

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, 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 Chief of the Newton Police Department, I am honored and privileged to serve the community of Newton. I am proud to be a member of a department graced with an exemplary group of people, police officers, dispatchers, and all of our civilian staff. The members of the Newton Police Department continue to strive towards success in policing in the 21st Century and embracing the philosophy of community policing.

The department continues to focus on positive organizational transformation, commitment to problem-solving oriented policing, addressing the underlying root causes of public safety issues, and innovative community engagement strategies.

In 2021, the department began new community engagement initiatives. We started Positive Tickets – Catching Kids Doing Right. The program involves NPD partnering with businesses to reward kids for positive acts in the community by providing a positive ticket redeemable for a special treat. The department also acquired the City's first Community Resource Dog (CRD), specially trained for community engagement and providing comfort during delicate, stressful, or traumatic situations. Our CRD, Leo, is also training to provide services as a search and rescue K9, especially those prone to wander.

During a time when mental health challenges, substance abuse and domestic violence continue to tear at the fabric of our society, the Newton Police Department has been committed to staying ahead of these issues which too often include public safety elements, through training, policies, and partnerships with stakeholders. The department co-chairs the newly created Community Crisis Intervention Team (CCIT), and continues to train in Crisis Intervention Training, Mental Health First Aid, Crisis De-escalation, and Integrating Communications and Tactics (ICAT). The

department continues to employ the successful co-response model to crisis situations, substance use disorder intervention, and many services to the community through our Community Services Bureau.

The Newton Police Department continues to achieve National Accreditation Standards, and execute the six pillars of 21st Century Policing: Building Trust & Police Legitimacy, Policy & Oversight, Technology & Social Media, Community Policing & Crime Reduction, Training & Education, and Officer Wellness & Safety. The department continues to accomplish recommendations of the Newton Police Reform Task Force, and is up to date with complying with Police Officer Standards and Training now required pursuant to Chapter 253 of the Acts of 2020, An Act Relative to Justice, Equity, Accountability in Law Enforcement in the Commonwealth.

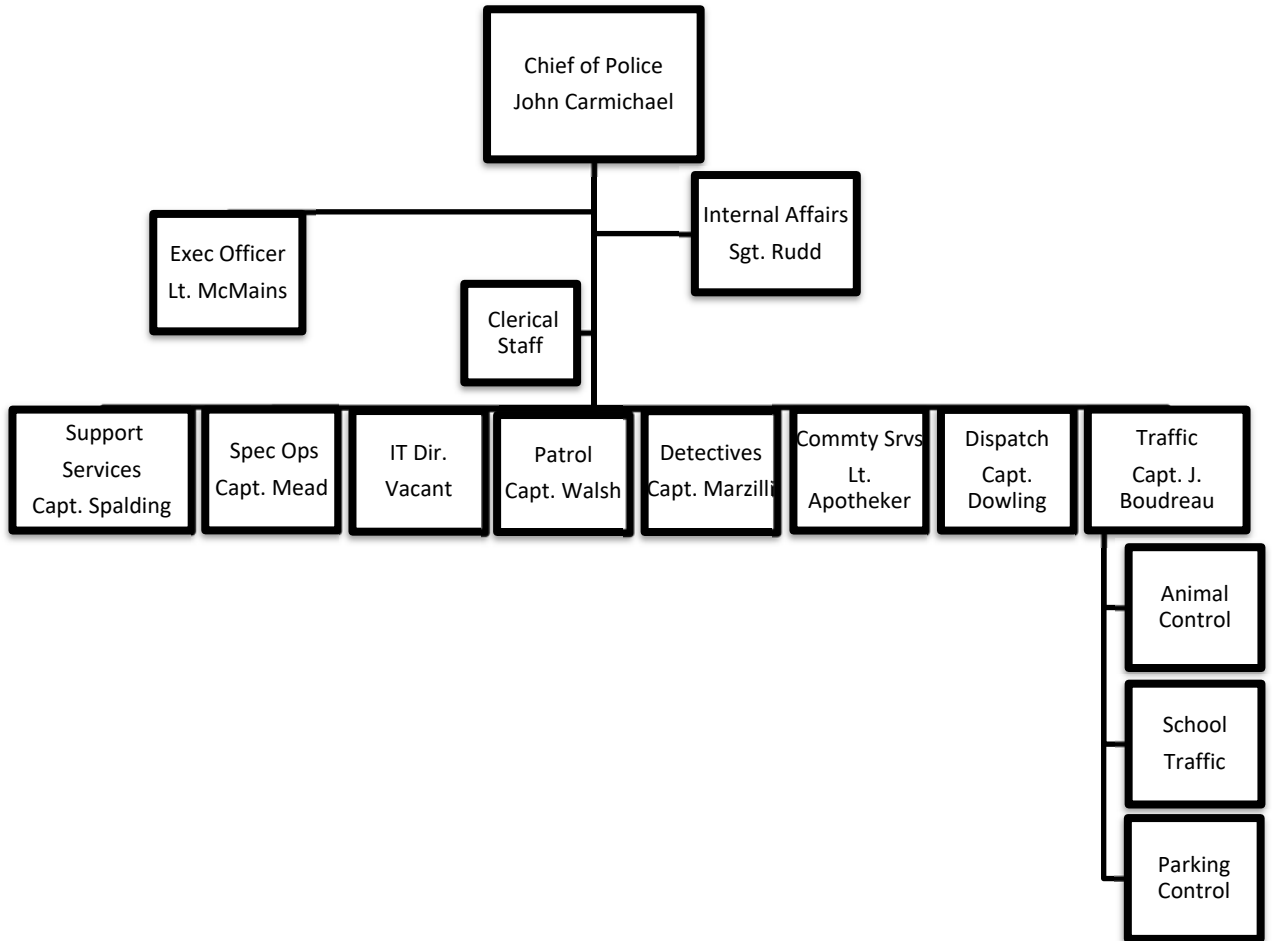
In closing, with support to achieve the aforementioned initiatives, the Newton Police Department will attain excellence in policing.

Respectfully Submitted,



Chief John Carmichael
Newton Police Department

POLICE DEPARTMENT



Financial and Operating Highlights

Financial Highlights

| | Actual | | | | | Original FY2022 | Proposed FY2023 |
|----------------------------------|---------------|---------------|---------------|---------------|---------------|--------------------|--------------------|
| | FY2018 | FY2019 | FY2020 | FY2021 | FY2021 | | |
| Expenditure by Department | | | | | | | |
| Admin | \$ 1,024,516 | \$ 1,110,309 | \$ 1,177,058 | \$ 1,137,352 | \$ 1,064,921 | \$ 1,214,517 | |
| Traffic Bureau | \$ 2,261,149 | \$ 2,279,138 | \$ 2,262,817 | \$ 2,252,169 | \$ 2,372,856 | \$ 2,551,259 | |
| Patrol Bureau | \$ 10,425,327 | \$ 10,434,148 | \$ 12,044,013 | \$ 10,968,149 | \$ 11,450,203 | \$ 11,667,776 | |
| Investigations | \$ 2,139,414 | \$ 2,077,096 | \$ 2,373,618 | \$ 2,093,205 | \$ 2,169,235 | \$ 2,244,430 | |
| Community Svcs | \$ 1,061,437 | \$ 1,272,320 | \$ 1,291,165 | \$ 1,159,841 | \$ 1,188,888 | \$ 1,405,214 | |
| Youth Services | \$ 7,510 | \$ 14,047 | \$ 13,112 | \$ - | \$ 16,250 | \$ 16,000 | |
| Building Maint | \$ 67,805 | \$ 57,453 | \$ 61,366 | \$ 62,900 | \$ 58,045 | \$ 70,270 | |
| Vehicle Maint | \$ 580,095 | \$ 604,016 | \$ 264,399 | \$ 480,953 | \$ 598,900 | \$ 677,027 | |
| Animal Control | \$ 110,385 | \$ 109,983 | \$ 106,638 | \$ 106,904 | \$ 105,600 | \$ 114,220 | |
| IT Bureau | \$ 716,984 | \$ 761,175 | \$ 677,542 | \$ 666,381 | \$ 739,861 | \$ 770,799 | |
| Communications | \$ 1,883,482 | \$ 1,967,858 | \$ 2,132,568 | \$ 2,092,985 | \$ 2,070,357 | \$ 2,233,211 | |
| Support Services | \$ 972,095 | \$ 1,047,714 | \$ 1,054,426 | \$ 1,023,009 | \$ 971,836 | \$ 1,033,986 | |
| Special Ops | \$ 545,418 | \$ 537,862 | \$ 752,447 | \$ 783,281 | \$ 540,716 | \$ 707,778 | |
| Recruitment | \$ 800 | \$ 21,842 | \$ 21,466 | \$ 23,495 | \$ 24,000 | \$ 24,000 | |
| Private Details | \$ 49,473 | \$ 47,314 | \$ 49,754 | \$ 42,267 | \$ 50,000 | \$ 50,000 | |
| Host Community Agrmnt | | | | | | \$ 10,000 | |
| Total | \$ 21,845,891 | \$ 22,342,275 | \$ 24,282,390 | \$ 22,892,891 | \$ 23,421,668 | \$ 24,790,488 | |
| % Incr | -0.19% | 2.27% | 8.68% | -5.72% | 2.31% | 5.84% | |

Personnel

| | | | | | | |
|--------------|------------|------------|------------|------------|------------|------------|
| Full-Time | 193 | 192 | 192 | 192 | 192 | 192 |
| Part-Time | 54 | 54 | 54 | 54 | 54 | 55 |
| Total | 247 | 246 | 246 | 246 | 246 | 247 |

Total Police Department Expenditures



Operating Highlights

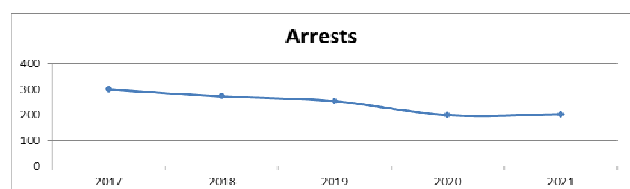
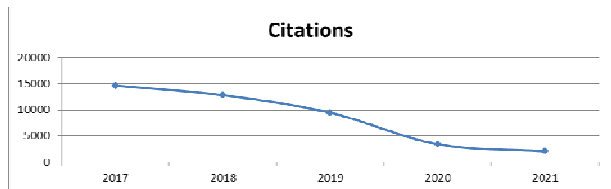
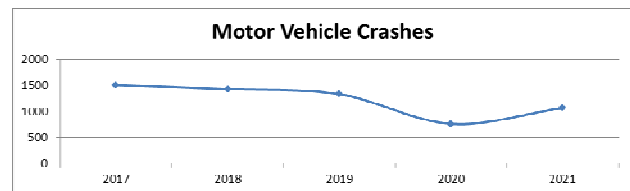
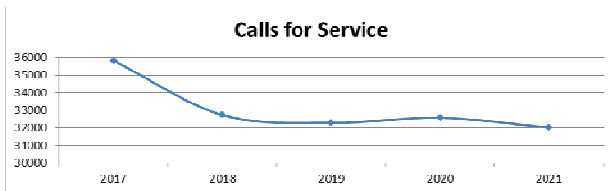
2021 Police Activity

Calls for Service
Citations

32,033
2,066

Motor Vehicle Crashes
Arrests

1,066
202



Police Department

Fiscal Year 2023 Outcomes and Strategies

In 2021, the Newton Police Department experienced notable organizational transformation, as Interim Police Chief Howard Mintz was succeeded by Chief John Carmichael in June. With this change in leadership, the department continues to embrace the philosophy of community-policing in the 21st Century while sustaining the high standards of CALEA Accreditation.

