The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the left and right sides of the page, framing the central white area.

# Police Budget Review FY 24

# MRI Report Recap

- ▶ Communities should have 3.8 officers per thousand residents
- ▶ Princeton has 1.7 officers per thousand, a deficit of 2.1 officers
- ▶ Princeton Police ranks 3<sup>rd</sup> for most calls per officer when compared to the eleven agencies identified
- ▶ Princeton Police has the 3<sup>rd</sup> lowest number of Police Officers per thousand among comparable communities
- ▶ As a result of police reform, part time officers must complete training at either bridge or full-time academy in order to be employed as a police officer in Massachusetts.
- ▶ At town meeting last year, Chief Powers asked for two FT Police Officers. Princeton added one additional full-time officer to mitigate the reduction in part-time officers, prior to the issuance of the MRI report.

# Challenges of having one officer per shift

- ▶ **EXAMPLE 1:** On April 20th, I received a call at 1:30 am from a Princeton officer working alone. He explained he was with a victim of an alleged rape in the parking lot of Post-office Square. He had requested mutual aid because two suspects had been reported to flee the area and may be in the building. The Officer said he found an open door and conducted a cursory search of the building. An ambulance was called for the victim, who was transported to the emergency room unaccompanied by the police. The victim's car was believed to have trace evidence and possible fingerprints and needed to be processed.

# Challenges of having one officer per shift

- ▶ **Example 2:** On April 24th Princeton Police Officer working alone responded to an adult male experiencing a mental health crisis. The report was that this individual was being very aggressive, smashing property throughout the home, and his elderly relative was scared that he may hurt her. After an extended period at the scene, the officer got the male involuntarily committed to a hospital. This requires the male to be driven to the emergency room. This also requires the officer to go to the ER.
  - ▶ While on the scene, the officer called from a cell phone, trying to get someone to come to work to cover the town, but was unsuccessful.
  - ▶ Princeton was left with NO police services for over four hours.

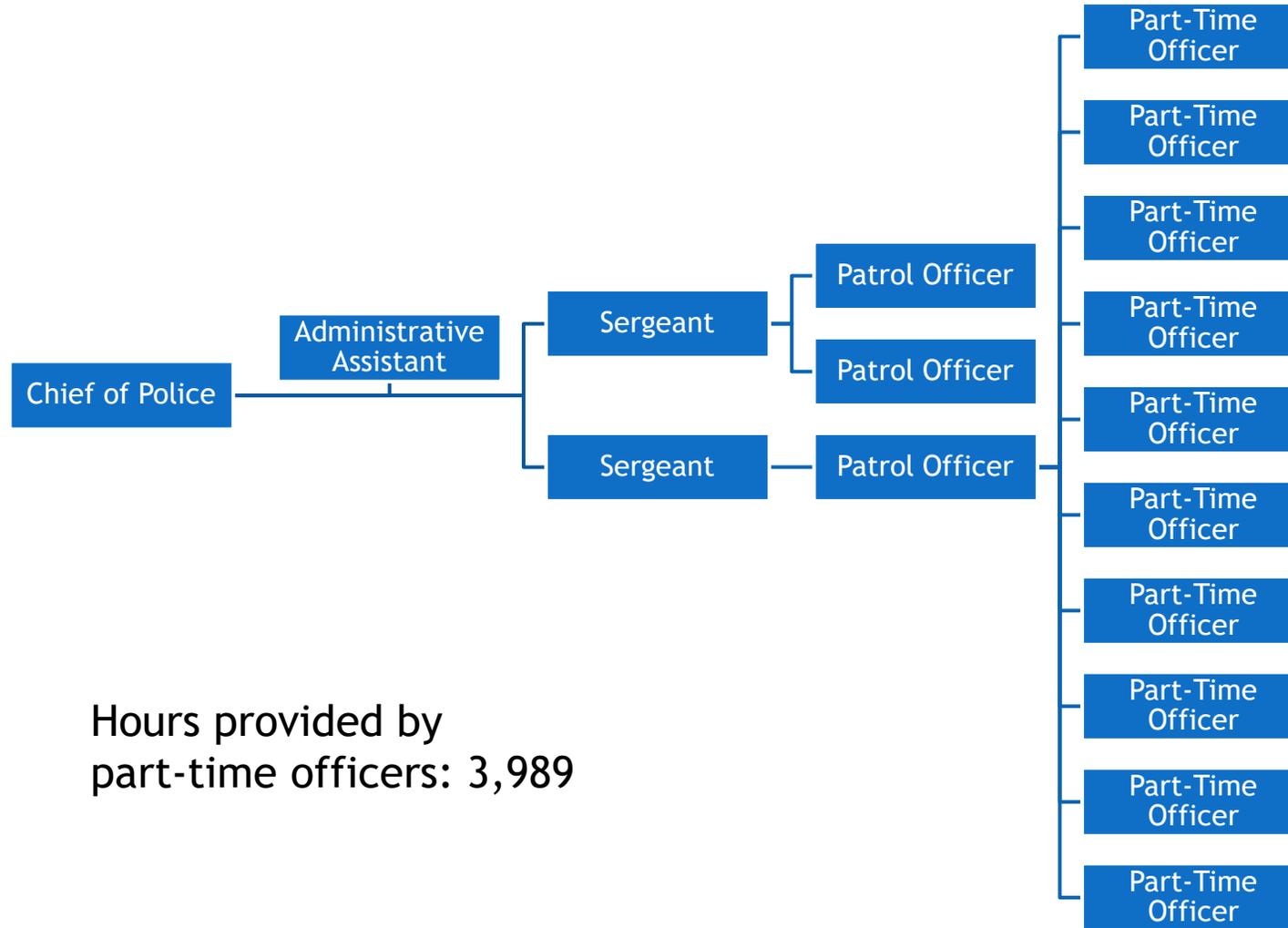
# Challenges of having one officer per shift

