



655 Massachusetts Ave
Lunenburg, MA 01462

Town of Lunenburg, Massachusetts POLICE DEPARTMENT

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10 Year Hiring Plan Outline

The 10 year hiring plan was put into place to provide adequate staffing levels for the Department based on the population of the Town, safe staffing levels, and the workload the officers are facing. Upon completion of the plan the Department will have a compliment of 25 Full Time Police Officers. The Department's organizational chart demonstrates where personnel will be allocated as well as the anticipated years that vacancies will be filled.

The following represents an outline of the Department's organizational plan which includes an estimated cost of the plan:

- As of FY23 we have completed 5 years of the 10-year plan
 - Additional officer currently in the Academy
 - Upon completion of training an additional SRO will be added to schools
 - FY24 was paused for budgetary reasons
- FY25 anticipated resumption of 10-year plan
 - Add an Operations Lieutenant
 - Promote Sergeant to backfill
 - Additional hire to backfill vacancy that will be created in Patrol
- FY26
 - Add a Traffic Officer
 - Additional hire to backfill vacancy that will be created in Patrol
- FY27
 - Add a Detective
 - Additional hire to backfill vacancy that will be created in Patrol
- FY28
 - Add Community Outreach Officer (COO)
 - Separate this position from the School Resource Officer roll
 - Additional hire to backfill vacancy that will be created in Patrol
- FY29
 - Add a Sergeant in the Investigative Bureau
 - Direct supervision of two detectives
 - Investigative Bureau will be fully staffed
 - One Detective will be assigned to drug/narcotic investigations
 - One Detective will be assigned to criminal investigations
 - Additional hire to backfill vacancy that will be created in Patrol
- Estimated Wage Schedules
 - Using the existing Collective Bargaining Agreement that expires at the end of FY 2025
 - Estimated Rates for Years FY25-30 using CBA rates + an additional 2% per year

- 10 Year Additional Officer Plan – Summary
 - Total cost per year for additional officers FY25-FY29
- 10 Year Additional Officer Plan – Detail
 - Salary & Shift Differential taken from Estimated Patrolman Wage Schedule
 - Overtime – Sick Leave:
 - Updated based on actual average usage
 - Year 1: Officers receive 5 sick days, on average, 8 hours is used. When the officer is out, that time is covered by another officer out of the Overtime account. The 8 hours is estimated at the Top Patrolman Rate for that year based on the Estimated Patrolman Wage Schedule. That rate is used as a middle of the road amount, in between the higher Sergeant pay and the lower Reserve pay.
 - Year 2+: An average of 52 hours is assumed and calculated the same way.
 - Overtime – Personal:
 - Updated based on actual average usage
 - Year 1: Officers receive 4 hours per month when they do not use sick time. On average, 12 hours is used in their first year and is calculated the same way as sick leave coverage.
 - Year 2+: An average of 60 hours is assumed and calculated the same way as sick leave coverage.
 - Overtime – Vacation:
 - Year 1: No assumed coverage
 - Years 2-5, 80 hours, after 5 Years 120 hours, coverage calculated the same way as sick leave.
 - Holiday Coverage:
 - 13 Holidays in the CBA
 - ◆ Year 1: 6 Holidays
 - ◆ SRO and Lt are on 5/2 schedules, holidays are paid days off.
 - Uniform – Current rate, ½ for Year 1
 - Education Incentive – assumed a Bachelor Degree, per the CBA the Incentive is as follows:
 - Associate’s Degree: \$6,900
 - Bachelor’s Degree: \$8,875
 - Master’s Degree: \$10,250
 - Firearms & Less Lethal Training:
 - Year 1: 16 hours
 - Year 2+: 16 hours Firearms, 8 hours Less Lethal Training
 - In-Service & Training:
 - In-Service: 40 hours
 - Additional Training: 30 hours
 - Overtime – Miscellaneous – Includes Community Policing, Court, and Investigative Field Services:
 - Year 1: 16 hours
 - Year 2+: 60 hours
- New Officer Breakdown FY2025
 - Identifies the promotion a Lieutenant, and backfilling the position with a Step 1 new hire for a half and a full year