During the summer of 2021, the Newton Police Department initiated a campaign to generate and embrace more formally NPD's organizational values. These values were formalized with direct input from our personnel. Many of the values also align with 21st Century Policing, including respect, fairness, integrity (trust), compassion, accountability, and character.

Some of the expectations of a new chief came at a historic moment in time when Massachusetts has implemented advanced standards in policing under the Massachusetts Police Officer Standards and Training (POST) Commission.

The department fulfilled many new standards of policing, including, the submission of all personnel disciplinary files to the POST - Division of Police Standards, which investigates police misconduct and maintains a central database of resident complaints.

Following the implementation of POST in 2021, the department was responsible for completing and updating policies and procedures required under the police reform statute pursuant to MGL c. 6E.

The department succeeded and is in compliance with POST policy mandates relative to 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, SRO Training & Certification, In-Service Training Requirements (POST Oversight), Use of Force Demonstration Restrictions, Ban of Facial Recognition, and new Hiring Standards.

In addition to POST, the department began to implement recommendations from the Newton Police Reform Task (NPRTF). These recommendations focused on specific areas to improve the department's response to community needs. In response to the task force recommendations, the department has re-doubled its commitment to community-oriented policing, including organizational transformation, problem-oriented policing and addressing underlying root causes of public safety concerns, and community engagement.

Based on the NPRTF recommendations, we instituted de-escalation training through Integrating Tactics & Communication De-escalation (ICAT), purchasing and implementing a TI Simulator (for interactive-situational-simulated use of force & de-escalation), trained staff through "Project ABLE" to instruct officers on active bystander responses and duty to intervene, and began coordinating with Cox Associates to offer cultural awareness training.

In the area of mental health crisis intervention response, the department joined the International Chiefs of Police One Mind Campaign. The department also continues to train officers in Crisis Intervention

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Training, Mental Health First Aid, work with community stakeholders in our Community Crisis Intervention Team and employ our community-based Jail Diversion Clinician to assist with our co-response & community-outreach model. In 2021, the department's Clinician, Sarah Eknaian, celebrated 3 years with Newton PD. Clinician Eknaian had 96 co-responses and 477 follow ups in total for the year. She completed her Master's Degree of Social Work in October and is currently in the process of becoming a licensed clinical social worker (LCSW). This will enhance the department's effectiveness in addressing mental health, substance abuse, and domestic violence issues.

The department plans to train more officers in our regional Critical Incident Stress Management (CISM) Team to assist officers in diffusing and debriefing following stressful incidents. As the CISM Team expands, Officer Helms was selected as a member of the Governance committee, and Sergeant Brooks joins Sergeant Tramontozzi as the department's second point of contact for the CISM Team. The department will continue to train more officers in CISM and expand on our overall Officer Wellness Program.

Through the efforts of the CCIT, the Newton Police Department and Newton District Court has assisted in the expansion of the established drug court session and is implementing a mental health session as well. The department continues to be a member of the C4RJ program (Communities for Restorative Justice) as the department seeks alternatives to arrest and prosecution through a diversion model in certain instances.

The department had some new successes in community engagement efforts after the department partnered with local businesses to join our Positive Ticket, Catching Kids Doing Right Program. This program assists with engaging our youth and when children are "caught" performing positive acts or random acts of kindness in the community they may be rewarded by a police officer with a positive ticket redeemable for a special treat at a local establishment.

The department also obtained a Community Resource Dog, which was assigned to Officer Justin Lau, the dog's full-time handler. The dog is employed to assist the department in community engagement and outreach, provide comfort in the aftermath of critical incidents or delicate situations, and is being trained in search and rescue.

The department has also assigned two additional officers to the department's Community Services Bureau to expand community engagement and outreach. One of the Community Service Officers will assist the department in increasing awareness, expanding transparency and building community ties by telling our story via social media platforms.

The department has instituted a new focus on leadership training, with multiple Superior Officers within the command staff being matriculated to the FBI's Command College. This past year we had success in promoting several officers to sergeant and one sergeant to lieutenant, as well as to hire some new officers in compliance with our goals of diversity.

The department worked hard this year to support the officers with updated equipment and oversight technology. The department purchased software called Benchmark which offers an early warning & career

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Fiscal Year 2023 Outcomes and Strategies

development program. The program assists the department in review of use of force, discipline and commendations, and performance evaluation.

The Newton Police Department will continue to concentrate on supporting personnel, improving morale within our department, making our personnel feel valued and appreciated, and ensuring we are addressing issues that lead to diminished morale, such as work environment, facilities, equipment, and resolving collective bargaining agreements. We will also re-focus our efforts on the 6th Pillar of 21st Century – Officer Wellness – and ensure we are doing everything we can to support our officers, dispatchers and civilian personnel and address cumulative stress, which comes with our line of work.

Our outcomes for FY2023 are akin to FY2022, as we continue to achieve these continuous goals and objectives.

Outcome 1

Support the Department

The first outcome of FY2022 was to support the new chief as we transitioned in leadership during a challenging time in policing. For FY2023, we hope to extend support of the chief to the organization as a

whole so we may continue our progress for department into 21st Century Policing. The Newton Police Department fully understands that we cannot be a successful police organization without the support of our partners and community as a whole.

The Newton Police Department will continue our commitment to the philosophy of Community Policing. In 2021, NPD implemented new community policing initiatives, such as Positive Tickets - Catching Kids doing Right, acquiring “Leo,” the

department’s Community Resource Dog, assigning additional officers to the Community Services Bureau, and becoming deeply involved in the Newton Community Crisis Invention Team (CCIT). The Newton Police Department will also continue to improve the department in our commitment to the tenets of 21st Century Policing, to include strengthening our Police Legitimacy through Procedural Justice, and Fair and Impartial Policing. We will continuously work to achieve the goal of a Newton where every person is safe and *feels* safe regardless of race, ethnicity, national origin, religion, gender, gender identity, sexual orientation, age, disability, familial or immigration status, their health or type of housing, economic status or occupation, proficiency with the English language or other personal characteristic. Unbiased policing also extends to living these values internally as we recruit, hire, evaluate, promote and train within the Department. We will continue to recognize implicit bias and maintain non-bias based policing policies and practices within the Newton Police Department. Following a year where we experienced an increase in reported Bias

Outcome 2

Recommit to NPD as the Role Model for Community Policing

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Related Incidents in Newton, the Newton Police Department will stay vigilant against bias or hateful acts in our community, and we will prioritize all crimes associated with hatred. NPD will also continue its collaborative relationship with the Mayor's Office, Anti-Defamation League, the Middlesex District Attorney's Office, and the Civil Rights Division of the Attorney General's Office.

Outcome 3

Strengthen Relationships, Mutual Respect,
and Trust between NPD and People Across
Newton

A foundational aspect of community policing is to build relationships, mutual respect, and trust between NPD and our community through close, transparent, frequent communication and exchange of ideas. Community Policing is open to allowing communal input in setting the policing agenda. With the support of Mayor Fuller,

and the community, we look forward to strengthening the relationships between Newton Police Department staff with people across the City. This includes people in our villages, schools, youth, and, with an additional emphasis, residents who feel marginalized in today's society. We will continue to partner with our City Councilors, Area Councilors and members of our business and non-profit communities.

While the pandemic has hampered face-to-face interactions over the last couple of years, NPD has a wonderful tradition of community engagement from which to build upon. From National Night Out and Coffee with a Cop to a Citizens Police Academy, Summer Camp for Youth and Explorer Scout's Post, and infant car seat and occupant safety services, the Community Services and Patrol Bureaus are excited to engage.

Open dialogue and meaningful action on issues related to systemic racism is essential and together we need to determine how to move forward and address our shared past. I look forward to facilitating dialogue to address issues of systemic racism with face-to-face contact and meetings which address current and past issues as well as case study examinations. This will be built on ongoing conversations with people of color as well as our broader community. It will include conversations with FORJ, the Newton Coalition of Black Residents, Asian community groups, the Myrtle Baptist community and many others.

Strengthening these relationships is likely to intersect with a fresh look at how NPD is organized, and how we do our work in such areas as the Patrol and Community Services Bureaus. The community policing philosophy executed through face-to-face contact is one that I personally believe deeply is vital for success. NPD continues to create a detailed community engagement plan which identifies community policing engagement practices and programs. Many existing programs will receive a fresh new look. In addition, we have begun discussions with Superintendent Fleishman and NPS Staff on the roles and responsibilities of School Resource Officers and have presented the Police Officer Standards and Training (POST) model MOU to the NPS for consideration.

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NPD has additional opportunities for engagement. Developing even closer relationships may include more time on foot or on bike in village centers, parks and playgrounds. It may mean more time with groups of people, whether in a church or temple, a City Council committee or an area council meeting, in our schools, or at a neighborhood association. It could include volunteer Neighborhood Teams. NPD may want to establish a Student Police Advisory Council (STU-PAC) to help create greater collaboration between high school students, police officers and School Resource Officers and ensure the voices of our high school students are amplified. Notably, to be successful with community-policing and engagement, we will need staffing levels, staffing efficiencies, and management procedures that allow us to free up officers so that they may spend more time having face-to-face contact with community members, dig deeper when identifying root causes of problems, and allow officers to have more autonomy in decision making. The department will importantly need to begin a transition from rapid response to calls, to creating opportunities so officers can spend more time on problem-solving oriented policing and face-to-face contact with community members.

NPD Officers receive a lot of training and training is essential to quality police work. In order to effectively perform our mission, officers and civilians must be up-to-date on best practices and continue to develop their skills. Career development and leadership training for our first line and command staff personnel is vital to the future success of the Newton Police Department. NPD will focus on cultivating the next generation of leaders for NPD.

Continue Training on Integrating Communication and Tactics (ICAT)

In 2021, Newton PD trained several instructors as ICAT trainers. The department has embedded this training into our in-service program. This training teaches officers methods to de-escalate use of force situations and/or to intervene appropriately during crisis situations. FY2023 will be a significant year to continue this important training.

Continue Training on De-Escalation, Mental Health Crisis Intervention, Appropriate Use of Force and Peer Intervention:

In 2021, the NPD joined the IACP – One Mind Campaign, with the goal of training all officers in Crisis Intervention Training, Mental Health First Aid, establishing mental health crisis response policies, and partnering with community stakeholders. Many officers are now trained 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 response to individuals impacted by unmet mental health issues, developmental disorders, and dual-diagnosed substance use issues. CIT includes de-escalation techniques, including disengaging, using verbal persuasion, waiting a situation out, and creating distance.

Outcome 4

Invest More in NPD Employees to Strengthen Skills Linked to Achieving NPD's Mission

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Fiscal Year 2023 Outcomes and Strategies

All officers will also participate in additional **scenario-based simulation trainings** to provide real life opportunities to practice de-escalation and best practices on the use of force continuum with updated simulator technology. (The CIT training includes scenario-based simulation trainings as well.)

In 2021, NPD trained internal instructors in **Active By-stander for Law Enforcement (ABLE)** training. Offered by Georgetown's Innovative Policing Program, Project ABLE Training builds a culture of peer intervention and active bystandership within police departments. The training teaches officers to know how to intervene with each other to prevent harm. Notably, this training will reinforce the recently passed Massachusetts Justice Equity Accountability in Law Enforcement Law, which requires a duty to intervene, and duty to report excessive force.

Additional Professional Development:

In 2021, NPD acquired a new performance evaluation software program called Benchmark. This will allow us to improve the accuracy and fairness of the evaluation process and give NPD a more robust early warning/intervention/commendation system. The goal is to identify officer performance (including measuring officers' community policing, community engagement and 21st century policing skills) and professional needs and address officers' needs early. This system can assist in cataloging use of force, internal affairs, commendations and is tailored to NPD.

