

Police Department Discussion on Proposed Southfield Legislation
Meeting, January 27, 2014
Town Hall, Mayor's Office
75 Middle Street, Weymouth, MA 02189
5:30 p.m.

PRESENT: Mayor Sue Kay; Chief Grimes; Capt. Comperchio; Jane Hackett; Michael Smart; Bob Conlon; Ken DiFazio Mike Gallagher; George Lane

Late Attendees: George Lane; Patrick O'Connor; Jeffrey Wall

The Meeting was called to order at 5:33 p.m. by Mayor Kay.

The Mayor explained her intention to hold informational meetings with various Town departments to discuss impacts of the proposed Southfield Legislation. The meetings will provide an overview and be informational and will include discussion, suggestions, questions and answers.

Below is the shared handout from Chief Grimes and Captain Comperchio, regarding the potential staffing needs of the Weymouth Police Department, and the basis of the meeting discussion:

Uniform Crime Reports (UCR) – Police Employee Data

Each year, law enforcement agencies across the United States report to the Uniform Crime Reports program the total number of sworn law enforcement officers and civilians in their agencies as of October 31st.ⁱ (pg. 5)

The data presented in this report reflect existing staffing levels and should not be interpreted as preferred officer strengths recommended by the FBI.ⁱⁱ (pg. 5)

- 1. The rate of sworn officers was 2.4 per 1,000 inhabitants in the nation in 2011;*
- 2. The rate of full-time law enforcement employees (civilian and sworn) per 1,000 inhabitants in the nation was 3.4;*
- 3. The rate of sworn officers was 1.9 per 1,000 inhabitants in New England in 2011;*
- 4. The rate of full-time law enforcement employees (civilian and sworn) per 1,000 inhabitants in New England was 2.3.*

The chart below reflects the Town of Weymouth and the amount of law enforcement officers per 1,000 inhabitants using the reported rates from the FBI:

Town of Weymouth Population (54,906)

Current officers: 93 – 1.69 per 1,000 habitants

New England Average based on Population (1.9): 105

National Average based on Population (2.4): 132

Southfield Projected Population Increase (10,000)

Current Town of Weymouth Average (1.69): 17 Officers

New England Average (1.9): 19 Officers

National Average (2.4): 24 Officers

Town of Weymouth Population w/ Southfield (65,000)

Current Town of Weymouth Average (1.69): 110 Officers

New England Average (1.9): 124 Officers

National Average (2.4): 156 Officers

Based on the projected population of Southfield and the amount of law enforcement officers per 1,000 inhabitants, the following costs pertaining to the increases are listed below:

Current Average (1.69)		New England Average (1.9)		National Average (2.4)	
<u>Officers (17)</u>	<u>Salary</u>	<u>Officers (19)</u>	<u>Salary</u>	<u>Officer (24)</u>	<u>Salary</u>
(1) Lieutenant	\$109,361.35	(1) Lieutenant	\$109,361.35	(1) Lieutenant	\$109,361.35
(1) Sergeant	\$92,536.12	(2) Sergeants	\$185,072.24	(3) Sergeants	\$277,608.36
(15) Patrol Officer	\$1,085,724.45	(16) Patrol Officers	\$1,158,106.08	(20) Patrol Officers	\$1,447,632.60
Total	\$1,287,621.92	Total	\$1,452,539.67	Total	\$1,834,602.31

Please find attached a copy of the UCR report and related tables from the FBI, as a reference.

The data above is based on an increase in population of ten thousand (10,000), a projected number of residents at full build-out. This would include Eventide residents, apartments, households, commercial property, etc.

Chief Grimes began by saying that the current arrangement with regard to Southfield is working-funds are coming in. Weymouth Police Department is currently at ninety-three (93) members, including one (1) vacancy and three (3) hired currently in Police Academy Training. Eighty-nine (89) officers are on the road today.

Chief Grimes stated the Car Sector Plan would need to be redesigned to include Southfield, keeping consistent with the rest of the community. Southfield would be included/absorbed in the Weymouth community.

Captain Comperchio provided an overview of the data he collected above using the *Uniform Crime Reports Program*, focusing on the Northeast and National Averages, and numbers based on the Town of Weymouth 2012 population. **Numbers included in this report are strictly salary costs and do not include things like health benefits, Police Academy fees, training fees, additional cruisers, etc.**

Chief Grimes stated the additional hires in the above table would quickly progress through their initial steps, and would more than likely have an education stipend too.

Mr. Gallagher shared there would be an **additional estimated cost of \$21k per employee for things like pension, insurance, etc.**

It was confirmed that the total cost per employee would be more in the \$93k range, including salary, insurance, training, etc. This is based on today's numbers.

Councilor Conlon shared his concern at Weymouth's close proximity to Boston and the high rate of crime, and feels numbers should be based on the highest standard and not just population.