- ▶ **Example 3:** During mid January this year, after building up the courage, a young female came to the police station to speak with an Officer. She wanted to tell her story that she and possibly another girl are the victims of sexual assault. Fortunately, that day, that minute, a Princeton Police officer was inside the police station doing administrative duties. This victim got her story told, and an investigation was opened.
  - ▶ What if the Officer was not there?
  - ▶ What if another call came in?
  - ▶ Who is investigating the horrific crime?

# Challenges of having one officer per shift

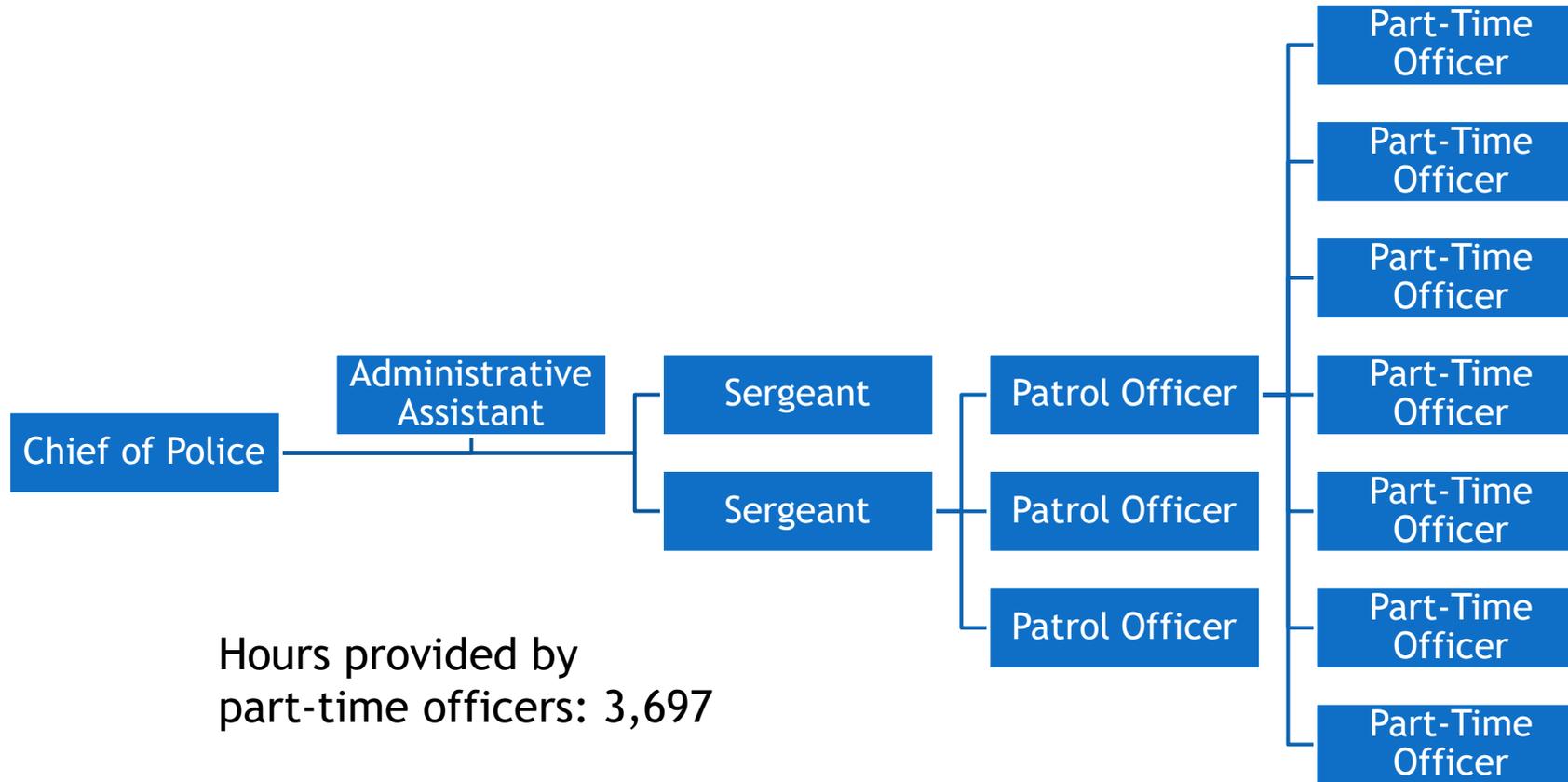
- ▶ **Example 4:** Wednesday, April 26th, an Officer working alone responded to a natural death of a town resident. The officer needed to remain on scene to notify the Medical examiner and wait for removal of the deceased. Overtime was called out from the location. Again, no police coverage in Princeton for over four hours.
- ▶ **Example 5: OFFICER SAFETY?** Let's not forget the following who died protecting you.
  - ▶ **Westminster Police Officer Keith J. Nivala**, killed 8-20-1989
  - ▶ **Paxton Police Chief Officer Robert J. Mortell**, Killed February 1, 1994
  - ▶ **Westminster Police Officer Lawrence M. Jupin**, died November 29, 2002. He was shot in the face, hip and leg May 10<sup>th</sup>, 1999, and went into coma until his passing three years later.