Outcome 5

Support NPD Employees with Up-to-Date Facilities, Equipment, Work Schedules, and Recognition

The current **police facilities** need significant upgrades in order to be conducive to policing in the 21st Century. The headquarters building dates from 1931, the annex from 1926, and the garage and property/evidence storage building from 1959. Their envelopes

and the HVAC systems will begin to receive upgrades in early 2022. The City incorporated \$2.7 million over the next five years in the Capital Investment Plan (CIP). This includes interior renovations to the locker rooms, restrooms and the kitchen as well as addressing security, parking lot, accessibility and roof replacement needs.

In addition, in the Supplemental CIP, the Mayor set aside \$3 million in funding from the American Rescue Plan Act (ARPA) for NPD facilities. In FY2022, we will begin to undertake on a project to build a training facility in the rear of Police Headquarters. In FY2023, design work will be done, and Kaestle Boos was selected for construction.

Providing Updated Equipment:

The Newton Police Department will continue to **seek to study the implementation of body-worn cameras (BWC) and less lethal force options such as Conducted Energy Weapons (CEW)**. Direct, first-hand video footage of interactions between police officers and members of the public can increase the effectiveness of officers by helping with training and evaluation. Camera footage can build trust and transparency with the community, potentially leading to fewer complaints. Video footage can enable departments to collect evidence and explain their actions. The footage also helps hold officers and people NPD interacts with accountable and is useful for both criminal and internal investigations.

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The implementation of body-worn cameras will be done carefully and in compliance with POST commission recommendations. We want to ensure that constitutional rights are protected, privacy is ensured, and the surveillance is fair and appropriate. For example, the protocols should consider sensitive situations, juvenile issues, and staffing for court compliance and discovery, and public records. The cost of a body-worn camera program involves hardware, training, and maintenance of the footage and data.

By July 31, 2022, the State Task Force is scheduled to adopt regulations for law enforcement agencies on: procurement, training, field procedures, identification/retention/storage and maintenance of recordings, supervisory internal review and audit, sanctions for improper use or tampering, and public information. Thus far, grant applications require police departments to demonstrate bargaining with unions over the implementation of BWC and purchase of CEWs is a significant investment.

In addition to BWC, the Department must look to implement less lethal force options, such as replacing the antiquated less-lethal shotgun with 40mm super-sock devices and Conducted Energy Weapons. Currently officers only carry pepper spray and baton as less lethal use of force options. It is important for NPD to make Conducted Energy Weapons available to officers as a less-lethal force option, compliance technique, or defensive tactic tool to be employed during specific levels of Use of Force encounters. For example, CEWs could be deployed by officers as a less lethal option when exposed to an actively resistant subject or assaultive (bodily harm) subject.

In 2022, the department will be replacing all the desktop computers, phones and digital wiring in NPD facilities to bring the software and hardware current.

We will **replace five of our police cruisers** and all five will be hybrid. These are frontline vehicles that are used by all three shifts, 24/7, every day of the year. The cruiser replacement was not done in FY2021, so it is crucial to the operations of the department to continue proper maintenance and replacement of the fleet. The department will also be looking to replace our motorcycles to be used to assist the department in traffic enforcement initiatives.

Supporting the Department:

I appreciate the exceptional work performed each day by all our personnel. Now we want NPD to proudly be known as a community-policing, problem-solving oriented agency and publicize the many positive experiences with community members. Best practices include providing awards and recognitions, using social media to highlight good work, and making it easy for people in Newton to compliment the Newton Police when a job is well done. Police officers take an oath to protect others and they are willing to risk their lives in doing so. We will make sure we honor those that serve for that commitment.

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It's so unfortunate that people in Massachusetts do not have widely available preventive mental health services. NPD applauds the Mayor's goal to create better community-based support services, so Newtonians have more options beyond

simply calling the police when they face a crisis. By strengthening support services, health professionals can meet the mental health and other basic needs of community members to help avoid conditions that can precipitate mental health crises that precipitate 911 calls. We know departments within the City and across non-profits, hospitals and the State focusing on crisis intervention or mental health response should not work independently. It takes resources and a team of organizations collaborating together to make a difference.

Many mental health crisis calls to NPD are frequently called in as a call for service other than mental health. The mental health element may be undetected initially, so police and clinicians need to work collaboratively to identify mental health problems. **Crisis Intervention Training (CIT)** will be crucial for officers to recognize mental illness better and include social workers. I will continue to **advocate for our State, regional and local partners to provide adequate community-based services**, such as crisis hotlines, walk-in centers, mobile crisis teams, peer crisis support services, and crisis stabilization units to meet the needs of people in mental health, substance use, or other crises.

The Newton Police Department will continue to embrace vital programs to assist in our services to the community, including:

Community Crisis Intervention Team (CCIT): We initiated a Community Crisis Intervention Team in March 2021. Our goal is to promote communication and enhance the response of the City of Newton and private agencies to individuals who are living with mental illness, who are developmentally disabled, who are struggling with substance use disorders or experiencing trauma in their lives. Our Community Crisis Intervention Team is co-led by staff from the Newton Police Department and Newton Health and Human Services, with partners from Newton Public Schools, the Newton Department of Senior Services, Fallon Ambulance, Advocates, Newton-Wellesley Hospital, the Massachusetts Department of Mental Health, the Newton Housing Authority, and a local mental health agency, Riverside Community Care.

Mental Health Court Sessions: Staff from the Newton Police Department and Newton Health and Human Services continue working with Judge Heffernan, Probation at Newton District Court, and knowledgeable residents to implement a mental health session at Newton District Court.

These specialized mental health court sessions provide an alternative to incarceration by providing intensive social services and mental health treatment for defendants who have serious mental illness or co-occurring mental health and substance use disorders. A mental health clinician, in consultation with a probation officer, creates a service plan. A service plan may include referrals to mental health treatment, substance use treatment, housing, education, and employment opportunities. In essence, it is a collaborative effort between the criminal justice and the mental health treatment systems. The goal is to improve the quality of life of individuals with mental illness through access to comprehensive services

Outcome 6

Improve the Response of the City of Newton to Mental Health Crises

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rather than incarceration. Public safety is improved, and recidivism reduced. If we implement this model, the City of Newton will need additional clinical support which we expect to obtain by contracting with professionals in a community organization.

Taking the One Mind Pledge: The Newton Police Department has joined the One Mind Campaign. This campaign seeks to ensure successful interactions between police officers and people in crisis and/or with mental health issues or disorders. The initiative seeks to bring the three different organizations together to be of one mind: first responders, mental health organizations and the local community. The Newton Police Department must pledge to implement four best practices within at 12 to 36-month time frame. These include clearly forming defined and sustainable partnerships with one or more community health organizations, developing and implementing a model policy addressing the Department's response to people in crisis and/or with mental health issues or disorders, training and certifying 100% of sworn officers and selected non-sworn staff such as dispatchers in mental health awareness courses such as Mental Health First Aid training, and collaborative crisis response training for a minimum of 20% of sworn officers and selected non-sworn staff.

Providing Additional Training for Police Officers in Mental Health Response: We will substantially increase training for our police officers, including Crisis Intervention Training, De-Escalation Simulation Training, and Integrating Communications, Assessment and Tactics Training in Crisis Response.

Providing Mental Health Support to Newton Officers: We will continue a broader focus on the sixth pillar of 21st Century Policing which is Officer Wellness. We will continue taking a fresh look at the support our officers receive. The cumulative effect of stress on officers and dispatchers is significant. We will ensure the support systems are in place not just after critical incidents but also for everyday stressors experienced by first responders. We will use the resources and partner with the Greater Boston Critical Incident Stress Management Team (CISM) and establish new policies to support officer wellness.

Governor Baker's Act Relative to Critical Incident Intervention will be fully embraced so that the Department continues to have access to Critical Incident Stress Management (CISM). NPD will maintain its partnership with the Greater Boston Critical Incident Street Management Team. Critical Incident Street Management (CISM) teams are staffed by specially trained public safety personnel and clinicians which can be activated 24/7. This formal, highly structured and professionally recognized process helps those involved in a critical incident to share their experiences, address emotions, learn about stress reactions and symptoms, and be given referral for further help if required. CISM uses a number of different types of approaches to trauma depending on the type and severity of the incident. An informal defusing is typically done within 12 hours of an incident. Debriefings are more formal and happen typically within 1 – 3 days after a traumatic incident. Loss sessions can be used for a line of duty death, police officer suicide, or off-duty sudden death of a department retiree. A goal is for the Newton Police Department to continue to have a number of officers who are specially trained in Critical Incident Street Management who support the Greater Boston CISM Team and NPD personnel. Suicide prevention, wellness, physical health and emotional health at NPD should continue to be fully supported.

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Outcome 7

Increase Diversity within NPD

The goal for FY2023 is to take concrete steps to assess how best to diversify Newton's police force and to move forward toward achieving this outcome.

The Newton Police Department is currently part of the State's Civil Service system. All hiring and promotions are done through this Civil Service system. The lists of candidates that we can consider are produced by the Civil Service system with preference given to people who have lived in Newton and to veterans. Our use of the Civil Service system has resulted in our Department, like many others, facing many barriers to effective recruitment. In fact, there are currently only 28 candidates on the police officer list, and only 12 candidates signed up to take the 2022 exam. Numbers this low present significant challenges for recruitment and hiring. We are currently experiencing unprecedented recruitment and hiring shortages for police officers and dispatchers across the state, especially at a time when the department will face substantial attrition in FY2023 of 6-10 tenured officers as they face required retirement.

We believe hiring a more diverse police force will help us provide better policing. Having officers with different backgrounds, life experiences and perspectives leads to better decision-making, communication, crime solving and outcomes, and we will continue to focus on this while trying to balance the increasingly low numbers of available candidates.

I thank Mayor Fuller for supporting the fundamental principle of ensuring our police department has the support and trust of all segments of our diverse community. The Newton Police earn support and trust when we enforce laws impartially through unbiased policing, provide service courteously and respectfully, and have an officer corps that represents and understands the community. Support and trust also require frequent communication, easily accessible information and data, and openness and responsiveness to complaints and concerns.

As a result, one of my goals is for the Newton Police Department to provide our community with useful information on its outcomes, practices and policies, and on incidents in our community ranging from crime to hate incidents to vehicular, pedestrian and bike accidents. This in turn allows us to harness the power of data to identify and address problems.

Collecting and Sharing Data and Information:

M.G.L. c.90 §63 (Hands-Free Law) requires police departments to submit all traffic stop warnings, citations and arrests to the Registry of Motor vehicles. The RMV then submits the data to EOPSS for a report on the outcomes. 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.

Outcome 8

Improve Transparency and Address Problems with Easily Accessible Information and Data

Police Department

Fiscal Year 2023 Outcomes and Strategies

This data is promising, and we will aim to continue guiding the department in the right direction and maintaining these goals for the future. The report findings support that our officers are working to treat motorists equally and fairly and we plan to continue our practice of procedural justice and fair and impartial policing.

