



# KENSINGTON POLICE DEPARTMENT

2021 ANNUAL REPORT

POLICE PROTECTION AND COMMUNITY SERVICES DISTRICT

2021



## Letter from the Chief

*Members of the Board and General Manager,*

*Thank you for supporting the Kensington Police Department and its dedicated staff. It is an honor to present the Kensington Police Department Annual Report for 2021. If the measure of public safety is the absence of crime, blight, and disorder, then the Special District of Kensington continues to be a safe community. As an agency, we believe public trust is priceless. We are strengthening our relationship with the community by recruiting and selecting individuals who reflect our vision of serving everyone with professionalism, fairness, and compassion. Our men and women are held to high standards, and our organizational common purpose is to provide world class police service.*

*To address the unprecedented employee turnover in 2021, we created a recruiting/hiring team comprised of experienced law enforcement professionals and one civilian. The team managed the selection, appointment, and training of three new officers, the promotion of a Lieutenant, and the approval of a new Kensington training program by the California Commission on Peace Officer Standards and Training. New policy's, procedures, and standards consistent with 21<sup>st</sup> century policing methods were implemented, and new training programs were adopted. Our Traffic Unit received a grant from the Office Of Traffic Safety and a dedicated Traffic Unit was deployed to increase traffic safety and awareness. Moving citations increased from previous years by 26% and we are now accurately reporting Stop Data pursuant to the Department of Justice Racial Profiling Act of 2020.*

*Our team continues developing innovative, efficient ways to provide service to our community.*

*Thank you for your continued support!!*

*Michael Gancasz  
Chief of Police*





# Law Enforcement Code of Ethics

*As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality, and justice. I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency.*

*I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.*

*I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.*

*I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.*

*I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.*

*I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession... law enforcement.*



# THE TEAM



**Michael Gancasz**  
Chief of Police



**Brad Harms**  
Lieutenant



**Amit Nath**  
Sergeant



**Jose Fajardo**  
Police Officer



**Dustin Siebert**  
Police Officer



**Megan Farley**  
Police Officer



**Thang Ho**  
Reserve Officer



**Jason Haynes**  
Support Staff



# TEAMWORK

## NEW PROGRAMS

New Scheduling & Payroll System

National Incident Based Reporting

Racial Identity Profiling Act

Evidence Room Audit

POST Approved FTO Program

POST Employee File Audit

Recruiting & Selection Team

DMV Compliance Audit

Department Equipment Audit

New Dept Identification Cards

Electronic Evidence Collection

Coyote Awareness Program

Community Nixle Alerts

Body Worn Camera Audits

New Fleet Maintenance Program

Hiring & Retention Incentives

New Performance Appraisal Program

New De Escalation Tools

New CCW Retiree Program & Policy

Electronic Case Filing

New Hire Onboarding Process

New Firearms Policy

Dedicated Traffic Enforcement Car

AXON Camera Tagging Program

GPS Patrol Fleet Program

Advanced Traffic Collision Software

Realigned Command Structure

New Perishable Skills Program

The Kensington Police Department launched many *new programs* aimed at improving the effectiveness of the organization. Our mission was to improve policy, practice and procedure by leveraging technology, 21<sup>st</sup> century policing methods, and more than 90 years of professional police experience to ensure success.



2021 Staff Meeting

*"It's amazing what you can accomplish when no one cares who gets the credit"*



# Scheduling & Payroll

## Contemporary Scheduling & Payroll Program - inTime

The Kensington Police Department introduced a new scheduling program to efficiently manage uniformed and operational personnel. Prior to using inTime, staff relied on paper documents to manage scheduling, overtime, court, and payroll. This created challenges including the inability to efficiently allocate adequate staffing and resources.

