

FINCOM Requested Data:

Attached is the requested projection of hiring four (4) new Officers, cost analysis over five years. The figures include Health Insurance at the Highest Premium, Dental and Life Ins. There is a projected 2% increase in all the figures each year

Column K is the actual cost increase to my budget. The Officers would jump to P2 in the middle of FY24. The salary is calculated at 32 weeks at P1 and 20 weeks at P2 in this FY24.

The salaries include Officers who have a Bachelor's degree, so if they don't have a degree, or they have an Associates degree, the cost will be lower.

Also attached is the Overtime costs for FY19, Fy20, Fy21, Arrests have been down in Fy20 and Fy21, due to COVID 19, as are court costs, and training. They will go back to normal once COVID19 is no longer a concern.

Reason for Increased Staffing:

1. I have not changed my position regarding the adding additional Officers and creating a position of a station Officer. I have collected additional data on staffing, in order to show that we are in need of additional Officers which was presented to the Board of Selectmen on 1/8/2020
2. Every Police Department in the Country report monthly to the FBI data called NIBRS. This data is actual incidents of crime in their jurisdiction. Part 1 index (Violent Crime)
3. At the end of each year, the FBI gathers all the data from the years and produces a Uniform Crime Report.
4. The items you are receiving incidents of crime reported for 2018, 2019 will be out mid-December of 2020
5. The Town of Holbrook, had **371** reportable incidents of crime in 2018 (This is part 1 index, Violent Crime, not calls for service which is about 6000 to 7000 a year)
6. Compared to other communities, with larger population, we are relatively high.
7. Examples:
 - a. Town of Norton, population 20,000 and reportable incidents **75/ staffing 34**
 - b. Town of Marshfield, population 25,900 and reportable incidents **261/Staffing 42**
 - c. Town of Lakeville, population 11500 and reportable incidents **207/ Staffing 22**
 - d. Town of Milton, population 27,700 and reportable incidents **135/Staffing 57**
 - e. Town of West Bridgewater, population 7300 and reportable incidents **204/Staffing 27**
 - f. Town of Plainville, population 9200, reportable incidents **155/staffing 24**
8. On the report, all the communities marked in red have a higher crime index than Holbrook, those in black, are lower, which is the majority. Attached Graph
9. Holbrook Crime Index is higher because of where we are located, next to all the communities with a high crime index. The criminal activity spills over into our community causing us to experience a high level of crime. We are next to a city with a very large Crime Index

10. The next item is the Crime per thousand compared to staffing graph. As you can see from the graph, only two communities have a high crime per thousand that is greater than their staffing. Holbrook and Wrentham. Wrentham is due largely to the Shopping Outlets.
11. Holbrook's population will be increasing in the future, as will the crime index. I believe that by increasing our staffing, we will be able to address area of concern instead of just chasing calls and going onto the next one.
12. By having the Station Officer, we will be able to maintain a presence on the road, instead of having to return to the station constantly to deal with issues that arise every day
13. Examples:
 - a. Restraining orders
 - b. Booking of Detainees
 - c. Walk-ins
 - d. Filling shifts
 - e. Filling details
 - f. Prisoner watch
 - g. Paperwork entered in NCIC, for stolen items, missing person, vehicles located etc.
 - h. medicals
 - i. child custody matters
 - j. persons in distress who run into station
 - k. road rage incidents
 - l. domestics
 - m. child exchanges in parking lot
 - n. the list could go on forever.....
14. Policing has changed over the years and involves an abundance of work behind the scenes that needs to be dealt with on a daily basis. We shouldn't have to have an Officer returning to the station every 5 minutes, thus leaving only 2 Officers on the Road to handle everything.
15. Having a station man who can handle all the necessary work at the station who can also respond to calls if needed when other Officers are tied up, is an important step in providing the best type of service to the community that the residents deserve and are entitled too.
16. One last point is having a "Dark Station "is a negative to all members of our community, who rely on their Public Safety members on a 24/7 /365 basis. Waiting for service at a locked door is a disservice to all residents and visitors alike. The station needs to be manned for the simple reason that equipment , weapons, ,cruisers, and a wide array of other vital items are secured on the property and the basic need for security of the building and these items must be maintained.

I will be happy to answer all your questions that you may have when I present my budget to you on November 2, 2020

Respectfully Submitted,

Chief William J. Smith