

NEWTON POLICE DEPARTMENT



City of Newton

- Settled in 1630, 13 villages
- Population of 80,000 residents
- 26,000 homes
- Boston College, Lasell College, Mt Ida College
- 18.3 square miles
- 150 sworn officers
- Calls for service in 2016 – 35,021
- Directed Patrols in 2016 – 13,205
- Arrests in 2016 - 304



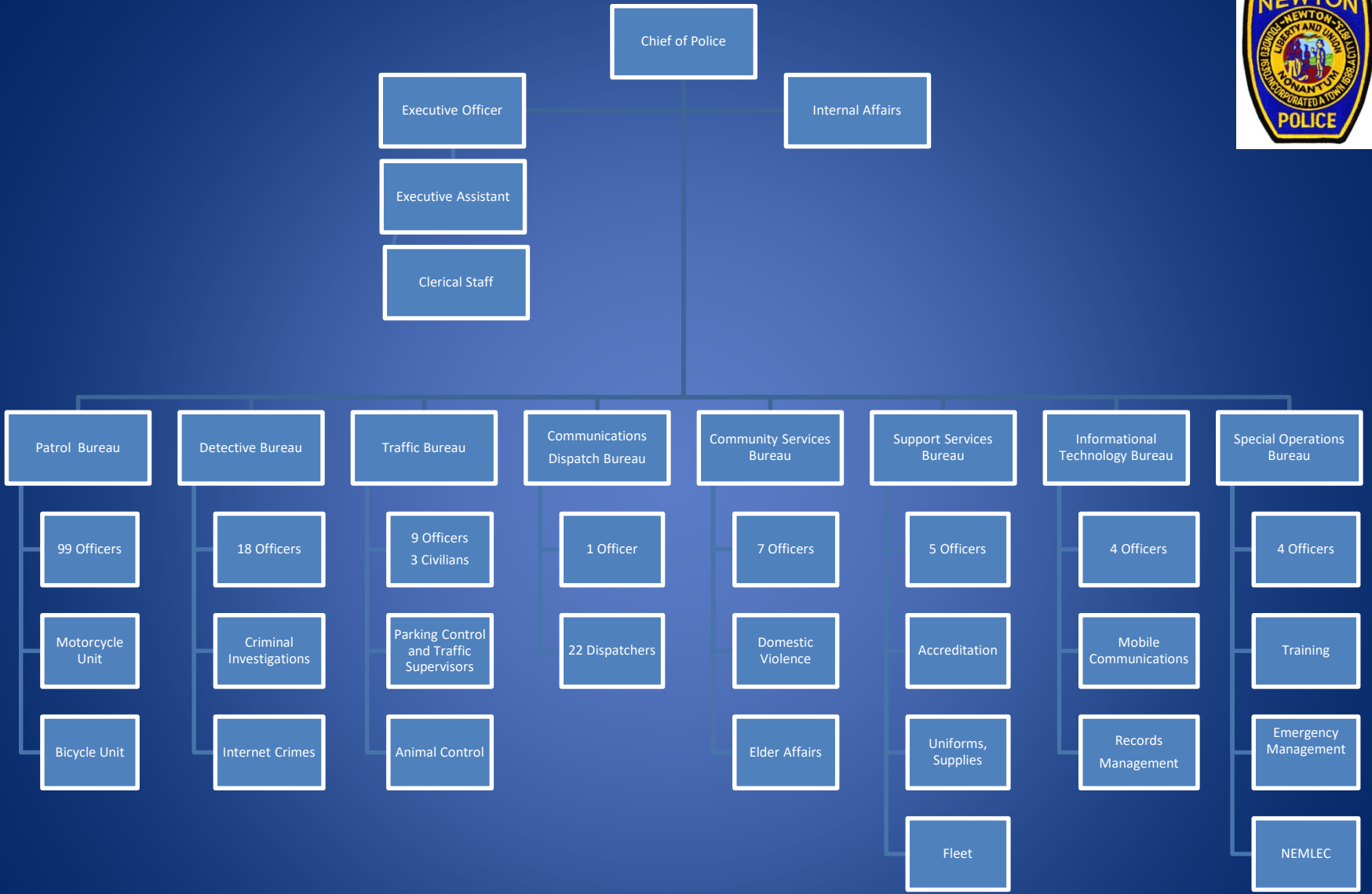
Mission Statement

The Newton Police Department seeks to improve the quality of life for all citizens 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.





