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Date: April 13, 2023  
To: Board of Directors  
From: Mike Gancasz, Chief of Police  
Subject: New Police Officer Appointments

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### **Ceremony**

The Kensington Police Department is proud to announce the appointment and swearing in of three officers.

- Police Sergeant Brian Lande
- Police Officer David Payne
- Police Officer Marrkel Smith

Each officer is a lateral from other police departments in California. Combined, they bring to Kensington more than 45 years of dedicated, honorable public safety service.

### **Officer Biography**

- Sergeant Brian Lande comes to the Kensington Police Department with fourteen years of Law Enforcement experience to include the Lake County Sheriff's Department, Santa Cruz County Sheriff's Department, and the Richmond Police Department. Sergeant Lande held a variety of special assignments including School Resource Officer, De-Escalation instructor, Force Options Instructor, Crisis Intervention Team officer, and an FBI Crisis Negotiation Team officer. Sgt. Lande was also the lead officer assigned to the Contra Costa County Mental Health Evaluation Team providing services to Western Contra Costa County. Sergeant Lande graduated from Montana State University and holds a Bachelor of Science, a Bachelor of Arts, in Philosophy, and a master's degree and Doctorate from the University of California at Berkeley, in Sociology. Sgt. Lande is married and the proud father of two children.
- Officer David Payne comes to the Kensington Police Department with sixteen years of Law Enforcement experience, to include the Walnut Creek Police Department, St. Mary's College Public Safety Department, and the Concord Police Department. Officer Payne attended the College of Marin and UC Santa Barbara graduating with a bachelor's degree in Dramatic Arts, Natural Science, and Automotive Technology. Officer Payne is a Bay Area native, and

enjoys reading books, movies, and traveling.

- Officer Marrkel Smith comes to the Kensington Police Department with fifteen years law enforcement experience with the Fremont Police Department. Prior to that, Officer Smith worked as a Legal Assistant with the Alameda County District Attorney's Office.

Officer Smith held a variety of special assignments including Crime Scene Investigator, Field Training Officer, Wellness Officer, and his most rewarding role as a School Resource Officer. Officer Smith served as an active member of the California State Division of the International Association for Identification (CSDIAI) earning the role of Vice-President. As a Crime Scene Investigator, he received extensive training in bloodstain pattern analysis, forensic photography, officer-involved shootings, traffic collision investigation, and arson reconstruction. Officer Smith is honored to continue demonstrating his passion for leadership, teaching, and training as well as a desire for learning and critical thinking. His most fulfilling assignment was as a School Resource Officer. Relying on his diverse background and eclectic collection of assignments, he continues to display leadership, and a passion to contribute to the community and serve this great organization.

### **Oath of Office**

I, (individual will state name) do solemnly swear that I will support and defend the Constitution of the United States and the Constitution of the State of California against all enemies foreign and domestic. That I will bear true faith and allegiance to the Constitution of the United States and the Constitution of the State of California, that I take this obligation freely without any mental reservations or purpose of evasion, and that I will well and faithfully discharge the duties upon which I am about to enter.

### **Discussion**

Comments from the Board