

Police Department

Mission

To improve the quality of life for all residents through the deliverance of total quality police service. Through extensive, in-depth training, adherence to nationally accredited policies and procedures, and utilization of community partnerships, we strive to prevent crime, solve problems and enforce the law. We guarantee respect and dignity for each individual in accordance with our duty to maintain peace and order within a safe and secure community.



As the Guardians of the community of Newton, our goals include but are not limited to social problem intervention and referral, deterrence, problem solving, and enforcing laws in a compassionate way. To achieve our goals, we will train and pursue the principles of Procedural Justice, Police Legitimacy, and Fair and Impartial Policing. Through Community Policing and partnerships achieved in person or technologically, we will solve crimes and improve the quality of life in our safe community.

As I enter my third year as Chief of the Newton Police Department, I am honored and privileged to continue my service to the community in Newton. I am grateful to our extraordinary Superintendent George McMains and the remarkable group of police officers, dispatchers, and civilian staff who make up this great organization. While NPD will celebrate the 150th Anniversary of the Newton Police Department in 2024, we also continue to mourn the loss of beloved active-duty officer Captain William Spalding who passed away unexpectedly in 2023. Captain Spalding will forever leave a lasting impression on the department and community, and he is greatly missed.

As Chief of the Newton Police Department, I remain steadfast in leading this department into the future by offering best practices in policing through the philosophy of 21st Century Policing and community-oriented policing initiatives.

In FY 2025, I hope to continue advancing the department, staying focused on positive organizational transformation, commitment to 21st Century and problem-solving oriented policing, addressing the underlying root causes of public safety issues, and offering innovative community engagement strategies.

We will continue our concentration on providing our officers and personnel with the proper tools, equipment, and training for them to do their job efficiently, effectively, and compassionately. Crucial issues facing policing in Newton include the agency-wide implementation of less lethal force options for officers, the potential for body worn cameras, obtaining Massachusetts Police Accreditation, and continuing our implementation of the Massachusetts Peace Officer Training and Standards (POST).

Over the next fiscal year, the Newton Police Department will continue our focus on community-oriented policing and implement new programs such as the Dedication to Community Grant, which we secured through the efforts of Captain William Spalding upon his graduation from the FBI National Academy. We have begun our work with the Dedication to Community team, allowing NPD to foster stronger relations with the community through focused community engagement sessions involving the police and community members.

NPD continues our organizational transformation in additional vital areas. This includes expanding diversity amongst our police officers and building on the great success of our first Problem Oriented Policing (POP) Unit, which includes Sergeant Melanie Rooney partnering with our jail diversion clinician Sarah Eknaian. The POP unit enhances our existing co-response to mental health issues with POP unit follow up on a myriad of mental health, substance abuse, domestic violence and other social issues the department responds to.

The Newton Police Department continues to enjoy widespread community outreach from our Community Resource Dog Leo along with his handler Officer Justin Lau. The team, with a year and a half of training, have achieved multiple certification benchmarks and have become perhaps the best-known duo in Newton.

During a time when mental health, substance abuse and domestic violence challenges continue to impact the fabric of every community, the Newton Police Department will be persistent in our training, policies, and partnerships with stakeholders. We will continue to work in collaboration with the Community Crisis Intervention Team (CCIT)

and continue to train in Crisis Intervention Training, Mental Health First Aid, Project ABLE de-escalation, and Integrating Communications and Tactics (ICAT). The department will also continue our focus on Critical Incident Stress Management (CISM) as officer wellness remains a top priority for department.

Over the last few years, I've had the opportunity of working with the fine members of NPD and cultivating positive relationships, developing strong organizational values, and establishing mutual trust.

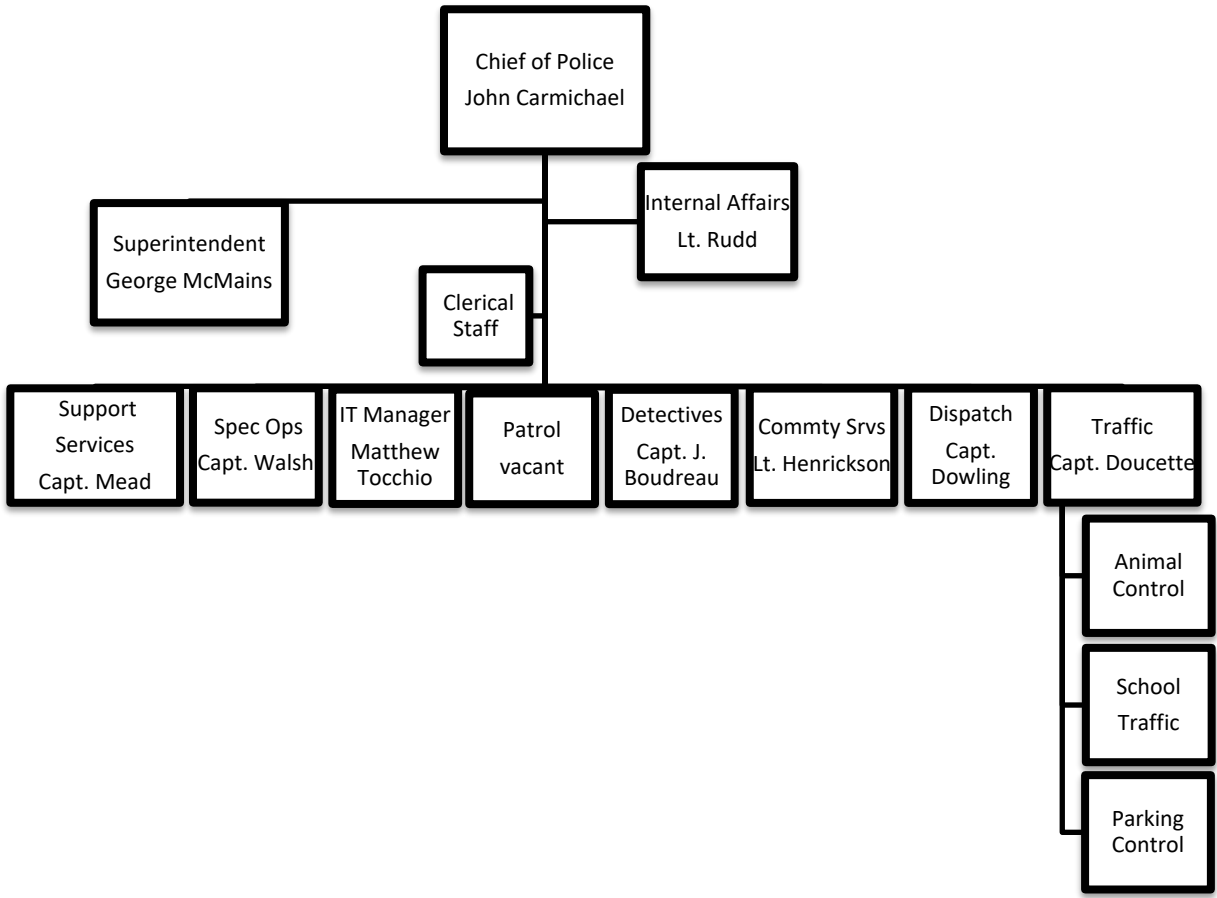
I am blessed to work with many people within the community, city departments and schools, and I am fortunate to continue creating strong partnerships with all community members.

Respectfully,

A handwritten signature in black ink, appearing to read 'John Carmichael', written in a cursive style.

