

**Kensington Police Protection and Community Services District  
General Manager—Desired Skill Sets  
March 2017**

Understands Public Agency Environment

- Public Records Act
- Public Sector Tenets of Equal Treatment, Transparency, Accountability, etc.
- Respectful of Public, Stakeholders and Elected Official's Roles
- Must Gain Collaboration and Cooperation with Other Public Agencies
- Labor Relations is Different Than Private Sector—Especially Public Safety
- High Level of Communication with Governing Board and Community

Adept at interacting With Kensington Community

- High Functioning Citizenry—Active Participation with Opinions!
- Recognize, Respect, Work-With but Not Get Consumed by Political History
- Needs are Different in a Stable, Older and Relatively Crime Free Community

Have Good Analytical Mind and Can't Be Afraid to Recommend and Make Changes

- By Not Having a General Manager, There Likely Are a Myriad of Opportunities for Improvement
- Needs to Have a Good "Nose" For Managing Change—Not too Fast and Not too Slow
- If Majority Supports, Able to Analyze and Communicate the Pros and Cons of Current Police Model vs. Other Options
- Provide Adequate Support to Board on Remodel of Community Center
- Good Fiscal Management Skills—Understand Cost Components—Especially CalPERS, OPEB, etc.

Not Afraid of Holding Police Department to High Levels of Professional Service and Accountability

- Must Be Knowledgeable and Expect "Good Service"

Must Have Work Style Where They Are Comfortable Doing The "Menial" and the "Big Picture Duties" i.e. It's a Big Change From Being a City Manager of a Full Service City!