

The opposition to this measure is not about \$200. It is about doing something different, efficient, and transparent. It is about finding a way to contain costs. It is about having the courage and summoning the energy to manage in a new way. It is about taking an analytical measure of what we are about in Kensington. It is about imagining if we can do something other than writing a check to maintain an inefficient operation. It is about negotiating a fair deal for our police officers and a fair deal for our residents.

How do you go about determining what a fair deal is? Compare our total compensation packages with those of other similar agencies such as Contra Costa College, Moraga, and others. El Cerrito Police Chief Scott Kirkland gave me an excel spread sheet that compared El Cerrito compensation to about a dozen similar cities. Kensington is not similar to El Cerrito. Nor is it similar to Oakland, Richmond or San Francisco. Those cities have a tougher job profile than we do. It indicates that we pay approximately 23% more than El Cerrito does. I provided the comparison table to our directors.

I have served on this board since December of 2008. I asked every month for a table showing our total compensation packages and was not given it by the Chief. I asked the board to direct the chief to provide it and post it on the web. They would not give that direction. The State of California, Contra Costa County and most other counties and cities in the state have that information on their websites because the public that pays the salaries is entitled to know what they are paying their employees. From January of this year through March, I asked by email 4 times for the most recent salaries. Finally, I requested them under the Freedom of Information Act and cc'ed 4 news reporters. Why were they being withheld by Chief Harman? Because they are too high. Let's get specific about total compensation. We pay our two

sergeants almost \$200K each in total compensation per year. The other officers are proportionally over the top in compensation. That is 23% more than El Cerrito pays its officers. And Brown Taylor's report stated that our officers have 70% unassigned time. So why did we add a second support person to our staff at \$60K+?

Here is what I know from the budget. We pay \$ 925K a year in police salaries and an additional \$887K in benefits or almost 96%. That is huge; it is enormous. The cost of benefits for police is out of control. There is no cost share for retirement; Kensington pays the employer share and the employee share. This tax proposal raises approx \$450K. The officer's share of CalPers is \$83K, almost a fifth of the amount to be raised. Voters should be asking KPOA to pay their employee share like other agencies do.

There is no cost share for Medical benefits. Kensington pays 100% of it. The amount is a staggering \$360K+/year and growing for medical. Medical went up \$127,000 over 2009 for active members and another proportionally for retirees.

Currently the Police Association KPOA is negotiating with our board. In 2008 when the board knew they had no revenue to pay for it, they gave KPOA 10% in raises, while Public safety agencies all over the country were taking cuts during our national, state, and local fiscal crisis. Why is the board asking you for more money now before they negotiate with KPOA this year? It puts us in an extremely weak position to negotiate a fair deal for residents if we pass a huge tax increase. Cart before the horse.

In addition, this year we spent over \$50K on attorneys fees for employee problems and \$60K to settle a lawsuit brought by a citizen who was unfairly treated by our police department. It is difficult to make the case that there is a deficit, too, because we do not have the independent audited financial statement from

the year ending June, 2009. Since Chuck and I have been on the board, the monthly profit and loss statements provided by Mr. Harman have had huge inaccuracies and discrepancies. Every one of them. So we don't really know what we need.

This board has failed to make any attempt at cost containment. They made not one cut in the budget this year, and they smugly tell folks that Kensington voters always approve an increase. Well I suggest you think twice about it this time and decline to do so.

Additionally, senior citizens were misled by one director into believing that senior exemptions were available to low income seniors, there is no longer an exemption in California. It has to be written into the measure and it was not written in to this ballot measure.

These are tough economic times. Since January 1 of this year, more than 30 properties in Kensington have become distressed (notices of default and foreclosures). Today there are 19 active listings for homes for sale in Kensington. Half of them have had price reductions and they are not selling. Your homes are not worth what they were even last month.

Let me sum up: The KPPCSD does not have accurate data to determine fair compensation or even where we ended up the fiscal year in June, 2009, and we overpay our employees by enormous amounts. For board members to claim that we will have to cut patrols if this measure does not pass is pure fear mongering. All we need to do is get costs and salaries and benefits under control.

Vote NO on Measure G.

Sincerely, Cathie Kosel