Chief Grimes reminded all that the numbers provided are based on population and not on crime and provided some comparative community staffing levels. Chief stated that Weymouth fares better than some communities, and not as good in comparison with some others.

Mayor Kay asked the Chief's opinion on the actual need to hire seventeen (17) officers. Chief Grimes explained minimum staffing levels, making the following points:

- A year ago they were increased from 5 to 7 (as of Dec. 2012)
- Need to backfill with OT when an officer is out sick or on vacation
- Could possibly consider going to 8

There was brief discussion on the current five (5) geographic areas of town, allowing one (1) car per area, and the additional two (2) to assist in other areas and as back-up, stressing the importance of the staffing increase. An eighth car could potentially cover Southfield at full build-out.

Mr. Gallagher inquired as to how many officers would be needed to "staff" the eighth car. The Chief answered three (3) officers per eight (8) hour shift, or nine (9) officers in total.

Mayor Kay explained now that we have some statistics on cost and dollars received from Southfield, she plans to get some of these funds back to the departments, rather than just into the general fund.

Chief stressed the need to address staffing levels overall, with or without Southfield, and shared a brief synopsis of how the department numbers have evolved over the years, showing an overall decline. The nature of calls today support Special Teams Divisions. The seriousness of the calls continues to escalate.

There was a brief discussion on the recent crime in Columbian Square. Chief informed all that one individual was responsible for those issues, and he has been apprehended.

Councilor DiFazio inquired as to whether or not the increase in personnel would affect administration and/or space needs for the department. Chief Grimes referred back to the handout that included how many officers would be needed along with their rank. The building space is adequate and supports the department's needs.

Mayor Kay explained that we will need to consider all numbers from all departments and take a look at what we assess and then compare it to what we will be taking in, in the form of tax dollars. Mayor Kay is pushing for a full transition period, otherwise the Legislation will take effect upon passage.

Councilor Conlon stated a substation should be seriously considered to adequately cover the additional turf and properly serve the additional residents of Southfield. Councilor Smart

explained his understanding of the agreement that land/building would be given if there was a need on Southfield property.

Mayor stated, if the proposal goes through as requested, it will be all encompassing of our budget. Southfield will be part of our budget come budget season. They will be part of Weymouth immediately if transition is avoided.

There was some discussion on possible locations for a Police substation, keeping in mind it should be closely located to Route 18. The area on left side of Shea Memorial Drive is wetlands, and potentially not buildable.

Councilor Smart stated everything that was discussed is predicated on commercial development and is unsustainable without it!

Councilor Hackett inquired as to what type of calls the Police Dept. receives from Southfield. Chief Grimes responded that the calls vary and are similar to what they see throughout the community- domestic violence, B & E's, malicious damage, drug offenses. The calls are not unique to anything specific.

Councilor Hackett also inquired as to whether there has been any increase in calls since the roadway has been completed. Chief responded that he has not seen an increase.

There was a brief discussion on Rockland's patrols/car stops on the new parkway.

Mayor Kay inquired about the cost of a new police cruiser. Chief Grimes responded that the department budgets \$35k. There would be a potential to increase the front line cars from seven to eight or nine.

Mayor Kay asked the Chief, "If the Legislation is approved mid-March, how long would it take the department to be ready?" Chief answered that nothing would change for his department. The Police are there on a regular basis, providing daily police presence at Southfield.

The Chief shared his understanding that WPD has jurisdiction throughout the entire Southfield community.

It was confirmed that the LNR gate security service has been discontinued on the BASE.

It was stated that the Town would pick up the additional miles of roads, and therefore would increase Ch. 90 funds.

Mr. Gallagher shared the following information with regard to structure of the Police Dept. billing of Southfield:

"Directed patrols are billed at 1/2 hour increments and are charged the detail rate plus the cost of operating the cruiser, to come up with a per hour cost. If there's a call to the BASE, we charge the cost to operate the entire police department. That is any costs that the Town incurs: \$400 per hour, with a one hour minimum, plus any additional costs."

There was a brief discussion on the current staffing at Fort Devens. Chief Grimes stated that Fort Devens does have a Police substation on its property.

Captain Comperchio stated he would fine tune the costs to include other factors as discussed during this meeting. Councilor Hackett requested the department provide what the impact would be if they go to eight. Mayor stated, the documents will be shared once they are received.

Councilor DiFazio asked the Chief's recommendation on staffing numbers as shared from the UCR report. Chief Grimes responded that the New England Average would be adequate.

The meeting adjourned at 6:35 p.m.

Respectfully submitted,
Jeanne Savoy

ⁱ U.S. Department of Justice – Federal Bureau of Investigation (September 2012)

ⁱⁱ *ibid*