

KENSINGTON POLICE PROTECTION AND COMMUNITY SERVICES DISTRICT

(June 13th Meeting Submission)

SUBMITTED BY: Director Cyrus Modavi

Full Time Employment (FTE)

2087 Hrs/Yr
40 Hrs/Wk

¹Federal civilian employee
~(2087 Hrs/52 Wks), (8 Hrs*5 Days), ²FLSA overtime trigger, and ³industrial definition

Structure Break Out

	Current	Transitioned	
General Manager	GM	GM	General Manager
		CFO^(admin)	Chief Financial Officer
District Administrator	DA	CotB	Clerk of the Board
		OA	Office Assistant
Police Specialist	PS^(hybrid)	CFO^(park)	
		PS^(Police only)	Police Specialist

Current KPPCSD Non-Sworn Staff Composition

	GM	DA	PS	
				(Hybrid Civilian/Police)
Authorized FTE Fraction	0.5	0.75	0.4+0.25	
Avg. Pay Rate [\$/Hr]	\$95	\$52	\$32	*applied CPI to DA/PS positions
Authorized Hours	1044	1566	1357	
Authorized Gross Cost	\$99,180	\$81,432	\$43,424	
(Not including Employer Contributions)				Total \$224,036

Fully transitioned KPPCSD Non-Sworn Staff Composition based on Admin Study

	GM	CFO	CotB	OA	PS	
						(Police only)
Authorized FTE Fraction	0.375	0.3+0.2	0.5	0.63	0.65	
Avg. Pay Rate [\$/Hr]	\$95	\$62	\$40	\$23	\$35	
Authorized Hours	783	1044	1044	1315	1357	
Authorized Gross Cost	\$74,385	\$64,728	\$41,760	\$30,245	\$47,495	
(Not including Employer Contributions)						Total \$258,613

Cost increase from transition: \$34,577

Citations

- 1) <https://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/computing-hourly-rates-of-pay-using-the-2087-hour-divisor/>
 - 2) https://www.dol.gov/whd/overtime_pay.htm
 - 3) <https://www.dir.ca.gov/t8/11040.html>
- () General Manager Contract & PRA of Staff Rates
() Administrative Study, 2018-2019 Budget, Proposed 2019-2020 Budget (esp. pg.20)