



# MIDDLETON POLICE DEPARTMENT FY26 BUDGET

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CHIEF WILLIAM P. SAMPSON

# FY26 Supplemental Budget Request(s)

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- REQUEST 1 – (3) NEW FULL-TIME POLICE OFFICERS

- Cost: \$75,368 per officer
- Shift differential: \$6,750 per officer
- Education incentive: \$9,000 per officer
- Clothing and Cleaning: \$1,800 per officer
- Total: \$92,918 per officer (3 = \$278,754)

# FY26 Supplemental Budget Request(s)

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## Justification

Middleton Police Department currently employs seventeen (17) full-time police officers to include the Chief and Captain positions and five (5) reserve officers.

The new Massachusetts Peace Officer Standards and Training (POST) Commission is charged with creating a mandatory certification process for police officers, as well as processes for decertification, suspension of certification, and retraining in the event of certain misconduct. Police officers now must be recertified every three years and training standards have been increased for ALL peace officers to include reserve police officers. With this change, we will no longer have the ability to higher reserve officers and send them to the reserve intermittent (RI) police academy for certification, as these RI are no longer available. Current reserve officers are required to go to a "bridge academy" to retain their police powers or they will no longer be certified. This has resulted in the resignation of many reserve police officers throughout the Commonwealth, including the Middleton Police. This has also severely limited the recruitment of future reserve police officers as one now must attend the Municipal Police Training Council (MPTC) full-time police academy in order to work as a reserve officer.

This change will alter the reserve police officer program throughout the Commonwealth and here in Middleton. Going forward, we will be looking to become a full-time police department. With the phasing out of the reserve police officers over the next few years, I will be asking for (3) three additional full-time police officers to off-set the loss of the five (5) reserve officers and the anticipated growth of the Town of Middleton over the next few years.

In the past, the Middleton Police relied on reserve officers to augment the department to increase coverage and reduce overtime expenses. We must now look at the reality of reserve officers becoming no longer viable as an option to augment the police department and move towards a full-time police department.

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As reserve officers retire, accept full-time positions in other agencies, or resign we must be prepared to either increase the overtime budget substantially or add additional full-time police officers to fill that void. Adding three new full-time positions will reduce overtime, while providing adequate staffing levels for patrol shifts and specialized units to increase proactivity and public safety. With applications for police officers' positions being considerably down nationwide and the new training criteria of the MPTC and POST, this request is being made to keep staffing adequate for future growth and to avoid jeopardizing public safety in the future.

Middleton, in comparison to comparable communities, have fewer police officers than those with similar populations. The following are a few examples:

Community	Population	Geographic Area	Police F/T	Police P/T
Middleton	10,000	13.45 sq. mi.	17	5
North Reading	15,554	13.16 sq. mi.	27	0
Littleton	10,141	16.52 sq. mi.	19	3
Boxford	8,203	23.56 sq. mi.	11	11
Ipswich	13,785	32.11 sq. mi.	31	15
Lynnfield	13,000	9.86 sq. mi.	32	0
Tyngsborough	12,442	18.1 sq. mi.	25	0
Norfolk	11,550	14.9 sq. mi.	21	7

According to the State and National Average of Police Officers, the Middleton Police Department has **64%** the officers per capita as the state average, **68%** the officers per capita as the national average, and **80%** the officers per capita as similarly sized cities across the country. To match state, national, and peer department sizes Middleton Police Department should have between **20 and 25** total full-time officers.

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## TRAFFIC ENFORCEMENT/ACCIDENT INVESTIGATION OFFICER

### Justification

One of the major complaints received by the Middleton Police Department is speeding and red-light violations and a major number of resources are spent on traffic accidents. The goal of the Traffic Officer would be to serve the community by enforcing the motor vehicle traffic laws of the Commonwealth as well as reducing the number and severity of accidents in the town. The enforcement program would be a direct response to community complaints regarding speeding and other violations. The ultimate goal is to foster greater traffic safety for motorist, bicyclist, and pedestrians.

### Essential Duties

The traffic officer will participate in a variety of specialized trainings in order to professionally conduct their assignment. Some of the specialized training will include radar/lidar operation, accident investigation, accident reconstruction, commercial vehicle enforcement and car seat installation. Having a police officer assigned solely to traffic enforcement would address community complaints without putting extra strain on patrol, while allowing for a more targeted response to these issues. Conduct traffic accident investigations and/or reconstruction for major accidents involving death and/or serious bodily injuries.

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- REQUEST 2 – LIEUTENANT POSITION

- Cost: \$114,000 salaried, non-union position
- Clothing and Cleaning: \$2,000
- Total: \$116,000 (Salary)

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## JUSTIFICATION AND ESSENTIAL DUTIES

The Middleton Police currently employs only two administrative positions; the Chief and Captain. Currently, internal affairs investigations, both criminal and administrative, are conducted by the Detective Sergeant, who conducts the investigations, however, does not recommend or impose sanctions. The Detective Sergeant investigates Patrol Sergeants, which are of equal rank to the Detective Sergeant and members of the same Union. This practice is not recommended and can place the Detective Sergeant in a difficult position in the issuance of direct orders in administrative investigations.

The lieutenant would command both the patrol division and detective bureau and conduct complex criminal, internal affairs, and administrative investigations. As an administration position, higher rank, and non-union position, the lieutenant would have the ability to investigate and sanction subordinates and Union members without any perceived conflicts. The lieutenant would work under the direct supervision of the Captain.

The lieutenant position would be essential for effective succession planning. Promoting a first line supervisor (sergeant) to a management position prepares one for upper management positions (Captain and/or Chief). Succession plans were not prevalent in prior administrations and with the growing of the town and police department, successions planning is essential for long term success of the police department.

The lieutenant position would be a salaried position and not entitled to overtime. The salary would be expected to be between that of the Detective Sergeant and Captain's salary, estimated at \$114k. The position would be posted internally and open to all current Middleton Police Sergeants. The savings of overtime would be expected to offset the increase in salary from sergeant to lieutenant, therefore, the cost would be offset by the savings. The sergeant promoted would be backfilled by a promotion from within the Middleton Police Officer rank. The creation of the lieutenant rank would not increase the overall number of officers in the Middleton Police Department.