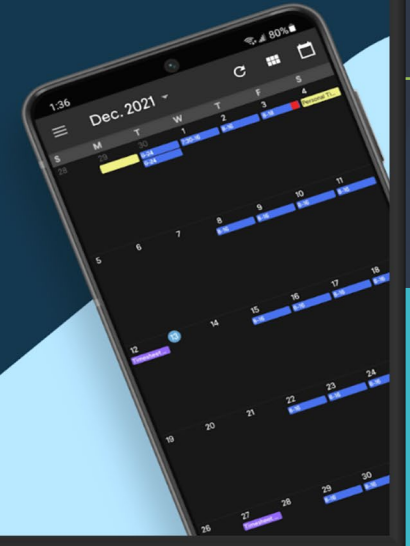
Staff are now notified through their smartphone when they have a subpoena, when their schedule changes, and when their payroll is due. The new system lets us set a 16-hour fatigue rule limiting employee time at work.

The program has been very successful, and scheduling is done right the first time. The hours needed to process payroll and generate work schedules decreased significantly since the program was implemented.



**inTime**

Scheduling & workforce management software, built for public safety.





# Uniformed Crime Reporting Transition 2021

## NIBRS - National Incident Based Reporting System

As recommended by professional law enforcement organizations, the FBI has made nationwide implementation of NIBRS a top priority because NIBRS can provide more useful statistics to promote constructive discussion, measured planning, and informed policing.

When used to its full potential, the UCR Program's National Incident Based Reporting System (NIBRS) identifies, with precision, when and where crime takes place, what form it takes, and the characteristics of its victims and perpetrators. Armed with such information, law enforcement can better define the resources it needs to fight crime, as well as use those resources in the most efficient and effective manner.

I'm happy to report the Police Department successfully transitioned away from UCR, adopting the National Incident Based Reporting System in 2021.



<p>Provides greater specificity in reporting offenses</p> 	<p>Collects more detailed information</p> 	<p>Helps give context to specific crime problems</p> 	<p>Provides greater analytic flexibility</p> 
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# RIPA Transition 2021



## RIPA – Racial and Identity Profiling Act

The Racial and Identity Profiling Act was enacted in order to better identify and mitigate race-based and identity-based bias in policing.

The law requires California police departments to record data on stops made by police officers, including fields such as perceived identity and demographics, reasoning for stops and searches, and the outcome of each encounter. RIPA does not explicitly distinguish between vehicle or pedestrian stops.

The Kensington Police Department began capturing and reporting data pursuant to the RIPA standards and is in full compliance.

Racial & Identity Profiling Act (RIPA)  
California Assembly Bill 953





# Evidence Room Audit

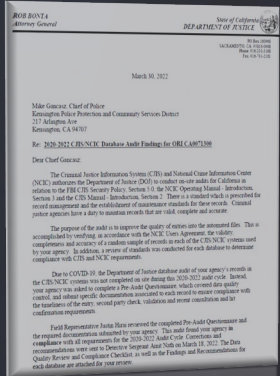


CALIFORNIA DEPARTMENT OF JUSTICE  
Office of the Attorney General

## Evidence Room Audit / DOJ Firearms Compliance

A civilian audit of the KPD evidence room was commissioned to ensure compliance with state law and accepted practice. We identified areas needing improvement and acted. For example, enhanced room security was installed, we established stringent accountability procedures, and appointed a police sergeant to manage the evidence room. The audit revealed firearms that were no longer needed. After consulting the Department of Justice on proper disposal procedures, each weapon was documented and taken to an authorized facility where they were destroyed.

More than 40 firearms were eliminated during this audit, and I'm happy to report KPD received a letter from the Department of Justice commending our staff for their attention to detail throughout this process.





