



TOWN OF THOMASTON
P.O. BOX 299
THOMASTON, MAINE 04861-0299
TEL: (207) 354-6107

Public Hearing 4-29-19
Thomaston Law Enforcement

The proposed 6-11-19 referendum article #3 being presented to the voters reads as follows:

“Shall the town vote to disband the Thomaston Police Department and to authorize the Selectmen to contract with the Knox County Sheriff’s Department to provide police protection to the Town of Thomaston at such terms and conditions as the Selectmen deem appropriate?”

The issue before the voters on June 11, 2019 will be to disband the Thomaston Police Department or not to. This was not an issue my office raised. Therefore, I have only attempted to assist the Select Board to answer the questions. I believe the documents provided will outline the Town’s costs depending on the resolution of the Union contract currently in mediation before the State of Maine Department of Labor.

Sheriff Tim Carroll has submitted a proposal to cover the Town with dedicated law enforcement officers seven days a week with two shifts per day at a cost of \$450,000 and a one-year draft contract. To maintain the Thomaston Police Department as it exists, costs range from \$572,543.67 to \$620,525.91 based on an average of 6 different full family health insurance plans through Maine Municipal Employee Health Trust. The costs for the current union provided Allegiant Care full family health care plan would be \$632,461.51.

Based on Sheriff Tim Carroll’s submission, a starting officer’s total wage and benefit is \$50,431 annually. Thomaston’s is \$61,095.17 annually. Therefore, the real discussion beyond costs clearly goes back to the expectations of the citizens in regards to the level of service to be provided vs. the level the Town received in the past. This question is posed to Thomaston Police Chief Tim Hoppe and Sheriff Tim Carroll. Please find the supporting documents provided.

Respectfully Submitted,

Valmore Blastow, Jr.
Town Manager



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March 13, 2019

Knox County Administrator Andrew Hart
62 Union Street
Rockland Maine 04841

Dear Andy:

Please accept this letter as a formal request from a vote of the Thomaston Board of Selectpersons on March 11, 2019, in regards to providing Thomaston with a draft "Agreement for Law Enforcement Services by and between the Knox County Commissioners, Knox County Sheriff and the Town of Thomaston", beginning July 1, 2019.

In an effort to determine whether the Board of Selectpersons will move this to a vote of the citizens, a comparative analysis between Thomaston Police Dept. and having the Sheriff department provide the service has been completed by the Thomaston Budget Committee and Sheriff Tim Carroll. Based on the aforementioned, I have been further charged with analyzing the cost of providing the same level of pay and benefits to Thomaston officers as Knox County.

The strategy for bringing this effort to a referendum ballot vote on June 11th will require the ballot question to be approved by April 8th and to call the election.

Therefore, the Board will need to vote on March 25th to set a Public Hearing, for the ballot question the first week of May.

The Town has further engaged consultant Mitch Razor to act as facilitator, as we work out the final details, comparisons of cost, wages, benefits and community services provided for the Public Hearing.

I would be glad to meet with you to discuss this potential change in Law Enforcement services being provided by Knox County.

Respectfully Submitted,

Valmore Blastow, Jr.
Thomaston Town Manager

Cc: Board of Selectpersons
Budget Committee
Sheriff Tim Carroll
Police Chief Tim Hoppe