# Staffing 2021

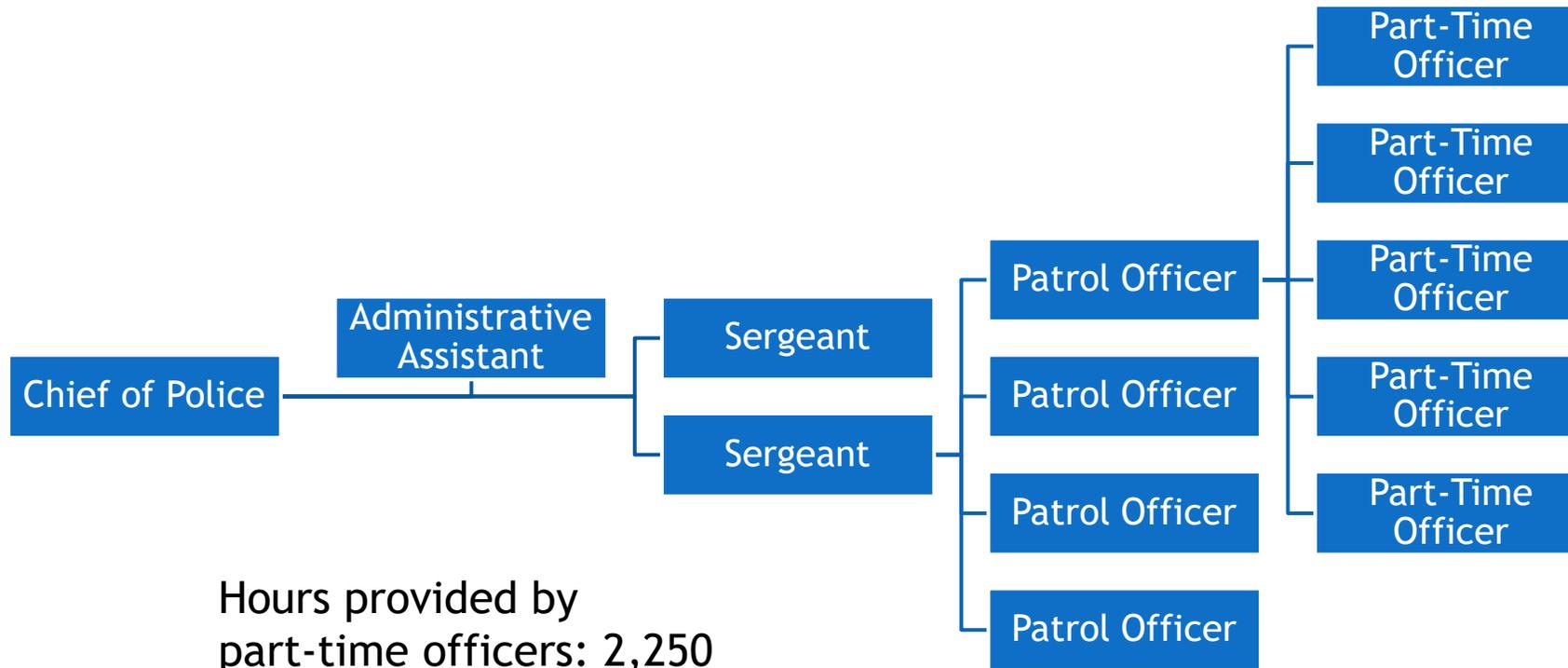


Hours provided by  
part-time officers: 3,989

# Staffing 2022



# Staffing 2023



# Challenges we are facing with hiring addition Part-Time Officers

- ▶ Police Reform Bill 2963 now requires part-time police officers to have the equivalent of a full-time police academy by July 2024.
- ▶ High risk job where the Officer is held to extremely high standards. The Pay is \$20.32Hr.
- ▶ We sought to hire, we had 7 applications, four people showed up to interview, three we can start background checks on. *(Note we currently only have four FT officers scheduled, so the backgrounds may take a while)*

HISTORY OF STAFF HOURS			
	FY 21	FY 22	FY 23
REGULAR	12,328	11,424	10,863
OVER TIME	420	856	1,434
PAID TIME OFF HOURS	1,730	1,589	1,628
TOTAL HOURS	14,478	13,869	13,924
<b>TOTAL WORKING HOURS</b>	<b>12,748</b>	<b>12,280</b>	<b>12,297</b>
PT REG HRS	3,859	3,583	2,117
PT OT HRS	90	114	133
TOTAL PROPOSED HOURS THROUGH JUNE FY 23			2700
<b>TOTAL HOURS PROVIDED BY PT</b>	<b>3,949</b>	<b>3,697</b>	<b>2,250</b>
TRAINING	17	54	656
<b>TOTAL POLICING HOURS</b>	<b>12,731</b>	<b>12,227</b>	<b>11,641</b>
<b>TOTAL PROPOSED HOURS THROUGH JUNE FY23</b>			<b>13,969</b>

