Kensington Community Services District

DATE: November 12, 2026

TO: Board of Directors

FROM: David Aranda, Interim General Manager (IGM)

SUBJECT: Approval of the KCSD Salary Schedule, effective December 1, 2026

RECOMMENDATION:

Approve the KCSD Salary Schedule, effective December 1, 2026.

BACKGROUND:

Even though administrative staff is not part of the CalPERS retirement program, a full up to date salary schedule must be approved by the Board for all positions in the district. With the change to a full-time general manager, the salary schedule presented and effective December 1, 2026, meets the requirements of CalPERS.

EXHIBIT(S):

- KCSD Salary Schedule - Effective December 1, 2026

KCSD Salary Schedule - Effective December 1, 2026

	Hourly Rate	Range-Annual	Full/Part Time	Positions	Benefits	Department
Position	**Hourly**	**Full-time Monthly**	**Status**	**Authorized**	**Status**	**PD/Dist**
Chief of Police	$94.03 – $120.20/hr.	$16,300.00 – $20,833.33	FT	1	Y	PD
Police Lieutenant	$73.60 – $86.92/hr.	$12,757.00 – 15,066.00	FT	1	Y	PD
Police Sergeant	$63.90 – $74.03/hr.	$11,075.70 – $12,832.44	FT	2	Y	PD
Police Officer	$50.08 – $62.09/hr.	$8,680.09 – $10,762.30	FT	5	Y	PD
Non-Sworn (evidence/background/admin)	$53.52- $57.26/hr.	$4,281.60 – $4,580.80	PT	0	N	PD
Executive Assistant to the Chief (recommended)	$30.60- $39.05/hr.	$5,305.00 – $6,770.00	FT	0	N	PD
General Manager	$103 – $116/hr.	$17,853.33 – $20,106.67	FT	1	Y	DIST
Senior Accountant	$36 – $60/hr.	$6,240.00 – $9,706.67	PT	1	N	DIST
Clerk of the Board	$30 – $55/hr.	$5,200.00 – $8,666.67	PT	1	N	DIST
Community Center Coordinator (Parks & Rec)	$25 – $45/hr.	$4,333.33 – $6,933.33	FT	1	N	DIST
Maintenance (General Contractor)			PT/contractor	1	N	DIST
Janitor (Community Center & Parks)	$20 – $35/hr.	$3,466.67 – $6,066.67	PT	1	N	DIST

Approved by Board of Directors 12/2026

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Sylvia Hacaj, President, Board of Directors