



---

Date: October 13, 2022

To: Board of Directors

From: Anthony Constantouros, Interim General Manager

Subject: Employment Agreement with Michael Gancasz

---

### **Recommendations**

Approve an At-Will Employment Agreement effective July 1, 2022 with Chief Michael Gancasz and authorize the Interim General Manager to sign.

### **Background**

After coming to the department in January 2021, Chief Gancasz received his appointment as Chief of Police in May 2021. No formal contract was entered into at the time of his appointment, rather the Chief has been working under the terms of a letter of engagement. It is in the best interest of both the District and the Chief to formalize the terms of his employment.

Initially, the former Interim Manager and the Chief had been in discussions regarding the potential agreement since April. The proposed agreement was presented to the Board of Directors at the July 14, 2022, meeting but required further clarification. The proposed agreement has been completed and is attached.

### **Discussion and Analysis**

For some time, the Kensington police force struggled to become a high caliber department. The Board of Directors and the most recent chiefs made significant improvements to the department. Upon his appointment in May 2021 Chief Gancasz took the reins and continued the progress. Continuing the trend set by his predecessor, under Chief Gancasz' leadership a different era of policing now exists in Kensington. The department maintains a record of service and claims against the District have virtually disappeared.

Having a BS degree in Criminal Justice Management and also possessing the highest-level POST certifications available, Chief Gancasz is not only well qualified for this position but has the necessary background and experience desired by much larger departments.

This proposed agreement contains several provisions which are the industry standards. It includes protections for the District regarding the terms of the Chiefs employment and those grounds for possible dismissal. The agreement also contains provisions to protect the Chief as he serves in his professional capacity.

Employment Agreement with Michael Gancasz  
October 13, 2022  
Page 2 of 2

The agreement offers the salary of \$16,300 per month which is in line with similarly sized departments in the Bay Area with increases in compensation scheduled for 2023 and 2024.

**Financial Impact**

The increase cost to the District in fiscal year 2022-23 is approximately \$25,000 which is included in the District's budget.