

# *Police*

# *Department*

The Northampton Police Department, while striving towards professional excellence, is dedicated to working in partnership with our community to prevent and suppress crime, to reduce the fear of crime, and to enhance the quality of life through respect and understanding for all. Further, in these challenging times, we are committed to continually extending our best efforts to maintain the quality of public services, preserve public confidence and support, and to uphold the highest standards of our profession.

The legal authority of the police is granted through a series of state statutes found under the Massachusetts General Laws (MGL), most of which is derived from English Common Law. The extent of police powers has been further defined through court decisions which specify restrictions or extensions upon authority, and are further shaped and constrained by both the Constitution of the United States and the Commonwealth of Massachusetts.



13 AUG 2010: a male in Bay State called 911 and stated he was suicidal, wanted to "Die By Cop" and was amply armed. Sgt Cartledge and Offs Briotta and Briggs responded. On approaching the house, using appropriate cover, observed a male pointing a semi automatic pistol out the window. Officers Liptak and Digiammo were called as backup, a perimeter established and neighbors safely evacuated. The male stated he had ample weapons in the house and don't try to approach further. Before officers could stabilize the scene to de-escalate the situation, the male discharged a hand gun towards his head, slightly wounding himself, and exited the house still armed. Primary officers, still staged close behind their deployed ballistic shields, left their cover positions and effected custody. A later search of the premises secured several weapons. He was not criminally charged as the best course of action was immediate and comprehensive psychological intervention.

12 JUL 2010: Officers Lopez and Jimenez reported to an initial report of disturbance on Masonic St. They found a 5'9" male armed with a knife advancing, voicing his intent to kill, and initiating an attack on an adult male who was retreating from the threat. Officers properly engaged the suspect with firearms drawn, and succeeded in verbally controlling the assault. The suspect voluntarily surrendered the knife and complied during arrest. It was later determined the aggressor was a 14-year old runaway, and the victim his father who had tracked him to Northampton. While initially charged criminally, we made sure he received the urgent psychological services he needed.

11 JUL 10: Officer Casella responded to a call of a distraught male sitting on the Coolidge Bridge during rush hour. On arrival, proper tactical cruiser positioning, and then through engaging in a dialog and a non-threatening presence, Officer Casella was able to get close enough to engage the male and wrestle him from the rail. Subsequent investigation revealed the male was intent on suicide. He was directly sent for psych evaluation.

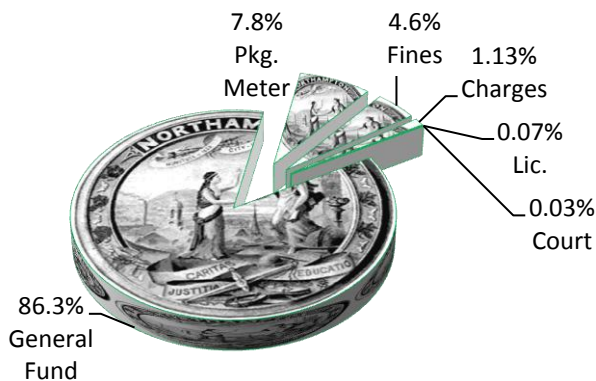
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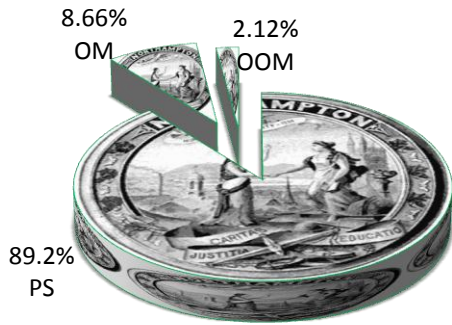
## Staffing Proposal for FY2012