# COMPLIANCE



**UCR/NIBRS TRANSITION**  
National Incident Based Reporting System  
*\*In full compliance*



**RIPA**  
Racial Identity Profiling Act  
*\*In full compliance*

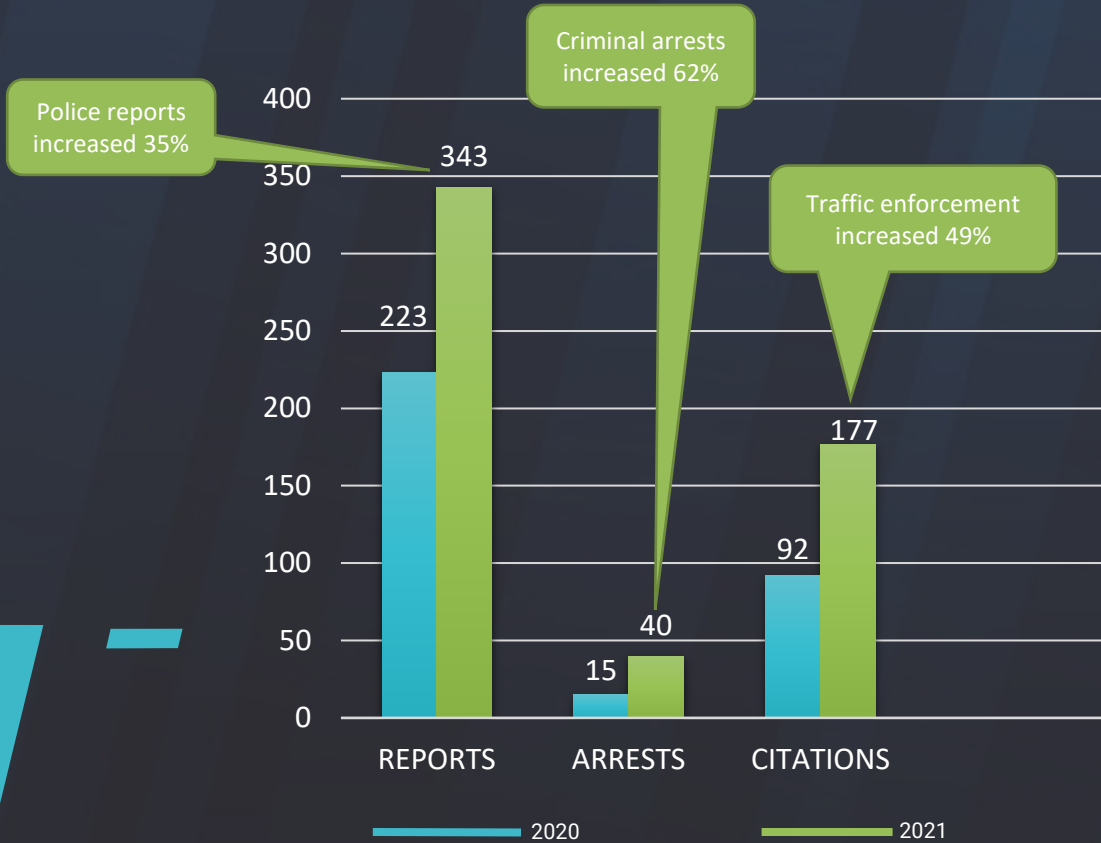


**EVIDENCE ROOM/FIREARMS**  
Internal DOJ Audit  
*\*In full compliance*

*"These important programs were given priority status early in the year"*



# 2021 GENERAL STATISTICS



## BREAKDOWN

Category	2020	2021	Change
Incidents	9691	11018	+1327
Calls for service	1719	1799	+80
Officer Initiated	7972	9219	+1247
Traffic Stops	542	603	+61
Traffic Citations (moving violations)	92	177	+85
Criminal Arrests	15	40	+25
Collision Reports	10	29	+19
Security Check	1121	734	-387
Use of Force	0	0	0

*"There were no formal complaints made against the Kensington Police Department or the officers in 2021"*



# 2021 CRIME REPORTING

The statewide increase in theft related crimes had patrol officers on alert. They arrested more than 15 suspects engaged in crimes related to vehicle theft, package theft, burglary, and catalytic converter theft.



## PART 1 CRIMES

Category	2020	2021	Change
Homicide	0	0	0
Robbery	0	0	0
Assault	4	1	-3
Domestic Violence	2	1	-1
Rape/Sexual Assault	0	0	0
Theft	65	77	+12
Vehicle Theft	6	18	+12
Burglary	11	13	+2
Use of Force	0	0	0



Reserve Officer Ho cleans a patrol car before heading out. KPD's new fleet maintenance program requires every car be kept sharp