Chief John Carmichael
Newton Police Department

POLICE DEPARTMENT



Financial and Operating Highlights

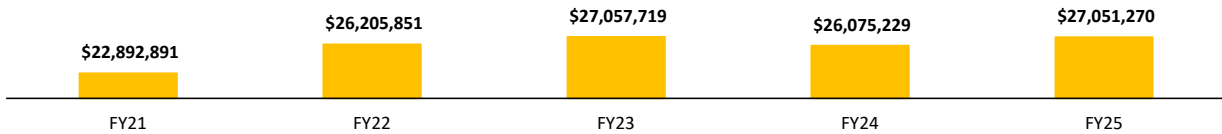
Financial Highlights

	<-----Actual----->			Original FY2024	Proposed FY2025
	FY2021	FY2022	FY2023		
Expenditure by Department					
Admin	\$ 1,137,352	\$ 1,195,056	\$ 1,287,560	\$ 1,257,454	\$ 1,298,083
Traffic Bureau	\$ 2,252,169	\$ 2,618,919	\$ 3,048,824	\$ 2,668,172	\$ 2,900,814
Patrol Bureau	\$ 10,968,149	\$ 12,840,835	\$ 12,836,304	\$ 12,445,037	\$ 12,712,950
Investigations	\$ 2,093,205	\$ 2,603,163	\$ 2,603,259	\$ 2,193,138	\$ 2,306,761
Community Svcs	\$ 1,159,841	\$ 1,525,025	\$ 1,601,378	\$ 1,511,033	\$ 1,532,579
Youth Services	\$ -	\$ 5,360	\$ 8,603	\$ 16,000	\$ 16,200
Building Maint	\$ 62,900	\$ 77,321	\$ 51,117	\$ 70,270	\$ 61,770
Vehicle Maint	\$ 480,953	\$ 525,402	\$ 367,462	\$ 585,000	\$ 650,000
Animal Control	\$ 106,904	\$ 126,318	\$ 110,576	\$ 114,132	\$ 115,397
IT Bureau	\$ 666,381	\$ 769,363	\$ 665,522	\$ 848,946	\$ 882,496
Communications	\$ 2,092,985	\$ 2,057,810	\$ 2,193,494	\$ 2,416,150	\$ 2,542,955
Support Services	\$ 1,023,009	\$ 1,078,412	\$ 1,256,739	\$ 1,051,460	\$ 1,061,623
Special Ops	\$ 783,281	\$ 685,496	\$ 920,538	\$ 808,437	\$ 869,642
Recruitment	\$ 23,495	\$ 21,731	\$ 27,313	\$ 30,000	\$ 30,000
Private Details	\$ 42,267	\$ 46,762	\$ 71,853	\$ 50,000	\$ 60,000
Host Community Agrmnt	\$ -	\$ 28,878	\$ 7,177	\$ 10,000	\$ 10,000
Total	\$ 22,892,891	\$ 26,205,851	\$ 27,057,719	\$ 26,075,229	\$ 27,051,270
% Incr		14.47%	3.25%	-3.63%	3.74%

Personnel

Full-Time	192	192	192	192	192
Part-Time	54	54	55	57	56
Total	246	246	247	249	248

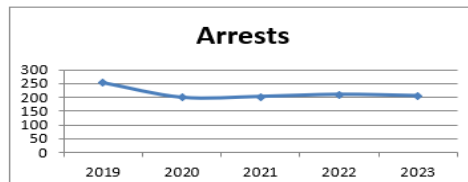
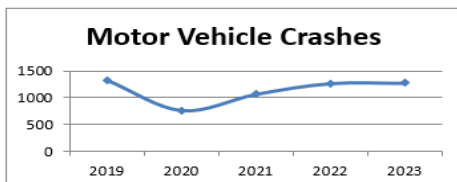
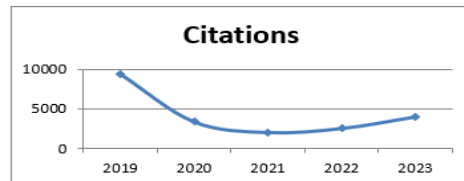
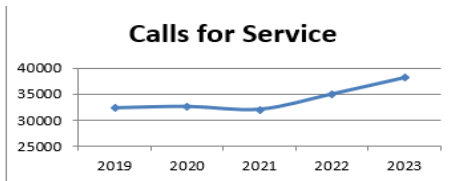
Total Police Department Expenditures



Operating Highlights

2023 Police Activity

Calls for Service	38,106	Motor Vehicle Crashes	1,273
Citations	4,035	Arrests	205



Police Department

Fiscal Year 2025 Outcomes and Strategies

Outcome 1

Provide 21st Century Policing & Community Policing

In FY2025, the Newton Police Department will continue to embrace and employ the six pillars of 21st Century Policing, which consist of community trust & police legitimacy, policy & oversight, technology and social media, community policing & crime reduction, and officer wellness & safety.

To maintain the principles of community policing, the Department seeks and welcomes community input in setting the agenda for NPD so we can tailor our policing strategies to the precise needs of our community in Newton. As part of our community policing goals, we will focus on positive organizational transformation, problem-solving oriented policing, and face-to-face community engagement.

To instill problem-oriented policing, the Department will continue to concentrate on the root causes of crime and the underlying challenges of public safety issues facing our community. The goal in problem-oriented policing is to mediate public safety issues, provide relentless follow up, provide appropriate resources, and work towards preventing recurring incidents. An example of problem-oriented policing is our response to the mental health crisis, drug overdoses and substance use disorder, and domestic violence. We seek to afford our officers decision making autonomy, support the successes of our newly created Problem Oriented Policing (POP) Unit, and continue to partner and problem solve with stakeholders across city departments, the Newton Community Crisis Intervention Team, and Newton Drug & Alcohol Prevention Coalition.

Every Newton Police Officer is instrumental in achieving the strategic goals of 21st century and community policing. Empowering officers to make thoughtful decisions and use available resources will assist the Department as we continuously improve and strive for excellence. As reinforced in Outcome 3, it is imperative that the Department reach our full staffing levels so we can perform our jobs in the most effective manner. Ensuring that our patrol, community services, and dispatch bureaus are fully staffed allows officers to follow up and concentrate on their full range of duties, an important component of our overall preparedness and success.

Another important component of 21st Century Policing is the safety, health, and wellness of our officers. The Department will use the CORDICO wellness application for our officers to assist them with access to mental health and wellness programs, while maintaining officer confidentiality. We will also continue to support our Critical Incident Stress Management Team (CISM) to ensure our officers and dispatchers are fully debriefed and supported following critical incidents.

Police Department

Fiscal Year 2025 Outcomes and Strategies

Facilities: The Newton Police Department administration, unions, and civilian personnel will continue to partner with the Public Buildings Department and our design team from Kaestle Boos Associates as we envision, design, and complete significant upgrades to the three police facilities. These Police Facility Projects will result in a major upgrade to the police facilities and deliver the spaces,

sizes of spaces, and space adjacencies needed to support a 21st century Police Department. The projects will also include a new centralized, appropriately sized, and outfitted emergency dispatch center, a new training center, and much more. Simultaneous to our work on the Police Facility Project, DPW and Public Buildings are working with us to repave the parking lot, install new fences and gates, and we are pleased that the overhaul of the HVAC system and the roof at HQ has been completed.

Training: The Department will continue our focus on providing the best training in modern day policing our officers can receive. In addition to our ongoing mandated police in-service training, the Department is moving towards every officer being trained in Integrating Tactics & Communication De-escalation (ICAT), interactive simulated exercises using the Department's TI Simulator, and in "Project ABLE" active bystander responses and duty to intervene.

In FY2025, the Department is working towards achieving the goal of the International Association of Chiefs of Police (IACP) – One Mind Campaign. We will achieve the goal of training most officers in Crisis Intervention Training, Mental Health First Aid, strengthening mental health crisis response policies, and partnering with community stakeholders on mental health prevention and intervention.

Officers will continue receiving training by the Norfolk County Crisis Intervention Team (CIT) - Training & Technical Assistance Center. The CIT Training is a 40-hour course in which officers are equipped with the knowledge and skills to guide best practice responses to individuals impacted by mental health challenges, developmental disorders, and dual-diagnosed substance use issues.

CIT includes de-escalation techniques, including disengagement, verbal persuasion, waiting a situation out, and creating distance. When officers graduate from this Crisis Intervention Training course, they have an understanding of a wide and deep set of issues, including mood disorders, working with emergency services, psychosis including hearing voices, substance use disorder, Learn to Cope, behavioral health in children and teens, hoarding and clutter, elder mental health, veterans mental health, mental trauma, working with ER – Section 12 and Section 35, Autism, cultural considerations, resource centers, CCIT, criminal justice system diversion, de-escalation, and officer wellness.

Equipment: The Newton Police Department continues to acquire state of the art equipment to support our officers in doing their jobs efficiently, effectively, and safely. In FY 2024, the Department began equipping four motorcycles to be patrol ready, and we hope to begin a rotation schedule for them so we may offer better services in traffic enforcement.