Law Enforcement Wage & Benefits Analysis 2019/2020

	Knox County Sheriff				Thomaston					
Salary	Lowest Rate	Hourly	Highest Rate	Hourly	Chief	Hourly	Sargeant	Hourly	Patrolman	Hourly
FICA	\$ 19.53	Annual	\$ 28.04	Annual	\$ 33.65	Annual	\$ 25.47	Annual	\$ 22.47	Annual
Worker's Comp	\$ 40,622.00	Annual	\$ 58,373.00	Annual	\$ 70,000.32	Annual	\$ 52,975.52	Annual	\$ 46,727.20	Annual
Retirement	\$ 3,108.00		\$ 4,462.00		\$ 5,355.02		\$ 5,939.37		\$ 3,953.84	
Flexible Spending	\$ 1,263.00		\$ 1,814.00		\$ 3,511.82		\$ 2,660.53		\$ 2,479.49	
Holidays	\$ 3,290.00		\$ 4,724.00		\$ 7,420.03		\$ 5,939.37		\$ 5,238.84	
Total Per Deputy	\$ 2,043.00		\$ 2,933.00		\$ -		\$ 3,056.28		\$ 2,695.80	
Total 4 Deputies	\$ 50,430.00	1	\$ 72,369.00	1	\$ 86,287.19	1	\$ 70,571.07	1	\$ 61,095.17	1
	\$ 201,720.00	4	\$ 289,476.00	4	\$ 86,287.19	1	\$ 70,571.07	1	\$ 183,285.51	3
Educational Stipend										
Assoc.	\$ 0.20		\$ 416.00		\$ -		\$ -		\$ -	
Bach.	\$ 0.30		\$ 624.00		\$ -		\$ -		\$ -	
Hourly Differential	\$ 0.50		\$ 1,825.00		\$ 0.25		\$ 371.80		\$ 1,336.40	
					\$ 0.50		\$ 296.40		\$ 1,336.40	
Health Insurance										
Single	\$ 11,008.00		\$ 16,116.00						\$ 9,649.32	
Children	\$ 16,116.00		\$ 21,060.00						\$ 15,744.96	
Family	\$ 21,060.00		\$ 28,080.00						\$ 21,644.88	
Health Insurance Opt out	\$ 500.00		\$ 1,000.00						\$ -	
Children	\$ 1,000.00		\$ 2,000.00						\$ -	
Spouse	\$ 1,500.00		\$ 3,000.00						\$ -	
Family	\$ 2,000.00		\$ 4,000.00						\$ -	
Sick Time	96 Hours Annual		96 Hours Annual		131.56 Hours Annual		990 (720 for Chief)		(96 for Chief)	
Maximum Hours to accumulate	960	Accrued	960	Accrued	990	Accrued	990	Accrued	990	Accrued
Vacation Time										
Up to 5 Years	96.00 Hours		96.00 Hours		Up to 7 Years	80.00 Hours		80.00 Hours		
5 to 10 Years	144.00 Hours		144.00 Hours		8 to 12 Years	120.00 Hours		120.00 Hours		
10 to 15 Years	168.00 Hours		168.00 Hours		13 to 17 Years	160.00 Hours		160.00 Hours		
15 Years and Over	192.00 Hours		192.00 Hours		18 Years and Over	200.00 Hours		200.00 Hours		
Holidays	12.00 Annual		12.00 Annual		Holidays	12.00 Annual		12.00 Annual		
Court Time	3.00 Hours		3.00 Hours		Court Time	3.00 Hours		3.00 Hours		
Retirement Options					Retirement Options					
MainePERS 3N Plan	7.80%		9.50%		MainePERS 2C Plan	10.50%		8.00%		
or ICMA 401 (a)	7.00%		3.00%		Mass Mutual 457 Plan					
ICMA 457 Plan			Up to Limit		Vallie Plan					
ICMA Roth			Up to Limit		Income Protection MMEHT				Yes	

Prepared by the Town Manager's Office, Knox County Sheriff information was taken from the KNOX County Sheriff's Office Estimate of Cost Sheet

MMEHT

Law Enforcement Wage & Benefits Analysis 2019/2020

4 Officers and the Chief with MMEHT Insurance

Thomaston

Salary	Chief		Sargeant		Patrolman	
	\$ 33.65	Hourly	\$ 25.47	Hourly	\$ 22.47	Hourly
	\$ 70,000.32	Annual	\$ 52,975.52	Annual	\$ 46,727.20	Annual
FICA	\$ 5,355.02		\$ 5,939.37		\$ 3,953.84	
Worker's Comp	\$ 3,511.82		\$ 2,660.53		\$ 2,479.49	
Retirement	\$ 7,420.03		\$ 5,939.37		\$ 5,238.84	
Flex Spending	\$ -		\$ -		\$ -	
Holidays	\$ -		\$ 3,056.28		\$ 2,695.80	
Total Per Officer	\$ 86,287.19	1	\$ 70,571.07	1	\$ 61,095.17	1
Extended Totals	\$ 86,287.19	1	\$ 70,571.07	1	\$ 183,285.51	3
Total Payroll Expense	\$ 86,287.19		\$ 70,571.07		\$ 183,285.51	\$ 340,143.77

