



# Princeton Police

FY24 BUDGET

# Why do your Princeton Police Officers come to work?

- ▶ **Clinkinbeard, Solman, and Rief (2021)**

Study of 832 Officers with an average of 10 years of service

**“Helping or serving people”** is consistently ranked as the highest motivation for being a police officer.

- ▶ **Murrow, Vickovic, Dario, and Shyaback (2019)**

Survey of 652 undergraduate and graduate students in criminal justice at two U.S. universities.

“Consistently over time has shown the opportunity **to help people** has been the most important motivator to become a police officer.”

- ▶ **Todak (2014)**

In-depth interviews of 42 Criminal justice students

**“Helping people** was the single most common factor respondents looked forward to about policing.”



# Why do the Princeton Police Officers come to work? **Because they want to help you**

Further studies done on motivators of why people are in policing that found the same results:

- ▶ Haba Et Al (2009)
- ▶ Todak (2017)
- ▶ Foley (2008)
- ▶ Vermeer Et Al (2020)
- ▶ Lester (1983)
- ▶ Reganella and white (2004)
- ▶ Meagher and Yentes (1986)

# How does the Princeton Police department provide police services?

Our current staff:

- ▶ **Six** full-time police officers
- ▶ **Five** part-time police officers



# Officers that Grew up in Princeton:

- ▶ Fawne Russell, (Full-time officer)
- ▶ Travis Russell (Full-time officer)
- ▶ Holly Doyle, (Full-time officer)
- ▶ Matt Seymour, (Full-time officer)
- ▶ Ricky Thebeau, (Full-time Sergeant)

# Level of academy training:

- ▶ **Only Four** of your police officers are full-time academy trained (min. of **792 hours** of training)
- ▶ **Seven** of your police officers have only the part-time reserve police academy (last minimum of **372.5 hours** of training, but many part-time officers are working on the original **150 hours** of training)



# Service hours provided to the Princeton community:

- ▶ Two officers for 24/7 coverage requires **17,539 hours** of coverage a year. (2,080 hrs. each Ofc.)
- ▶ Current FT Staff get you 24/7 coverage for **12,480 hours a year**.
- ▶ The current staff is contractually entitled up to **1,520 hours** a year off.
- ▶ So you actually only get **10,960 hours of service** from our current staff.
- ▶ Princeton gets a reactive only police force.



Why do you need more Police  
Officers in Princeton?



# *The Princeton Police Officer works alone.*

- ▶ **So just call another town for help?**

- ▶ Princeton is very reliant on mutual aid already.
- ▶ These other towns have a budget as well.
- ▶ Princeton can't guarantee what is coming into town when you use mutual aid, but we can **be liable for what mutual aid responders do in our town.**
- ▶ If available, what is the response time to Princeton?
- ▶ What about the Massachusetts State Police? Staffing – response times

# Princeton Police are more responsive to local needs.

- ▶ Greater responsiveness to local needs
- ▶ Most citizen calls for service come straight to the officer from the citizen rather than through dispatch.
- ▶ impact incident response times as well as overall community awareness and responsiveness.
- ▶ Princeton has different needs and interests than the Highway or county sheriff or the next town.
- ▶ **Bottom line - The only way for a Princeton to have complete control over the law enforcement function is for the Town to have its own police department.**



# One example why we need more police officers: **Staffing and Persons in custody:**

- ▶ No cells to house persons in custody.
- ▶ We currently use leg Shackles chained to a U-bolt on the wall to detain persons in custody. (This is not how people should be treated)
- ▶ Your Officers are often alone working with unsecured prisoners





# Give me an example of when Princeton Police may need another officer?



- ▶ Massachusetts law requires a person in custody for domestic violence to be detained for a minimum of **six hours**.
- ▶ Massachusetts law states that a person taken into custody for protective custody (alcohol) can be detained for up to **12 hours** or until no longer incapacitated.



