



FYI 2024 Police permanent position salaries budget was \$795,805. The Patrolman's Association and Town successfully negotiated a contract resulting in the need to appropriate \$66,961 at this Spring Town Meeting to cover the cost of the wage increases. Also, within the \$66,961 dollar amount the Town agree to a cell phone increase of \$1031.

- There is no contractual cost of living increase for any of the Police Officer's in years 2025 & 2026. There is how ever a step raise for the majority of the Officer's. After averaging the percentages of increases of those who received a raise and those who did not receive any raise, an average percentage of 2.14 % was developed.

- The following Budget Line items were impacted and multiplied by 2.14%

- Holliday Pay Increase \$838.00
- Overtime Increase \$5079.00
- Additional Holiday Increase \$84.00
- Personal Day Increase \$84.00

**Line Item**- Bridge Academy Cost, Domestic Violence and Overdose Officer (Part-time), SEMLEC-SWAT, Search & Rescue, Peer Support Services, Regional Detectives

**Bridge Academy**- Pursuant to the passing of the Justice, Equity, and Accountability Act on December 31, 2020, all law enforcement officers who have completed a Reserve Training Program on or before July 1, 2021 shall be certified as of July 1, 2021. Prior to the expiration of that certification, the officer shall complete additional training as required by the Municipal Police Training Committee.

Currently Berkley PD has two Officers who need to complete the Bridge Academy. One Officer completed his Bridge Academy certification and FTO training. A second Officer is projected to complete his Bridge Academy training this coming July. The Officer is required to complete 296 hours of training. This Officer will be temporarily removed from his assignment as Communication Dispatcher/ Desk Officer and trained on the road as a Patrol Officer several times a month. Additional monies will be necessary to backfill his shift. This vacant shift may be filled by Fulltime Patrol Personnel, Full Time Dispatchers or Part-Time Dispatchers.

- 296 hours of coverage
  - Patrol Officer Cost  $296 \times \$66.00(\text{Overtime}) = \$19,536$
  - Full Time Dispatcher  $296 \times \$46.00 = \$13,616$
  - Part-Time Dispatcher  $296 \times \$24.00 = \$7,104$
- We fill that these shifts will be filled by a combination of the various above-mentioned personnel.

## **SEMLEC- South Eastern Mass Law Enforcement Council**

SEMLEC is a mutual aid consortium comprised of resources from the police departments of 30 cities and towns. Officers respond when requested by a chief of police to assist with search and rescue, special events, or major crimes. SEMLEC also draw on some of the most talented police officers in the region to form the SEMLEC SWAT Team, which deploys when needed to save lives and protect the citizens of southeastern Massachusetts. All members are all sworn police officers from one of the 30 member communities. Our units respond only when called by one of the 30 chiefs of police in our region.

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|---|-------------|
| • 1 SWAT Officer- Training coast and callouts per year            | \$6,144.00  |
| • 2 Search & Rescue Officer's Training cost and callouts per year | \$8,064.00  |
| • Peer Support Training cost and callouts per year                | \$ 2,016.00 |

SEMLEC is comprised of four units, which can be activated by a member police department when needed for emergencies, special events, ceremonies, missing persons, or other events where they are needed

The Units are:

- SEMLEC SWAT
- Mobile Operations Division/Motorcycle Unit
- Mobile Command Vehicle
- Critical Incident Stress Management
- Search and Rescue
- Anti-Crime Unit/Detectives
- K-9 Unit
- Marine Unit/Dive Team



**Domestic Violence Officers** are assigned to follow-up with any and all Domestic Abuse Incidents. They are trained in more courses on Domestic and Sexual abuse. When a domestic is reported a Officer will follow up on the incident. If needed they will assist in the investigation and prosecution of suspects involved in domestic violence cases. The Domestic Violence Officer also assists victims by arranging referrals for counseling, legal assistance, shelters, and support groups. The Officer will also monitor these domestic situations to prevent the escalation of violence in these incidents. In addition, Officers may participate in monthly roundtable discussions with the District Court. This allows them to make contacts and discuss ways to improve the life of victims of domestic abuse.



7/1/2022 to 6/31/2023 the Berkley Police Department responded to 27 Domestic Violence Calls averaging over 2 calls a month.

**Post Overdose Follow-up** Law enforcement agencies across the nation are grappling with how to respond to the growing number of opioid overdoses in their communities. Many officers are now carrying naloxone, which saves lives and provides people an opportunity to consider seeking treatment services for their substance use. As more law enforcement agencies become engaged in officer administration of naloxone, many are left asking, "So I saved someone tonight, but now what?" This question has led to involvement in developing overdose follow-up programs that allow agencies to revisit the person and provide them treatment-based information.

**A follow-up visit conducted within days of a naloxone reversal serves as an:**

- Opportunity to direct people to harm reduction services for active drug users and treatment/detox services for drug users looking to reduce or stop using
- Opportunity to provide naloxone, overdose prevention training and overdose prevention materials
- Opportunity for stakeholders in the opioid response to work together to reduce overdose mortality

7/1/2022 to 6/31/2023 Berkley Police Officer's responded to **5 Overdose calls** this year and administered naloxone in several of the incidents saving the indivils life.

**Inflation-** The US inflation rate fell to 3.2% in October 2023, marking the first time it has been below 4% since December 2022. This is down from 4.2% in September and 7.1% in March, the highest level in 40 years.

The decline in inflation was driven by a drop in energy prices, which fell 4.6% in October. Food prices also fell slightly, by 0.2%.

**Motor Vehicle Repair Cost-** The cost of vehicle repairs is hard to ignore. Overall inflation, as measured by the consumer price index, slowed to 3.7 percent over the year in August—down from its 9 percent peak in 2022. The cost for vehicle repairs, however, had risen 17 percent, and the cost of maintenance, such as an oil change, was up 9 percent over the same period



The following Budget Line items were impacted and multiplied by 2.4%, when possible, rather than the national average of 3.4% with the exception of motor vehicle repair costs where we stayed with the 17% national average. Exceptions to the 2.4% increase were in the purchases of ammunition and computer software due to various shortages and supply chain issues. In an effort to create cost savings the Police Department is embarking on a new in-house repair initiative conducting its own minor motor vehicle maintenance and repairs.

• Repair & Maintenance (Vehicle)	Increase \$3000.00
• Repair & Maintenance (Equipment)	Increase \$100.00
• Repair & Maintenance (Software)	Increase \$1454.00
• Cleaning supplies	Increase \$150.00
• Police Training	Increase \$218.00
• Accreditation Software	Increase \$750.00
• Training Supplies	Increase \$125.00
• Contracted Service	Increase \$130.00
• Office Supplies	Increase \$87.00
• Uniforms	Increase \$1600.00
• Bullet Proof Vests	Increase \$95.00
• Fire Arms	Increase \$26.00
• Ammunition	Increase \$1600.00