Educational Stipend

Assoc.	\$ -	\$ -	\$ -
Bach.	\$ -	\$ -	\$ -

Hourly Diff Weekdays	\$ 0.25	\$ 371.80	
Hourly Diff Weekends	\$ 0.50	\$ 296.40	
		\$ 668.20	1
			\$ 1,336.40
			2

Health Insurance	Single	\$ 9,649.32
	Children	\$ 15,744.96
	Family	\$ 21,644.88

Health Insurance Opt out	Single	\$ -
	Children	\$ -
	Spouse	\$ -
	Family	\$ -

Sick Time	131.56 Hours Annual	(96 for Chief)
Maxiimun Hours to accumulate	990 (720 for Chief)	Accrued

Vacation Time

Up to 7 Years	80.00 Hours
8 to 12 Years	120.00 Hours
13 to 17 Years	160.00 Hours
18 Years and Over	200.00 Hours

Holidays	12.00 Annual
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Court Time	3.00 Hours
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Retirement Options	Employer	Employee
MainePers 2C Plan	10.50%	8.00%
Mass Mutual 457 Plan	\$ -	Up to Limit
Valic Plan	\$ -	Up to Limit

Notes for Personnel:

Cost are based on 2019/2020 rates

Cost are based on a 40 hour week Officers generally work 44/33/44/33 alternate

Officers Receive a night time differential of .25 & .50 if they cover a weekend shift that is not there regular schedule

Other Budgeted Cost

Other Payroll Coverages	\$ 57,700.00
FICA, MePers & Workers Comp on Other Payroll Cov	\$ 13,424.98
Night Time Differential	\$ 1,336.40
Transportation	\$ 22,500.00
Supplies & Equipment	\$ 48,010.36
Police Cruiser Reserve	\$ 14,000.00
Total of Budgeted Cost	\$ 156,971.74

Total Estimated Expense Lowest

Payroll	\$ 340,143.77
Estimated Health Ins	\$ 60,242.16
Other Budgeted Cost	\$ 156,971.74
Lowest Estimate	\$ 557,357.67

Health Estimated with Chief full family coverage and 4 officers with Single Coverage**Total Estimated Expense Medium**

Payroll	\$ 340,143.77
Estimated Health Ins	\$ 84,233.28
Other Budgeted Cost	\$ 156,971.74
Medium Estimate	\$ 581,348.79

Health Estimated with Chief and two Officers full Family and 2 Officers with single Coverage**Total Estimated Expense Highest**

Payroll	\$ 340,143.77
Estimated Health Ins	\$ 108,224.40
Other Budgeted Cost	\$ 156,971.74
Highest Estimate	\$ 605,339.91

Health Estimated with Chief and all 4 Officers full family coverage

Prepared by the Town Manager's Office

Union Allegiant Care
Law Enforcement Wage & Benefits Analysis 2019/2020
4 Officers and the Chief with Allegiant Care Insurance

Thomaston

Salary	Chief		Sargeant		Patrolman	
	\$ 33.65	Hourly	\$ 25.47	Hourly	\$ 22.47	Hourly
	\$ 70,000.32	Annual	\$ 52,975.52	Annual	\$ 46,727.20	Annual
FICA	\$ 5,355.02		\$ 5,939.37		\$ 3,953.84	
Worker's Comp	\$ 3,511.82		\$ 2,660.53		\$ 2,479.49	
Retirement	\$ 7,420.03		\$ 5,939.37		\$ 5,238.84	
Flex Spending	\$ -		\$ -		\$ -	
Holidays	\$ -		\$ 3,056.28		\$ 2,695.80	
Total Per Officer	\$ 86,287.19	1	\$ 70,571.07	1	\$ 61,095.17	1
Extended Totals	\$ 86,287.19	1	\$ 70,571.07	1	\$ 183,285.51	3
Total Payroll Expe	\$ 86,287.19		\$ 70,571.07		\$ 183,285.51	\$ 340,143.77