# Give me an example of when Princeton Police may need another officer? Cont.



- ▶ How long can a person be in custody at the Princeton Police station? Example: *if arrested Friday after 3:00 pm and you are not eligible for bail, expect to be in custody until court opens again, hope Monday is not a holiday. (That's just one person) **72 hours***



# Give me an example of when Princeton Police may need another officer? Cont.

- ▶ How does Princeton Police deal with those prisoners today?
- ▶ Call every surrounding police department, the Massachusetts State Police, and the Worcester house of corrections, and hope they will take our prisoners again. Note: These calls are being done in front of the prisoner.
- ▶ **What if they say No?** Good question!
- ▶ If another agency takes our prisoner, they can require a Princeton Officer to remain at their station to watch the prisoner.
- ▶ The arresting Princeton Police officer needs to try to call someone in for overtime to help, they do this at the same time they are dealing with a prisoner.





# Give me an example of when Princeton Police may need another officer? Cont.

- ▶ What if a prisoner needed to use the bathroom?
  - They would use the same as our employee's use
    - We only have two working bathrooms.
    - Very small bathroom
  - No safety precautions are in place in that bathroom
  - A prisoner can lock themselves in the bathroom, and we cannot get to them.
  - **Your Princeton Police Officer may still be alone**





# Give me an example of when Princeton Police may need another officer? Cont.

Let me ask you a question

- ▶ What if a Princeton Police Officer needs to use the bathroom when they have a prisoner?





If an Officer is working with a prisoner

Who is responding to emergencies and citizen needs?



# Okay. What else does a Princeton Police Officer do? They must be bored.

- ▶ Appointments for License To Carry applications
- ▶ Respond to every medical call
- ▶ Respond to traffic accidents
- ▶ Respond to civil matters
- ▶ Conduct background checks for LTC
- ▶ Crime prevention
- ▶ Law enforcement
- ▶ Lots of paperwork
- ▶ Sex offender registration
- ▶ complete required annual in-service training



# What could PPD Officers be doing?

- ▶ Recruitment and retention
- ▶ background checks for new officers
- ▶ Attending meetings
- ▶ Speed enforcement
- ▶ Being evolved with our community more
- ▶ Crime prevention and community policing activities
- ▶ Officer career development

# What could PPD Officers be doing?

## ▶ Taking time to be with family

- ▶ Your officers are human; they have families and commitments outside of work, just like many of you do.
- ▶ Your Officers will be getting forced to work on scheduled days off and stay over on shifts.
- ▶ The current staff is contractually entitled to up to **1,520 hours** a year off. But we don't have the staff to make this happen.



## **Policing is a high liability function.**

Policing involves searching people's homes, chasing suspects, arresting individuals who don't want to be arrested, carrying firearms, and lots of other things that can go terribly wrong. Compared to garbage collection, snow removal, and other activities of Town government, **it is a high liability function.**

# The risk of liability may be higher for small agencies

- ▶ **Due to budgetary constraints**
- ▶ less likely to have access to the latest technology and equipment
- ▶ less able to send officers for training
- ▶ Providing patrol services 24/7 already stretches small agencies thin
- ▶ scheduling becomes exponentially more difficult
- ▶ officers can be away for training, out sick, on vacation, or on parental leave - *Remember, Princeton officers are human.*
- ▶ less access to legal advice than larger agencies



# The risk of liability may be higher for small agencies. Cont.

- ▶ lower pay and prestige that are sometimes associated with small-town policing
- ▶ small agencies may struggle to attract high-quality officers and may be forced to consider more marginal candidates
- ▶ Larger agencies may be better able to carry the compliance burden than smaller ones.

# There's a lot for small town leaders to think about when it comes to policing

- ▶ The challenges facing small town police departments are likely to grow, not shrink
- ▶ Who is going to work patrol today?
- ▶ How can I get our officers training?
- ▶ How can we be more transparent as a police agency if we don't have the staff to collect data and get data out to the public?
- ▶ How do we retain our Princeton Police Officers?
- ▶ Who would want to be a Princeton Police Officer?