OVERTIME COSTS		
FY 21	FY 22	FY23
\$ 22,445.99	\$ 47,193.61	\$ 75,371.34
<b>ESTIMATED FY 23 OT COST</b>		<b>\$ 90,445.61</b>

Apr-23	SUNDAY 1	MONDAY 2	TUESDAY 3	WEDNESDAY 4	THURSDAY 5	FRIDAY 6	SATURDAY 7	SUNDAY 8	MONDAY 9	TUESDAY 10	THURSDAY 11	FRIDAY 12	SATURDAY 13
	1AM	1AM	1AM	1AM	1AM	1AM	1AM	1AM	1AM	1AM	1AM	1AM	1AM
	2AM	2AM	2AM	2AM	2AM	2AM	2AM	2AM	2AM	2AM	2AM	2AM	2AM
<b>ONE OFFICER WORKING</b>	3AM	3AM	3AM	3AM	3AM	3AM	3AM	3AM	3AM	3AM	3AM	3AM	3AM
	4AM	4AM	4AM	4AM	4AM	4AM	4AM	4AM	4AM	4AM	4AM	4AM	4AM
<b>TWO OFFICERS WORKING</b>	5AM	5AM	5AM	5AM	5AM	5AM	5AM	5AM	5AM	5AM	5AM	5AM	5AM
	6AM	6AM	6AM	6AM	6AM	6AM	6AM	6AM	6AM	6AM	6AM	6AM	6AM
<b>THREE OFFICERS WORKING</b>	7AM	7AM	7AM	7AM	7AM	7AM	7AM	7AM	7AM	7AM	7AM	7AM	7AM
	8AM	8AM	8AM	8AM	8AM	8AM	8AM	8AM	8AM	8AM	8AM	8AM	8AM
<b>PART TIME OFFICERS WORKING</b>	9AM	9AM	9AM	9AM	9AM	9AM	9AM	9AM	9AM	9AM	9AM	9AM	9AM
	10AM	10AM	10AM	10AM	10AM	10AM	10AM	10AM	10AM	10AM	10AM	10AM	10AM
	11AM	11AM	11AM	11AM	11AM	11AM	11AM	11AM	11AM	11AM	11AM	11AM	11AM
	12PM	12PM	12PM	12PM	12PM	12PM	12PM	12PM	12PM	12PM	12PM	12PM	12PM
	1PM	1PM	1PM	1PM	1PM	1PM	1PM	1PM	1PM	1PM	1PM	1PM	1PM
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	8PM	8PM	8PM	8PM	8PM	8PM	8PM	8PM	8PM	8PM	8PM	8PM	8PM
	9PM	9PM	9PM	9PM	9PM	9PM	9PM	9PM	9PM	9PM	9PM	9PM	9PM
	10PM	10PM	10PM	10PM	10PM	10PM	10PM	10PM	10PM	10PM	10PM	10PM	10PM
	11PM	11PM	11PM	11PM	11PM	11PM	11PM	11PM	11PM	11PM	11PM	11PM	11PM
	12PM	12PM	12PM	12PM	12PM	12PM	12PM	12PM	12PM	12PM	12PM	12PM	12PM

Total Coverage Hours Needed With 2 Officers	17,520
Total Police Hours through April	11,641
Proposed total hours through June	13,969
Total Missing hours without part time officers	5,801
Potential OT Costs for FY 24	<b>298,625</b>
Adding One Full Time Officer Missing Coverage	3,841
Potential OT Costs with One Officer Added for FY 24	<b>197,724</b>
Adding Two Full Time Missing Coverage	1,881
Potential OT Costs with Two Officers Added for FY 24	<b>96,824</b>

New Officer Cost to Town	YEAR
Base Pay	\$50,668.80
Education (If eligible)	\$5,000.00
Cleaning Stipend	\$800.00
Health insurance	
EMT Stipend (If eligible)	\$2,500.00
Shift Differential \$1.75 hr.)	\$2,254.00
<b>Total Base</b>	<b>\$61,222.80</b>

