

# CENTRAL MARIN POLICE COUNCIL

SPECIAL MEETING  
ON  
MONDAY, MARCH 20, 2023  
AT 6:00 P.M.

## AGENDA

**IN-PERSON ONLY**

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### ROLL CALL

The Central Marin Police Council Regular Meeting was called to order at 6:01 p.m. by Chair Kevin Haroff.

### COUNCIL MEMBERS PRESENT:

Kevin Haroff, Chair/Council Member, City of Larkspur  
Catherine Way/Council Member, City of Larkspur  
Fred Casissa, Council Member, Town of Corte Madera  
Charles Lee, Council Member, Town of Corte Madera  
Steve Burdo, Vice-Chair/Council Member, Town of San Anselmo  
Tarrell Kullaway/Council Member, Town of San Anselmo

### STAFF PRESENT:

Adam Wolff, Corte Madera Town Manager  
Dave Donery, San Anselmo Town Manager  
Michael Norton, Chief of Police  
Tom Bertrand, Legal Counsel  
Lorena Barrera, Corte Madera Police Authority Clerk

### STAFF ABSENT:

None

### PLEDGE OF ALLEGIANCE:

Chair Haroff led in the Pledge of Allegiance.

### OPEN TIME FOR PUBLIC EXPRESSION

Council Chair Haroff asked if any members of the public would like to address the Council, and there were no speakers or mailed in comments.

46 **REPORTS AND COMMENTS**

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48 **A. COUNCIL MEMBERS**

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50 There were no reports or comments.

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52 **B. MANAGEMENT COMMITTEE**

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54 There were no reports or comments.

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56 **CHIEF'S COMMENTS**

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58 Chief Norton had no reports or comments.

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61 **BUSINESS ITEMS**

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63 **A. Resolution No. 2023/04 – Authorize the Management Committee to amend the current**  
64 **Memorandum of Understanding between the Central Marin Police Officers’ Association and**  
65 **the Central Marin Police Authority**

66 *Recommendation: that Council receives presentation, discusses, and approves Resolution*  
67 *2023/04, authorizing the Management Committee to amend the current Memorandum of*  
68 *Understanding between the Central Marin Police Officers’ Association and the Central Marin*  
69 *Police Authority*

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71 Chief Michael Norton presented the staff report, which requests authorization for the Management  
72 Committee to amend the current Memorandum of Understanding (MOU) between the Central Marin  
73 Police Authority (CMPA) and the Central Marin Police Officers’ Association (CMPOA).

74

75 Chief Norton discussed the problems experienced in recruiting and retaining police officers. He stated that  
76 CMPA has the budget for forty two full-time officers and that there are currently four openings; three  
77 officers are on training courses; two are attending the Police Academy, and two officers are absent with  
78 work-related injuries. Chief Norton discussed the lack of suitable applicants, other employment  
79 opportunities and training officer pay that is not attracting new recruits. He suggested increasing the  
80 salary of trainees to the level paid to an officer on completion of training, which is expected to increase  
81 the budget by \$14,000.

82

83 In response to Council Member Way, Chief Norton stated that salaries are not very competitive with  
84 agencies in other counties and housing is not very affordable in Marin. They discussed the possibility of  
85 offering childcare benefits, and they also discussed the police officer schedules.

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87 In response to Vice-Chair Burdo, Chief Norton stated that the increase in a trainee officer’s pay would  
88 make CMPA starting salaries more competitive with other competing agencies. They also discussed a  
89 bonus paid to new recruits following one year of service; the locations where police officers live; overtime  
90 pay and rotation of duties. Chief Norton confirmed the Association supports the proposed salary increase  
91 for trainee officers.

92

93 Member Kullaway and Chief Norton discussed the recruitment of CMPA police officers by agencies in

94 other counties. Chief Norton noted that the salaries offered were higher than those paid at CMPA.  
95  
96 Council Member Lee and Chief Norton discussed salary levels in some of the other police departments in  
97 Marin County, which are higher, and Chief Norton noted that only one officer has left CMPA to join a  
98 different department in Marin.  
99  
100 Council Member Lee and Vice-Chair Burdo discussed salary increases to match other salaries paid by  
101 Marin police departments to reduce competition at a local level and also the possibility of increasing mid-  
102 level salaries. Chief Norton discussed waiting until the end of the current MOU in June of 2024 to negotiate  
103 salary increases.  
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105 In response to Council Member Casissa, Chief Norton stated that some Marin police departments have a  
106 more significant problem with staffing levels than CMPA.  
107  
108 In response to Council Member Lee, Chief Norton stated that high school students are offered  
109 participation in an explorers program to encourage them to consider law enforcement as a career. He  
110 noted that there are current police officers that participated in the program, and that there are  
111 opportunities for cadets to join the agency on a part-time basis at the age of 18, who may then apply for  
112 police officer positions at the age of 21. Council Member Lee and Chief Norton discussed the possibility  
113 of offering full-time positions to cadets and Chief Norton noted that recruitment at all levels is difficult.  
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115 Chief Norton discussed the reason why hiring officers from CMPA is attractive to agencies outside Marin;  
116 the difficulties that would be caused if the department increased in size by merging with another Marin  
117 agency; and the desire not to “poach” officers from other Marin police departments.  
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119 Counselor Bertrand stated that the problem of recruiting police officers is affecting all the agencies  
120 represented by his law office.  
121  
122 Council Members expressed a desire to support the CMPA.  
123  
124 Council Chair Haroff asked if any members of the public would like to address the Council, and there were  
125 no speakers or mailed in comments.  
126  
127 ACTION: It was M/S/C (Casissa/Lee) to approve Resolution 2023/04 – Authorize the Management  
128 Committee to amend the current Memorandum of Understanding between the Central Marin Police  
129 Officers’ Association and the Central Marin Police Authority, which carried by the following vote: (Ayes:  
130 6-0 Burdo, Casissa, Lee, Haroff, Kullaway; Way; Noes: None).  
131  
132 **B. Resolution No. 2023/05 – Amend the Central Marin Police Authority Full-Time Salary Listings**  
133 **for fiscal year 2022-2023**  
134 *Recommendation: that Council receives presentation and approves Resolution No. 2023/05*  
135 *amending the full-time salary listings for the CMPA for fiscal year 2022-2023.*  
136  
137 Chief Michael Norton presented the staff report, which requests authorization to amend the Central  
138 Marin Police Authority Full-Time Salary Listings for fiscal year 2022-2023. He noted that the amendment  
139 includes the salary range for trainee recruits and the two new Community Service Officer positions.  
140  
141 Chair Haroff asked if there were any comments or questions from the Council Members or members of

142 the public. There were no comments or questions from the Council Members, members of the public or  
143 mailed in comments.

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145 ACTION: It was M/S/C (Burdo/Casissa) to approve Resolution 2023/05 – Amend the Central Marin Police  
146 Authority Full-Time Salary Listings for fiscal year 2023-2023, which carried by the following vote: (Ayes:  
147 6-0 Burdo, Casissa, Lee, Haroff, Kullaway; Way; Noes: None).

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149 **ADJOURNMENT**

150 Council Chair Haroff adjourned the special meeting at 6:45 p.m. to the next regular meeting on  
151 May 11, 2023 at 6:00 p.m.