Outcome 2

Support NPD Employees with Up-to-Date Facilities, Training, Equipment, & Technology

Police Department

Fiscal Year 2025 Outcomes and Strategies

We have made progress in implementing less than lethal force options, including Conducted Energy Devices, also known as TASERS, and 40mm less lethal launchers as new tools available to officers. While we have implemented these crucial devices with the superior officers, we will continue to work with our police officers and their union on the use of these state-of-the-art options to ensure our officers are equipped to deal with any situation that arises. The Department will continue plans on implementing a Body Worn Camera (BWC) pilot program to our officers in FY2025 and gauge if BWCs are suitable for Newton. The police uniform is considered part of our equipment, and in FY2025, we will continue our transition to uniforms that are more conducive to community policing for officers of all genders.

Technology: The Newton Police Department Information Technology (IT) infrastructure is undergoing a significant transition to make it more effective, safer, and state-of-the-art with approximately one million dollars in supplemental funding in the last few years. IT Director Matt Tocchio has done a phenomenal job improving out IT capabilities. For FY2025, the department will continue integrating IT upgrades to assist in progressing in our 21st Century policing and ensuring that the department can operate without disruption in service.

Outcome 3

Focus on Recruiting, Hiring, Retention, & Diversity

Consistent with local and national trends, the Newton Police Department continues to face challenges with recruiting sufficient staffing of new officers. We will focus strongly on reaching our full complement of officers while seeking to create a more diverse police department that is representative of the community we serve.

We will pursue innovative ways to attract police and dispatcher candidates to the Department and alleviate the need to force personnel on shifts and assignments. This outcome will remain a top priority for the Department.

The Newton Police Department will continue to provide transparency of the actions of the Department. This includes gathering data and making it readily available, providing information quickly through various outlets, such as our social media platforms, informing the City Council Public Safety & Transportation Committee regularly, and providing information that is accurate and timely to the State's Peace Officer Standards and Training (POST) agency.

Outcome 4

Provide Transparency and Meet POST Standards

Following the implementation of the Justice, Equity, Accountability in Law Enforcement (JEALE) law in 2021, the Department completed updating policies and procedures required under the Massachusetts police reform statute pursuant to MGL c. 6E.

Police Department

Fiscal Year 2025 Outcomes and Strategies

The Department succeeded and NPD is compliant with POST policy mandates. This includes reporting resident complaints, Deadly Force & Serious Bodily Injury, Banning Choke Holds, Officer Involved Injury/Death, language on De-Escalation Communication & Tactics, Shooting at/from motor vehicle(s), Duty to Intervene, Duty to Terminate Force, addressing Use of Force Demonstration Restrictions, Reporting of Excessive Force, and Protection from Harassment when Reporting Excessive Force, addressing No Knock Search Warrants, Bias Free Policing & Racial Profiling, reporting Misconduct Requirements to POST, False Time Slips, School Resource Officer (SRO) Training & Certification, In-Service Training Requirements (POST Oversight), Use of Force Demonstration Restrictions, Facial Recognition, and new Hiring Standards.

In addition, M.G.L. c.90 §63 (the Hands-Free Law) requires Police Departments to submit all information on traffic stop warnings, citations, and arrests to the Registry of Motor vehicles. The RMV then submits the data to the State's Executive Office of Public Safety and Security (EOPSS) for a report on the outcomes. While the first report has been released by the State indicating Massachusetts Police Departments demonstrate no evidence of racial disparities in traffic stops, including the Newton Police Department, this data will be evaluated each year by the Executive Office of Public Safety & Security as well as NPD.

Outcome 5

Collaborate with NPD Officers, Staff and Police Unions for Success

The Newton Police Department Administration and City Departments are committed to collaborating with the Newton Police Association and the Newton Police Superior Officers. Negotiating with

both unions and executing collective bargaining agreements that align with the mission, vision, values, and direction of the Department are paramount to achieve our common goals. Because many of our new initiatives and goals may impact changes in working conditions, it is incumbent upon the Police Chief to be the conduit to achieving these goals. Initiatives such as less lethal force options, piloting body worn cameras, and ensuring NPD meets our ongoing training objectives, and Peace Officer Standards & Training mandates are all items of significance in progressing the Newton Police Department.

FUND: 0001 - GENERAL FUND
DEPARTMENT: 201 - POLICE

CITY OF NEWTON BUDGET
DEPARTMENT LEGAL LEVEL OF CONTROL

	ACTUAL 2021	ACTUAL 2022	ACTUAL 2023	ORIGINAL 2024	RECOMMENDED 2025	CHANGE 2024 to 2025
POLICE SUMMARY						
51 - PERSONNEL SERVICES	18,799,619	21,972,526	22,857,458	21,457,961	21,849,745	391,784
52 - EXPENSES	849,636	907,924	1,042,139	1,061,420	1,149,970	88,550
58 - CAPITAL EXPENSES	275,982	330,265	152,806	406,000	466,000	60,000
57 - FRINGE BENEFITS	2,927,933	2,995,136	3,005,317	3,149,848	3,585,555	435,707
TOTAL DEPARTMENT	22,853,169	26,205,852	27,057,720	26,075,229	27,051,270	976,041
POLICE ADMIN/SUPPT						
51 - PERSONNEL SERVICES	888,100	893,090	947,167	934,965	929,204	-5,761
52 - EXPENSES	139,006	166,029	197,413	161,750	187,000	25,250
57 - FRINGE BENEFITS	105,346	135,937	142,980	160,739	181,879	21,140
TOTAL POLICE ADMIN/SUPPT	1,132,452	1,195,056	1,287,560	1,257,454	1,298,083	40,629
TRAFFIC SAFETY						
51 - PERSONNEL SERVICES	1,941,829	2,288,502	2,715,743	2,448,904	2,496,951	48,047
57 - FRINGE BENEFITS	308,779	330,417	333,081	219,268	403,863	184,595
TOTAL TRAFFIC SAFETY	2,250,607	2,618,919	3,048,824	2,668,172	2,900,814	232,642
PATROL SVS						
51 - PERSONNEL SERVICES	9,468,482	11,314,359	11,331,049	10,788,465	10,876,859	88,394
57 - FRINGE BENEFITS	1,499,667	1,526,476	1,505,255	1,656,572	1,836,091	179,519
TOTAL PATROL SVS	10,968,149	12,840,835	12,836,304	12,445,037	12,712,950	267,913
INVESTIGATIONS						
51 - PERSONNEL SERVICES	1,808,595	2,294,993	2,321,760	1,872,766	1,952,219	79,453
57 - FRINGE BENEFITS	284,610	308,171	281,499	320,372	354,542	34,170
TOTAL INVESTIGATIONS	2,093,205	2,603,163	2,603,259	2,193,138	2,306,761	113,623
COMMUNITY SVS						
51 - PERSONNEL SERVICES	967,545	1,319,010	1,399,053	1,288,758	1,309,468	20,710
57 - FRINGE BENEFITS	192,296	206,015	202,325	222,275	223,111	836
TOTAL COMMUNITY SVS	1,159,841	1,525,025	1,601,378	1,511,033	1,532,579	21,546
YOUTH SERVICES						
51 - PERSONNEL SERVICES	0	0	3,000	5,000	5,000	0
52 - EXPENSES	0	5,360	5,603	11,000	11,200	200
TOTAL YOUTH SERVICES	0	5,360	8,603	16,000	16,200	200