# OUR SERVICES



PATROL



TRAFFIC



INVESTIGATION



COMMUNITY



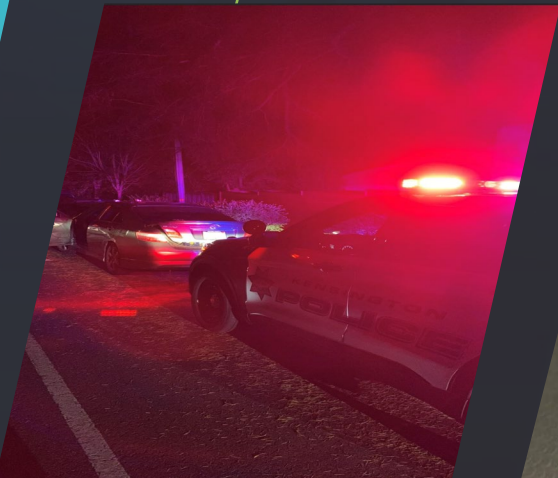
## Kensington Patrol Operations



Sgt. Amit Nath oversees the Patrol Unit. Amit has more than ten years experience in law enforcement. In 2021, patrol officers wrote more police reports, issued more citations, responded to more calls for service, and made more criminal arrests than in the previous two years. Amit and his team accomplished this with below minimum staffing levels for the entire year.



# PATROL



*KEEPING US SAFE!!*



## Kensington Traffic Safety and Enforcement



Lt. Brad Harms oversees the Traffic Safety and Enforcement Unit. Brad has more than thirty years experience in law enforcement and traffic safety. In 2021, a dedicated **Traffic Enforcement Unit** was deployed. Officers issued 49% more moving citations than the previous year. Brad was awarded a \$25,000 Traffic Safety Grant to enhance our existing program. I'm happy to report our officers are now accurately reporting traffic data to the National Highway Traffic Safety Administration and Contra Costa County. This allows us to compete for future grants.



# TRAFFIC



**KEEPING US SAFE!!**



# Kensington Investigations



Sgt. Amit Nath oversees the Investigations Unit. Amit reviews police reports for necessary elements and investigative leads. He completes follow up, conducts interviews, takes evidence to the crime lab, writes search and arrest warrants, and reviews cases with the District Attorney for prosecution. In 2021, KPD had more cases filed by the Contra Costa DA than in any of the previous two years.



# INVESTIGATIONS



# SUSPECT ARRESTED



Returning stolen property to the owner







# CASE STUDY

In the early morning hours of December 13, Police and Fire responded to a home engulfed in flames on Yale Ave. Sgt. Nath, worked closely with Fire Investigators, gathering evidence and interviewing victims and witnesses. He identified a suspect that fled the scene shortly before the fire was reported. Sgt. Nath authored an arrest warrant for the suspect and presented his case to a Superior Court judge who approved the warrant. Within 5 days, the suspect was apprehended in a neighboring jurisdiction and taken to county jail. This was no coincidence as Nath already notified the neighboring police department the suspect might seek refuge in their city. Sgt. Nath presented his case to the District Attorney who filed several felony charges against the suspect, including arson, burglary, vandalism, and animal cruelty.



## Suspect Arrested in Connection with Structure Fire

By Linnea Due

Kensington fire and police departments combined forces to bring a quick and professional result to an incident that, terrible as it was, could easily have been far, far worse. At around 5am, police responded to a disturbance on Yale Avenue. The house, said Kensington Police Chief Mike Gancasz, was familiar to beat officers. "Kensington homes rarely have multiple calls for service. That house had four or five calls for service in one year. Everyone's been called to that house." A medical team was also dispatched from the fire department in case of possible injuries.

Said Kensington/El Cerrito Fire Chief Michael Pigoni, "A male person living there was said to have made threats that he was going to burn the house down. It was also rumored that he had a gun."

A couple hours later, at 8:05am, the fire department was alerted that the house was on fire. "We had to wait a couple minutes for the police to clear the scene," Pigoni said. "The police went in, and the guy wasn't to be found. And he wasn't out there waving a gun. So we were able to go in and start fire suppression."

It was change of shift at the fire department, and firefighters at the end of their shift hadn't left yet. They leapt into their structure fire gear and headed to the scene; soon engines from Berkeley, Richmond, and the county fire agency, ConFire, joined Kensington. Although the entire house was engulfed, houses on either side and above came through unscathed. Luckily, it was raining heavily. The crew coming off shift had been up all night on flood calls.