# How are things looking in FY23?

These numbers reflect the end of the day on Thursday, March 2nd

- ▶ The Police Department has approximately **15K** left in the expense budget
- ▶ We have **\$80.86** remaining in the vehicle repair funds line.
  - ▶ We need new tires and an oil change done on one car ASAP
- ▶ We have **\$8,211** left in training, but often have no one to cover the shift, so I can't send the officer to get trained.
- ▶ We still need to spend **\$7,694** for mandatory firearms and Tazer recertification
- ▶ Immediate changes need to be made for proper Property and Evidence management, cost may be over **\$10,000**
- ▶ Your Police Officers are asking me if they can replace old uniforms
- ▶ We Still have **four** months remaining in this budget year



# How are things looking in FY23?

## Cont.

- ▶ The department has two officers who will be out for an extended period in FY23.
- ▶ We will have **only four full-time officers available** to work during this time, assuming no one else needs time off or wants a vacation.
- ▶ ARPA Funds allocated last year will be used
- ▶ One officer will be taking FMLA around early May. Another starts the full-time police academy on April 24th



# Two new officers were requested for FY23

- ▶ The police department requested two new officers for FY23 but only one was approved.
- ▶ During this time your police department lost another officer to another agency.
- ▶ To fill these positions, two part-time officers were put in the full-time positions but they still need to attend the police academy.
- ▶ We are still left with only five part-time officers.

# Part-time Police Officers

- ▶ The Police department advertised to fill part-time officer positions
- ▶ To be eligible you must have equivalent to the full-time police academy
- ▶ We had one female officer with a full-time academy interested in the position, looking to be FT in the future. But we didn't have the money in the budget to get her equipment. She took a full-time job with another department.
- ▶ We are hosting interviews March 20<sup>th</sup>



# Part-time Police Officers

- ▶ Four out of our five part-time officers work full-time jobs elsewhere.
- ▶ Part-time officers are required to do the same in-service training as full-time officers.
- ▶ A part-time officer has to take a vacation from their FT job to train with us.
- ▶ A part-time Police Officer is held to the same standard as a full-time officer, with the same liabilities and responsibilities.

# Part-time police officers

- ▶ Part-time police officers get paid \$20.75 an hour
- ▶ Other jobs for reference (Info. From Indeed.com 3-6-2023)
  - ▶ Amazon Delivery driver \$21.00 hour, Leominster, MA< No-experience necessary
  - ▶ Pest Control - \$30.00, Framingham, MA, No-experience necessary.
  - ▶ Part-time school bus driver, \$30.00 hour, Chicopee, Ma, No-experience necessary
  - ▶ Part-time Trash Collection, \$20.00 hour, Watertown, MA, No-experience necessary.



# Part-time Police Officers W/O FT academy.

- ▶ Part-time officers who do not have the Full-time academy or equivalent will be phased out by July 2024.

# Part-Time Police Officers

- ▶ Total Hours Worked in FY2022: 3,301.74
- ▶ Total Hours work as of now FY23 (7/1/2022 to 3/6/2023): 1,497
- ▶ At this rate, projected hours for FY23 will be: 2194 (or 2/3 as many as last year)