- Demographic Information: The Newton Police Department currently collects, analyzes, and regularly makes public annually aggregate, anonymous data about the race, ethnicity, age, and gender of people who are stopped, searched, and arrested. We will continue this practice and make all such data available to the community.
- Use of Force Information: The Newton Police Department has use-of-force protocols, processes and policies to track, review and evaluate all force incidents in a timely manner. The department is in full compliance with current POST standards. Additionally, successful Use of Force (De-escalation) should always be tracked in keeping with the Comm. vs. Long case. The Newton Police Department continues to update these.
- Accident and Traffic Management Information: NPD plays a critical role in traffic management and traffic safety in the City. The Traffic Bureau conducts crash investigations and speed enforcement, manages detours, enforces parking restrictions, manages a large contingent of school zone crossing guards, and coordinates with DPW on snow emergency and a wide range of roadway issues. They focus not just on motorist but also pedestrian and bicyclist safety. They use directed patrols to improve enforcement and prevention. Crash reports for vehicle accidents and those involving bicyclists and pedestrians are currently collected using paper forms that are scanned along with NPD creating some simple location maps posted on the website. Going forward, NPD will determine how to provide a more robust data and mapping system on an ongoing basis to help the City systematically assess crash information and design solutions to reduce them. The Transportation Advisory Group (TAG) has recently demonstrated some of this possibility by data-mining hundreds of crash reports on the NPD website and assessing vehicle speeds across the City. Investments in NPD's capabilities in these areas are likely to provide benefits to traffic management and safety in the City.
- Hate Crimes and Incidents Information: The Newton Police Department actively investigates all reported hate crimes and hate incidents. NPD's protocols also call for all such crimes and incidents to be reported to the Mayor, the Human Rights Commission, the District Attorney, and the Anti-Defamation League. Chief Carmichael looks forward to reviewing the protocol as Massachusetts Hate Crime Reporting Act of 1991 requires the reporting of bias on account of race, religion, ethnicity, handicap, gender, or sexual orientation to the Attorney General's Office as well.

The Newton Police Department as well as the Human Rights Commission encourages the reporting of hate crimes and incidents. The Mayor's Office and/or the NPD also reach out to potentially targeted communities to explain the incidents, the reporting procedures, and the investigation processes.

The NPD has an officer who is both our Civil Rights Officer and who serves as a member of the Human Rights Commission Advisory Council where incidents of racism and bias in the community are

Police Department

Fiscal Year 2023 Outcomes and Strategies

reviewed and discussed each month. This continued dialogue, access to data, and a public forum is intended to address the incidents and build trust on all sides.

In January of 2022, Chief Carmichael released all Bias-Incident data on social media and the Mayor also posted on her Mayor Updates. The message was also sent that such incidents will not be tolerated and encouraged victims to report bias incidents or hate crimes to NPD.

Outcome 9

Provide Transparency and Act Responsively to
Complaints and Concerns

A fundamental principle of community policing is to provide transparency and to act responsively on complaints and concerns about officers. Police officers are given tremendous responsibilities, extraordinary powers and enormous discretion, including

the authority to conduct surveillance, to arrest people, and to use force. With this power comes the requirement that officers exercise their authority judiciously and appropriately – and that misconduct and inappropriate or deficient performance, when it occurs, will be identified and addressed. As the POST Commission continues implementing its policies and procedures, the Newton Police Department has submitted all complaint files to POST and all new police complaints are submitted to POST within two days. As the process continues to roll out, all police officer disciplinary files will be available through a statewide searchable database.

POST Commission:

- The 9-member POST Commission will provide civilian oversight of all police departments in the Commonwealth. The Commission will have fully independent authority and will be civilian majority.
- The Commission will receive all misconduct complaints—both criminal charges and resident complaints—against an officer from all sources. The Commission is authorized to track allegations of misconduct, demand information from police agencies, and investigate any complaint against officers directly. The Commission will have subpoena and audit powers and the authority to employ investigative staff. The Commission may investigate based on evidence it deems sufficient and must investigate serious cases. Serious cases include officer-involved injury or death (including failure to intervene), an officer engaged in a crime (whether or not an arrest, indictment or charge followed), and when a Chief recommends retraining, suspension or decertification.
- The POST Commission will automatically receive a tremendous amount of information about potential officer misconduct from police agencies. For example, within 2 business days, the NPD must transmit to the POST any complaint it receives, including whether the complaint alleges bias, unprofessional conduct, excessive/prohibited or deadly force, or serious bodily injury or death. All previous disciplinary records of the officer must be submitted to POST.
- The Commission has the authority to suspend certification of a police officer after a preliminary investigation and to decertify, suspend or revoke after the investigation.

Police Department

Fiscal Year 2023 Outcomes and Strategies

- There is no civil service appeal of either decertification or termination. No law or collective bargaining agreement can limit a Chief's recommendation to POST about an officer's certification status after the internal affairs procedure and appeal are completed.
- Employment of decertified officers is not permitted. If an officer is decertified, that officer is not subject to "qualified immunity" for the conduct that resulted in de-certification. Police who violate residents' civil rights may also lose their legal immunity under the State reforms.
- The POST also can decertify, suspend, revoke or require retraining of officers if an officer was biased against a protected class (race, ethnicity, sex, gender identity, sexual orientation, religion, mental or physical disability, immigration status, or socioeconomic or professional status). The right to bias-free professional policing is a civil right and if an officer is biased and decertified, the officer is no longer entitled to the protection of "qualified immunity" and is open to a civil rights lawsuit.
- The POST will publicly disclose all final decertifications, suspensions and retraining orders.
- The Division of Police Certification within the POST will develop training standards for officers.
- The Division of Police Standards within the POST will create and review a database to detect patterns of unprofessional police conduct.
- The POST will also certify all law enforcement agencies, including the Newton Police Department. There will be minimum certification standards in many areas, including use of force and reporting; officer code of conduct; officer response procedures; criminal investigation procedures; juvenile operations; internal affairs and complaint investigation procedures; detainee transportation; and collection and preservation of evidence.
- Police Officers serving as School Resource Officers were³ required to be specially certified by POST by December 31, 2021.
- In addition to the POST, the state reforms created a Commission on Qualified Immunity and its report and recommendations were due at the end of September 2021.

We as a City must invest in programs, polices and services that diminish the underlying causes for calls to the police department. We need to conduct a comprehensive staffing study that addresses our goals for the future and how we are going to achieve those goals.

If community policing and problem-solving oriented policing is the expectation of the Newton Police Department, then it is essential that we have the staffing to perform all the functions offered by the department, while also having the ability to free up officers to spend more time addressing underlying root causes of public safety issues, and time to stop and engage community members consistently and during positive encounters. The history of community policing began with the advent of technology and police departments shifting to a narrow focus on crime, and a new focus on rapid response, 911, radio technology and other advances. Police officers moved off the beat and into squad cars with the primary focus on answering service call after service call. Policing lost its face-to-face contact with the community.

Outcome 10

Review and Recommend Necessary Changes to NPD's Roles, Organization Structure and Staffing Levels

Police Department

Fiscal Year 2023 Outcomes and Strategies

Nearly every shift, the Newton patrol operations are staffed with minimum staffing levels, with each officer assigned to an area of the city. Officers respond to radio calls, conduct directed patrols, and other initiatives, without a lot of time to spend on addressing root causes and preventative measures or spending time getting out of a cruiser and engaging the community. For community policing to be effective we need to free up officer's time commitment and transition back to broader focus of policing with community engagement being a major component of what we do.

FUND: 0001 - GENERAL FUND
DEPARTMENT: 201 - POLICE

CITY OF NEWTON BUDGET
DEPARTMENTAL DETAIL

| | ACTUAL 2019 | ACTUAL 2020 | ACTUAL 2021 | ORIGINAL 2022 | RECOMMENDED 2023 | CHANGE 2022 to 2023 | |
|-------------------------------------|------------------------|----------------|----------------|------------------|---------------------|------------------------|----------------|
| 201 - POLICE | | | | | | | |
| 0120101 - POLICE ADMIN/SUPPT | | | | | | | |
| PERSONNEL SERVICES | | | | | | | |
| 511001 | FULL TIME SALARIES | 664,263 | 696,677 | 715,433 | 702,906 | 796,190 | 93,284 |
| 512002 | SEASONAL SALARIES | 0 | 1,874 | 700 | 0 | 0 | 0 |
| 513010 | REGULAR OVERTIME | 217 | 3,698 | 1,458 | 5,000 | 5,000 | 0 |
| 514001 | LONGEVITY | 17,264 | 26,398 | 12,008 | 10,900 | 10,900 | 0 |
| 514003 | EDUCATION INCENTIVE P | 94,644 | 114,508 | 88,518 | 48,579 | 60,182 | 11,603 |
| 514004 | SHIFT DIFFERENTIAL | 0 | 425 | 0 | 0 | 0 | 0 |
| 514007 | HOLIDAY PAY | 23,677 | 23,257 | 14,652 | 12,862 | 17,701 | 4,839 |
| 514302 | DEFRILATOR STIPEND | 1,275 | 1,488 | 1,027 | 850 | 850 | 0 |
| 514304 | COMPUTER USE STIPEND | 1,800 | 2,100 | 1,450 | 1,200 | 1,200 | 0 |
| 514308 | SPECIALIST PAY | 6,000 | 6,046 | 8,262 | 13,200 | 13,200 | 0 |
| 514316 | SIMUNITION TRAINING | 1,500 | 1,708 | 1,167 | 1,000 | 1,000 | 0 |
| 514317 | ADMINISTRATIVE STIPEND | 1,845 | 12,676 | 3,462 | 2,308 | 2,308 | 0 |
| 514399 | ADMIN SUPPORT STIPEND | 10,200 | 10,279 | 5,139 | 0 | 0 | 0 |
| 515003 | SPECIAL LEAVE BUY BAC | 23,077 | 27,106 | 31,494 | 0 | 0 | 0 |
| 515005 | BONUSES | 1,200 | 0 | 0 | 0 | 0 | 0 |
| 515006 | VACATION BUY BACK | 0 | 0 | 4,200 | 0 | 0 | 0 |
| 515101 | CLOTHING ALLOWANCE | 870 | 1,063 | 2,009 | 580 | 580 | 0 |
| 515102 | CLEANING ALLOWANCE | 2,390 | 2,912 | 2,022 | 2,260 | 2,260 | 0 |
| TOTAL PERSONNEL SERVICES | | 850,224 | 932,212 | 893,000 | 801,645 | 911,371 | 109,726 |
| EXPENSES | | | | | | | |
| 524010 | OFFICE EQUIPMENT R-M | 4,499 | 1,201 | 4,603 | 5,000 | 4,500 | -500 |
| 524080 | DEPARTMENTAL EQUIP R- | 0 | 0 | 3,259 | 0 | 0 | 0 |
| 524100 | SOFTWARE MAINTENANC | 8,600 | 8,100 | 0 | 8,600 | 9,000 | 400 |
| 527400 | RENTAL - EQUIPMENT | 13,772 | 11,740 | 21,702 | 12,500 | 18,000 | 5,500 |
| 530100 | CONSULTANTS | 17,720 | 16,820 | 20,120 | 10,000 | 10,000 | 0 |
| 530400 | DOCUMENT PRESERVATI | 135 | 0 | 0 | 0 | 0 | 0 |
| 532200 | PUBLIC SAFETY ACADEMY | 13,500 | 9,000 | 23,000 | 20,000 | 20,000 | 0 |
| 534100 | POSTAGE | 2,117 | 132 | 2,081 | 2,500 | 2,500 | 0 |
| 534200 | PRINTING | 7,234 | 8,004 | 8,732 | 7,500 | 8,000 | 500 |
| 542000 | OFFICE SUPPLIES | 23,452 | 19,182 | 22,777 | 20,000 | 18,000 | -2,000 |
| 558800 | PHOTOGRAPHIC SUPPLIE | 1,380 | 1,578 | 1,296 | 1,000 | 1,000 | 0 |
| 559200 | BOOKS/MANUALS/PERIODI | 1,812 | 3,344 | 2,197 | 2,000 | 4,500 | 2,500 |
| 571000 | VEHICLE USE REIMBURSE | 3,562 | 2,909 | 2,278 | 3,500 | 3,000 | -500 |
| 571100 | IN-STATE CONFERENCES | 1,040 | 0 | 1,590 | 2,000 | 2,500 | 500 |
| 571200 | REFRESHMENTS/MEALS | 1,380 | 1,525 | 832 | 2,000 | 1,250 | -750 |
| 571900 | TEMPORARY HOUSING - | 0 | 265 | 0 | 0 | 0 | 0 |
| 572000 | OUT-OF-STATE TRAVEL | 11,530 | 12,220 | 1,222 | 8,000 | 8,000 | 0 |
| 573000 | DUES & SUBSCRIPTIONS | 19,362 | 20,703 | 23,318 | 22,500 | 50,000 | 27,500 |
| TOTAL EXPENSES | | 131,098 | 116,723 | 139,006 | 127,100 | 160,250 | 33,150 |
| FRINGE BENEFITS | | | | | | | |
| 57DENT | DENTAL INSURANCE | 3,023 | 2,587 | 2,500 | 2,909 | 2,909 | 0 |
| 57HLTH | HEALTH INSURANCE | 116,072 | 111,139 | 90,218 | 111,234 | 115,683 | 4,450 |
| 57LIFE | BASIC LIFE INSURANCE | 340 | 335 | 288 | 342 | 342 | 0 |
| 57MEDA | MEDICARE PAYROLL TAX | 9,553 | 12,988 | 9,746 | 11,552 | 13,143 | 1,591 |