Estimated Patrolman Wage Schedule

= CBA FY23-25 Rate for 1st Year + 2%/year

Step 1	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Rate	\$ 26.0919	\$ 26.6137	\$ 27.1460	\$ 27.6889	\$ 28.6933	\$ 29.4107	\$ 29.9989	\$ 30.5989	\$ 31.2109	\$ 31.8351	\$ 32.4718
OT	\$ 39.1379	\$ 39.9206	\$ 40.7190	\$ 41.5334	\$ 43.0400	\$ 44.1161	\$ 44.9984	\$ 45.8983	\$ 46.8163	\$ 47.7526	\$ 48.7077
E Shift	\$ 0.7828	\$ 0.7984	\$ 0.8144	\$ 0.8307	\$ 0.8608	\$ 0.8823	\$ 0.9000	\$ 0.9180	\$ 0.9363	\$ 0.9551	\$ 0.9742
N Shift	\$ 1.3046	\$ 1.3307	\$ 1.3573	\$ 1.3844	\$ 1.4347	\$ 1.4705	\$ 1.4999	\$ 1.5299	\$ 1.5605	\$ 1.5918	\$ 1.6236

= CBA FY23-25 Rate for 2nd Year + 2%/year

Step 2	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Rate	\$ 27.3965	\$ 27.9444	\$ 28.5033	\$ 29.0734	\$ 30.1280	\$ 30.8812	\$ 31.4988	\$ 32.1288	\$ 32.7714	\$ 33.4268	\$ 34.0953
OT	\$ 41.0947	\$ 41.9166	\$ 42.7549	\$ 43.6101	\$ 45.1920	\$ 46.3218	\$ 47.2482	\$ 48.1932	\$ 49.1571	\$ 50.1402	\$ 51.1430
E Shift	\$ 0.8219	\$ 0.8383	\$ 0.8551	\$ 0.8722	\$ 0.9038	\$ 0.9264	\$ 0.9450	\$ 0.9639	\$ 0.9831	\$ 1.0028	\$ 1.0229
N Shift	\$ 1.3698	\$ 1.3972	\$ 1.4252	\$ 1.4537	\$ 1.5064	\$ 1.5441	\$ 1.5749	\$ 1.6064	\$ 1.6386	\$ 1.6713	\$ 1.7048

= CBA FY23-25 Rate for 3rd Year + 2%/year

Step 3	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Rate	\$ 28.7663	\$ 29.3416	\$ 29.9285	\$ 30.5270	\$ 31.6343	\$ 32.4252	\$ 33.1137	\$ 33.8160	\$ 34.5323	\$ 35.2629	\$ 36.0082
OT	\$ 43.1495	\$ 44.0124	\$ 44.8927	\$ 45.7905	\$ 47.4515	\$ 48.6378	\$ 49.6706	\$ 50.7240	\$ 51.7984	\$ 52.8944	\$ 54.0123
E Shift	\$ 0.8630	\$ 0.8802	\$ 0.8979	\$ 0.9158	\$ 0.9490	\$ 1.0328	\$ 1.0534	\$ 1.0745	\$ 1.0960	\$ 1.1179	\$ 1.1402
N Shift	\$ 1.4383	\$ 1.4671	\$ 1.4964	\$ 1.5264	\$ 1.5817	\$ 1.7213	\$ 1.7557	\$ 1.7908	\$ 1.8266	\$ 1.8631	\$ 1.9004