Said Gancasz, "The minute the fire was out, Detective Sergeant Amit Nath began investigating." Acting on a tip, Nath interviewed residents all around the subject house. "He established a suspect, wrote an arrest warrant, and began contacting surrounding agencies." It turned out that Hercules police officers knew the suspect well. In less than 48 hours, the man was arrested.

Nath presented the case to the district attorney. The suspect is in custody, charged with arson, criminal threats, animal cruelty (a dog died in the fire), vandalism, and committing a crime while out on bail.

Gancasz said that Nath stressed to the DA how disastrous this incident could have been. "Kensington is an extraordinarily risky location," Gancasz said. "If this had been in August, that fire could have burned all the way to Walnut Creek."

Both Pigoni and Gancasz are full of praise for their teams and for their sister department. "The fire department knocked it out of the park," Gancasz said. "Surrounding police agencies helped us with perimeter security. Everybody out there did a great job." And he is justly proud of Sergeant Nath. "There were five days between the fire being extinguished and the guy under arrest."

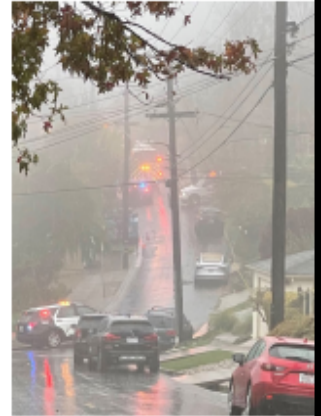


Photo: Nancy Rubin



# OFFICER TRAINING



Kensington Police Officers attend a Basic Police Academy, must pass a rigorous field training program, receive perishable skills training each year, and attend advanced technical training in order to provide quality services to the citizens of Kensington.

Officers on patrol are required to complete a Field Training Program certified by the California Commission on Peace Officer Standards and Training (POST). Officers must meet minimum standards before becoming a solo field officer.

All officers at the Kensington Police Department received perishable skills training required in the POST Perishable Skills Program (PSP).

2021 Courses	Hours	2021 Courses	Hours
Firearms	4	Racial Profiling	2
Use of Force	4	Domestic Violence	2
Driving	4	Defensive Tactics	4
First Aid	4	Crisis Intervention	4

AB392 Peace Officers: Deadly force

In 2021, all officers were trained on the legal changes to the Penal Code (Sections 196 and 835a) covering police use of force and when a peace officer is authorized to use force.

Additionally, KPD officers received specialized training in traffic enforcement, criminal investigation, alcohol and drug influence, crisis negotiation, legal update, and de-escalation.

2021 Courses	Hours	2021 Courses	Hours
De-Escalation	4	AB392 Use of Force Update	1
Radar Operator	24	Cultural Diversity Training	8
Laser Operator	8	Implicit Bias Training	8
Supervisor Course	80	Drug Recognition Course	8
Manager Workshop	6	Field Training Officer Update	8

