cost Summary:

- **Year 1 Net Cost (KPD): \$4,980.40**
  - CAPS Enrollment (\$5,500) and Power Standards (\$600) \*covered through grant funding (\$6,100 total)
  - PowerDMS (Policy, Training, Setup): \$4,980.40
- **Annual Cost (Year 2+): \$11,446.68**
  - CAPS Annual Fee: \$5,000
  - Power Standards: \$600
  - PowerDMS (Policy & Training): \$5,846.68

4/13/26

I support the Lieutenant's recommendation to pursue accreditation for our Police Department through the California Police Chiefs Association. A new line item for this program will be created in the 26/27 budget. Lieutenant A. Nath will be designated as the department's **Accreditation Manager**, reporting directly to the Chief of Police on this program. Support staff will be determined based on needs.

M. Gancasz, Chief of Police