

Wilmot Police Department

2024 Request for Second Full-Time Officer

Bottom line up front

Maximum Cost in 2024 for a Full-Time Second Officer:

Officer Base Pay	\$43,680
Contribution to State Retirement Fund	\$13,663
Short Term Disability Insurance	\$205
Total	\$57,548

Corrected based on official budget, and fixed error, 3/14/24

- \$8,000 currently allocated for a part-time officer would be removed from the PD budget.
- Start date for new officer would be no earlier than June 1, 2024.
- 20c per 1000, or \$74.40 per median Wilmot house of \$362k for 2024.

For a side-by-side comparison with no full-time officer, see last page.

For decades, the Wilmot Police Department has had part-time officers to help with additional coverage. Unfortunately, the department has been unable to find a part-time officer since the last two resigned in 2021. Part-time officers are extremely hard to find in the current labor market. Full-time experienced officers will also be hard to find, but having the funds allocated will provide a much better chance of success in securing the coverage our town needs.

What is Our Current Coverage?

- Chief is on duty 40 hours out of 168 hours in a week and attempts to be available for all public events.
- State Police Coverage – when Chief is not on duty:
 - Currently short-staffed by about 100 Troopers
 - Response time can be up to 2 hours
 - Only deal with emergencies
 - Will not patrol local roads
 - Will not deal with many minor calls
 - Do not know residents unless they are frequent flyers
 - Do not participate in town events
 - Do not consult with town churches, schools or camps about safety
 - Do not help out Fire, EMS, or the Highway Department
- County Sherriff Coverage:
 - The Sherriff has stated that they do not have extra deputies to provide additional patrol at this time.

- Mutual Aid from Area Police Departments:
 - If someone is on duty and available, may be able to respond to a serious situation when Chief not on duty
 - Assist Chief in situations that may require back-up, such as serving a warrant to a potentially dangerous individual

What Does the Chief Do During His Work Hours?

- Deals with all calls that come in during his shift, and all non-emergency issues that came in while he was not on duty when he is next on duty.
- Makes himself available for public events in town as much as he is able.
- He has as a certain amount of Chief/administrative/equipment duties that he must do each week that cannot be delegated to an administrative assistant. The amount of this work fluctuates but certainly takes up more than half his time.
- Chief constantly struggles to balance administration, Chief duties, investigations/big cases, court appearances, equipment and computer maintenance, and patrol.

A second officer would have a lot more time available for patrol, running radar, and sharing other department duties, such as cruiser maintenance, bringing evidence to the lab in Concord, event coverage, case load, etc.

How Does Our Police Coverage Compare with Other Towns in Our Area?

<i>Town</i>	<i>Population*</i>	<i>Full-time Officers</i>	<i>Part-time Officers</i>	<i>2023 Total Budget**</i>	<i>\$/Citizen</i>	<i>Citizens/full-time officer</i>
Wilmot	1427	1	0	\$162,965	\$114	1427
Andover	2423	3	1	\$271,568	\$112	808
Bradford	1695	4	5	\$599,026	\$353	424
Danbury	1271	0	1	\$142,300	\$112	n/a
Grafton	1421	1	1	\$218,992	\$154	1421
New London	4424	9	4	\$1,506,104	\$340	492
Newbury	2220	5	2	\$802,134	\$361	444
Springfield	1285	2	0	\$258,361	\$201	643
Sunapee	3382	6	6	\$1,041,333	\$308	564
Sutton	2019	3	0	\$428,761	\$212	673
Warner	2975	4	0	\$636,981	\$214	744
Average, Excluding Wilmot					\$237	663

* Source for 2022 Population Estimates: [https://www.nheconomy.com/office-of-planning-and-development/what-we-do/state-data-center-\(census-data\)/population-estimates](https://www.nheconomy.com/office-of-planning-and-development/what-we-do/state-data-center-(census-data)/population-estimates)

** Budget numbers from 2022 Town/Annual Reports; total budget number does not include healthcare costs

- The only towns in this list that provide 24/7 coverage are New London and Sunapee (required by law due to population over 3,000), and Bradford (they take call at night)
- Of course, every town is different, with its own needs, wants, level of call activity, and the makeup of that call activity.

How Much Would a Second Officer Cost Our Town?

Pay would be based on experience, level of training, level of education, and other factors. The amount requested in the Budget does not include a sign-on bonus – these can be up to \$30,000 in our region.

Wilmot would greatly benefit from having an experienced second officer who could handle everything with little supervision as we would be able to limit shift overlaps. Sutton and Springfield are good examples of how experienced officers can work together to provide the maximum benefit for their towns.

A person off-the-street with no police experience, no other relevant experience, and only a high school education would allow a lower pay rate. However, this would require the recruit to be at the Police Academy for three months, and the Chief would not have the time or ability to properly train the recruit before and after their time at the Academy.

In the current circumstances, hiring an already certified officer is the only feasible option.

