



# RPLG.solutions

Response to Develop and Formally Adopt Organizational Goals and Objectives for  
Kensington Police Protection and Community Services District (“KPPCSD”)  
January 6, 2020

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# RPLG

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SOLUTIONS

Dear Boardmember Deppe:

RPLG.solutions is pleased to submit this proposal to assist the Kensington Police Protection and Community Services District in developing and formally adopting a set of organizational goals and objectives.

The founding business perspective of RPLG.solutions is: “Often, the challenge of local government is not a lack of good ideas; the challenge is to make good ideas a reality.” Assisting the board of directors in an effective goal setting process is consistent with that business philosophy and can help KPPCSD achieve its mission efficiently and effectively.

The process to assist the KPPCSD board of directors to develop and formally adopt a set of goals and objectives for the organization is the second phase of a two-step process which begins with completion of a performance evaluation of the general manager. RPLG.solutions would be pleased to assist in that phase 1 effort, and, as you have requested, we have submitted a separate proposal for those services.

The KPPCSD goal setting process will be led by RPLG.solutions principal Bill Lindsay, who brings technical knowledge and experience working with the issues that are facing KPPCSD. The goal setting process will be accomplished in a way that establishes a clear path for long-term success of the organization under the general manager.

## Project Understanding

We appreciate the time that you spent with Bill Lindsay discussing current issues in the Kensington Police Protection and Community Services District and some of the circumstances leading to the interest in formalizing organizational goals and objectives. From that conversation, and from RPLG’s prior professional work with KPPCSD, we believe that we have a good understanding of the assistance needed by KPPCSD.

## Work Plan

Our work plan for the KPPCSD goal setting process consists of the four tasks summarized below:

### **Task 1 - Review General Manager Performance Evaluation Summary Review and Final Report**

The research completed in the context of the performance evaluation of the general manager can provide valuable background for the process to establish organizational goals and objectives. The consultant will review the final report on the performance evaluation of the general manager and the associated documentation.

Note that this task is not necessary if RPLG.solutions is selected as the consultant to complete the general manager performance evaluation.

### **Task 2 - Develop Work Plan and Methodology for the Goal Setting Process, and Review This Work Plan with the General Manager**

There are various methods that can be effective in an organizational goal setting process. Their effectiveness depends to a great extent on the working style of the governing board.

The consultant will propose options for use in the goal setting process and discuss these options with the general manager. The consultant will then develop a specific work plan and methodology for use in this process with the board of directors.

### **Task 3 - Facilitate the Goal Setting Process**

The consultant will assist the KPPCSD board president in facilitating the goal setting meeting utilizing the methodology selected as part of Task 2. The process may be adjusted during the meeting to make sure that the discussion provides a path forward in establishing organizational goals and objectives.

### **Task 4 - Prepare Final Report on Kensington Police Protection and Community Services District Goals and Objectives**

Following the completion of the tasks described above, the consultant will prepare a final report documenting the goals and objectives established by the board of directors.

Following preparation and delivery of the final report, the consultant will be available as needed and as requested to provide resource support to the general manager.

**Deliverable:** Final report of Kensington Police Protection and Community Services District Goals and Objectives

### **RPLG.solutions Capabilities and Proposed Staffing**

To complete the scope of work described in this proposal, RPLG.solutions proposes the services of Bill Lindsay. Mr. Lindsay has 35 years of local government experience through his service in four San Francisco Bay area cities. He most recently served as the city manager of Richmond for thirteen years beginning in February 2005. During Mr. Lindsay’s tenure in Richmond, the community experienced what was touted as a “renaissance,” establishing strong financial underpinnings, and emphasizing a broad mission of community health equity. In 2018, Bill was honored as Partner of the Year by the West Contra Costa Unified School District in recognition of his contributions to the District. A complete biography for Mr. Lindsay may be accessed at <https://rplg.solutions/team/>.

### **Project Cost**

RPLG.solutions will provide the services described in this proposal at an hourly rate of \$250 per hour with a project cap of \$3,500. If RPLG.solutions is also selected to prepare the performance evaluation of the KPPCSD general manager, then Task 1 of this proposal will be eliminated from the scope of work, and the project cap will be reduced to \$3,000.

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Thank you very much for considering this proposal by RPLG.solutions to assist the Kensington Police Protection and Community Services District in developing and formally adopting a set of organizational goals and objectives. Please feel free to contact Bill Lindsay, Principal, RPLG.solutions, at [blindsay@rplg.solutions](mailto:blindsay@rplg.solutions) or at 510-292-7408 if you have any questions or would like to discuss our proposal in more detail.

Sincerely,



Bill Lindsay  
Principal