# What I'm asking for your Police Dept.

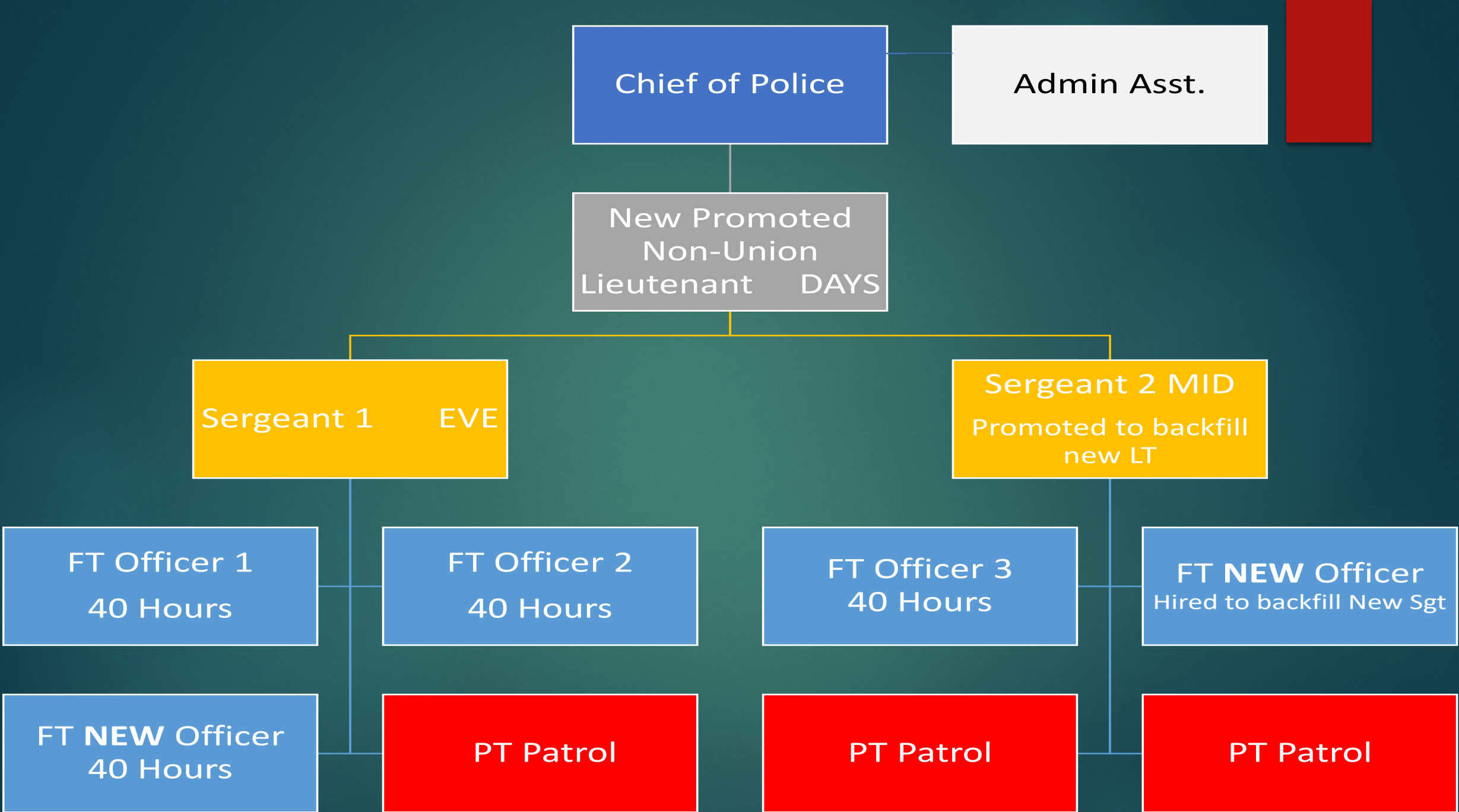
- ▶ **More staff**

- ▶ Your department needs more staff to provide the services required and that you have been asking for.

# I'm seeking to increase the department staffing by two

- ▶ Add a new Lieutenant position and promote a Sergeant
- ▶ Backfill the Sergeant who was promoted
- ▶ Increase your full-time patrol officers by one
- ▶ This will require hiring two new Police officers





# The Municipal Research Institute (MRI) Report

- ▶ According to statistical data Princeton Should have 13 Officers
  - ▶ We have 6 full time not including the Chief
- ▶ Princeton Should have a minimum of two officers working
- ▶ Must fill evening shift Wednesday through Saturday with another officer.



# The Municipal Research Institute (MRI) Report

- ▶ Communities should have **3.8** officers per thousand, **Princeton has 1.7 not including the day population.**
- ▶ Princeton is ranked 3<sup>rd</sup> lowest number of officers per thousand among comparable communities.
- ▶ Princeton is unavailable for services for almost 12 weeks or three months each year.
- ▶ New Employee cost assessed at **\$32,875.38**

▶ Forcible Rape	1	Damage / Vandal	9	Total Arrests Made	13	
▶ Simple Assault	9	Drug Narcotic Viol.	3			
▶ Intimidation	5	Drug Equip. Viol.	1	Total Summonses	22	
▶ Burglary / B&E	5	Obscene Material	1			
▶ Shoplifting	5	Weapons Law Violation	1	Total Non-criminal cases	60	
▶ Theft from Building	1	Drunk Driving	1			
▶ Theft from MV	4	Drunkenness	1			
▶ Other Larceny	1	Liquor Law Violation	1			
▶ Counterfeit-forgery	1	Trespassing	2			
▶ False Pretenses	3	All Other offences	8			
▶ Impersonation	4	Traffic offences	64			
TOTAL				127		