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| CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL |
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| | ACTUAL 2019 | ACTUAL 2020 | ACTUAL 2021 | ORIGINAL 2022 | RECOMMENDED 2023 | CHANGE 2022 to 2023 |
|---------------------------------|------------------|------------------|------------------|------------------|---------------------|------------------------|
| 57OPEB OPEB CONTRIBUTION | 0 | 1,074 | 2,594 | 10,140 | 10,819 | 679 |
| TOTAL FRINGE BENEFITS | 128,987 | 128,122 | 105,346 | 136,176 | 142,896 | 6,720 |
| TOTAL POLICE ADMIN/SUPPT | 1,110,309 | 1,177,058 | 1,137,352 | 1,064,921 | 1,214,517 | 149,596 |
| 0120102 - TRAFFIC SAFETY | | | | | | |
| PERSONNEL SERVICES | | | | | | |
| 511001 FULL TIME SALARIES | 1,037,020 | 1,154,147 | 855,139 | 1,132,741 | 1,266,505 | 133,764 |
| 511002 FULL TIME WAGES | 0 | 0 | 262,897 | 0 | 0 | 0 |
| 511101 PART TIME < 20 HRS/WK | 39,489 | 40,989 | 41,130 | 511,196 | 512,955 | 1,759 |
| 511102 PART TIME > 20 HRS/WK | 430,864 | 436,453 | 410,730 | 41,130 | 46,292 | 5,162 |
| 512002 SEASONAL SALARIES | 2,102 | 0 | 0 | 0 | 0 | 0 |
| 513010 REGULAR OVERTIME | 164,009 | 83,066 | 78,379 | 100,000 | 100,000 | 0 |
| 513020 COURT TIME | 0 | 103 | 953 | 0 | 0 | 0 |
| 5130FL FAIR LABOR STANDARDS | 866 | 719 | 1,031 | 1,200 | 1,200 | 0 |
| 514001 LONGEVITY | 28,107 | 31,915 | 27,997 | 27,837 | 35,316 | 7,479 |
| 514003 EDUCATION INCENTIVE P | 131,232 | 130,894 | 146,487 | 118,153 | 134,410 | 16,257 |
| 514004 SHIFT DIFFERENTIAL | 0 | 1,356 | 2,365 | 12,230 | 6,034 | -6,196 |
| 514006 EXCEPTIONAL SVS PAY | 0 | 0 | 14,000 | 0 | 0 | 0 |
| 514007 HOLIDAY PAY | 37,010 | 37,607 | 39,731 | 45,129 | 52,314 | 7,185 |
| 514302 DEFRILATOR STIPEND | 3,152 | 2,975 | 3,825 | 3,400 | 3,825 | 425 |
| 514304 COMPUTER USE STIPEND | 14,781 | 7,275 | 16,090 | 15,490 | 16,705 | 1,215 |
| 514308 SPECIALIST PAY | 1,000 | 1,008 | 1,213 | 1,300 | 1,300 | 0 |
| 514316 SIMUNITION TRAINING | 4,167 | 3,500 | 4,417 | 4,000 | 4,500 | 500 |
| 514317 ADMINISTRATIVE STIPEND | 1,230 | 4,464 | 2,500 | 2,308 | 2,308 | 0 |
| 514322 RETENTION STIPENDS | 13,750 | 16,000 | 0 | 15,500 | 15,500 | 0 |
| 515005 BONUSES | 1,800 | 0 | 9,550 | 0 | 0 | 0 |
| 515101 CLOTHING ALLOWANCE | 4,290 | 4,290 | 22,450 | 290 | 290 | 0 |
| 515102 CLEANING ALLOWANCE | 18,440 | 18,440 | 943 | 25,540 | 25,670 | 130 |
| 515201 WORKERS COMP BENEFIT | 0 | 0 | 1,562 | 0 | 0 | 0 |
| 515202 111F PUBL SAFETY IOD PA | 20,956 | 0 | 0 | 0 | 0 | 0 |
| TOTAL PERSONNEL SERVICES | 1,954,264 | 1,975,200 | 1,943,391 | 2,057,444 | 2,225,124 | 167,680 |
| FRINGE BENEFITS | | | | | | |
| 57DENT DENTAL INSURANCE | 7,783 | 6,433 | 5,692 | 5,121 | 5,420 | 300 |
| 57HLTH HEALTH INSURANCE | 290,596 | 253,565 | 273,428 | 276,486 | 287,288 | 10,801 |
| 57LIFE BASIC LIFE INSURANCE | 491 | 415 | 449 | 513 | 513 | 0 |
| 57MEDA MEDICARE PAYROLL TAX | 23,821 | 23,947 | 25,090 | 28,366 | 30,799 | 2,433 |
| 57OPEB OPEB CONTRIBUTION | 2,183 | 3,256 | 4,119 | 4,927 | 2,115 | -2,812 |
| TOTAL FRINGE BENEFITS | 324,875 | 287,617 | 308,779 | 315,412 | 326,135 | 10,722 |
| TOTAL TRAFFIC SAFETY | 2,279,138 | 2,262,817 | 2,252,169 | 2,372,856 | 2,551,259 | 178,403 |

**CITY OF NEWTON BUDGET
DEPARTMENTAL DETAIL**

| | | ACTUAL | ACTUAL | ACTUAL | ORIGINAL | RECOMMENDED | CHANGE |
|---------------------------------|-------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|----------------|
| | | 2019 | 2020 | 2021 | 2022 | 2023 | 2022 to 2023 |
| 0120103 - PATROL SVS | | | | | | | |
| PERSONNEL SERVICES | | | | | | | |
| 511001 | FULL TIME SALARIES | 6,390,552 | 7,350,410 | 6,487,483 | 7,030,774 | 7,203,559 | 172,785 |
| 513010 | REGULAR OVERTIME | 447,897 | 611,465 | 738,361 | 350,000 | 350,000 | 0 |
| 513020 | COURT TIME | 55,202 | 37,083 | 32,856 | 45,000 | 40,000 | -5,000 |
| 5130FL | FAIR LABOR STANDARDS | 6,619 | 7,275 | 16,743 | 6,000 | 25,000 | 19,000 |
| 514001 | LONGEVITY | 104,285 | 173,253 | 117,410 | 129,311 | 123,881 | -5,430 |
| 514003 | EDUCATION INCENTIVE P | 1,048,051 | 1,238,205 | 1,043,476 | 1,202,035 | 1,275,188 | 73,153 |
| 514004 | SHIFT DIFFERENTIAL | 323,561 | 377,580 | 331,121 | 372,961 | 395,266 | 22,305 |
| 514007 | HOLIDAY PAY | 362,782 | 417,258 | 397,070 | 430,895 | 441,381 | 10,486 |
| 514009 | FLEX SCHEDULE PAY | 0 | 0 | 386 | 0 | 0 | 0 |
| 514302 | DEFRILATOR STIPEND | 41,013 | 40,127 | 38,604 | 42,075 | 40,800 | -1,275 |
| 514304 | COMPUTER USE STIPEND | 101,587 | 100,781 | 97,388 | 106,140 | 103,725 | -2,415 |
| 514308 | SPECIALIST PAY | 0 | 0 | 184 | 3,100 | 3,100 | 0 |
| 514316 | SIMUNITION TRAINING | 47,125 | 47,167 | 44,833 | 49,500 | 48,000 | -1,500 |
| 514317 | ADMINISTRATIVE STIPEND | 13,581 | 62,718 | 26,350 | 26,542 | 24,234 | -2,308 |
| 515005 | BONUSES | 300 | 0 | 0 | 0 | 0 | 0 |
| 515006 | VACATION BUY BACK | 0 | 3,344 | 0 | 0 | 0 | 0 |
| 515101 | CLOTHING ALLOWANCE | 266 | 790 | 11,299 | 580 | 870 | 290 |
| 515102 | CLEANING ALLOWANCE | 12,482 | 11,841 | 533 | 13,370 | 12,980 | -390 |
| 515202 | 111F PUBL SAFETY IOD PA | 61,065 | 59,281 | 84,387 | 0 | 0 | 0 |
| 519100 | SALARY/WAGE ATTRITION | 0 | 0 | 0 | 0 | -35,000 | -35,000 |
| TOTAL PERSONNEL SERVICES | | 9,016,368 | 10,538,577 | 9,468,482 | 9,808,283 | 10,052,984 | 244,701 |
| FRINGE BENEFITS | | | | | | | |
| 57DENT | DENTAL INSURANCE | 32,750 | 33,406 | 29,997 | 30,315 | 29,606 | -708 |
| 57HLTH | HEALTH INSURANCE | 1,193,351 | 1,247,430 | 1,262,608 | 1,384,520 | 1,344,394 | -40,126 |
| 57LIFE | BASIC LIFE INSURANCE | 3,601 | 3,488 | 3,455 | 3,534 | 3,420 | -114 |
| 57MEDA | MEDICARE PAYROLL TAX | 117,970 | 139,132 | 125,352 | 136,223 | 140,258 | 4,035 |
| 57OPEB | OPEB CONTRIBUTION | 70,108 | 81,979 | 78,254 | 87,327 | 97,113 | 9,786 |
| TOTAL FRINGE BENEFITS | | 1,417,780 | 1,505,436 | 1,499,667 | 1,641,919 | 1,614,792 | -27,127 |
| TOTAL PATROL SVS | | 10,434,148 | 12,044,013 | 10,968,149 | 11,450,203 | 11,667,776 | 217,573 |

