

KPPCSD Update

Kensington Police Protection and Community Services District



KPPCSD

This entire newsletter earns the title of the *Kensington Update*. The KPPCSD Board has been working on substantial changes to transform the District to improve function, accessibility, and long-term financial stability. Perhaps because we see the need for improved communication for assuring safety or just that we are ending one decade and starting another, but now is the time to continue our progress in providing great service for Kensington residents, whether your interaction is with one of our excellent staff members or just using the website for tennis court reservations.

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New Chief



In October, the KPPCSD entered into a contract with Contra Costa County Sheriff to provide Kensington with an Interim Chief of Police.

ICOP Steve Simpkins has had a lengthy and distinguished career with the Sheriff's Office. This has included seven years as the Police Chief (contract)

with the Town of Danville and varied assignments at an executive level. Mr. Simpkins holds both a bachelor's and master's degrees in addition to training in specialty and leadership programs. He will serve for a limited tenure, likely six months, but it is possible that this tenure could be shorter if his professional availability changes. We are excited about implementing new technologies and updating our policies and practices. Welcome to Chief Simpkins!

New Captain



The KPPCSD wants to thank Rickey Hull for his outstanding work as Interim Chief of Police from December 2016 until October 2019.

Having served as an Officer, Sergeant and Master Sergeant with the KPD, Mr. Hull now takes a new role, that of Captain. As our longest serving peace officer, we are grateful that Captain Hull will continue to use his knowledge and appreciation of Kensington to continue to benefit our residents!

New Staff

In November, the KPPCSD welcomed three new administrative staff members. These roles were developed after a study, completed in 2018, found that job responsibilities were assigned to staff very informally and that job descriptions were not professionally maintained following basic human resource principles and practices. The General Manager also found key roles or duties in a public agency were not being performed by District staff. Although sometimes not visible to the

public, a properly staffed administrative structure is the foundation for an efficient organization. Our new employees include a Finance and Business Manager, Clerk of the Board and Office Assistant.

Katherine Korsak, District Finance and Business Manager, has worked most recently as Finance and Licensing Manager for Zorro Productions in Berkeley, and Business Manager of St. Perpetua Catholic Church in Lafayette. Areas of

New Staff (cont.)

experience include finance, human resources, accounting, and operations management.

Lynelle Lewis served as Secretary of the District, East Bay Municipal Utility District, Oakland, California, for over 20 years. Responsibilities included coordination of the Board Meeting agenda process, Public Records Act & Conflict of Interest Code compliance, Board elections, policies & procedures, records retention, and maintaining web pages. She is a Certified Municipal Clerk.

Alan Swain has 20 years' experience as the Executive Assistant to the Dean of Boalt Hall School of Law at UC Berkeley; he has also been an Executive Assistant at Lawrence Berkeley Laboratory, Kaiser Permanente and Cal State East Bay.

Please join us in welcoming them all!

RFP for Police Services

A lot of attention in print and in social media has been paid to the KPPCSD Board's Request for Proposals (RFP) from other local agencies. This request, released in July and to be received by December 16th, asks for contracts for providing Police Services to the District. The service delivery approaches which the District is interested in pursuing are either a full service one or a 'hybrid,' the latter which reflects functional service delivery for selected law enforcement services. The District completed a two-phase study to evaluate the law enforcement needs of the community and various alternatives to achieve improvements in service and cost effectiveness. When fully staffed, the police department has a total staff of ten (10) sworn individuals, though currently only seven (7) positions are

filled. The Albany Police Department provides dispatch services to Kensington. Community engagement, police visibility, and traffic enforcement are very important issues for the residents of Kensington.

The replies to the RFP have been placed on the website. The KPPCSD will explore options with the guidance of our General Manager. Kensington suffers from significant challenges related to maintaining sworn staffing levels, with continual declines in staffing over the past three years. Recruitment and retention remain a challenge in Kensington due to several factors that include compensation and an operational environment that is not considered "challenging" to many potential recruits and laterals. Balancing the budget with our future needs will require careful consideration.

Kensington Park

With nearly 200,000 acres burned in California wildfires in 2019, the KPPCSD is taking a proactive approach to vegetation management in Kensington Park. This year alone, we have removed eucalyptus limbs by the Arlington, acacias near Windsor, removed dying redwoods, and delimbed Monterey pines over Highland. In addition, brush was eliminated and poison oak reduced along the fire road where children walk to the library. Overgrowth from around the Annex building was removed.

It gives us no pleasure to see our precious greenery as a potential threat, but we realize that by clearing out and cleaning up, Kensington Park is safer for all its users. In early 2020, twelve dead or infested Monterey pines will be removed and damaged oaks will be cleared.

217 Arlington

The Kensington Fire Protection District Board (KFPD) is exploring options for renovating the Public Safety Building at 217 Arlington. In November, the KFPD sought community input on moving forward with renovations that might not include the KPD. To find a solution that will benefit all of our employees and fit our budget, the KPPCSD is working to discuss solutions with an architect.