Proposed Full Year Pay Scale

(For 2024, Selectboard requested a start date of no earlier than June 1)

Patrol Officer – certified officer, some experience

Hourly Rate	Annual Base Pay	Base Pay + Retirement Contributions	Healthcare*	Total
\$25.00	\$52,000	\$68,266	\$20,000	\$88,266
\$25.50	\$53,040	\$69,631	\$20,000	\$89,631
\$26.00	\$54,080	\$70,996	\$20,000	\$90,996
\$26.50	\$55,120	\$72,362	\$20,000	\$92,362
\$27.00	\$56,160	\$73,727	\$20,000	\$93,727
\$27.50	\$57,200	\$75,092	\$20,000	\$95,092
\$28.00	\$58,240	\$76,457	\$20,000	\$96,457

Sergeant – mid-career officer with years of experience

Hourly Rate	Annual Base Pay	Base Pay + Retirement Contributions	Healthcare*	Total
\$30.00	\$62,400	\$81,919	\$20,000	\$101,919
\$31.00	\$64,480	\$84,649	\$20,000	\$104,649
\$32.00	\$66,560	\$87,380	\$20,000	\$107,380
\$33.00	\$68,640	\$90,111	\$20,000	\$110,111
\$34.00	\$70,720	\$92,841	\$20,000	\$112,841
\$35.00	\$72,800	\$95,572	\$20,000	\$115,572
\$36.00	\$74,880	\$98,302	\$20,000	\$118,302

← The highest level of pay this budget would allow me to offer.

*Healthcare is not in the PD budget but is added to estimated total cost to the town. \$20,000 was chosen as an average. Actual cost depends on number of dependents, age, plan choice, etc.

How the above pay scale was devised –

Local pay rates for police sergeants (2023):

Town	Hourly Rate
Bradford	\$31.93
New London	\$35.78
Newbury	\$37.43
Springfield	\$41.69
Sutton	\$40.30
Average	\$37.43

Numbers for much of the state can be found in the Greenland PD study

Additional Costs –

- Short-term disability insurance around \$300 per year
- Equipment
 - In the first year, would need to spend about \$3,500 for equipment, including some uniform items, phone, body armor, holster, Taser, pepper spray, AED pads – all of this would come out of the current proposed budget
 - Wilmot PD already has a second cruiser (complete), rifle, radio, pistol, off-duty pistol, plate carrier, go bag, breaching tools, and some uniform items
- Dispatch – cost would go up some after year 1, assuming higher call activity
- Cruiser maintenance and gasoline costs would go up some
- Training budget would go up some starting in 2025

But nothing ever happens in Wilmot – do we really need more police coverage?

There is activity in Wilmot (you can see this in the monthly Calls For Service report). Some you may see – traffic stops, accidents, assistance at fire department calls, gun permit issuance, town events. Some you may not see – domestic calls, DCYF (Division of Children, Youth, and Families) cases, harassment, serving court paperwork, carrying out arrest warrants, responding to requests from citizens.

A quick count shows over 16 new houses have been built in Wilmot in the last 5 years (based on personal knowledge and town tax records). The town population has grown by hundreds since the town first appointed Bucky White as Chief. As Wilmot continues to grow so will its police coverage needs. The Police Department has been suffering from being under-staffed for a long time. This need will not go away. It is my professional opinion that now is the time to put our Police Department on track to serve the citizens of Wilmot well for years to come. We should be proactive, not reactive.

If you have any further questions, do not hesitate to reach out to Chief Domey, police@wilmotnh.org.

	Jan - Dec 22 Actual	Budget	2022 CLOSING BALANCE	Jan - Dec 2023 Actual	Budget	Balance 12/31/2023 (updated 1/30/24)	2024 REQUEST	NOTES		
4210 - POLICE DEPT.										
4210 - PERSONNEL							w/2nd ofcr		w/out 2nd ofcr	
4210-1-110 POLICE CHIEF SALARY	77,500.12	75,000.00	2,500.12	78,028.95	78,750.00	(721.05)	\$ 91,600.00		\$ 91,600.00	
4210-1-120 PD PART TIME OFCRS	1,355.00	8,000.00	(6,645.00)	0.00	8,000.00	(8,000.00)	\$ 43,680.00		\$ 8,000.00	
4210-2-120 PD PART TIME ADMIN	3,630.00	10,000.00	(6,370.00)	4,280.00	10,000.00	(5,720.00)	\$ 8,000.00		\$ 8,000.00	
4210-6-190 SPECIAL DUTY WAGE	504.00	1,000.00	(496.00)	819.00	1,000.00	(181.00)	\$ 1,000.00		\$ 1,000.00	
4210-1-219 PD SHORT TERM DIS	226.80	150.00	76.80	328.00	365.00	(37.00)	\$ 581.00		\$ 376.00	
4210-1-230 POLICE RETIREMENT	25,580.82	25,500.00	80.82	25,677.30	28,000.00	(2,322.70)	\$ 42,315.58	31.28%	\$ 28,652.48	
Total 4210 - PERSONNEL	108,796.74	119,650.00	(10,853.26)	109,133.25	126,115.00	(16,981.75)	\$ 187,176.58		\$ 137,628.48	\$ 49,548.10