

RESOLUTION NO. 2020-16

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE KENSINGTON POLICE PROTECTION AND COMMUNITY SERVICES DISTRICT ADOPTING A COMPREHENSIVE SALARY SCHEDULE AS OF JULY 1, 2020

The Board of Directors of the Kensington Police Protection and Community Services District (“Board of Directors”) resolves as follows:

WHEREAS, the District contracts with CalPERS for the provision of benefits for certain District Employees; and

WHEREAS, CalPERS requires that the salary of all employees of a member agency be included in a publicly available pay schedule adopted by the governing board of the contracting agency; and

WHEREAS, the proposed pay schedule is consistent with negotiated memoranda of understanding with recognized bargaining units.

NOW, THEREFORE, BE IT RESOLVED, DETERMINED, AND ORDERED BY THE BOARD OF DIRECTORS, AS FOLLOWS:

The Board of Directors hereby approves and adopts the salary schedule attached to this resolution and incorporated by reference effective as of July 1, 2020.

PASSED AND ADOPTED by the Kensington Police Protection and Community Services District on Thursday, the 9th day of July 2020, by the following vote to wit:

AYES:

NOES:

ABSENT:

ABSTAINED:

Chris Deppe
President, Board of Directors

I HEREBY CERTIFY the foregoing resolution was duly and regularly adopted by the Board of Directors of the Kensington Police Protection and Community Services District at the regular meeting of said Board held on Thursday, the 9TH day of July, 2020.