New Officer Equipment 2 FT, 3 PT	\$ 38,695.00	Portable radio	\$ 3,000.00
Union Contract Uniform Funds	\$ 5,000.00	MDT	\$ 5,500.00
Acad, sweat pants, shirt, Lettering	\$ 575.00	Mobile Radio	\$ 9,000.00
4 months of Matt's academy in OT		Police scanner x2	\$ 980.00
Inert pepper spray for Acad x5	\$ 75.00	Rife mount Explorer	\$ 900.00
1500 rounds of ammo x6 Acad	\$ 4,320.00	New chairs (7) 150	\$ 1,050.00
25 plastic inert ammo x5	\$ 200.00	New desks (4) 200	\$ 800.00
Academy red gun x5	\$ 350.00	Kevin Bridge Acad 200 Hours	
2,600 rnds of HG ammo In-serv	\$ 5,400.00	Paul Bridge Acad 200 Hours	
2,600 rnds of Rifle ammo in-serv	\$ 4,800.00	Rob Bridge Acad 200 Hours	
Tazer Battery x 14	\$ 1,467.20	Fawne FT Academy 726 Hours	
Tazer Cartridge x 28 Training	\$ 2,494.80	New Officer Acad	\$ 3,200.00
Tazer sinle duty cartridge x 14	\$ 672.00	New Officer Acad	\$ 3,200.00
Verizon 2023	\$ 4,222.62	Medical screening Bridge x5	\$ 3,200.00
Charter Communications	\$ 1,300.00	Medical Screening FT Acd x5	
Verizon Air cards	\$ 2,300.00	Psychological test FT hire x5	\$ 1,500.00
Tritech maint. MDT	\$ 6,300.00	Bridge Acad PAT Exam x3	\$ 450.00
DTS	\$ 3,600.00	Car wash detailing	\$ 2,500.00

# New staffing - base pay costs:

- ▶ 1 New in-house non-union Lieutenant position (an approximate additional cost of **\$9,184.03**) *Assumed 10% from Sgt. base*
- ▶ 1 Sergeant – back-Fill LT position (an approximate additional cost of **\$19,315.2**) *Assumed @ highest paid Patrol Ofc. pay rate*
- ▶ 2 Full-Time officers – (**\$112,937**) 1 new additional officer and 1 will back fill the patrol who went to sergeant.



# TOTAL: FT union Officer's base pay rates with different % increases

2%	\$	580,724.87
3%	\$	586,138.89
4%	\$	591,582.83
5%	\$	596,966.79

This number represents the 6 full-time union police officers total base pay, plus education and added stipends. (cleaning, Longevity, EMT)

# Fleet vehicles

- ▶ Requesting funds for cleaning fleet to increase:
  - ▶ Moral
  - ▶ Resale value – return in our investment
  - ▶ Improve professional image



# Station Items

- ▶ We are asking for desks and chairs
  - ▶ Much of the furniture is old furniture from the Princeton Center School that closed in 1968.
  - ▶ We are looking to get lower cost desks and chairs just to get by for now. (approx. \$200 per desk)

# Budget increase assumptions

- ▶ Assumed 3% pay increase (average COLA)
- ▶ Overtime rate based on the worst case scenario of highest paid PD employee working the overtime. *The reality is part-time officers still fill many unfilled shifts at PT Ofc. hourly rate.*
- ▶ Assumed a 4% increase in non-wage parts budget



# Why now?

- ▶ Little to no investment has been made in the Police department in years.
- ▶ FY11 the budget was \$715,716
- ▶ FY22 the budget was \$862,241
- ▶ FY23 was amended to \$1,050,297
- ▶ If a minimum COLA of 2.5% was invested over the last 13 years we would have over \$1,000,000 that would have gone into the department.
- ▶ I'm making up for lost time and fulfilling the wants and needs of the community today.

# This is your Police Department

- ▶ The Officers are still here because they want to help you
- ▶ What level of service do you want from your police force?