# COMMUNITY ENGAGEMENT



★ KENSINGTON ★  
**NATIONAL  
NIGHT OUT**



**AUGUST 3RD 2021  
6PM-8PM**



# COMMUNITY OUTREACH

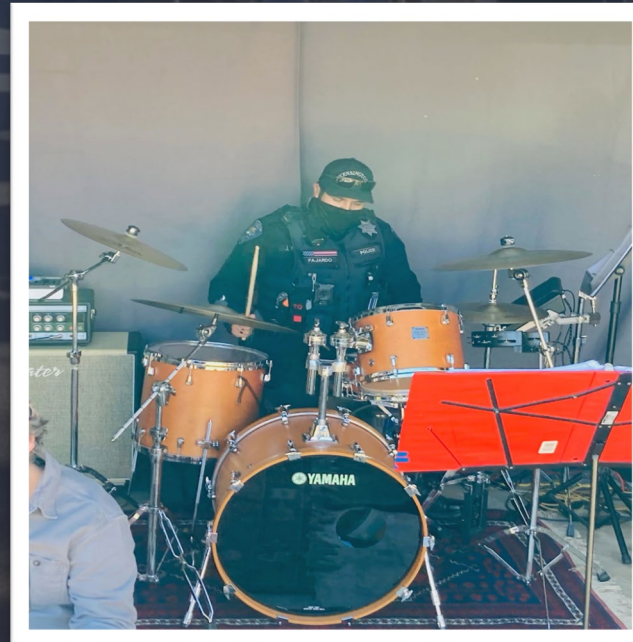
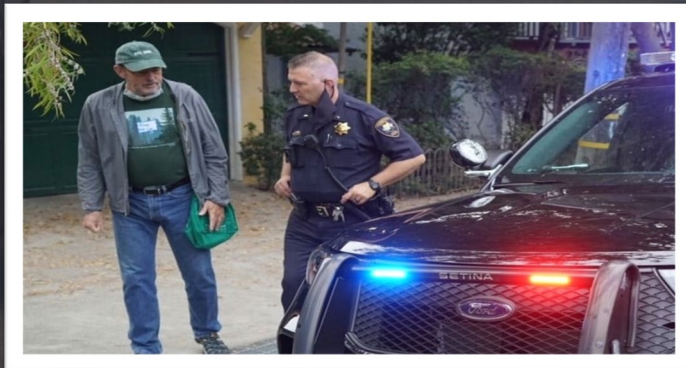
BUILDING BRIDGES

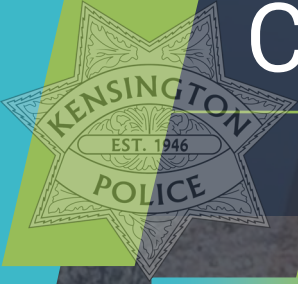
The West County  
**"GREAT PUMPKIN"  
CONTEST**

Visit your local police department's social media platforms & Vote for your favorite entry by 10/28/2021  
Winner will be announced on Halloween!  
Winning city donates prize to the school of their choice



SpOoky SEasOn





# COMMUNITY AWARENESS

"We launched a robust community notification program"



## WARNING Coyotes in the area



- Watch your children and keep pets under control at all times.
- Coyotes can be dangerous keep them at a distance.

## Fireworks Safety

**FACTS**

- More than 100 million fireworks are set off by households annually.
- Every year, an estimated 12 million people are injured by fireworks.
- 100 million fireworks are set off by households annually.
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**HOW HOT DOES A SPARKLER BURN?**

- Sparkler tip: 1,800°F
- Sparkler wire: 1,200°F
- Sparkler handle: 400°F

## DRIVING IN THE RAIN

- 1 TIME** Give yourself more time for heavy traffic due to rain.
- 2 FOLLOWING DISTANCE** Keep a safe following distance between you and the vehicle in front of you.
- 3 SPEED LIMIT** Obey the speed limit and drive slower in the rain; the roads are very slick when wet.
- 4 LIGHTS** Turn on your headlights when driving in rainy weather.
- 5 WINDSCREEN WIPERS** Make sure that the windshield wipers are in proper working order; change the wiper blades before the rainy season arrives.

## KEEP ME WILD™

### Stash Your Food and Trash

Coyotes, black bears and other wildlife may be your neighbors here.

- Never feed or attempt to "tame" a coyote.
- Don't leave small children or pets outside unattended.
- Remove sources of water, especially in dry climates.
- Trim ground level vegetation to reduce hiding places.
- Put trash in tightly closed containers that cannot tip over.
- Do not leave pet food outside and bring pets in at night.
- Provide secure enclosures for rabbits, poultry, etc.
- Pick up fallen fruit and cover compost piles.
- Install motion-sensitive lighting around the house.

**Feeding wildlife is dead wrong.**

Allowing wild animals access to human food and garbage can be deadly. Wild animals identify their people, keep a constant vigil, and will no longer shy away from them. They will learn to associate people with food and garbage, they soon more. Their natural ways are altered. Their survival instincts and fear of humans is lost. They're vulnerable now.


**Keep them wild.**

If in doubt about what to do, call your local Fish and Game warden, park ranger, law enforcement officer, garbage collector, carpenter, or pest control. Or visit our website: [www.KeepMeWild.org](http://www.KeepMeWild.org)

A campaign supported by the California Department of Fish and Game

## Upcoming Wet Weather Pattern

Projected Rainfall Totals from 12/20 through 12/26



**Impacts**

- The potential for minor flooding in low-lying and poor drainage areas, such as freeway off-ramps.
- Slick roads during holiday traffic.
- Rises in streams along with the potential for ponding on roads and streets.
- Possibility of local rockslides/landslides

**Synopsis**

Wet weather pattern will dominate this week beginning early Tuesday and then continuing through the Holiday weekend. Expect intermittent periods of light to moderate rain during that time frame as several waves of precipitation move inland.