= CBA FY23-25 Rate for 4th Year + 2%/year

Step 4	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Rate	\$ 30.2046	\$ 30.8087	\$ 31.4249	\$ 32.0534	\$ 33.2161	\$ 34.0465	\$ 34.7274	\$ 35.4220	\$ 36.1304	\$ 36.8530	\$ 37.5901
OT	\$ 45.3069	\$ 46.2130	\$ 47.1373	\$ 48.0801	\$ 49.8242	\$ 51.0698	\$ 52.0911	\$ 53.1330	\$ 54.1956	\$ 55.2795	\$ 56.3851
E Shift	\$ 0.9061	\$ 0.9243	\$ 0.9427	\$ 0.9616	\$ 0.9965	\$ 1.0214	\$ 1.0418	\$ 1.0627	\$ 1.0839	\$ 1.1056	\$ 1.1277
N Shift	\$ 1.5102	\$ 1.5404	\$ 1.5712	\$ 1.6027	\$ 1.6608	\$ 1.7023	\$ 1.7364	\$ 1.7711	\$ 1.8065	\$ 1.8427	\$ 1.8795

= CBA FY23-25 Rate for 5th Year + 2%/year

Step 5	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Rate	\$ 31.7149	\$ 32.3491	\$ 32.9961	\$ 33.6560	\$ 34.8769	\$ 35.7488	\$ 36.4638	\$ 37.1931	\$ 37.9369	\$ 38.6957	\$ 39.4696
OT	\$ 47.5723	\$ 48.5237	\$ 49.4942	\$ 50.4840	\$ 52.3154	\$ 53.6232	\$ 54.6957	\$ 55.7896	\$ 56.9054	\$ 58.0435	\$ 59.2043
E Shift	\$ 0.9514	\$ 0.9705	\$ 0.9899	\$ 1.0097	\$ 1.0463	\$ 1.0725	\$ 1.0939	\$ 1.1158	\$ 1.1381	\$ 1.1609	\$ 1.1841
N Shift	\$ 1.5857	\$ 1.6175	\$ 1.6498	\$ 1.6828	\$ 1.7438	\$ 1.7874	\$ 1.8232	\$ 1.8597	\$ 1.8968	\$ 1.9348	\$ 1.9735

= CBA FY23-25 Rate for Detective + 2%/year

DETECTIVE	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Rate	\$ 34.2520	\$ 34.9370	\$ 35.6357	\$ 36.3485	\$ 37.6670	\$ 38.6087	\$ 39.3809	\$ 40.1685	\$ 40.9719	\$ 41.7913	\$ 42.6271
OT	\$ 51.3780	\$ 52.4055	\$ 53.4536	\$ 54.5228	\$ 56.5005	\$ 57.9131	\$ 59.0713	\$ 60.2527	\$ 61.4578	\$ 62.6869	\$ 63.9407
E Shift	\$ 1.0276	\$ 1.0481	\$ 1.0691	\$ 1.0905	\$ 1.1300	\$ 1.1583	\$ 1.1814	\$ 1.2051	\$ 1.2292	\$ 1.2537	\$ 1.2788
N Shift	\$ 1.7126	\$ 1.7469	\$ 1.7818	\$ 1.8174	\$ 1.8834	\$ 1.9304	\$ 1.9690	\$ 2.0084	\$ 2.0486	\$ 2.0896	\$ 2.1314

= CBA FY23-25 Rate for Sergeant + 2%/year

Sergeant	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Rate	\$ 36.4721	\$ 37.1931	\$ 37.9369	\$ 38.7044	\$ 40.3465	\$ 41.3551	\$ 42.1822	\$ 43.0258	\$ 43.8864	\$ 44.7641	\$ 45.6594
OT	\$ 54.7082	\$ 56.3851	\$ 58.0435	\$ 59.6706	\$ 62.0911	\$ 62.0327	\$ 63.2733	\$ 64.5388	\$ 65.8295	\$ 67.1461	\$ 68.4891
E Shift	\$ 1.0942	\$ 1.1158	\$ 1.1381	\$ 1.1611	\$ 1.2104	\$ 1.2407	\$ 1.2655	\$ 1.2908	\$ 1.3166	\$ 1.3429	\$ 1.3698
N Shift	\$ 1.8236	\$ 1.8597	\$ 1.8968	\$ 1.9352	\$ 2.0173	\$ 2.0678	\$ 2.1091	\$ 2.1513	\$ 2.1943	\$ 2.2382	\$ 2.2830

