

## Kensington Police Protection and Community Services District

### **BOARD OF DIRECTORS MEETING**

**March 26, 2020**

### **Contract Extension for Interim Chief of Police Services with Contra Costa County Sheriff's Office Through June 30, 2020**

#### **BACKGROUND**

At the October 15, 2019 meeting of the Board of Directors, an Interagency Agreement with Contra Costa County for Interim Chief of Police contract services was approved. This agreement will expire on April 20, 2020. Once approved by the Board, Mr. Steve Simpkins, a Captain with the Contra Costa County Sheriff's Office, immediately assumed the position of Interim Chief of Police for Kensington. The monthly charges for these services are \$35,000.

Previously, Chief Simpkins has had a lengthy and distinguished career with the Sheriff's Office. This included seven years as the Police Chief (contract) with the Town of Danville and varied assignments at an executive level. In his tenure in Kensington, Chief Simpkins has already had significant impact with internal operations and community relations. Examples of accomplishments and improvements include Internal procedures ranging from training, reports and investigations, completion of open internal matters, file digitation, technology upgrades, community outreach, and payroll procedures.

Achieving a sustainably improved department requires an experienced Chief of Police who sets a high-performance standard. Although the option of retaining Chief Simpkins for a lengthy time period is not available to the District, it is recommended that the Board consider extending the Agreement through the end of the fiscal year to June 30, 2020. These additional months under the leadership of Chief Simpkins will increase the likelihood that improved practices can continue. It is anticipated that these improvements will yield savings to the District in future years, including reduced legal costs.

When Chief Simpkins was hired it was known that he would be available for a limited tenure. With that knowledge, the District has continued to recruit for a successor interim Chief of Police. Chief Simpkins has supervised that search and identified a candidate who is undergoing a background process. However, most potential candidates are CalPERS annuitants, including the individual completing the background. They will be under the limiting CalPERS 960 regulation, which sets a cap to the length of service.

Due to the COVID-19 pandemic there have been a number of changes to the applicability of the 960 hours restriction. On March 12, Governor Newsom's Executive Order N -25-20 lifted restrictions on retired annuitant workers. On March 19, CalPERS suspended the 960 hours

limitation per fiscal year during the state of emergency. These are the most recent developments and there may be additional changes as more information on the status of the pandemic becomes available in succeeding days.

Sufficient funds have been budgeted this year for an Interim Chief of Police and additional Police Sergeant position, which will not be filled this fiscal year.

**FISCAL IMPACT**

\$35,000 per month from April 21, 2020 to June 30, 2020.

**RECOMMENDATION**

Authorize the General Manager, subject to the review and approval of the General Counsel, to extend the current Interagency Agreement with Contra Costa County for Interim Chief of Police contract services through June 30, 2020.

**ATTACHMENTS**

Police Department Accomplishments under Chief Simpkins

Police salary projection with Chief Simpkins

Contract Extension

**Submitted By:** Anthony Constantouros, General Manager