Bureaus in the Newton Police Department

- Patrol Bureau
 - Motorcycle Unit
 - Bicycle Unit
- Detective Bureau
 - Court Prosecutor
 - Internet Crimes
 - Intelligence



Bureaus in the Newton Police Department

- Traffic Bureau
 - Crash Investigation
- Special Operations Bureau
 - Training
 - Firearms Unit
 - Emergency Management
 - NEMLEC



Bureaus in the Newton Police Department

- Community Services Bureau
 - Youth Officers
 - Public Information Officer
 - Elderly Affairs
 - Domestic Violence
 - Support Services
 - National Accreditation
 - Uniforms, Supplies
 - Fleet
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Bureaus in the Newton Police Department

- Information Technology
 - Computer Support
 - CAD (computer aided dispatch)
 - Records Management
 - Communications
- Dispatch Bureau
 - CAD (computer aided dispatch)
 - 911 calls
 - Dispatch of Ambulance, Fire and Police



Hiring Process

- Sign up for test
 - Take Test
 - Notified of Score, Passing Score of 70 - Placed on Eligibility List
 - Notified by E-Mail to sign availability
 - Initial Interview
 - Newton Police Application filled out
 - Extensive Background Investigation
 - Second Interview
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Hiring Process

- Conditional Offer of Employment
- Physical Examination
- Psychological Examination
- PAT (physical abilities test)
- Schedule for Police Academy
- Graduation from Police Academy
- Field Training in Newton



Hiring Process

- Residency Preference, 1 year before test date
- Veteran Residents, Civilian Residents, Other Veterans, other Civilians
- Cities / towns exhaust residency list
- Email to see if you wanted to be added to that city/town list



Police Academy

- 26 Weeks of Intense Training
 - Mentally and Physically Challenging
 - Train to become a Police Officer
- Upon Graduation, 10 week Field Training



Benefits

Chance of Specialized Positions: Traffic, Detectives, Domestic Violence, Motor Cycle, Bicycle, School Resource, Elder Affairs, Police Prosecutor, Firearms Instructor, Training Instructor

Chance of Advancement: 20 Sergeants, 11 Lieutenants and 6 Captains



Benefits

Annual starting salary of approximately \$57,000

Night differential of 8%

Educational – 10% Associate, 20% Bachelor, 25%
Masters for Public Safety approved degrees

Overtime

Details

Health Insurance

Dental Insurance Available

Disability Insurance Available



City of Newton Employee Benefits

- The City of Newton offers a generous benefits package including retirement, health insurance, dental insurance, life insurance and flexible spending. There are also options for Aflac disability policies as well as 457 deferred compensation plans.
- **HEALTH INSURANCE:** Three plans are offered, Tufts EPO, Tufts PPO, and Harvard Pilgrim HMO.
- **DENTAL INSURANCE:** The City offers two dental insurance plans to its employees through Guardian. The Basic plan offers annual maximum coverage for each insured person of \$750. The High Option plan offers annual maximum coverage for each insured person of \$1500.
- **LIFE INSURANCE:** The City of Newton and the employee each pay fifty percent of the Basic Life Insurance in the amount of \$5000. Additionally, an employee may choose Supplemental Insurance up to \$1000 less than their annual salary, not to exceed \$74,000.
- **RETIREMENT:** The amount of 9% of your gross weekly wages up to \$30,000 will be deducted from your salary each week. An additional 2% is deducted for all earnings over \$30,000.
- **DEFERRED COMPENSATION:** An employee has a choice of two different 457 plans. The deferred compensation plans are provided by ICMA and VOYA, and are voluntary.
- **FLEXIBLE SPENDING:** Pre-tax dollar savings plans. Health Care Accounts cover up to \$2500 out-of-pocket expenses annually. Dependent Care Accounts cover up to \$5000 out-of-pocket expenses annually.
- **AFLAC:** Voluntary short term disability policies available. Also available, riders for additional coverage.
- **Please visit our website at www.newtonma.gov/benefits for more information.**