= CBA FY23-25 Rate for Lieutenant + 2%/year

LIEUTENANT	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Rate	\$ 41.9429	\$ 42.7818	\$ 43.6374	\$ 44.5101	\$ 46.3984	\$ 47.5584	\$ 48.5096	\$ 49.4798	\$ 50.4694	\$ 51.4787	\$ 52.5083
OT	\$ 62.9144	\$ 64.1727	\$ 65.4562	\$ 66.7652	\$ 69.5976	\$ 71.3376	\$ 72.7644	\$ 74.2196	\$ 75.7040	\$ 77.2181	\$ 78.7625
E Shift	\$ 1.2583	\$ 1.2835	\$ 1.3091	\$ 1.3353	\$ 1.3920	\$ 1.4268	\$ 1.4553	\$ 1.4844	\$ 1.5141	\$ 1.5444	\$ 1.5752
N Shift	\$ 2.0971	\$ 2.1391	\$ 2.1819	\$ 2.2255	\$ 2.3199	\$ 2.3779	\$ 2.4255	\$ 2.4740	\$ 2.5235	\$ 2.5739	\$ 2.6254

Top Ptl Rate	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
	\$ 47.5723	\$ 48.5237	\$ 49.4942	\$ 50.4840	\$ 52.3154	\$ 53.6232	\$ 54.6957	\$ 55.7896	\$ 56.9054	\$ 58.0435	\$ 59.2043

10 YEAR ADDITIONAL OFFICER PLAN - SUMMARY

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030 (+2%)
	6 Officers, 1 Admin	7 Officers, 1 Admin	8 Officers, 1 Admin	9 Officers, 1 Admin	10 Officers, 1 Admin	10 Officers, 1 Admin
Officer 6 - 2nd Lieutenant	\$ 55,074.83	\$ 136,059.18	\$ 138,571.86	\$ 141,134.80	\$ 143,748.99	\$ 146,623.97
Officer 7 - 2nd Detective	\$ -	\$ 46,605.59	\$ 118,143.51	\$ 120,297.88	\$ 122,495.33	\$ 124,945.24
Officer 8 - 2nd Traffic Officer	\$ -	\$ -	\$ 37,605.82	\$ 102,808.68	\$ 114,191.61	\$ 116,475.44
Officer 9 - 3rd SRO	\$ -	\$ -	\$ -	\$ 35,870.53	\$ 99,086.11	\$ 101,067.83
Officer 10 - Detective Sergeant	\$ -	\$ -	\$ -	\$ -	\$ 54,184.52	\$ 98,523.18
TOTAL	\$ 55,074.83	\$ 182,664.76	\$ 294,321.18	\$ 400,111.88	\$ 533,706.56	\$ 587,635.67

Total Full Time Officers	21	22	23	24	25	25
Administrative Staff	2.5	2.5	2.5	2.5	2.5	2.5