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| CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL |
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| | | ACTUAL | ACTUAL | ACTUAL | ORIGINAL | RECOMMENDED | CHANGE |
|---------------------------------|------------------------|------------------|------------------|------------------|------------------|------------------|----------------|
| | | 2019 | 2020 | 2021 | 2022 | 2023 | 2022 to 2023 |
| 0120104 - INVESTIGATIONS | | | | | | | |
| PERSONNEL SERVICES | | | | | | | |
| 511001 | FULL TIME SALARIES | 1,241,812 | 1,449,934 | 1,268,065 | 1,348,848 | 1,418,441 | 69,593 |
| 513010 | REGULAR OVERTIME | 160,985 | 154,385 | 134,473 | 50,000 | 50,000 | 0 |
| 513020 | COURT TIME | 8,382 | 8,741 | 2,877 | 8,000 | 8,000 | 0 |
| 5130FL | FAIR LABOR STANDARDS | 3,398 | 3,767 | 5,284 | 6,000 | 6,000 | 0 |
| 514001 | LONGEVITY | 35,696 | 51,966 | 39,378 | 40,834 | 45,678 | 4,844 |
| 514003 | EDUCATION INCENTIVE P | 188,511 | 236,068 | 181,633 | 206,747 | 220,776 | 14,029 |
| 514004 | SHIFT DIFFERENTIAL | 42,528 | 46,819 | 46,038 | 52,069 | 56,331 | 4,262 |
| 514007 | HOLIDAY PAY | 68,259 | 78,609 | 74,248 | 80,796 | 84,707 | 3,911 |
| 514009 | FLEX SCHEDULE PAY | 212 | 5,543 | 6,358 | 0 | 0 | 0 |
| 514302 | DEFRILATOR STIPEND | 6,800 | 6,977 | 6,623 | 7,225 | 7,225 | 0 |
| 514304 | COMPUTER USE STIPEND | 16,980 | 16,271 | 16,474 | 17,580 | 17,580 | 0 |
| 514308 | SPECIALIST PAY | 0 | 0 | 159 | 300 | 3,000 | 2,700 |
| 514316 | SIMUNITION TRAINING | 8,000 | 8,167 | 7,708 | 8,500 | 8,500 | 0 |
| 514317 | ADMINISTRATIVE STIPEND | 3,075 | 16,415 | 5,770 | 5,770 | 5,770 | 0 |
| 515003 | SPECIAL LEAVE BUY BAC | 0 | 0 | 6,000 | 0 | 0 | 0 |
| 515005 | BONUSES | 300 | 0 | 0 | 0 | 0 | 0 |
| 515101 | CLOTHING ALLOWANCE | 4,640 | 4,253 | 6,998 | 4,640 | 4,640 | 0 |
| 515102 | CLEANING ALLOWANCE | 2,710 | 2,721 | 511 | 2,710 | 2,710 | 0 |
| TOTAL PERSONNEL SERVICES | | 1,792,287 | 2,090,637 | 1,808,595 | 1,840,018 | 1,939,358 | 99,340 |
| FRINGE BENEFITS | | | | | | | |
| 57DENT | DENTAL INSURANCE | 6,355 | 6,302 | 6,457 | 6,820 | 6,520 | -300 |
| 57HLTH | HEALTH INSURANCE | 260,174 | 254,946 | 256,592 | 295,904 | 270,728 | -25,176 |
| 57LIFE | BASIC LIFE INSURANCE | 868 | 784 | 695 | 741 | 627 | -114 |
| 57MEDA | MEDICARE PAYROLL TAX | 17,411 | 20,950 | 20,353 | 25,752 | 27,196 | 1,444 |
| 57OPEB | OPEB CONTRIBUTION | 0 | 0 | 514 | 0 | 0 | 0 |
| TOTAL FRINGE BENEFITS | | 284,809 | 282,982 | 284,610 | 329,217 | 305,072 | -24,146 |
| TOTAL INVESTIGATIONS | | 2,077,096 | 2,373,618 | 2,093,205 | 2,169,235 | 2,244,430 | 75,194 |

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| CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL |
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| | | ACTUAL 2019 | ACTUAL 2020 | ACTUAL 2021 | ORIGINAL 2022 | RECOMMENDED 2023 | CHANGE 2022 to 2023 |
|---------------------------------|------------------------|------------------|------------------|------------------|------------------|---------------------|------------------------|
| 0120105 - COMMUNITY SVS | | | | | | | |
| PERSONNEL SERVICES | | | | | | | |
| 511001 | FULL TIME SALARIES | 754,251 | 790,197 | 697,515 | 713,919 | 864,389 | 150,470 |
| 513010 | REGULAR OVERTIME | 42,243 | 26,589 | 34,618 | 25,000 | 25,000 | 0 |
| 513020 | COURT TIME | 0 | 99 | 397 | 0 | 0 | 0 |
| 5130FL | FAIR LABOR STANDARDS | 957 | 1,048 | 1,916 | 1,000 | 1,000 | 0 |
| 514001 | LONGEVITY | 17,668 | 28,250 | 17,251 | 18,339 | 19,662 | 1,323 |
| 514003 | EDUCATION INCENTIVE P | 136,462 | 149,160 | 125,952 | 135,414 | 158,168 | 22,754 |
| 514004 | SHIFT DIFFERENTIAL | 0 | 2,681 | 2,956 | 26,283 | 42,627 | 16,344 |
| 514007 | HOLIDAY PAY | 39,958 | 40,842 | 38,198 | 39,607 | 48,689 | 9,082 |
| 514009 | FLEX SCHEDULE PAY | 43,225 | 22,187 | 22,055 | 0 | 0 | 0 |
| 514302 | DEFRILATOR STIPEND | 4,250 | 4,108 | 3,825 | 3,825 | 4,250 | 425 |
| 514304 | COMPUTER USE STIPEND | 10,920 | 10,874 | 9,705 | 10,320 | 10,920 | 600 |
| 514308 | SPECIALIST PAY | 4,000 | 4,031 | 4,015 | 4,000 | 4,000 | 0 |
| 514316 | SIMUNITION TRAINING | 5,000 | 4,667 | 4,500 | 4,500 | 5,000 | 500 |
| 514317 | ADMINISTRATIVE STIPEND | 1,230 | 6,620 | 1,154 | 1,154 | 2,308 | 1,154 |
| 515101 | CLOTHING ALLOWANCE | 2,900 | 2,610 | 3,490 | 2,320 | 2,900 | 580 |
| 515102 | CLEANING ALLOWANCE | 1,300 | 1,181 | 0 | 1,170 | 1,300 | 130 |
| TOTAL PERSONNEL SERVICES | | 1,064,364 | 1,095,145 | 967,545 | 986,850 | 1,190,213 | 203,363 |
| FRINGE BENEFITS | | | | | | | |
| 57DENT | DENTAL INSURANCE | 4,844 | 4,346 | 3,741 | 3,612 | 3,612 | 0 |
| 57HLTH | HEALTH INSURANCE | 188,198 | 176,679 | 174,632 | 179,247 | 185,158 | 5,910 |
| 57LIFE | BASIC LIFE INSURANCE | 500 | 444 | 397 | 399 | 399 | 0 |
| 57MEDA | MEDICARE PAYROLL TAX | 10,061 | 9,856 | 9,845 | 13,871 | 16,882 | 3,011 |
| 57OPEB | OPEB CONTRIBUTION | 4,352 | 4,696 | 3,681 | 4,908 | 8,951 | 4,043 |
| TOTAL FRINGE BENEFITS | | 207,956 | 196,020 | 192,296 | 202,038 | 215,001 | 12,963 |
| TOTAL COMMUNITY SVS | | 1,272,320 | 1,291,165 | 1,159,841 | 1,188,888 | 1,405,214 | 216,326 |
| 0120106 - YOUTH SERVICES | | | | | | | |
| PERSONNEL SERVICES | | | | | | | |
| 512002 | SEASONAL SALARIES | 3,000 | 3,000 | 0 | 0 | 0 | 0 |
| 513010 | REGULAR OVERTIME | 744 | 2,628 | 0 | 5,000 | 5,000 | 0 |
| TOTAL PERSONNEL SERVICES | | 3,744 | 5,628 | 0 | 5,000 | 5,000 | 0 |
| EXPENSES | | | | | | | |
| 538302 | FIELD TRIP TRANSPORTA | 5,775 | 5,040 | 0 | 6,250 | 6,000 | -250 |
| 538900 | RECREATION/LEISURE AC | 4,518 | 2,408 | 0 | 5,000 | 5,000 | 0 |
| TOTAL EXPENSES | | 10,293 | 7,448 | 0 | 11,250 | 11,000 | -250 |
| FRINGE BENEFITS | | | | | | | |
| 57MEDA | MEDICARE PAYROLL TAX | 10 | 37 | 0 | 0 | 0 | 0 |
| TOTAL FRINGE BENEFITS | | 10 | 37 | 0 | 0 | 0 | 0 |
| TOTAL YOUTH SERVICES | | 14,047 | 13,112 | 0 | 16,250 | 16,000 | -250 |

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| CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL |
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| | ACTUAL 2019 | ACTUAL 2020 | ACTUAL 2021 | ORIGINAL 2022 | RECOMMENDED 2023 | CHANGE 2022 to 2023 |
|---------------------------------------|----------------|----------------|----------------|------------------|---------------------|------------------------|
| 0120107 - POLICE BLDG MAINT | | | | | | |
| PERSONNEL SERVICES | | | | | | |
| 513040 WORK BY OTHER DEPTS. | 1,400 | 704 | 0 | 0 | 0 | 0 |
| TOTAL PERSONNEL SERVICES | 1,400 | 704 | 0 | 0 | 0 | 0 |
| EXPENSES | | | | | | |
| 521000 ELECTRICITY | 3,500 | 2,785 | 8,180 | 5,000 | 15,000 | 10,000 |
| 521100 NATURAL GAS | 35,481 | 23,273 | 27,105 | 28,000 | 28,000 | 0 |
| 523000 WATER & SEWER SERVIC | 9,578 | 10,917 | 11,450 | 11,000 | 11,000 | 0 |
| 524040 ELECTRICAL EQUIP R-M | 0 | 814 | 334 | 2,500 | 5,000 | 2,500 |
| 529000 CLEANING/CUSTODIAL SV | 3,745 | 17,276 | 9,974 | 5,000 | 5,000 | 0 |
| 531000 BACKFLOW PREV INSPEC | 270 | 180 | 270 | 270 | 270 | 0 |
| 543000 BUILDING MAINT SUPPLIE | 3,479 | 3,102 | 3,666 | 3,500 | 3,500 | 0 |
| 543100 ELECTRICAL SUPPLIES | 0 | 0 | 0 | 275 | 0 | -275 |
| 545000 CLEANING/CUSTODIAL SU | 0 | 2,316 | 1,920 | 2,500 | 2,500 | 0 |
| TOTAL EXPENSES | 56,053 | 60,662 | 62,900 | 58,045 | 70,270 | 12,225 |
| TOTAL POLICE BLDG MAINT | 57,453 | 61,366 | 62,900 | 58,045 | 70,270 | 12,225 |
| 0120108 - POLICE VEHICLE MAINT | | | | | | |
| EXPENSES | | | | | | |
| 524030 MOTOR VEHICLE R-M | 50,506 | 42,199 | 47,758 | 45,000 | 45,000 | 0 |
| 530300 MOTOR VEHICLE INSPECT | 0 | 0 | 0 | 1,400 | 0 | -1,400 |
| 548000 GASOLINE | 176,334 | 131,066 | 139,223 | 160,000 | 242,027 | 82,027 |
| 548200 TIRES & TIRE SUPPLIES | 4,427 | 13,848 | 13,277 | 12,500 | 12,500 | 0 |
| 548400 VEHICLE REPAIR PARTS | 22,749 | 22,297 | 22,302 | 30,000 | 27,500 | -2,500 |
| TOTAL EXPENSES | 254,016 | 209,410 | 222,560 | 248,900 | 327,027 | 78,127 |
| CAPITAL EXPENSES | | | | | | |
| 585010 AUTOMOBILES/LIGHT TRU | 350,000 | 54,989 | 258,392 | 350,000 | 350,000 | 0 |
| TOTAL CAPITAL EXPENSES | 350,000 | 54,989 | 258,392 | 350,000 | 350,000 | 0 |
| TOTAL POLICE VEHICLE MAINT | 604,016 | 264,399 | 480,953 | 598,900 | 677,027 | 78,127 |