The Annex, a 1,772 square foot building in Kensington Park, has undergone a pest inspection and been cleared of vegetation that blocked walkways, doors and windows. The structure, unused since 2008, may serve as usable space for the District.

In order to answer questions and present options for temporary and/or permanent housing for the KPPCSD, Directors' Deppe and Sherris-Watt will host a community meeting at **9 am, Sat., Jan. 25, Arlington Community Church.**

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Community Center



Community Center

Our 26-week renovation is on track. The remodel of the Kensington Community Center, begun in late July, has brought lots of changes to the 1954 structure. New gutters and a new heating system have already been added. Check out the fabrication of the gutters on our website: www.kppcsd.org/community-center-renovation-progress.

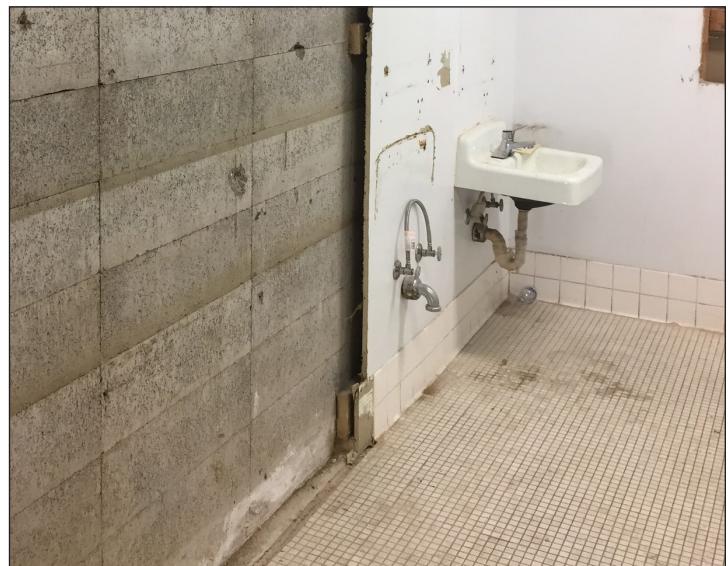
Improvements in ADA accessibility with widened doorways and changes in

bathroom layout will make our "Youth Hut" more enjoyable for everyone in the community. Despite power outages, KCK Builders have improved the adjacent parking, smoothed the slope and added a spot for disabled residents. These changes will be covered by the use of \$158,000 of grant money from Measure WW. Once the improvements are completed, the District will apply for reimbursement.

New flooring, doors and paint will refresh the entire structure. An extended awning has been added to create a covered entryway. Broken brick planters will be encased. The renovated building will be more comfortable, with storage covering the drafty, and unused fireplace, and better skylights to prevent water damage. We look forward to sharing the new space with the community in February 2020.



Preparing a new entry way



Readying the bathrooms for ADA compliance and functionality

Kensington Police Protection & Community Services District

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MOU with Kensington Police Officers Association

On December 12th, the KPPCSD reached a tentative agreement with the Kensington Police Officers Association (KPOA). The deal from October 31, 2019 extends through June 30, 2022.

Jon Holtzman, of Renne Public Law Group, and Tony Constantouros, General Manager, negotiated on behalf of the District. In a December 9th memorandum to the KPPCSD, Mr. Holtzman explained the details:

This agreement is centered upon achieving three goals: (1) increasing base compensation for police officers to improve recruitment and retention which are severely hampered because KPPCSD is far behind market for

police officers; (2) decreasing the cost of OPEB (retiree health) benefits, which are far higher than most comparable jurisdictions and which, in combination with pension liabilities, represent a serious threat to the District's long-term fiscal outlook; and (3) accomplishing the above goals within a severely constrained revenue outlook.

The wage increase effective October 31, 2019 will be 8%. Although the KPOA has been out of contract for almost a year, there will be no retroactivity. There will, however, be a \$2,500 one-time lump sum bonus for each employee in lieu of retroactivity. The wage increases on July 1, 2020 and July 1, 2021 are 4% and 3% respectively.

The MOU also attains some additional savings by increasing the employees' contribution to their PERS pensions to the full 9% employee contribution contemplated by PERL over the life of the agreement. Employees currently pay 5%. This only affects "Classic" employees; PEPRA employees are required by statute to pay 50% of normal cost, currently higher than 9%.

Freezing the health care contribution by the District at 90% of the applicable Kaiser 2020 rate provided savings in our long-term liability load. For more details and the complete financial analysis, look at the December 12, 2019 agenda <https://www.kppcsd.org/kppcsd-board?year=2019>.

Garbage and Compost

Composting for Kensington continues to be a topic of interest for the community. In early 2020, the Board will be examining this issue more closely. Changes in waste disposal and recycling have been happening

worldwide, and in order to stay ahead of mandated modifications and respond to resident interest, Director Eileen Nottoli, has proposed working with Bay View Refuse to negotiate a possible contract extension and add additional services

to our weekly pickup. Please watch our website, www.kppcsd.org, for the latest ways to get involved and share your opinions.

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