CITY OF NEWTON BUDGET DEPARTMENT LEGAL LEVEL OF CONTROL
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	ACTUAL 2021	ACTUAL 2022	ACTUAL 2023	ORIGINAL 2024	RECOMMENDED 2025	CHANGE 2024 to 2025
POLICE BLDG MAINT						
51 - PERSONNEL SERVICES	0	49	0	0	0	0
52 - EXPENSES	62,900	77,273	51,117	70,270	61,770	-8,500
TOTAL POLICE BLDG MAINT	62,900	77,321	51,117	70,270	61,770	-8,500
POLICE VEHICLE MAINT						
52 - EXPENSES	222,560	238,279	281,309	235,000	250,000	15,000
58 - CAPITAL EXPENSES	258,392	287,123	86,153	350,000	400,000	50,000
TOTAL POLICE VEHICLE MAINT	480,953	525,402	367,462	585,000	650,000	65,000
ANIMAL CONTROL						
51 - PERSONNEL SERVICES	93,566	116,881	99,245	101,225	101,514	289
52 - EXPENSES	2,835	56	2,681	2,500	2,500	0
57 - FRINGE BENEFITS	9,401	9,381	8,650	10,407	11,383	976
TOTAL ANIMAL CONTROL	105,801	126,318	110,576	114,132	115,397	1,265
INFORMATION TECHNOLOGY						
51 - PERSONNEL SERVICES	496,937	590,267	435,545	548,165	560,528	12,363
52 - EXPENSES	74,304	61,688	92,444	160,000	160,000	0
58 - CAPITAL EXPENSES	14,049	39,856	66,653	50,000	60,000	10,000
57 - FRINGE BENEFITS	80,989	77,553	70,880	90,781	101,968	11,187
TOTAL INFORMATION TECHNOLOGY	666,279	769,363	665,522	848,946	882,496	33,550
COMMUNICATIONS						
51 - PERSONNEL SERVICES	1,838,225	1,837,061	1,970,923	2,161,391	2,288,641	127,250
57 - FRINGE BENEFITS	254,760	220,749	222,571	254,759	254,314	-445
TOTAL COMMUNICATIONS	2,092,985	2,057,810	2,193,494	2,416,150	2,542,955	126,805
POLICE SUPPORT SVS						
51 - PERSONNEL SERVICES	644,462	704,618	803,686	598,949	603,638	4,689
52 - EXPENSES	285,194	271,620	344,706	340,900	359,500	18,600
58 - CAPITAL EXPENSES	3,540	3,286	0	6,000	6,000	0
57 - FRINGE BENEFITS	89,813	98,888	108,347	105,611	92,485	-13,126
TOTAL POLICE SUPPORT SVS	1,023,009	1,078,412	1,256,739	1,051,460	1,061,623	10,163

CITY OF NEWTON BUDGET DEPARTMENT LEGAL LEVEL OF CONTROL
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	ACTUAL 2021	ACTUAL 2022	ACTUAL 2023	ORIGINAL 2024	RECOMMENDED 2025	CHANGE 2024 to 2025
SPECIAL OPERATIONS						
51 - PERSONNEL SERVICES	651,880	613,697	830,286	709,373	725,723	16,350
52 - EXPENSES	39,342	37,011	32,376	40,000	78,000	38,000
57 - FRINGE BENEFITS	60,005	34,788	57,876	59,064	65,919	6,855
TOTAL SPECIAL OPERATIONS	751,227	685,496	920,538	808,437	869,642	61,205
POLICE RECRUITMENT						
52 - EXPENSES	23,495	21,731	27,313	30,000	30,000	0
TOTAL POLICE RECRUITMENT	23,495	21,731	27,313	30,000	30,000	0
PRIVATE DUTY DETAILS						
57 - FRINGE BENEFITS	42,267	46,762	71,853	50,000	60,000	10,000
TOTAL PRIVATE DUTY DETAILS	42,267	46,762	71,853	50,000	60,000	10,000
POLICE- HOST COMM AGREE						
52 - EXPENSES	0	28,878	7,177	10,000	10,000	0
TOTAL POLICE- HOST COMM AGREE	0	28,878	7,177	10,000	10,000	0

FUND: 0001 - GENERAL FUND
DEPARTMENT: 201 - POLICE

CITY OF NEWTON BUDGET
DEPARTMENTAL DETAIL

	ACTUAL 2021	ACTUAL 2022	ACTUAL 2023	ORIGINAL 2024	RECOMMENDED 2025	CHANGE 2024 to 2025
201 - POLICE						
0120101 - POLICE ADMIN/SUPPT						
PERSONNEL SERVICES						
511001 FULL TIME SALARIES	715,433	763,582	831,655	865,342	887,914	22,572
512002 SEASONAL SALARIES	700	0	0	0	0	0
513010 REGULAR OVERTIME	1,458	6,451	10,505	5,000	5,000	0
514001 LONGEVITY	12,008	10,900	10,458	9,600	9,600	0
514003 EDUCATION INCENTIVE P	88,518	51,256	37,782	30,312	31,211	899
514007 HOLIDAY PAY	14,652	15,055	9,812	8,912	9,180	268
514009 FLEX SCHEDULE PAY	0	0	10,184	0	0	0
514302 DEFIBRILLATOR STIPEND	1,027	850	425	425	425	0
514304 COMPUTER USE STIPEND	1,450	1,200	600	600	600	0
514308 SPECIALIST PAY	8,262	3,011	819	10,200	10,200	0
514316 SIMUNITION TRAINING	1,167	1,000	1,000	1,000	1,000	0
514317 ADMINISTRATIVE STIPEND	3,462	2,308	2,308	1,154	1,654	500
514399 ADMIN SUPPORT STIPEND	5,139	10,240	10,240	0	0	0
515003 SPECIAL LEAVE BUY BACK	31,494	23,396	18,000	0	0	0
515006 VACATION BUY BACK	4,200	0	0	0	0	0
515101 CLOTHING ALLOWANCE	2,009	1,840	1,420	290	290	0
515102 CLEANING ALLOWANCE	2,022	2,000	1,958	2,130	2,130	0
519700 CURRENT YEAR WAGE RE	0	0	0	0	-30,000	-30,000
TOTAL PERSONNEL SERVICES	893,000	893,090	947,167	934,965	929,204	-5,761
EXPENSES						
524010 OFFICE EQUIPMENT R-M	4,603	3,289	5,170	4,500	4,500	0
524080 DEPARTMENTAL EQUIP R-	3,259	0	280	0	0	0
524100 SOFTWARE MAINTENANC	0	7,942	9,600	9,000	15,000	6,000
527400 RENTAL - EQUIPMENT	21,702	17,120	13,069	18,000	18,000	0
530100 CONSULTANTS	20,120	23,258	32,425	10,000	10,000	0
532200 PUBLIC SAFETY ACADEMY	23,000	16,000	30,400	20,000	30,000	10,000
534100 POSTAGE	2,081	2,126	0	2,500	2,500	0
534200 PRINTING	8,732	7,328	9,306	8,000	9,000	1,000
534300 ADVERTISING/PUBLICATIO				0	2,000	2,000
542000 OFFICE SUPPLIES	22,777	20,078	19,063	18,000	18,000	0
558800 PHOTOGRAPHIC SUPPLIE	1,296	295	892	1,000	2,000	1,000
559200 BOOKS/MANUALS/PERIODI	2,197	2,412	3,081	3,500	1,500	-2,000
571000 VEHICLE USE REIMBURSE	2,278	1,891	2,841	3,000	3,000	0
571100 IN-STATE CONFERENCES	1,590	6,271	650	2,500	5,000	2,500
571200 REFRESHMENTS/MEALS	832	1,216	1,330	1,250	1,500	250
572000 OUT-OF-STATE TRAVEL	1,222	6,299	14,286	8,000	12,500	4,500
573000 DUES & SUBSCRIPTIONS	23,318	50,504	54,145	52,500	52,500	0
577100 PROFESSIONAL LICENSES	0	0	875	0	0	0
TOTAL EXPENSES	139,006	166,029	197,413	161,750	187,000	25,250
FRINGE BENEFITS						
57DENT DENTAL INSURANCE	2,500	2,903	2,975	3,349	3,221	-128
57HLTH HEALTH INSURANCE	90,218	110,768	116,920	132,608	153,259	20,651
57LIFE BASIC LIFE INSURANCE	288	312	341	354	341	-13
57MEDA MEDICARE PAYROLL TAX	9,746	11,739	12,853	13,533	13,836	303