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| CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL |
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| | | ACTUAL 2019 | ACTUAL 2020 | ACTUAL 2021 | ORIGINAL 2022 | RECOMMENDED 2023 | CHANGE 2022 to 2023 |
|---------------------------------|-----------------------|----------------|----------------|----------------|------------------|---------------------|------------------------|
| 0120109 - ANIMAL CONTROL | | | | | | | |
| PERSONNEL SERVICES | | | | | | | |
| 511001 | FULL TIME SALARIES | 70,725 | 69,323 | 69,947 | 69,020 | 75,421 | 6,401 |
| 511101 | PART TIME < 20 HRS/WK | 707 | 448 | 1,103 | 0 | 0 | 0 |
| 513010 | REGULAR OVERTIME | 2,033 | 4,066 | 1,190 | 2,000 | 2,000 | 0 |
| 513020 | COURT TIME | 198 | 0 | 0 | 0 | 0 | 0 |
| 514001 | LONGEVITY | 3,094 | 1,375 | 1,375 | 1,380 | 1,508 | 128 |
| 514003 | EDUCATION INCENTIVE P | 2,858 | 7,887 | 7,848 | 7,886 | 8,617 | 731 |
| 514004 | SHIFT DIFFERENTIAL | 5,077 | 5,546 | 5,519 | 5,522 | 6,034 | 512 |
| 514007 | HOLIDAY PAY | 3,636 | 3,967 | 4,297 | 4,314 | 4,714 | 400 |
| 514302 | DEFRILATOR STIPEND | 390 | 425 | 425 | 425 | 425 | 0 |
| 514304 | COMPUTER USE STIPEND | 1,114 | 1,215 | 1,215 | 1,215 | 1,215 | 0 |
| 514308 | SPECIALIST PAY | 1,199 | 1,310 | 1,120 | 950 | 950 | 0 |
| 514316 | SIMUNITION TRAINING | 917 | 500 | 500 | 500 | 500 | 0 |
| 515101 | CLOTHING ALLOWANCE | 0 | 0 | 130 | 0 | 0 | 0 |
| 515102 | CLEANING ALLOWANCE | 195 | 130 | 0 | 130 | 130 | 0 |
| TOTAL PERSONNEL SERVICES | | 92,142 | 96,191 | 94,669 | 93,342 | 101,514 | 8,172 |
| EXPENSES | | | | | | | |
| 538400 | ANIMAL CARE | 2,273 | 1,294 | 2,835 | 2,500 | 2,500 | 0 |
| TOTAL EXPENSES | | 2,273 | 1,294 | 2,835 | 2,500 | 2,500 | 0 |
| FRINGE BENEFITS | | | | | | | |
| 57DENT | DENTAL INSURANCE | 416 | 225 | 208 | 202 | 202 | 0 |
| 57HLTH | HEALTH INSURANCE | 14,650 | 7,611 | 7,915 | 8,232 | 8,562 | 329 |
| 57LIFE | BASIC LIFE INSURANCE | 28 | 0 | 0 | 0 | 0 | 0 |
| 57MEDA | MEDICARE PAYROLL TAX | 473 | 1,317 | 1,277 | 1,324 | 1,443 | 119 |
| TOTAL FRINGE BENEFITS | | 15,568 | 9,153 | 9,401 | 9,758 | 10,206 | 448 |
| TOTAL ANIMAL CONTROL | | 109,983 | 106,638 | 106,904 | 105,600 | 114,220 | 8,620 |

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| | | ACTUAL 2019 | ACTUAL 2020 | ACTUAL 2021 | ORIGINAL 2022 | RECOMMENDED 2023 | CHANGE 2022 to 2023 |
|---|-----------------------|----------------|----------------|----------------|------------------|---------------------|------------------------|
| 0120110 - INFORMATION TECHNOLOGY | | | | | | | |
| PERSONNEL SERVICES | | | | | | | |
| 511001 | FULL TIME SALARIES | 441,160 | 451,496 | 440,934 | 467,820 | 497,965 | 30,145 |
| 513010 | REGULAR OVERTIME | 1,587 | 397 | 1,140 | 0 | 0 | 0 |
| 5130FL | FAIR LABOR STANDARDS | 101 | 42 | 73 | 0 | 0 | 0 |
| 514001 | LONGEVITY | 7,932 | 8,032 | 9,213 | 8,541 | 5,425 | -3,116 |
| 514003 | EDUCATION INCENTIVE P | 27,378 | 27,589 | 20,368 | 27,600 | 30,159 | 2,559 |
| 514004 | SHIFT DIFFERENTIAL | 5,501 | 5,543 | 5,522 | 11,043 | 12,068 | 1,025 |
| 514007 | HOLIDAY PAY | 7,933 | 7,933 | 6,942 | 13,444 | 14,691 | 1,247 |
| 514009 | FLEX SCHEDULE PAY | 5,501 | 5,543 | 4,252 | 0 | 0 | 0 |
| 514302 | DEFRILATOR STIPEND | 850 | 850 | 850 | 850 | 850 | 0 |
| 514304 | COMPUTER USE STIPEND | 2,430 | 2,430 | 1,215 | 2,430 | 2,430 | 0 |
| 514308 | SPECIALIST PAY | 5,323 | 5,364 | 4,667 | 2,700 | 2,700 | 0 |
| 514309 | OTHER STIPENDS | 0 | 0 | 102 | 0 | 0 | 0 |
| 514316 | SIMUNITION TRAINING | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 0 |
| 515005 | BONUSES | 300 | 0 | 0 | 0 | 0 | 0 |
| 515101 | CLOTHING ALLOWANCE | 0 | 0 | 260 | 0 | 0 | 0 |
| 515102 | CLEANING ALLOWANCE | 760 | 760 | 500 | 760 | 760 | 0 |
| TOTAL PERSONNEL SERVICES | | 507,754 | 516,978 | 497,039 | 536,187 | 568,048 | 31,861 |
| EXPENSES | | | | | | | |
| 524050 | COMPUTER EQUIPMT R-M | 53,279 | 43,666 | 54,598 | 50,000 | 45,000 | -5,000 |
| 543400 | COMMUNICATIONS SUPPL | 1,990 | 564 | 1,979 | 5,000 | 4,000 | -1,000 |
| 558500 | COMPUTER SUPPLIES | 24,946 | 13,734 | 17,727 | 15,000 | 15,000 | 0 |
| TOTAL EXPENSES | | 80,215 | 57,964 | 74,304 | 70,000 | 64,000 | -6,000 |
| FRINGE BENEFITS | | | | | | | |
| 57DENT | DENTAL INSURANCE | 1,679 | 1,685 | 1,656 | 1,705 | 1,705 | 0 |
| 57HLTH | HEALTH INSURANCE | 79,135 | 82,300 | 73,548 | 74,137 | 77,102 | 2,965 |
| 57LIFE | BASIC LIFE INSURANCE | 113 | 113 | 71 | 57 | 57 | 0 |
| 57MEDA | MEDICARE PAYROLL TAX | 5,851 | 5,926 | 5,714 | 7,775 | 8,287 | 512 |
| TOTAL FRINGE BENEFITS | | 86,778 | 90,023 | 80,989 | 83,673 | 87,151 | 3,478 |
| CAPITAL EXPENSES | | | | | | | |
| 585120 | COMPUTER SERVER SOF | 32,550 | 0 | 5,021 | 0 | 1,600 | 1,600 |
| 585190 | RADIO COMMUNIC EQUIP | 53,878 | 12,576 | 9,028 | 50,000 | 50,000 | 0 |
| TOTAL CAPITAL EXPENSES | | 86,428 | 12,576 | 14,049 | 50,000 | 51,600 | 1,600 |
| TOTAL INFORMATION TECHNOLOGY | | 761,175 | 677,542 | 666,381 | 739,861 | 770,799 | 30,938 |

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| CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL |
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| | | ACTUAL | ACTUAL | ACTUAL | ORIGINAL | RECOMMENDED | CHANGE |
|---------------------------------|------------------------|------------------|------------------|------------------|------------------|------------------|----------------|
| | | 2019 | 2020 | 2021 | 2022 | 2023 | 2022 to 2023 |
| 0120111 - COMMUNICATIONS | | | | | | | |
| PERSONNEL SERVICES | | | | | | | |
| 511001 | FULL TIME SALARIES | 1,299,774 | 1,355,457 | 1,208,948 | 1,395,300 | 1,517,580 | 122,280 |
| 511101 | PART TIME < 20 HRS/WK | 0 | 0 | 0 | 0 | 32,649 | 32,649 |
| 513010 | REGULAR OVERTIME | 211,717 | 275,297 | 387,906 | 125,000 | 150,000 | 25,000 |
| 513020 | COURT TIME | 0 | 610 | 170 | 0 | 0 | 0 |
| 514001 | LONGEVITY | 21,800 | 23,500 | 28,432 | 19,700 | 16,700 | -3,000 |
| 514003 | EDUCATION INCENTIVE P | 26,620 | 47,476 | 16,771 | 12,197 | 30,493 | 18,296 |
| 514004 | SHIFT DIFFERENTIAL | 63,101 | 64,901 | 64,441 | 90,336 | 108,177 | 17,841 |
| 514007 | HOLIDAY PAY | 67,152 | 73,870 | 77,452 | 85,467 | 92,923 | 7,456 |
| 514009 | FLEX SCHEDULE PAY | 7,676 | 7,735 | 7,706 | 0 | 0 | 0 |
| 514302 | DEFRILATOR STIPEND | 425 | 425 | 425 | 425 | 425 | 0 |
| 514304 | COMPUTER USE STIPEND | 0 | 600 | 600 | 600 | 600 | 0 |
| 514308 | SPECIALIST PAY | 0 | 0 | 1,250 | 0 | 0 | 0 |
| 514316 | SIMUNITION TRAINING | 500 | 500 | 500 | 500 | 500 | 0 |
| 514317 | ADMINISTRATIVE STIPEND | 3,115 | 7,717 | 2,414 | 3,654 | 3,654 | 0 |
| 514320 | EMD STIPEND | 17,600 | 17,600 | 18,333 | 17,600 | 27,600 | 10,000 |
| 514322 | RETENTION STIPENDS | 600 | 0 | 0 | 0 | 0 | 0 |
| 515005 | BONUSES | 6,900 | 0 | 0 | 0 | 0 | 0 |
| 515006 | VACATION BUY BACK | 0 | 0 | 11,948 | 0 | 0 | 0 |
| 515101 | CLOTHING ALLOWANCE | 0 | 500 | 130 | 0 | 0 | 0 |
| 515102 | CLEANING ALLOWANCE | 11,280 | 8,780 | 10,800 | 11,130 | 11,630 | 500 |
| TOTAL PERSONNEL SERVICES | | 1,738,260 | 1,884,968 | 1,838,225 | 1,761,908 | 1,992,931 | 231,023 |
| FRINGE BENEFITS | | | | | | | |
| 57DENT | DENTAL INSURANCE | 5,940 | 6,002 | 5,163 | 6,227 | 5,023 | -1,204 |
| 57HLTH | HEALTH INSURANCE | 185,036 | 196,511 | 206,568 | 257,886 | 186,124 | -71,763 |
| 57LIFE | BASIC LIFE INSURANCE | 590 | 510 | 506 | 627 | 513 | -114 |
| 57MEDA | MEDICARE PAYROLL TAX | 20,622 | 23,533 | 23,221 | 23,758 | 26,724 | 2,966 |
| 57OPEB | OPEB CONTRIBUTION | 17,410 | 21,043 | 19,302 | 19,951 | 21,897 | 1,946 |
| TOTAL FRINGE BENEFITS | | 229,598 | 247,600 | 254,760 | 308,448 | 240,280 | -68,168 |
| TOTAL COMMUNICATIONS | | 1,967,858 | 2,132,568 | 2,092,985 | 2,070,357 | 2,233,211 | 162,854 |