			FY 2025 6 Officers + 1 Day	FY 2026 7 Officers + 1 Night	FY 2027 8 Officers + 1 Evening	FY 2028 9 Officers + 1 Day	FY 2029 10 Officers + 1 Day
OFFICER 6 - Start 2025 2 nd Lieutenant			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029
Rate	Amount	Salary					
FY25	47.5584		\$ 49,461	\$ 100,900	\$ 102,918	\$ 104,976	\$ 107,076
FY25 OT	71.3376	Shift Differential	\$ 1,484	\$ 3,027	\$ 3,088	\$ 3,149	\$ 3,212
FY26	48.5096	Evening shift CBA+2%/year					
FY26 OT	72.7644	Overtime - Sick Leave - Year 1: 8 Hours	\$ 429	\$ 2,844	\$ 2,901	\$ 2,959	\$ 3,018
FY27	49.4798	Year 2+: Average of 52 Hours					
FY27 OT	74.2196	Overtime - Personal - Year 1: 12 Hours	\$ 643	\$ 3,282	\$ 3,347	\$ 3,414	\$ 3,483
FY28	50.4694	Year 2+: Average of 60 Hours					
FY28 OT	75.7040	Overtime - Vacation - Year 1: 0 Hours	\$ -	\$ 4,376	\$ 4,463	\$ 4,552	\$ 4,643
FY29	51.4787	Year 2+: 80 Hours					
FY29 OT	77.2181	Holidays -	\$ -	\$ -	\$ -	\$ -	\$ -
FY30	52.5083	5/2 Schedule - Holidays Off					
FY30 OT	78.7625	Uniform	\$ 775	\$ 1,550	\$ 1,550	\$ 1,550	\$ 1,550
		Year 1 - 1/2 Uniform					
Top Ptl OT	53.6232	Education Incentive	\$ -	\$ 8,875	\$ 8,875	\$ 8,875	\$ 8,875
		Assumed Bachelor Degree					
		Firearms & Less Lethal - Year 1:16 Hours	\$ 1,141	\$ 1,746	\$ 1,781	\$ 1,817	\$ 1,853
		Year 2+: 24 Hours					
		In- Service & Training - Year 1: Academy	\$ -	\$ 5,094	\$ 5,195	\$ 5,299	\$ 5,405
		Year 2+: 70 Hours					
		Overtime - Misc - CP, Court, IFS	\$ 1,141	\$ 4,366	\$ 4,453	\$ 4,542	\$ 4,633
		Year 1: 16 Hours, Years 2+: 60 Hours					
TOTALS OFFICER 6			\$ 55,075	\$ 136,059	\$ 138,572	\$ 141,135	\$ 143,749
OFFICER 7 - Start 2026, 2 nd Detective			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029
Rate	Amount	Salary					
FY26	39.3809		\$ -	\$ 40,956	\$ 83,550	\$ 85,221	\$ 86,926
FY26 OT	59.0713	Shift Differential	\$ -	\$ -	\$ -	\$ -	\$ -
FY27	40.1685						
FY27 OT	60.2527	Overtime - Sick Leave - Year 1: 8 Hours	\$ -	\$ 438	\$ 2,901	\$ 2,959	\$ 3,018
FY28	40.9719	Year 2+: Average of 52 Hours					
FY28 OT	61.4578	Overtime - Personal - Year 1: 12 Hours	\$ -	\$ 656	\$ 3,347	\$ 3,414	\$ 3,483
FY29	41.7913	Year 2+: Average of 60 Hours					
FY29 OT	62.6869	Overtime - Vacation - Year 1: 0 Hours	\$ -	\$ -	\$ 4,463	\$ 4,552	\$ 4,643
FY30	42.6271	Year 2+: 80 Hours					
FY30 OT	63.9407	Holidays -	\$ -	\$ 1,890	\$ 4,178	\$ 4,261	\$ 4,346
		Year 1 - 6 holidays					
Top Ptl OT	54.6957	Uniform	\$ -	\$ 775	\$ 1,550	\$ 1,550	\$ 1,550
		Year 1 - 1/2 Uniform					
		Education Incentive	\$ -	\$ -	\$ 8,875	\$ 8,875	\$ 8,875
		Assumed Bachelor Degree					
		Firearms & Less Lethal - Year 1:16 Hours	\$ -	\$ 945	\$ 1,446	\$ 1,475	\$ 1,504
		Year 2+: 24 Hours					
		In- Service & Training - Year 1: Academy	\$ -	\$ -	\$ 4,218	\$ 4,302	\$ 4,388
		Year 2+: 70 Hours					
		Overtime - Misc - CP, Court, IFS	\$ -	\$ 945	\$ 3,615	\$ 3,687	\$ 3,761
		Year 1: 16 Hours, Years 2+: 60 Hours					
TOTALS OFFICER 7			\$ -	\$ 46,606	\$ 118,144	\$ 120,298	\$ 122,495

