



# AQUINNAH POLICE DEPARTMENT

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RANDHI P. BELAIN  
CHIEF OF POLICE

To: Select Board

Cc: Finance Committee, Town Accountant

From: Chief Randhi P. Belain

Date: March 14, 2024

RE: FY25 Budget w/ 5% COLA

Listed below is the FY25 Budget breakdown/explanation **that includes a 5% Cost of Living Adjustment (C.O.L.A.)**

## WAGES

**Chief** = \$78.99 x .05 (COLA) = \$3.95 + \$78.99 = \$82.94  
\$82.94 x 40 hours per week = \$3,317.60 x 52.2 weeks = \$173,178.72  
\$173,178.72 x 2% Longevity = \$3,463.57

Longevity = \$3,463.57 divided by 52.2 weeks = \$66.35/week divided by 40hrs. = \$1.66 which is Longevity hourly rate

EMT Stipend = \$3,000.00 divided by 52.2 weeks = \$57.47/week divided by 40hrs. = \$1.44 which is EMT Stipend hourly rate

Longevity hourly rate (\$1.66) plus EMT Stipend hourly rate (\$1.44) = \$3.10 hourly rate

\$3.10 (Longevity & EMT Stipend) + \$82.94 (Hourly Rate) = \$86.04 (FY25 Hourly Rate)

**\$86.04 x 40hrs. = \$3,441.60 x 52.2 weeks = \$179,651.52 (FY25 Salary)**

**Sergeant** = \$51.49 x .05 (COLA) = \$2.57 + \$51.49 = \$54.06  
\$54.06 x 40 hours = \$2,162.40 x 52.2 weeks = **\$112,877.28**

**Detective** = \$44.77 x .05 (COLA) = \$2.24 + \$44.77 = \$47.01  
\$44.77 x 40 = \$1,880.40 x 52.2 weeks = **\$98,156.88**

**Patrol Ofc.** =  $\$44.77 \times .05$  (COLA) =  $\$2.24 + \$44.77 = \$47.01$   
 $\$47.01 \times 40$  hours =  $\$1,880.40 \times 52.2$  weeks =  $\$98,156.88$   
Education Incentive Breakdown:  $\$98,156.88 \times .10 = \$9,815.69$   
 $\$9,815.69$  divided by 52.2 weeks =  $\$188.04$  divided by 40 hours =  $\$4.70$   
 $\$47.01 + \$4.70 = \$51.71 \times 40$  hours =  $\$2,068.40 \times 52.2 = \$107,970.48$

**\*\*\*NOTE: Detective Mathias does not want his Education Incentive as part of his hourly wage, whereas Patrol Officer Murphy does want his Education Incentive as part of his hourly wage. Per the Aquinnah Patrolman's Association Collective Bargaining Agreement, it is the Officer's choice whether they want their Education Incentive as part of their hourly wage or a lump sum payment.**

### **SUMMER/RESERVE OFFICER**

Special Ofc. Manning =  $\$30.45/\text{hr.} \times 24\text{hrs.} = \$730.80/\text{wk.} \times 22$  weeks =  $\$16,077.60$

Traffic Officer =  $\$25.20/\text{hr.} \times 40\text{hrs.} = \$1,008.00/\text{wk.} \times 18$  weeks =  $\$18,144.00$

**TOTAL SUMMER/RESERVE OFFICER = \$34,221.60**

**On-Call = \$115 per night x 364 days = \$41,860.00**

### **TIME OFF COVERAGE**

Total Vacation Days of all Officers = 75 days/600 hours

Total Personal Days " " = 18 days/144 hours

Total Sick Days " " = 15 days/120 hours

**TOTAL NUMBER OF HOURS THAT NEED COVERAGE = 864 HOURS**

### **IF FULL TIME OFFICER ALWAYS COVERED ABOVE SHIFTS FOR OVERTIME**

864 Hours x  $\$74.04$  (Avg. OT Rate) =  $\$63,970.56$

### **TRAINING COVERAGE**

Figures below represent each Officer being eligible to take 40 hours of training (120 hours)

### **IF FULL TIME OFFICER ALWAYS COVERED AVAILABLE SHIFTS**

120 Hours x  $\$74.04$  (Avg. OT Rate) =  $\$8,884.80$

## **OVERTIME**

30 hours per month x 12 months = 360 hours of Overtime

360 hours x \$74.04 (Avg. OT hourly rate) = **\$26,654.40**

## **HOLIDAY PAY**

15 Holidays x 16 hours = 240 hours that will be paid as Holiday Pay

240 hrs. \$74.04 (Avg. OT Rate) = \$17,769.96

**TOTAL HOLIDAY PAY = \$17,769.96**

## **Education Incentive**

E.M.T. Incentive = \$3,000.00 x 3 Officers (Sgt., Mathias, and Murphy) = \$9,000.00

+ Mathias Bachelor's Degree = 10% of \$98,156.88 = \$9,815.69

**TOTAL EDUCATION INCENTIVE = \$18,815.69**

## **Longevity Pay**

Sgt. Manning = 7% of \$112,877.28 = \$7,901.41

+ Det. Mathias = 7% of \$98,156.88 = \$6,870.98

+ Officer Murphy = 6% of \$98,156.88 = \$5,889.41

**TOTAL LONGEVITY PAY = \$20,661.18**

## **COMMUNICATIONS COMPENSATION**

\$100.00 per month stipend per Officer x 12 months = \$1,200.00 per year x 3 Officers =  
**\$3,600.00**

## **DETECTIVE STIPEND**

\$200.00 per month x 12 months = **\$2,400.00**

## **EXPENSES**

Supplies = \$31,500.00 (Examples of supplies are uniforms, firearms ammunition, office supplies, law books, cleaning supplies, vehicle equipment, etc.)

Repairs = \$7,000.00 (Cruiser Repairs, Oil Changes, Tire Rotations)

Training = \$5,000.00 (Specialized Training, In-Service Training)

Misc. Expenses = \$1,600.00 (Dues to various organizations)

Martha's Vineyard Law Enforcement Council (M.V.L.E.C.) = \$6,225.00 (Consists of Tactical Team training & equipment expenses, Dues, and the Mobile Command Vehicle expenses. These costs are shared by all island Police Departments. Each Police Department budgets this same amount.)

**Items that need to budgeted in Data Processing**

RDA SoftNet = \$36,000.00 (Yearly contract for Information Technology Technician)

Integrated Partners Corp. = \$700.00 (Yearly maintenance fee for our computer that accesses Registry of Motor Vehicle files and Criminal History Records checks)

IACP Net = \$275.00 (Annual Fee for subscription)

PMAM Software = \$750.00 (Annual fee for Accreditation/Certification software)

E-Schedule Software = \$1,440.00 (Annual Fee for Scheduling and Vehicle Maintenance Software)