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| CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL |
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| | | ACTUAL 2019 | ACTUAL 2020 | ACTUAL 2021 | ORIGINAL 2022 | RECOMMENDED 2023 | CHANGE 2022 to 2023 |
|-------------------------------------|------------------------|------------------|------------------|------------------|------------------|---------------------|------------------------|
| 0120112 - POLICE SUPPORT SVS | | | | | | | |
| PERSONNEL SERVICES | | | | | | | |
| 511001 | FULL TIME SALARIES | 429,708 | 452,724 | 424,712 | 390,878 | 416,480 | 25,602 |
| 513010 | REGULAR OVERTIME | 42,780 | 38,194 | 52,661 | 20,000 | 20,000 | 0 |
| 5130FL | FAIR LABOR STANDARDS | 485 | 568 | 1,284 | 0 | 0 | 0 |
| 514001 | LONGEVITY | 13,157 | 18,157 | 12,886 | 10,008 | 15,190 | 5,182 |
| 514003 | EDUCATION INCENTIVE P | 72,738 | 85,614 | 94,859 | 72,759 | 76,679 | 3,920 |
| 514004 | SHIFT DIFFERENTIAL | 0 | 0 | 0 | 16,565 | 18,102 | 1,537 |
| 514007 | HOLIDAY PAY | 24,980 | 25,612 | 23,787 | 24,430 | 26,031 | 1,601 |
| 514009 | FLEX SCHEDULE PAY | 16,502 | 16,615 | 16,565 | 0 | 0 | 0 |
| 514302 | DEFRILATOR STIPEND | 2,550 | 2,125 | 2,338 | 2,125 | 2,125 | 0 |
| 514304 | COMPUTER USE STIPEND | 6,675 | 5,460 | 5,760 | 5,460 | 5,460 | 0 |
| 514308 | SPECIALIST PAY | 5,888 | 5,207 | 4,980 | 5,000 | 5,000 | 0 |
| 514316 | SIMUNITION TRAINING | 3,000 | 2,500 | 2,708 | 2,500 | 2,500 | 0 |
| 514317 | ADMINISTRATIVE STIPEND | 615 | 3,310 | 1,250 | 1,154 | 1,154 | 0 |
| 515101 | CLOTHING ALLOWANCE | 0 | 0 | 650 | 0 | 0 | 0 |
| 515102 | CLEANING ALLOWANCE | 780 | 650 | 22 | 650 | 650 | 0 |
| TOTAL PERSONNEL SERVICES | | 619,857 | 656,736 | 644,462 | 551,528 | 589,371 | 37,843 |
| EXPENSES | | | | | | | |
| 524050 | COMPUTER EQUIPMT R-M | 40 | 0 | 0 | 0 | 0 | 0 |
| 524080 | DEPARTMENTAL EQUIP R- | 2,795 | 2,490 | 4,519 | 4,000 | 4,000 | 0 |
| 534010 | TELEPHONE | 14,249 | 9,160 | 9,873 | 11,000 | 10,500 | -500 |
| 534020 | CELLULAR TELEPHONES | 51,190 | 56,073 | 50,069 | 53,000 | 53,000 | 0 |
| 534040 | INTERNET ACCESS CHAR | 6,038 | 10,297 | 11,467 | 12,000 | 12,000 | 0 |
| 543400 | COMMUNICATIONS SUPPL | 2,404 | 640 | 1,435 | 3,500 | 3,500 | 0 |
| 550000 | MEDICAL SUPPLIES | 3,360 | 4,904 | 6,368 | 5,000 | 5,000 | 0 |
| 558000 | PUBLIC SAFETY SUPPLIES | 56,544 | 72,100 | 54,859 | 65,000 | 85,000 | 20,000 |
| 558100 | UNIFORMS/PROTECTIVE | 166,848 | 140,209 | 144,071 | 160,000 | 160,000 | 0 |
| 558500 | COMPUTER SUPPLIES | 0 | 0 | 1,406 | 2,150 | 2,150 | 0 |
| 559300 | AWARDS & TROPHIES | 1,146 | 968 | 1,127 | 1,500 | 1,250 | -250 |
| TOTAL EXPENSES | | 304,614 | 296,842 | 285,194 | 317,150 | 336,400 | 19,250 |
| FRINGE BENEFITS | | | | | | | |
| 57DENT | DENTAL INSURANCE | 2,641 | 2,631 | 2,173 | 2,206 | 2,206 | 0 |
| 57HLTH | HEALTH INSURANCE | 99,224 | 88,327 | 81,415 | 89,017 | 92,577 | 3,561 |
| 57LIFE | BASIC LIFE INSURANCE | 283 | 241 | 217 | 228 | 228 | 0 |
| 57MEDA | MEDICARE PAYROLL TAX | 5,142 | 4,325 | 6,008 | 7,707 | 8,204 | 497 |
| TOTAL FRINGE BENEFITS | | 107,290 | 95,523 | 89,813 | 99,158 | 103,215 | 4,058 |
| CAPITAL EXPENSES | | | | | | | |
| 585062 | PUBL SAFETY FIRE ARMS | 15,953 | 5,325 | 3,540 | 4,000 | 5,000 | 1,000 |
| TOTAL CAPITAL EXPENSES | | 15,953 | 5,325 | 3,540 | 4,000 | 5,000 | 1,000 |
| TOTAL POLICE SUPPORT SVS | | 1,047,714 | 1,054,426 | 1,023,009 | 971,836 | 1,033,986 | 62,150 |

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| CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL |
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| | | ACTUAL | ACTUAL | ACTUAL | ORIGINAL | RECOMMENDED | CHANGE |
|---------------------------------------|-------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | | 2019 | 2020 | 2021 | 2022 | 2023 | 2022 to 2023 |
| 0120113 - SPECIAL OPERATIONS | | | | | | | |
| PERSONNEL SERVICES | | | | | | | |
| 511001 | FULL TIME SALARIES | 301,147 | 411,902 | 351,624 | 336,696 | 447,064 | 110,368 |
| 513010 | REGULAR OVERTIME | 30,555 | 47,705 | 39,359 | 15,000 | 15,000 | 0 |
| 5130FL | FAIR LABOR STANDARDS | 29 | 20 | 198 | 0 | 0 | 0 |
| 514001 | LONGEVITY | 11,188 | 20,671 | 18,870 | 12,212 | 11,643 | -569 |
| 514003 | EDUCATION INCENTIVE P | 61,534 | 103,281 | 110,587 | 67,988 | 79,417 | 11,429 |
| 514004 | SHIFT DIFFERENTIAL | 0 | 3,766 | 1,574 | 12,230 | 20,548 | 8,318 |
| 514007 | HOLIDAY PAY | 17,984 | 25,886 | 25,530 | 21,044 | 27,762 | 6,718 |
| 514009 | FLEX SCHEDULE PAY | 11,384 | 11,489 | 18,476 | 0 | 0 | 0 |
| 514302 | DEFRILATOR STIPEND | 1,700 | 1,877 | 2,160 | 1,700 | 2,125 | 425 |
| 514304 | COMPUTER USE STIPEND | 3,630 | 3,880 | 4,433 | 3,630 | 4,230 | 600 |
| 514308 | SPECIALIST PAY | 0 | 0 | 0 | 0 | 1,000 | 1,000 |
| 514316 | SIMUNITION TRAINING | 2,000 | 2,167 | 2,458 | 2,000 | 2,500 | 500 |
| 514317 | ADMINISTRATIVE STIPEND | 1,230 | 8,237 | 4,039 | 2,308 | 3,462 | 1,154 |
| 515006 | VACATION BUY BACK | 0 | 0 | 32,054 | 0 | 0 | 0 |
| 515101 | CLOTHING ALLOWANCE | 0 | 0 | 693 | 0 | 290 | 290 |
| 515102 | CLEANING ALLOWANCE | 520 | 661 | 0 | 520 | 650 | 130 |
| 515202 | 111F PUBL SAFETY IOD PA | 10,578 | 33,056 | 71,877 | 0 | 0 | 0 |
| TOTAL PERSONNEL SERVICES | | 453,480 | 674,597 | 683,934 | 475,328 | 615,691 | 140,363 |
| EXPENSES | | | | | | | |
| 531900 | TRAINING EXPENSES | 18,975 | 23,895 | 39,342 | 35,500 | 35,500 | 0 |
| TOTAL EXPENSES | | 18,975 | 23,895 | 39,342 | 35,500 | 35,500 | 0 |
| FRINGE BENEFITS | | | | | | | |
| 57DENT | DENTAL INSURANCE | 2,238 | 1,715 | 1,105 | 501 | 703 | 202 |
| 57HLTH | HEALTH INSURANCE | 60,267 | 47,410 | 52,625 | 22,598 | 47,003 | 24,406 |
| 57LIFE | BASIC LIFE INSURANCE | 170 | 179 | 184 | 114 | 171 | 57 |
| 57MEDA | MEDICARE PAYROLL TAX | 2,732 | 4,651 | 6,091 | 6,675 | 8,710 | 2,035 |
| TOTAL FRINGE BENEFITS | | 65,407 | 53,955 | 60,005 | 29,888 | 56,587 | 26,699 |
| TOTAL SPECIAL OPERATIONS | | 537,862 | 752,447 | 783,281 | 540,716 | 707,778 | 167,062 |
| 0120114 - POLICE RECRUITMENT | | | | | | | |
| EXPENSES | | | | | | | |
| 530100 | CONSULTANTS | 2,000 | 2,400 | 4,000 | 4,000 | 4,000 | 0 |
| 558000 | PUBLIC SAFETY SUPPLIES | 4,842 | 5,202 | 9,560 | 5,000 | 5,000 | 0 |
| 558100 | UNIFORMS/PROTECTIVE | 15,000 | 13,864 | 9,934 | 15,000 | 15,000 | 0 |
| TOTAL EXPENSES | | 21,842 | 21,466 | 23,495 | 24,000 | 24,000 | 0 |
| TOTAL POLICE RECRUITMENT | | 21,842 | 21,466 | 23,495 | 24,000 | 24,000 | 0 |
| 0120115 - PRIVATE DUTY DETAILS | | | | | | | |
| FRINGE BENEFITS | | | | | | | |
| 57MEDA | MEDICARE PAYROLL TAX | 47,314 | 49,754 | 42,267 | 50,000 | 50,000 | 0 |
| TOTAL FRINGE BENEFITS | | 47,314 | 49,754 | 42,267 | 50,000 | 50,000 | 0 |
| TOTAL PRIVATE DUTY DETAILS | | 47,314 | 49,754 | 42,267 | 50,000 | 50,000 | 0 |

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| | ACTUAL 2019 | ACTUAL 2020 | ACTUAL 2021 | ORIGINAL 2022 | RECOMMENDED 2023 | CHANGE 2022 to 2023 |
|--|-------------------|-------------------|-------------------|-------------------|---------------------|------------------------|
| 0120150 - POLICE- HOST COMM AGREE | | | | | | |
| EXPENSES | | | | | | |
| 538500 POLICE DOG EXPENSES | 0 | 0 | 0 | 0 | 10,000 | 10,000 |
| TOTAL EXPENSES | 0 | 0 | 0 | 0 | 10,000 | 10,000 |
| TOTAL POLICE- HOST COMM AGREE | 0 | 0 | 0 | 0 | 10,000 | 10,000 |
| TOTAL POLICE | 22,342,275 | 24,282,390 | 22,892,891 | 23,421,668 | 24,790,488 | 1,368,820 |