Educational Stipend

Assoc.	\$ -	\$ -	\$ -
Bach.	\$ -	\$ -	\$ -

Hourly Diff Week	\$ 0.25	\$ 371.80	
Hourly Diff Week	\$ 0.50	\$ 296.40	
		\$ 668.20	1 \$ 1,336.40 2

Health Insurance	Single	\$ 9,936.00
	Double	\$ 19,388.00 *
	Family	\$ 24,032.00 *

*Double and Family reduced by \$2,080.00 current amount paid by employees

Health Insurance Opt out	Single	\$ -
	Children	\$ -
	Spouse	\$ -
	Family	\$ -

Sick Time 131.56 Hours Annual (96 for Chief)
 Maxiimun Hours to accumulate 990 (720 for Chief) Accrued

Vacation Time

Up to 7 Years	80.00 Hours
8 to 12 Years	120.00 Hours
13 to 17 Years	160.00 Hours
18 Years and Over	200.00 Hours

Holidays 12.00 Annual

Court Time 3.00 Hours

Retirement Options	Employer	Employee
MainePers 2C Plan	10.50%	8.00%
Mass Mutual 457 Plan	\$ -	Up to Limit
Valic Plan	\$ -	Up to Limit
Income Protection MMEHT		Yes

Notes for Personnel:

Cost are based on 2019/2020 rates

Cost are based on a 40 hour week Officers genrally work 44/33/44/33 alternate

Officers receive a night time differential of .25 & .50 if they cover a weekend shift that is not there regular schedule

Other Budgeted Cost

Other Payroll Coverages	\$ 57,700.00
FICA, MePers & Workers Comp on Other Pay	\$ 13,424.98
Night Time Differential	\$ 1,336.40
Transportation	\$ 22,500.00
Supplies & Equipment	\$ 48,010.36
Police Cruiser Reserve	\$ 14,000.00
Total of Budgeted Cost	\$ 156,971.74

Total Estimated Expense Lowest

Payroll	\$ 340,143.77
Estimated Health Ins	\$ 63,776.00
Other Budgeted Cost	\$ 156,971.74
Lowest Estimate	\$ 560,891.51

Health Estimated with Chief full family coverage and 4 officers with Single Coverage

Total Estimated Expense Medium

Payroll	\$ 340,143.77
Estimated Health Ins	\$ 91,968.00
Other Budgeted Cost	\$ 156,971.74
Medium Estimate	\$ 589,083.51

Health Estimated with Chief and two Officers full Family and 2 Officers with single Coverage

Total Estimated Expense Highest

Payroll	\$ 340,143.77
Estimated Health Ins	\$ 120,160.00
Other Budgeted Cost	\$ 156,971.74
Highest Estimate	\$ 617,275.51

Health Estimated with Chief and all 4 Officers full family coverage

Prepared by the town Manager's Office

**Thomaston Police Department
Other Potential Cost Considerations**

Electric	\$	228.00	
Water	\$	300.00	
Sewer	\$	180.00	
	\$	708.00	annual utilities
Insurance			
General Liability	\$	272.00	
Auto	\$	5,922.00	
Mobile equip	\$	130.00	
Law Enforcement Liability	\$	8,154.00	
	\$	14,478.00	Annual
Total	\$	15,186.00	