Published: December 19, 2021

Turn Around, Don't Drown!

Tiffany Nguyen / Staff, Source: SCS of Bay Area

## CATALYTIC CONVERTER THEFTS

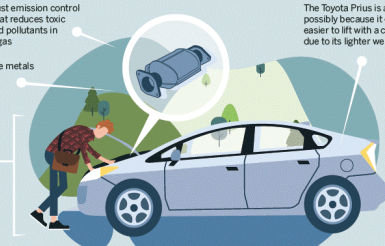
An exhaust emission control device that reduces toxic gases and pollutants in exhaust gas.

The Toyota Prius is a target possibly because it can be easier to lift with a car jack due to its lighter weight.

Contains valuable metals such as platinum.

**What can you do to prevent catalytic converter theft?**

- Park in your home garage when possible.
- Use motion-sensing lights when parking in your driveway.
- Park in well-lit areas.



Tiffany Nguyen / Staff, Source: SCS of Bay Area

## HATE CRIMES: What You Need to Know to Protect Yourself and Others

The Kensington Police Department offers this information to help you better understand hate crimes and how to protect yourself and others.

**How to spot a hate crime:**

- Know that a crime was motivated by hate by including:
  - The offender (from the victim's perspective) because they belonged to a particular group, race, ethnicity, religion, or gender.
  - The offender made written or verbal comments showing a prejudice.
  - The crime happened on a date that is important for the victim's or offender's particular group.
  - There is evidence that motivated the crime.

**If you are a hate crime victim, you should:**

- Contact your local law enforcement agency right away.
- Get medical attention if you need it.
- Write down the most words that were said.
- Make notes about any other facts.
- Save all evidence (e.g., graffiti, tags, shells, writing on vehicles, etc.), take, and call law enforcement, police, and local news.
- Get the name, address, phone number, and email of your local law enforcement.
- Try to get a description from any witnesses of the crime.
- Contact community organizations in your area that support the victim.

**What you and your community can do:**

- Stand up against hate and intolerance.
- Be more community active to support victims.
- Offer support and help to victims.
- Help victims efforts to create safe spaces for victims.
- Establish a human relations commission or hate crime council that includes law enforcement, government, schools, religious organizations and community organizations. Ask them to support to have citizens who are responsible. Ask them to support to have citizens who are responsible. Ask them to support to have prevention and awareness.

**Hate crime or hate incident?**

A hate crime is a crime against a person, group, or property motivated by hate or prejudice based on race, ethnicity, religion, or gender. Hate crimes can be prosecuted either at the individual or corporate level, depending on the crime committed.

**How to spot a hate crime:**

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Officer Megan Farley with Contra Costa County Animal Control Lieutenant Manny Morales



# ACKNOWLEDGEMENTS

The Kensington Police Department would like to thank the community for its continued support in 2021. Residents, families, and community groups rallied around the department donating masks, cleaning supplies, meals, snacks, bagels and “thank you” cards with positive messages.

The department would also like to acknowledge the following people for their support:

GENERAL MANAGER RICK BENSON  
BOARD PRESIDENT SYLVIA HACAJ  
VICE PRESIDENT MIKE LOGAN  
DIRECTOR RACHELLE SHERRIS-WATT  
DIRECTOR EILEEN NOTTOLI  
DIRECTOR CHRISTOPHER DEPPE  
CLERK OF THE BOARD LYNELLE LEWIS  
GENERAL COUNSEL ANN DANFORTH  
FINANCE DIRECTOR LISA MUNDIS  
SUPPORT STAFF ROSA RUIZ

Special thanks to former Interim Police Chief Walt Schuld, former General Manager Marti Brown, and former Finance Manager Katherine Korsak



# Kensington Police Department

[www.KPPCSD.org](http://www.KPPCSD.org)