Lynelle M. Lewis
District Clerk of the Board

William A. Lindsay
Interim General Manager

KENSINGTON POLICE PROTECTION COMMUNITY SERVICES DISTRICT

COMPREHENSIVE SALARY SCHEDULE AS OF JULY 1, 2020

Bargaining Unit	Step-1	Step-1	Step-1	Step-2	Step-2	Step-2	Step-3	Step-3	Step-3	Step-4	Step-4	Step-4	Step-5	Step-5	Step-5
	Hourly	Monthly	Annually	Hourly	Monthly	Annually	Hourly	Monthly	Annually	Hourly	Monthly	Annually	Hourly	Monthly	Annually
Unrepresented Management															
General Manager	\$ 95.00	\$ 16,466.67	\$ 197,600.00	\$ 97.85	\$ 16,960.67	\$ 203,528.00	\$ 100.79	\$ 17,469.49	\$ 209,633.84	\$ 103.81	\$ 17,993.57	\$ 215,922.86	\$ 106.92	\$ 18,533.38	\$ 222,400.54
Police Chief	\$ 71.13	\$ 12,329.20	\$ 147,950.40	\$ 73.26	\$ 12,699.08	\$ 152,388.91	\$ 75.46	\$ 13,080.05	\$ 156,960.58	\$ 77.73	\$ 13,472.45	\$ 161,669.40	\$ 80.06	\$ 13,876.62	\$ 166,519.48
Finance and Business Manager	\$ 62.00	\$ 10,746.67	\$ 128,960.00	\$ 63.86	\$ 11,069.07	\$ 132,828.80	\$ 65.78	\$ 11,401.14	\$ 136,813.66	\$ 67.75	\$ 11,743.17	\$ 140,918.07	\$ 69.78	\$ 12,095.47	\$ 145,145.62
Clerk of the Board	\$ 40.00	\$ 6,933.33	\$ 83,200.00	\$ 41.20	\$ 7,141.33	\$ 85,696.00	\$ 42.44	\$ 7,355.57	\$ 88,266.88	\$ 43.71	\$ 7,576.24	\$ 90,914.89	\$ 45.02	\$ 7,803.53	\$ 93,642.33
Unrepresented															
Police Services Specialist	\$ 33.10	\$ 5,737.33	\$ 68,848.00	\$ 34.09	\$ 5,909.45	\$ 70,913.44	\$ 35.12	\$ 6,086.74	\$ 73,040.84	\$ 36.17	\$ 6,269.34	\$ 75,232.07	\$ 37.25	\$ 6,457.42	\$ 77,489.03
Parks and Recreation Administrator	\$ 26.00	\$ 4,506.67	\$ 54,080.00	\$ 26.78	\$ 4,641.87	\$ 55,702.40	\$ 27.58	\$ 4,781.12	\$ 57,373.47	\$ 28.41	\$ 4,924.56	\$ 59,094.68	\$ 29.26	\$ 5,072.29	\$ 60,867.52
Administrative Assistant	\$ 26.00	\$ 4,506.67	\$ 54,080.00	\$ 26.78	\$ 4,641.87	\$ 55,702.40	\$ 27.58	\$ 4,781.12	\$ 57,373.47	\$ 28.41	\$ 4,924.56	\$ 59,094.68	\$ 29.26	\$ 5,072.29	\$ 60,867.52
Accountant	\$ 40.00	\$ 6,933.33	\$ 83,200.00	\$ 41.20	\$ 7,141.33	\$ 85,696.00	\$ 42.44	\$ 7,355.57	\$ 88,266.88	\$ 43.71	\$ 7,576.24	\$ 90,914.89	\$ 45.02	\$ 7,803.53	\$ 93,642.33
Custodian	\$ 20.00	\$ 3,466.67	\$ 41,600.00	\$ 20.60	\$ 3,570.67	\$ 42,848.00	\$ 21.22	\$ 3,677.79	\$ 44,133.44	\$ 21.85	\$ 3,788.12	\$ 45,457.44	\$ 22.51	\$ 3,901.76	\$ 46,821.17
Landscaper	\$ 25.00	\$ 4,333.33	\$ 52,000.00	\$ 25.75	\$ 4,463.33	\$ 53,560.00	\$ 26.52	\$ 4,597.23	\$ 55,166.80	\$ 27.32	\$ 4,735.15	\$ 56,821.80	\$ 28.14	\$ 4,877.20	\$ 58,526.46
KPOA @ 11/1/2019 8% Increase															
Captain	\$ 64.52	\$ 11,182.70	\$ 134,192.40	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Master Sergeant	\$ 53.40	\$ 9,255.25	\$ 111,063.00	\$ 55.00	\$ 9,532.92	\$ 114,395.04	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sergeant	\$ 46.53	\$ 8,065.79	\$ 96,789.48	\$ 48.39	\$ 8,388.40	\$ 100,660.80	\$ 49.85	\$ 8,640.06	\$ 103,680.72	\$ 51.84	\$ 8,985.69	\$ 107,828.28	\$ -	\$ -	\$ -
Corporal	\$ 46.12	\$ 7,994.32	\$ 95,931.84	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Police Officer	\$ 36.47	\$ 6,321.20	\$ 75,854.40	\$ 38.47	\$ 6,668.87	\$ 80,026.44	\$ 40.59	\$ 7,035.66	\$ 84,427.92	\$ 42.82	\$ 7,422.62	\$ 89,071.44	\$ 45.22	\$ 7,837.56	\$ 94,050.72
KPOA @ 7/1/2020 4% Increase															
Captain	\$ 67.10	\$ 11,630.01	\$ 139,560.10	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Master Sergeant	\$ 55.53	\$ 9,625.46	\$ 115,505.52	\$ 57.20	\$ 9,914.22	\$ 118,970.64	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sergeant	\$ 48.39	\$ 8,388.42	\$ 100,661.04	\$ 50.33	\$ 8,723.94	\$ 104,687.28	\$ 51.84	\$ 8,985.66	\$ 107,827.92	\$ 53.91	\$ 9,345.12	\$ 112,141.44	\$ -	\$ -	\$ -
Corporal	\$ 47.97	\$ 8,314.09	\$ 99,769.08	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Police Officer	\$ 37.93	\$ 6,574.04	\$ 78,888.48	\$ 40.01	\$ 6,935.62	\$ 83,227.44	\$ 42.21	\$ 7,317.09	\$ 87,805.08	\$ 44.54	\$ 7,719.52	\$ 92,634.24	\$ 47.03	\$ 8,151.06	\$ 97,812.72
KPOA @ 7/1/2021 3% Increase															
Captain	\$ 69.11	\$ 11,978.91	\$ 143,746.90	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Master Sergeant	\$ 57.20	\$ 9,914.22	\$ 118,970.64	\$ 58.91	\$ 10,211.65	\$ 122,539.80	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sergeant	\$ 49.85	\$ 8,640.07	\$ 103,680.84	\$ 51.84	\$ 8,985.66	\$ 107,827.92	\$ 53.40	\$ 9,255.23	\$ 111,062.76	\$ 55.53	\$ 9,625.47	\$ 115,505.64	\$ -	\$ -	\$ -
Corporal	\$ 49.40	\$ 8,563.51	\$ 102,762.12	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Police Officer	\$ 39.06	\$ 6,771.26	\$ 81,255.12	\$ 41.21	\$ 7,143.69	\$ 85,724.28	\$ 43.48	\$ 7,536.60	\$ 90,439.20	\$ 45.87	\$ 7,951.11	\$ 95,413.32	\$ 48.44	\$ 8,395.59	\$ 100,747.08

*** The unrepresented management and unrepresented groups of employees have a 3% increase in between pay grade steps. There is no guarantee for raises.

***As of July 1, 2020 all management and unrepresented positions are paid hourly and are part time without benefits.

***The annual salary listed here is for information purposes only and the hourly rate of pay is used for all employees except for the sworn police employees represented by the KPOA Union.