**Potential One Time Expenses**

Full-Time Police Academy fee from Police Training Council	\$3,200.00
Full-time Police Academy needed Equipment (ammo included)	\$3,071.67
New Hire full Police Equipment (Full uniform, duty gear, gun, tazer)	\$7,913.00

**New Officer needs to go to Academy \$69,135.80**

PROPOSED INCREASES FY 24

ACCOUNT NAME	FY 22 AMENDED BUDGET	FY23 AMENDED BUDGET	TWO FULL TIME DOUBLE COVERAGE	ONE FULL TIME DOUBLE COVERAGE	ONE FULL TIME NO CHANGE COVERAGE
Police Non-Union Salary	167,373.00	180,105.00	7,478.42	7,478.42	7,478.42
Police Dispatch Salary*	68,686.00	87,043.00	4,814.00	4,814.00	4,814.00
Police Union Salary	585,130.00	631,255.00	250,398.66	290,076.66	95,970.10
ELECTRICITY	16,250.00	16,250.00	-	-	-
VEHICLE REPAIR/MAINTENANCE	9,300.00	9,300.00	2,500.00	2,500.00	2,500.00
EQUIP REPAIR/MAINTENANCE	35,015.00	62,974.00	(2,211.66)	(2,211.66)	(2,211.66)
PROFESSIONAL DEVELOPMENT	11,000.00	11,000.00	21,050.00	17,850.00	21,050.00
TELECOMM (CABLE/INTERNET/PHONE)	9,388.00	7,000.00	3,284.00	3,284.00	3,284.00
CUSTODIAL SERVICES	10,200.00	16,100.00	(13,500.00)	(13,500.00)	(13,500.00)
SOFTWARE LICENSING	2,369.00	3,753.00	14,662.00	14,662.00	14,662.00
OFFICE SUPPLIES	2,000.00	2,000.00	1,930.00	1,930.00	1,930.00
VEHICLE FUEL	10,512.00	14,835.00	-	-	-
MISC. OTHER SUPPLIES	7,182.00	7,182.00	8,615.09	8,615.09	8,615.09
MISC. AMMUNITION	0	0.00	28,033.29	26,533.29	26,533.29
MISC. UNIFORMS	0	0.00	21,079.20	13,146.52	13,146.52
BUSINESS TRAVEL (MILEAGE/MEALS/HOTEL/TOLLS	1,000.00	1,000.00	2,500.00	2,500.00	2,500.00
DUES/MEMBERSHIPS/LICENSING	2,500.00	2,500.00	380.00	380.00	380.00
CAPITAL / REPLACEMENT OF EQUIPMENT	6,000.00	0.00	-	-	-
TOTAL BUDGET INCREASES		108,392.00	351,013.00	378,058.32	187,151.76
TOTAL BUDGET	943,905.00	1,052,297.00	1,403,310.00	1,430,355.32	1,239,448.76
PERCENTAGE INCREASE		11%	33%	36%	18%

Tax Impact from Police Budget	
For every 100,000 dollar increase to the budget the tax rate increases	0.15
Police Budget with Two Full Time Officer Impact Double Coverage	
Total Budget Increase	351,013.00
Annual Tax increase for \$500,000 valued home	263.26
Monthly Tax increase for \$500,000 valued home	21.94
Police Budget with One Full Time Officer Impact Double Coverage	
Total Budget Increase	378,058.32
Annual Tax increase for \$500,000 valued home	283.54
Monthly Tax increase for \$500,000 valued home	23.63
Police Budget with One Full Time Officer Impact NO Coverage Change	
Total Budget Increase	187,151.76
Annual Tax increase for \$500,000 valued home	140.36
Monthly Tax increase for \$500,000 valued home	11.70

# What does Princeton gain by adding Two Full Time Officers

- ▶ Traffic control and speed monitoring- which the public has requested
- ▶ Community Policing-more interaction with school and local events
- ▶ Increased officer and public safety