

## Kevin R. Kyle

November 25, 2016

Len Welsh  
President  
Board of Directors  
Kensington Police Protection and Community Services District

Dear President Welsh,

Please accept this letter as my resignation from the position of Interim General Manager/Chief of Police, effective immediately.

I realize and regret that this puts you and the Board in a difficult position in the short term, but I truly believe that my resignation at this time is what is best for me and the District in the long term. I have always been proud of my ability as an administrator to see things in the context of the "big picture" and this is no exception.

I took the relative peace of the Thanksgiving holiday to do a considerable amount of soul searching regarding my position with the District and reflect on what I have learned the past two weeks. The conclusion I came to is that the position of General Manager/Chief of Police requires the commitment of at least a full time leader to be done correctly. I have always held myself to a professional standard of excellence, regardless of the time commitment required. Given the number of current issues and complex projects on the horizon, I do not believe the part time schedule I am constrained by will allow me to achieve the excellence I demand of myself and the District deserves. The most valuable asset of the District is its employees. I fear the time commitment required to administer projects and conduct the business of the District will not allow me to effectively provide the level of attention and leadership to the officers and staff that they so richly deserve.

Although my tenure with the District has been very short, I am extremely impressed by the commitment and dedication that each and every employee has to the Kensington community. Individually and collectively, they take great pride in providing the highest level of police and customer service that I have ever witnessed. Every resident of Kensington should feel fortunate and take every opportunity to appreciate and value their public servants.

Please let me reiterate that I believe my resignation is what I believe is best for the District. The timing is bad, but it is best to occur before I get inextricably involved in the position's many responsibilities. My departure has nothing to do with the District itself; in fact, every employee, Board member (current and elect), and community member I have encountered has been incredibly welcoming, helpful, and supportive.

You have an amazing community and the volunteer service that you and the other Directors provide is honorable and impressive. I am proud to have been associated with Kensington, albeit briefly. I wish you, the Board, the District, and all its employees every success in the future.

Sincerely,