**CITY OF NEWTON BUDGET
DEPARTMENTAL DETAIL**

		ACTUAL	ACTUAL	ACTUAL	ORIGINAL	RECOMMENDED	CHANGE
		2021	2022	2023	2024	2025	2024 to 2025
57OPEB	OPEB CONTRIBUTION	2,594	10,214	9,892	10,895	11,222	327
TOTAL FRINGE BENEFITS		105,346	135,937	142,980	160,739	181,879	21,140
TOTAL POLICE ADMIN/SUPPT		1,137,352	1,195,056	1,287,560	1,257,454	1,298,083	40,629
0120102 - TRAFFIC SAFETY							
PERSONNEL SERVICES							
511001	FULL TIME SALARIES	855,139	806,591	797,846	1,393,358	1,410,867	17,509
511002	FULL TIME WAGES	262,897	524,107	747,030	0	0	0
511003	WORK FOR OTHER DEPTS		2,932	13,712	0	0	0
511101	PART TIME < 20 HRS/WK	41,130	90,123	4,915	585,191	585,916	725
511102	PART TIME > 20 HRS/WK	410,730	371,996	579,796	47,498	47,681	183
513010	REGULAR OVERTIME	78,379	138,697	89,065	100,000	100,000	0
513020	COURT TIME	953	415	356	1,000	1,000	0
5130FL	FAIR LABOR STANDARDS	1,031	377	479	1,000	1,000	0
514001	LONGEVITY	27,997	28,799	36,571	37,553	38,224	671
514003	EDUCATION INCENTIVE P	146,487	108,113	117,254	140,033	161,164	21,131
514004	SHIFT DIFFERENTIAL	2,365	5,663	6,126	14,783	21,079	6,296
514006	EXCEPTIONAL SVS PAY	14,000	13,500	16,850	0	0	0
514007	HOLIDAY PAY	39,731	46,770	52,890	54,290	54,722	432
514009	FLEX SCHEDULE PAY			838	0	0	0
514302	DEFIBRILLATOR STIPEND	3,825	3,825	3,825	3,825	3,825	0
514304	COMPUTER USE STIPEND	16,090	16,705	16,705	16,705	16,705	0
514308	SPECIALIST PAY	1,213	415	383	1,300	1,400	100
514309	OTHER STIPENDS	0	0	96	0	0	0
514316	SIMUNITION TRAINING	4,417	4,500	5,500	5,500	5,500	0
514317	ADMINISTRATIVE STIPEND	2,500	2,308	2,308	2,308	3,308	1,000
514322	RETENTION STIPENDS	0	0	550	18,600	18,600	0
514326	WORKED HOLIDAY PAY			951	0	0	0
515003	SPECIAL LEAVE BUY BACK	0	5,321	1,827	0	0	0
515005	BONUSES	9,550	8,550	7,950	0	0	0
515101	CLOTHING ALLOWANCE	22,450	21,210	18,715	290	290	0
515102	CLEANING ALLOWANCE	943	1,650	2,400	25,670	25,670	0
515201	WORKERS COMP BENEFIT	1,562	0	0	0	0	0
515202	111F PUBL SAFETY IOD PA	0	85,934	190,804	0	0	0
TOTAL PERSONNEL SERVICES		1,943,391	2,288,502	2,715,743	2,448,904	2,496,951	48,047
FRINGE BENEFITS							
57DENT	DENTAL INSURANCE	5,692	5,426	5,726	5,971	6,245	274
57HLTH	HEALTH INSURANCE	273,428	289,861	287,221	176,349	357,210	180,861
57LIFE	BASIC LIFE INSURANCE	449	435	520	531	511	-20
57MEDA	MEDICARE PAYROLL TAX	25,090	29,246	33,846	34,143	34,727	584
57OPEB	OPEB CONTRIBUTION	4,119	5,448	5,769	2,274	5,170	2,896
TOTAL FRINGE BENEFITS		308,779	330,417	333,081	219,268	403,863	184,595
TOTAL TRAFFIC SAFETY		2,252,169	2,618,919	3,048,824	2,668,172	2,900,814	232,642

CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL
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		ACTUAL 2021	ACTUAL 2022	ACTUAL 2023	ORIGINAL 2024	RECOMMENDED 2025	CHANGE 2024 to 2025
0120103 - PATROL SVS							
PERSONNEL SERVICES							
511001	FULL TIME SALARIES	6,487,483	7,689,550	7,415,365	7,555,436	7,637,951	82,515
511003	WORK FOR OTHER DEPTS			1,002	0	0	0
513010	REGULAR OVERTIME	738,361	1,080,196	1,032,760	350,000	350,000	0
513020	COURT TIME	32,856	30,466	38,076	35,000	35,000	0
5130FL	FAIR LABOR STANDARDS	16,743	14,917	17,379	20,000	20,000	0
514001	LONGEVITY	117,410	120,608	133,670	127,764	135,044	7,280
514003	EDUCATION INCENTIVE P	1,043,476	991,823	1,205,191	1,448,369	1,501,825	53,456
514004	SHIFT DIFFERENTIAL	331,121	316,573	356,148	419,836	400,416	-19,420
514007	HOLIDAY PAY	397,070	402,486	425,569	465,122	468,685	3,563
514009	FLEX SCHEDULE PAY	386	6,683	5,928	0	0	0
514302	DEFIBRILLATOR STIPEND	38,604	37,790	36,833	41,225	41,225	0
514304	COMPUTER USE STIPEND	97,388	94,610	92,985	104,325	104,325	0
514308	SPECIALIST PAY	184	360	360	3,100	8,100	5,000
514309	OTHER STIPENDS		5,320	10,960	0	0	0
514316	SIMUNITION TRAINING	44,833	44,333	53,792	59,500	59,500	0
514317	ADMINISTRATIVE STIPEND	26,350	24,715	25,388	25,388	36,388	11,000
514326	WORKED HOLIDAY PAY			18,949	120,000	65,000	-55,000
515006	VACATION BUY BACK	0	17,234	5,779	0	0	0
515101	CLOTHING ALLOWANCE	11,299	11,288	11,089	290	290	0
515102	CLEANING ALLOWANCE	533	565	500	13,110	13,110	0
515202	111F PUBL SAFETY IOD PA	84,387	424,400	443,328	0	0	0
515401	PRIVATE DUTY DETAILS	0	440	0	0	0	0
TOTAL PERSONNEL SERVICES		9,468,482	11,314,359	11,331,049	10,788,465	10,876,859	88,394
FRINGE BENEFITS							
57DENT	DENTAL INSURANCE	29,997	28,910	27,012	29,340	28,519	-821
57HLTH	HEALTH INSURANCE	1,262,608	1,270,425	1,223,512	1,364,430	1,536,754	172,324
57LIFE	BASIC LIFE INSURANCE	3,455	3,065	3,228	3,542	3,179	-363
57MEDA	MEDICARE PAYROLL TAX	125,352	145,906	147,321	149,275	150,892	1,617
57OPEB	OPEB CONTRIBUTION	78,254	78,169	104,180	109,985	116,747	6,762
TOTAL FRINGE BENEFITS		1,499,667	1,526,476	1,505,255	1,656,572	1,836,091	179,519
TOTAL PATROL SVS		10,968,149	12,840,835	12,836,304	12,445,037	12,712,950	267,913

**CITY OF NEWTON BUDGET
DEPARTMENTAL DETAIL**

		ACTUAL	ACTUAL	ACTUAL	ORIGINAL	RECOMMENDED	CHANGE
		2021	2022	2023	2024	2025	2024 to 2025
0120104 - INVESTIGATIONS							
PERSONNEL SERVICES							
511001	FULL TIME SALARIES	1,268,065	1,653,603	1,500,439	1,360,898	1,432,281	71,383
513010	REGULAR OVERTIME	134,473	188,095	279,619	50,000	50,000	0
513020	COURT TIME	2,877	11,550	7,105	8,000	8,000	0
5130FL	FAIR LABOR STANDARDS	5,284	4,037	4,412	6,000	6,000	0
514001	LONGEVITY	39,378	41,110	43,408	36,666	38,512	1,846
514003	EDUCATION INCENTIVE P	181,633	215,210	270,870	214,024	217,461	3,437
514004	SHIFT DIFFERENTIAL	46,038	48,042	47,810	65,893	63,238	-2,655
514007	HOLIDAY PAY	74,248	80,251	78,775	82,210	85,452	3,242
514009	FLEX SCHEDULE PAY	6,358	5,819	2,565	0	0	0
514302	DEFIBRILLATOR STIPEND	6,623	7,331	6,871	6,800	6,800	0
514304	COMPUTER USE STIPEND	16,474	17,884	15,045	16,365	16,365	0
514308	SPECIALIST PAY	159	297	306	3,000	2,700	-300
514316	SIMUNITION TRAINING	7,708	8,583	11,042	10,500	10,500	0
514317	ADMINISTRATIVE STIPEND	5,770	5,770	5,866	5,770	8,270	2,500
514326	WORKED HOLIDAY PAY			1,765	0	0	0
515003	SPECIAL LEAVE BUY BACK	6,000	0	520	0	0	0
515006	VACATION BUY BACK		0	38,152	0	0	0
515101	CLOTHING ALLOWANCE	6,998	6,793	6,551	4,060	4,060	0
515102	CLEANING ALLOWANCE	511	619	522	2,580	2,580	0
515202	111F PUBL SAFETY IOD PA	0	0	119	0	0	0
TOTAL PERSONNEL SERVICES		1,808,595	2,294,993	2,321,760	1,872,766	1,952,219	79,453
FRINGE BENEFITS							
57DENT	DENTAL INSURANCE	6,457	6,877	5,601	6,284	6,042	-242
57HLTH	HEALTH INSURANCE	256,592	275,064	245,944	282,871	316,969	34,098
57LIFE	BASIC LIFE INSURANCE	695	620	489	472	397	-75
57MEDA	MEDICARE PAYROLL TAX	20,353	25,610	28,620	26,303	27,379	1,076
57OPEB	OPEB CONTRIBUTION	514	0	845	4,442	3,755	-687
TOTAL FRINGE BENEFITS		284,610	308,171	281,499	320,372	354,542	34,170
TOTAL INVESTIGATIONS		2,093,205	2,603,163	2,603,259	2,193,138	2,306,761	113,623