Thomaston Police Department
 Staff Turnover in Months
 of a Vacant Position

Year	Sergeant	Patrolman 1	Patrolman 2	Patrolman 3	Total Months Coverage	# of Vacant Months
2000	12	12	9	2	35	13
2001	12	12	12	8	44	4
2002	12	12	10	4	38	10
2003	12	12	12	8	44	4
2004	12	12	12	9	45	3
2005	12	12	12	12	48	0
2006	12	12	12	12	48	0
2007	12	12	12	12	48	0
2008	12	12	12	12	48	0
2009	12	12	12	10	46	2
2010	12	12	12	3	39	9
2011	12	12	12	6	42	6
2012	12	12	8	0	32	16
2013	12	12	12	2	38	10
2014	12	12	12	5	41	7
2015	12	12	12	2	38	10
2016	12	5	12	7	36	12
2017	12	12	7	11	46	2
2018	9	12	10	10	41	7
through 3/31/2019	0	3	2	0	5	7

One Patrol office was on administrative leave in 2016 for 10 months

Prepared by the Town Manager's Office

Knox County Sheriff's Office
Estimate of Cost
for Thomaston Law Enforcement Coverage
Dedicated 20 Hours Coverage a day

Personnel Costs			
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<u>Expense Item</u>	<u>Amount</u>	<u>Expense Item</u>	<u>Amount</u>
Lowest Rate per Deputy		Highest Rate per Deputy	
Grade 13 Step 1 (-BLETP)	19.53hr	Grade 13 Step 18	28.04hr
Salary	\$40,622	Salary	\$58,323
FICA	\$3,108	FICA	\$4,462
Workers Compensation	\$1,263	Workers Compensation	\$1,814
Retirement	\$3,290	Retirement	\$4,724
Flexible Spending	\$104	Flexible Spending	\$113
Holidays	\$2,043	Holidays	\$2,933
Total Per Dep	\$50,431	Total Per Dep	\$72,368
Total 4 Deputies	\$201,723	Total 4 Deputies	\$289,474
Educational Stipend	Asso. \$416		
	Bach. \$624		
Hourly Differential		\$1,825	
Health Insurance	Single \$11,008		
	Children \$16,116		
	Family \$21,060		
Health Insurance Opt-Out	Single \$500		
	Children \$1,000		
	Spouse \$1,500		
	Family \$2,000		

Notes for Personnel:

- o Costs are based on 2019 rates.
- o Total Per Dep and 4 Deputies is the Deputy(ies) working 40 hours a week for a year.
- o Education Stipend is paid at \$0.20 (Associate's) or \$0.30 (Bachelor's) per hour. The trend is 10% of staff being eligible for this benefit with that being split in half for each rate.
- o Hourly differential is total cost for a year. The rate is flat at \$0.50 per hour from 6:00PM - 4:00AM daily.

Other Services Cost	
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<u>Expense Item</u>	<u>Amount</u>
Overtime	\$50,000
Vehicle & Equipment Reserve	\$40,000
Auto Repairs & Maintenance	\$10,000
Auto Fuel	\$15,000
Uniforms & Equipment	\$34,000

Computer & Office Supplies	\$10,000
Training	\$10,000
Meals and Travel	\$5,000

Notes for Other Services:

- o Numbers are based on first year cost estimates only. Future years will likely be lower once vehicles and equipment are purchased and only need to be maintained.
- o Overtime is an estimate based on the trend of days off per Deputy currently employed and may trend different with Contract Deputies. It also includes the estimate of hours the 4th of July event creates based on Chief Hoppe's trend observations.

Below: Total Estimated Expense

Lowest estimate	\$379,548
Highest estimate	\$552,035
Most Likely estimate	\$450,000

Notes:

- o Low is all personnell being new with no family and opt-out of insurance.
- o High is all personnell maxed on pay items and having family.
- o Most Likely is the Sheriff's feeling on the actual cost for the year. This takes into account the line item increases as well as the likely hood that most staff are going to be at the lower end of the personnel cost; this is based on current KCSO staffing.
- o Numbers were refined over a few day period using current rural patrol trends as well as educated guesses based on current market costs.
- o Trends do not exist for all services or items. As trends form, numbers will be refined and will likely be lower.
- o Numbers do not include those costs that would be associated with employees needing to attend the Police Academy.
- o The Sheriff is willing to discuss, in detail, any and all of these services and items with a willingness to negotiate.
- o County budget is based on calendar year not fiscal year; January 1 through December 31.