OFFICER 8 - Start 2027, 2 nd Traffic Officer			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029
Rate	Amount	Salary	\$ -	\$ -	\$ 31,823	\$ 68,427	\$ 77,805
FY27	30.5989						
FY27 OT	45.8983	Shift Differential	\$ -	\$ -	\$ 955	\$ 2,053	\$ 2,334
FY28	32.7714	Evening shift CBA+2%/year					
FY28 OT	49.1571	Overtime - Sick Leave - Year 1: 8 Hours	\$ -	\$ -	\$ 446	\$ 2,959	\$ 3,018
FY29	37.2629	Year 2+: Average of 52 Hours					
FY29 OT	55.8944	Overtime - Personal - Year 1: 12 Hours	\$ -	\$ -	\$ 669	\$ 3,414	\$ 3,483
FY30	38.0082	Year 2+: Average of 60 Hours					
FY30 OT	57.0123	Overtime - Vacation - Year 1: 0 Hours	\$ -	\$ -	\$ -	\$ 4,552	\$ 4,643
		Year 2+: 80 Hours					
Top Ptl OT	55.7896	Holidays -	\$ -	\$ -	\$ 1,469	\$ 3,408	\$ 3,875
		Year 1 - 6 holidays					
		Uniform	\$ -	\$ -	\$ 775	\$ 1,550	\$ 1,550
		Year 1 - 1/2 Uniform					
		Education Incentive	\$ -	\$ -	\$ -	\$ 8,875	\$ 8,875
		Assumed Bachelor Degree					
		Firearms & Less Lethal - Year 1:16 Hours	\$ -	\$ -	\$ 734	\$ 1,180	\$ 1,341
		Year 2+: 24 Hours					
		In- Service & Training - Year 1: Academy	\$ -	\$ -	\$ -	\$ 3,441	\$ 3,913
		Year 2+: 70 Hours					
		Overtime - Misc - CP, Court, IFS	\$ -	\$ -	\$ 734	\$ 2,949	\$ 3,354
		Year 1: 16 Hours, Years 2+: 60 Hours					
TOTALS OFFICER 8			\$ -	\$ -	\$ 37,606	\$ 102,809	\$ 114,192
OFFICER 9 - Start 2028, 3 rd SRO			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029
Rate	Amount	Salary	\$ -	\$ -	\$ -	\$ 32,459	\$ 69,795
FY28	31.2109						
FY28 OT	46.8163	Shift Differential	\$ -	\$ -	\$ -	\$ -	\$ -
FY29	33.4268	N/A					
FY29 OT	50.1402	Overtime - Sick Leave - Year 1: 8 Hours	\$ -	\$ -	\$ -	\$ 455	\$ 3,018
FY30	38.0082	Year 2+: Average of 52 Hours					
FY30 OT	57.0123	Overtime - Personal - Year 1: 12 Hours	\$ -	\$ -	\$ -	\$ 683	\$ 3,483
		Year 2+: Average of 60 Hours					
Top Ptl OT	56.9054	Overtime - Vacation - Year 1: 0 Hours	\$ -	\$ -	\$ -	\$ -	\$ 4,643
		Year 2+: 80 Hours					
		Holidays -	\$ -	\$ -	\$ -	\$ -	\$ -
		5/2 Schedule - Holidays Off					
		Uniform	\$ -	\$ -	\$ -	\$ 775	\$ 1,550
		Year 1 - 1/2 Uniform					
		Education Incentive	\$ -	\$ -	\$ -	\$ -	\$ 8,875
		Assumed Bachelor Degree					
		Firearms & Less Lethal - Year 1:16 Hours	\$ -	\$ -	\$ -	\$ 749	\$ 1,203
		Year 2+: 24 Hours					
		In- Service & Training - Year 1: Academy	\$ -	\$ -	\$ -	\$ -	\$ 3,510
		Year 2+: 70 Hours					
		Overtime - Misc - CP, Court, IFS	\$ -	\$ -	\$ -	\$ 749	\$ 3,008
		Year 1: 16 Hours, Years 2+: 60 Hours					
TOTALS OFFICER 9			\$ -	\$ -	\$ -	\$ 35,871	\$ 99,086