**CITY OF NEWTON BUDGET
DEPARTMENTAL DETAIL**

		ACTUAL	ACTUAL	ACTUAL	ORIGINAL	RECOMMENDED	CHANGE
		2021	2022	2023	2024	2025	2024 to 2025
0120105 - COMMUNITY SVS							
PERSONNEL SERVICES							
511001	FULL TIME SALARIES	697,515	956,496	925,683	905,268	918,627	13,359
513010	REGULAR OVERTIME	34,618	67,174	80,240	25,000	25,000	0
513020	COURT TIME	397	80	163	0	0	0
5130FL	FAIR LABOR STANDARDS	1,916	2,576	2,434	1,000	2,500	1,500
514001	LONGEVITY	17,251	21,779	18,397	18,301	19,943	1,642
514003	EDUCATION INCENTIVE P	125,952	136,079	169,323	197,251	199,260	2,009
514004	SHIFT DIFFERENTIAL	2,956	392	3,205	61,167	61,792	625
514007	HOLIDAY PAY	38,198	40,494	44,068	50,673	51,248	575
514009	FLEX SCHEDULE PAY	22,055	32,381	63,369	0	0	0
514302	DEFIBRILLATOR STIPEND	3,825	4,038	4,144	4,250	4,250	0
514304	COMPUTER USE STIPEND	9,705	10,928	10,770	10,920	10,920	0
514308	SPECIALIST PAY	4,015	8,448	-1,026	3,000	3,000	0
514309	OTHER STIPENDS		184	462	0	0	0
514316	SIMUNITION TRAINING	4,500	4,667	5,333	6,000	6,000	0
514317	ADMINISTRATIVE STIPEND	1,154	1,154	1,539	2,308	3,308	1,000
514326	WORKED HOLIDAY PAY			1,399	0	0	0
515003	SPECIAL LEAVE BUY BACK	0	6,000	6,000	0	0	0
515006	VACATION BUY BACK		8,380	16,125	0	0	0
515101	CLOTHING ALLOWANCE	3,490	3,888	3,979	2,320	2,320	0
515102	CLEANING ALLOWANCE	0	0	0	1,300	1,300	0
515202	111F PUBL SAFETY IOD PA	0	13,873	43,448	0	0	0
TOTAL PERSONNEL SERVICES		967,545	1,319,010	1,399,053	1,288,758	1,309,468	20,710
FRINGE BENEFITS							
57DENT	DENTAL INSURANCE	3,741	3,784	3,558	3,770	3,625	-145
57HLTH	HEALTH INSURANCE	174,632	183,224	172,877	189,632	190,186	554
57LIFE	BASIC LIFE INSURANCE	397	388	440	472	454	-18
57MEDA	MEDICARE PAYROLL TAX	9,845	13,410	16,459	18,360	18,589	229
57OPEB	OPEB CONTRIBUTION	3,681	5,208	8,991	10,041	10,257	216
TOTAL FRINGE BENEFITS		192,296	206,015	202,325	222,275	223,111	836
TOTAL COMMUNITY SVS		1,159,841	1,525,025	1,601,378	1,511,033	1,532,579	21,546
0120106 - YOUTH SERVICES							
PERSONNEL SERVICES							
513010	REGULAR OVERTIME	0	0	3,000	5,000	5,000	0
TOTAL PERSONNEL SERVICES		0	0	3,000	5,000	5,000	0
EXPENSES							
538302	FIELD TRIP TRANSPORTA	0	0	504	6,000	6,000	0
538900	RECREATION/LEISURE AC	0	5,360	5,099	5,000	5,200	200
TOTAL EXPENSES		0	5,360	5,603	11,000	11,200	200
TOTAL YOUTH SERVICES		0	5,360	8,603	16,000	16,200	200

CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL
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	ACTUAL 2021	ACTUAL 2022	ACTUAL 2023	ORIGINAL 2024	RECOMMENDED 2025	CHANGE 2024 to 2025
0120107 - POLICE BLDG MAINT						
PERSONNEL SERVICES						
513040 WORK BY OTHER DEPTS.	0	49	0	0	0	0
TOTAL PERSONNEL SERVICES	0	49	0	0	0	0
EXPENSES						
521000 ELECTRICITY	8,180	29,100	2,262	15,000	5,000	-10,000
521100 NATURAL GAS	27,105	27,685	27,157	28,000	28,000	0
523000 WATER & SEWER SERVIC	11,450	9,080	9,169	11,000	11,000	0
524040 ELECTRICAL EQUIP R-M	334	4,295	3,511	5,000	5,000	0
524080 DEPARTMENTAL EQUIP R-	0	0	307	0	0	0
529000 CLEANING/CUSTODIAL SV	9,974	2,271	5,062	5,000	5,000	0
531000 BACKFLOW PREV INSPEC	270	180	90	270	270	0
543000 BUILDING MAINT SUPPLIE	3,666	4,271	3,419	3,500	5,000	1,500
545000 CLEANING/CUSTODIAL SU	1,920	392	140	2,500	2,500	0
TOTAL EXPENSES	62,900	77,273	51,117	70,270	61,770	-8,500
TOTAL POLICE BLDG MAINT	62,900	77,321	51,117	70,270	61,770	-8,500
0120108 - POLICE VEHICLE MAINT						
EXPENSES						
524030 MOTOR VEHICLE R-M	47,758	42,624	102,424	45,000	50,000	5,000
548000 GASOLINE	139,223	145,128	174,435	150,000	160,000	10,000
548200 TIRES & TIRE SUPPLIES	13,277	15,137	0	12,500	12,500	0
548400 VEHICLE REPAIR PARTS	22,302	35,390	4,450	27,500	27,500	0
TOTAL EXPENSES	222,560	238,279	281,309	235,000	250,000	15,000
CAPITAL EXPENSES						
585010 AUTOMOBILES/LIGHT TRU	258,392	287,123	86,153	350,000	400,000	50,000
TOTAL CAPITAL EXPENSES	258,392	287,123	86,153	350,000	400,000	50,000
TOTAL POLICE VEHICLE MAINT	480,953	525,402	367,462	585,000	650,000	65,000

CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL
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		ACTUAL 2021	ACTUAL 2022	ACTUAL 2023	ORIGINAL 2024	RECOMMENDED 2025	CHANGE 2024 to 2025
0120109 - ANIMAL CONTROL							
PERSONNEL SERVICES							
511001	FULL TIME SALARIES	69,947	54,143	-533	75,132	75,421	289
511101	PART TIME < 20 HRS/WK	1,103	0	0	0	0	0
513010	REGULAR OVERTIME	1,190	198	0	2,000	2,000	0
513020	COURT TIME	0	198	0	0	0	0
514001	LONGEVITY	1,375	1,375	1,503	1,508	1,508	0
514003	EDUCATION INCENTIVE P	7,848	3,750	0	8,617	8,617	0
514004	SHIFT DIFFERENTIAL	5,519	2,623	0	6,034	6,034	0
514007	HOLIDAY PAY	4,297	4,624	4,696	4,714	4,714	0
514302	DEFIBRILLATOR STIPEND	425	425	425	425	425	0
514304	COMPUTER USE STIPEND	1,215	1,215	1,215	1,215	1,215	0
514308	SPECIALIST PAY	1,120	448	0	950	950	0
514316	SIMUNITION TRAINING	500	500	500	500	500	0
515101	CLOTHING ALLOWANCE	130	130	130	0	0	0
515102	CLEANING ALLOWANCE	0	0	0	130	130	0
515202	111F PUBL SAFETY IOD PA	0	47,250	91,309	0	0	0
TOTAL PERSONNEL SERVICES		94,669	116,881	99,245	101,225	101,514	289
EXPENSES							
538400	ANIMAL CARE	2,835	56	2,681	2,500	2,500	0
TOTAL EXPENSES		2,835	56	2,681	2,500	2,500	0
FRINGE BENEFITS							
57DENT	DENTAL INSURANCE	208	202	202	210	202	-8
57HLTH	HEALTH INSURANCE	7,915	8,226	8,384	8,754	9,722	968
57MEDA	MEDICARE PAYROLL TAX	1,277	953	64	1,443	1,459	16
TOTAL FRINGE BENEFITS		9,401	9,381	8,650	10,407	11,383	976
TOTAL ANIMAL CONTROL		106,904	126,318	110,576	114,132	115,397	1,265

CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL
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		ACTUAL	ACTUAL	ACTUAL	ORIGINAL	RECOMMENDED	CHANGE
		2021	2022	2023	2024	2025	2024 to 2025
0120110 - INFORMATION TECHNOLOGY							
PERSONNEL SERVICES							
511001	FULL TIME SALARIES	440,934	481,078	352,457	471,716	483,313	11,597
513010	REGULAR OVERTIME	1,140	5,406	14,962	5,000	5,000	0
5130FL	FAIR LABOR STANDARDS	73	869	922	1,000	1,000	0
514001	LONGEVITY	9,213	7,187	5,408	6,325	6,802	477
514003	EDUCATION INCENTIVE P	20,368	28,132	30,159	30,159	30,159	0
514004	SHIFT DIFFERENTIAL	5,522	5,755	6,034	12,068	12,067	-1
514007	HOLIDAY PAY	6,942	8,962	9,687	14,157	14,447	290
514009	FLEX SCHEDULE PAY	4,252	5,755	6,034	0	0	0
514302	DEFIBRILLATOR STIPEND	850	850	850	850	850	0
514304	COMPUTER USE STIPEND	1,215	2,430	2,430	2,430	2,430	0
514308	SPECIALIST PAY	4,667	5,404	5,343	2,700	2,700	0
514309	OTHER STIPENDS	102	0	0	0	0	0
514316	SIMUNITION TRAINING	1,000	1,000	1,000	1,000	1,000	0
515003	SPECIAL LEAVE BUY BACK	0	10,000	0	0	0	0
515006	VACATION BUY BACK		26,177	0	0	0	0
515101	CLOTHING ALLOWANCE	260	260	260	0	0	0
515102	CLEANING ALLOWANCE	500	1,000	0	760	760	0
TOTAL PERSONNEL SERVICES		497,039	590,267	435,545	548,165	560,528	12,363
EXPENSES							
524050	COMPUTER EQUIPMT R-M	54,598	42,860	61,138	100,000	100,000	0
543400	COMMUNICATIONS SUPPLI	1,979	2,825	7,465	10,000	10,000	0
558500	COMPUTER SUPPLIES	17,727	16,003	23,841	50,000	50,000	0
TOTAL EXPENSES		74,304	61,688	92,444	160,000	160,000	0
FRINGE BENEFITS							
57DENT	DENTAL INSURANCE	1,656	1,504	978	1,467	1,411	-56
57HLTH	HEALTH INSURANCE	73,548	69,184	60,734	78,239	89,244	11,005
57LIFE	BASIC LIFE INSURANCE	71	52	91	177	170	-7
57MEDA	MEDICARE PAYROLL TAX	5,714	6,813	5,971	7,888	8,041	153
57OPEB	OPEB CONTRIBUTION	0	0	3,107	3,010	3,102	92
TOTAL FRINGE BENEFITS		80,989	77,553	70,880	90,781	101,968	11,187
CAPITAL EXPENSES							
585120	COMPUTER SERVER SOFT	5,021	1,529	827	0	0	0
585190	RADIO COMMUNIC EQUIP	9,028	38,327	65,826	50,000	60,000	10,000
TOTAL CAPITAL EXPENSES		14,049	39,856	66,653	50,000	60,000	10,000
TOTAL INFORMATION TECHNOLOGY		666,381	769,363	665,522	848,946	882,496	33,550

CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL
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		ACTUAL 2021	ACTUAL 2022	ACTUAL 2023	ORIGINAL 2024	RECOMMENDED 2025	CHANGE 2024 to 2025
0120111 - COMMUNICATIONS							
PERSONNEL SERVICES							
511001	FULL TIME SALARIES	1,208,948	1,275,646	1,323,634	1,590,118	1,742,226	152,108
511101	PART TIME < 20 HRS/WK	0	8,556	39,820	120,000	80,308	-39,692
513010	REGULAR OVERTIME	387,906	292,188	343,694	150,000	150,000	0
513020	COURT TIME	170	343	59	0	0	0
514001	LONGEVITY	28,432	15,125	17,500	18,000	18,600	600
514003	EDUCATION INCENTIVE P	16,771	16,688	33,384	35,349	36,410	1,061
514004	SHIFT DIFFERENTIAL	64,441	55,527	66,730	109,290	110,702	1,412
514007	HOLIDAY PAY	77,452	71,855	75,438	95,425	107,186	11,761
514009	FLEX SCHEDULE PAY	7,706	8,142	15,922	0	0	0
514301	EMT STIPEND	0	0	1,600	0	0	0
514302	DEFIBRILLATOR STIPEND	425	425	425	425	425	0
514304	COMPUTER USE STIPEND	600	600	600	600	600	0
514308	SPECIALIST PAY	1,250	2,500	2,741	0	0	0
514309	OTHER STIPENDS	0	0	288	0	0	0
514316	SIMUNITION TRAINING	500	500	1,000	1,000	1,000	0
514317	ADMINISTRATIVE STIPEND	2,414	1,164	1,116	3,654	3,654	0
514320	EMD STIPEND	18,333	22,800	20,400	26,400	26,400	0
514326	WORKED HOLIDAY PAY			1,530	0	0	0
515005	BONUSES	0	48,700	500	0	0	0
515006	VACATION BUY BACK	11,948	7,214	3,384	0	0	0
515101	CLOTHING ALLOWANCE	130	130	130	0	0	0
515102	CLEANING ALLOWANCE	10,800	8,958	8,108	11,130	11,130	0
515202	111F PUBL SAFETY IOD PA	0	0	12,921	0	0	0
TOTAL PERSONNEL SERVICES		1,838,225	1,837,061	1,970,923	2,161,391	2,288,641	127,250
FRINGE BENEFITS							
57DENT	DENTAL INSURANCE	5,163	4,593	4,233	4,618	4,637	19
57HLTH	HEALTH INSURANCE	206,568	173,134	171,326	192,401	196,937	4,536
57LIFE	BASIC LIFE INSURANCE	506	501	551	531	341	-190
57MEDA	MEDICARE PAYROLL TAX	23,221	27,868	28,826	28,678	30,981	2,303
57OPEB	OPEB CONTRIBUTION	19,302	14,653	17,635	28,531	21,418	-7,113
TOTAL FRINGE BENEFITS		254,760	220,749	222,571	254,759	254,314	-445
TOTAL COMMUNICATIONS		2,092,985	2,057,810	2,193,494	2,416,150	2,542,955	126,805

CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL
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		ACTUAL	ACTUAL	ACTUAL	ORIGINAL	RECOMMENDED	CHANGE
		2021	2022	2023	2024	2025	2024 to 2025
0120112 - POLICE SUPPORT SVS							
PERSONNEL SERVICES							
511001	FULL TIME SALARIES	424,712	494,372	496,483	433,098	438,756	5,658
511101	PART TIME < 20 HRS/WK	0	0	21,588	0	0	0
513010	REGULAR OVERTIME	52,661	60,657	92,216	20,000	20,000	0
5130FL	FAIR LABOR STANDARDS	1,284	1,323	2,998	0	0	0
514001	LONGEVITY	12,886	13,394	15,445	15,622	13,359	-2,263
514003	EDUCATION INCENTIVE P	94,859	74,440	80,449	61,532	61,957	425
514004	SHIFT DIFFERENTIAL	0	0	1,179	24,135	24,135	0
514007	HOLIDAY PAY	23,787	25,072	28,575	27,173	27,442	269
514009	FLEX SCHEDULE PAY	16,565	17,266	23,650	0	0	0
514302	DEFIBRILLATOR STIPEND	2,338	2,125	2,125	2,125	2,125	0
514304	COMPUTER USE STIPEND	5,760	5,460	5,460	5,460	5,460	0
514308	SPECIALIST PAY	4,980	4,901	5,056	5,000	5,600	600
514316	SIMUNITION TRAINING	2,708	2,500	3,000	3,000	3,000	0
514317	ADMINISTRATIVE STIPEND	1,250	1,154	1,154	1,154	1,154	0
514326	WORKED HOLIDAY PAY			765	0	0	0
515005	BONUSES	0	500	0	0	0	0
515101	CLOTHING ALLOWANCE	650	650	780	0	0	0
515102	CLEANING ALLOWANCE	22	0	0	650	650	0
515202	111F PUBL SAFETY IOD PA	0	804	22,764	0	0	0
TOTAL PERSONNEL SERVICES		644,462	704,618	803,686	598,949	603,638	4,689
EXPENSES							
524080	DEPARTMENTAL EQUIP R-	4,519	10,870	7,590	4,000	4,000	0
534010	TELEPHONE	9,873	9,319	8,423	10,000	10,000	0
534020	CELLULAR TELEPHONES	50,069	43,270	50,591	56,400	60,000	3,600
534040	INTERNET ACCESS CHAR	11,467	11,073	9,359	12,000	12,000	0
543400	COMMUNICATIONS SUPPLI	1,435	4,055	1,660	4,000	4,000	0
550000	MEDICAL SUPPLIES	6,368	2,397	5,222	5,000	5,000	0
558000	PUBLIC SAFETY SUPPLIES	54,859	39,258	113,216	85,000	90,000	5,000
558100	UNIFORMS/PROTECTIVE	144,071	149,266	143,720	160,000	170,000	10,000
558500	COMPUTER SUPPLIES	1,406	984	1,427	3,000	3,000	0
559300	AWARDS & TROPHIES	1,127	1,128	3,497	1,500	1,500	0
TOTAL EXPENSES		285,194	271,620	344,706	340,900	359,500	18,600
FRINGE BENEFITS							
57DENT	DENTAL INSURANCE	2,173	2,208	2,341	2,303	1,712	-591
57HLTH	HEALTH INSURANCE	81,415	88,951	96,166	94,653	82,076	-12,577
57LIFE	BASIC LIFE INSURANCE	217	208	235	236	227	-9
57MEDA	MEDICARE PAYROLL TAX	6,008	7,521	8,767	8,419	8,470	51
57OPEB	OPEB CONTRIBUTION	0	0	840	0	0	0
TOTAL FRINGE BENEFITS		89,813	98,888	108,347	105,611	92,485	-13,126
CAPITAL EXPENSES							
585062	PUBL SAFETY FIRE ARMS	3,540	3,286	0	6,000	6,000	0
TOTAL CAPITAL EXPENSES		3,540	3,286	0	6,000	6,000	0
TOTAL POLICE SUPPORT SVS		1,023,009	1,078,412	1,256,739	1,051,460	1,061,623	10,163

**CITY OF NEWTON BUDGET
DEPARTMENTAL DETAIL**

		ACTUAL	ACTUAL	ACTUAL	ORIGINAL	RECOMMENDED	CHANGE
		2021	2022	2023	2024	2025	2024 to 2025
0120113 - SPECIAL OPERATIONS							
PERSONNEL SERVICES							
511001	FULL TIME SALARIES	351,624	375,637	575,024	492,986	505,203	12,217
513010	REGULAR OVERTIME	39,359	57,422	83,919	15,000	15,000	0
5130FL	FAIR LABOR STANDARDS	198	128	120	0	0	0
514001	LONGEVITY	18,870	4,594	11,781	13,548	13,548	0
514003	EDUCATION INCENTIVE P	110,587	79,440	89,721	116,166	119,050	2,884
514004	SHIFT DIFFERENTIAL	1,574	223	-223	25,020	25,590	570
514007	HOLIDAY PAY	25,530	22,958	25,890	30,896	31,575	679
514009	FLEX SCHEDULE PAY	18,476	10,759	18,901	0	0	0
514302	DEFIBRILLATOR STIPEND	2,160	1,700	1,700	2,125	2,125	0
514304	COMPUTER USE STIPEND	4,433	3,015	3,015	4,230	4,230	0
514308	SPECIALIST PAY	0	0	0	1,000	1,000	0
514316	SIMUNITION TRAINING	2,458	2,000	3,500	4,000	4,000	0
514317	ADMINISTRATIVE STIPEND	4,039	3,462	3,462	3,462	3,462	0
514326	WORKED HOLIDAY PAY			1,791	0	0	0
515006	VACATION BUY BACK	32,054	0	0	0	0	0
515101	CLOTHING ALLOWANCE	693	520	520	290	290	0
515102	CLEANING ALLOWANCE	0	0	0	650	650	0
515202	111F PUBL SAFETY IOD PA	71,877	51,838	11,164	0	0	0
TOTAL PERSONNEL SERVICES		683,934	613,697	830,286	709,373	725,723	16,350
EXPENSES							
531900	TRAINING EXPENSES	39,342	37,011	32,376	40,000	40,000	0
558001	NON-LETHAL AMMO				0	38,000	38,000
TOTAL EXPENSES		39,342	37,011	32,376	40,000	78,000	38,000
FRINGE BENEFITS							
57DENT	DENTAL INSURANCE	1,105	116	528	734	705	-29
57HLTH	HEALTH INSURANCE	52,625	27,796	47,236	48,057	54,717	6,660
57LIFE	BASIC LIFE INSURANCE	184	114	173	177	170	-7
57MEDA	MEDICARE PAYROLL TAX	6,091	6,763	9,939	10,096	10,327	231
TOTAL FRINGE BENEFITS		60,005	34,788	57,876	59,064	65,919	6,855
TOTAL SPECIAL OPERATIONS		783,281	685,496	920,538	808,437	869,642	61,205
0120114 - POLICE RECRUITMENT							
EXPENSES							
530100	CONSULTANTS	4,000	2,550	4,250	5,000	5,000	0
558000	PUBLIC SAFETY SUPPLIES	9,560	4,011	8,989	5,000	5,000	0
558100	UNIFORMS/PROTECTIVE	9,934	15,170	14,074	20,000	20,000	0
TOTAL EXPENSES		23,495	21,731	27,313	30,000	30,000	0
TOTAL POLICE RECRUITMENT		23,495	21,731	27,313	30,000	30,000	0

CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL
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	ACTUAL 2021	ACTUAL 2022	ACTUAL 2023	ORIGINAL 2024	RECOMMENDED 2025	CHANGE 2024 to 2025
0120115 - PRIVATE DUTY DETAILS						
FRINGE BENEFITS						
57MEDA MEDICARE PAYROLL TAX	42,267	46,762	71,853	50,000	60,000	10,000
TOTAL FRINGE BENEFITS	42,267	46,762	71,853	50,000	60,000	10,000
TOTAL PRIVATE DUTY DETAILS	42,267	46,762	71,853	50,000	60,000	10,000
0120150 - POLICE- HOST COMM AGREE						
EXPENSES						
538500 POLICE DOG EXPENSES	0	28,878	7,177	10,000	10,000	0
TOTAL EXPENSES	0	28,878	7,177	10,000	10,000	0
TOTAL POLICE- HOST COMM AGREE	0	28,878	7,177	10,000	10,000	0
TOTAL POLICE	22,892,891	26,205,852	27,057,720	26,075,229	27,051,270	976,041