OFFICER 10 - Start 2029, Detective Sergeant			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Rate	Amount	Salary						
FY29	44.7641		\$ -	\$ -	\$ -	\$ -	\$ 46,555	\$ 95,337
FY29 OT	67.1461	Shift Differential	\$ -	\$ -	\$ -	\$ -	\$ 1,397	\$ 2,860
FY30	45.6594	Evening shift CBA+2%/year						
FY30 OT	68.4891	Overtime - Sick Leave - Year 1: 8 Hours	\$ -	\$ -	\$ -	\$ -	\$ 464	\$ 3,018
		Year 2+: Average of 52 Hours						
Top Ptl OT	58.0435	Overtime - Personal - Year 1: 12 Hours	\$ -	\$ -	\$ -	\$ -	\$ 697	\$ 3,483
		Year 2+: Average of 60 Hours						
FY30 Top Ptl	59.2043	Overtime - Vacation - Year 1: 0 Hours	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,736
		Year 2+: 80 Hours						
		Holidays -	\$ -	\$ -	\$ -	\$ -	\$ 2,149	\$ 4,749
		Year 1 - 6 holidays						
		Uniform	\$ -	\$ -	\$ -	\$ -	\$ 775	\$ 1,550
		Year 1 - 1/2 Uniform						
		Education Incentive	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,875
		Assumed Bachelor Degree						
		Firearms & Less Lethal - Year 1:16 Hours	\$ -	\$ -	\$ -	\$ -	\$ 1,074	\$ 1,644
		Year 2+: 24 Hours						
		In- Service & Training - Year 1: Academy	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,794
		Year 2+: 70 Hours						
		Overtime - Misc - CP, Court, IFS	\$ -	\$ -	\$ -	\$ -	\$ 1,074	\$ 4,109
		Year 1: 16 Hours, Years 2+: 60 Hours						
TOTALS OFFICER 10			\$ -	\$ -	\$ -	\$ -	\$ 54,185	\$ 135,155

New Officer Breakdown FY2025

FY2025 - HALF YEAR

NEW OFFICER - STEP 1 - 1/2 YEAR	Ptl Step 1
Salary - 25 Step 1-1/2 year, 26 Step 2	\$ 30,587.13
Shift Differential - Evening	\$ 917.61
Overtime - Sick Leave - Year 1: 8 Hours	\$ 428.99
Overtime - Personal - Year 1: 12 Hours	\$ 643.48
Overtime - Vacation - Year 1: 0	\$ -
Holidays - 6 Days @ Straight Time	\$ 1,411.71
Uniform	\$ 775.00
Education Incentive	\$ -
Firearms Training - 12 Hours	\$ 352.93
Less Lethal Training - 4 Hours	\$ 117.64
Community Policing - 4 Hours	\$ 117.64
Court - 4 Hours	\$ 117.64
IFS - 8 Hours	\$ 235.29
TOTALS OFFICER 2025	\$ 35,705.06

PROMOTION - LIEUTENANT - 1/2 YEAR	FY2025
Salary	\$ 49,461

CURRENT - TOP PTL - 1/2 YEAR	FY2025
Salary - 25 Step 5	\$ 37,179

DIFFERENCE - Additional salary needed to move one top patrol officer to 2nd Lieutenant \$12,281.98
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TOTAL COST, Promotion & Backfill - 1/2 Year	\$47,987.05
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Proposed Reduction in Desk Coverage	(\$47,897.98)
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TOTAL COST W/DESK COVERAGE REDUCTION	\$89.07
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