Position Title	Full or Part time	Annual Salary	Funding Source(s) (All City Budget)	Budgeted FTE	Change from FY2011	Union affiliation
Police Chief	Full Time	114,732	General Fund	1.0	0	NR
Captain of Administration	Full Time	101,575	General Fund	1.0	0	NR
Captain of Operations	Full Time	85,439	General Fund	1.0	0	NR
Lieutenant (4)	Full Time	58,806-70,930	General Fund	4.0	0	NR
Sergeant (7)	Full Time	53,420-63,566	General Fund	7.0	0	IBPO 390S
Police Officer (50)	Full Time	39,921-49,010	General Fund and Parking Revenue	50	0	IBPO 390
Public Safety IT Specialist	Full Time	49,010	General Fund, Fire / EMS	1.0	0	IBPO 390
Court Administrator	Full Time	38,238	General Fund and Court Fees	1.0	0	NR
Records Supervisor	Full Time	39,558	General Fund	1.0	0	NR
Department Secretary	Full Time	36,307	General Fund	1.0	0	NR
Records and Accounts Clerk	Full Time	33,774	General Fund	1.0	0	AFSCME
Senior Clerk	Full Time	30,497	General Fund, Outside Detail fees	1.0	0	AFSCME
Special Police Officer (10)	Part Time	Hourly	General Fund, Event fees	Special Events	0	NR
School Crossing Guard (13)	Part Time	Hourly	General Fund	N/A	0	NR
Cell Monitor	Part Time	Hourly	General Fund	N/A	0	NR
Detective Bureau and Firearms Clerk	Part Time	Hourly	General Fund, Fire-arms Licenses	N/A	0	NR
Animal Control Officer	Full Time	Contract Employee	General Fund	N/A	0	NR



### Where Our Funding Comes From

The annual budget of the Police Department is supported through the General Fund, Parking Meter Reserve Funds, Fines & Forfeits, Charges for Services, License/Permit Fees, and Court Time / Auctions.



### How We Spend Our Money

*This chart shows how much of the annual budget of the Police Department is spent on staff (PS), on Ordinary Maintenance (OM) and on Other Than Ordinary Maintenance*

## Some Accomplishments At A Glance

- Most noteworthy was successful collaborative effort on the part of NPD staff, the Police Facility Building Committee and the Vote Yes on Question 4 Committee in informing the community about the need to replace the existing police station. The effort involved neighborhood meetings, ward presentations, and news media reports. This \$17.6 million project supported overwhelmingly by voters positions the agency's infrastructure to respond to the community's needs for 20 years and beyond.
- We upgraded the back bone of our two-way radio system in preparation for meeting the FCC narrow banding requirement which is scheduled for implementation 1 Jan 2013. We completed the project 2 years early, ensuring not only FCC compliance, but a fully modernized, updated land based mobile radio system for the police department.
- NPD obtained grant funding from the state Department of Mental Health (DMH) for Mental Health First Aid (MHFA) for 20 police first responders. This training is intended to increase first responders' knowledge and skill in dealing with persons with mental health or serious emotional distress issues, so as obtain appropriate services for them, rather than moving them directly into the criminal justice system. This department is proud to be the first in Massachusetts to apply for, and receive such training. The proposal was so well regarded by DMH that the grant was extended to provide additional training for us next year.
- Through a U.S. Department of Justice, Justice Assistance Grant (JAG), we were able to provide most staff with scenario based firearms training using live fire munitions, in a highly challenging shoot / don't shoot interactive video environment. This curriculum expanded the officers' regular training and complemented our active shooter response program with the school department and other large facilities. The DPW hosted the live fire trailer for a few days, and we thank them for putting up with the noise.
- We conducted our 4<sup>th</sup> Citizen's Police Academy (CPA) since the early 1980's. As Sir Robert Peel, the 'Father of Policing,' wrote in the 1800's: "The police are the public, and so should the public be the police; the police being only the members of the public who are paid to give full time attention to duties which are incumbent on every citizen in the interests of community welfare and existence." This educational program, designed to educate members of the community about the functions and operations of the NPD and police work in general previously received federal funding. This year, we are funding the CPA class ourselves. It should be institutionalized as part of the Department's annual community outreach activities.
- To fill nine police officer vacancies, NPD conducted an extensive recruitment campaign, sending Field Training Officers to college career days, and advertising statewide, resulting in 313 applicants, 285 of which took the police entrance examination, administered by the NPD and Human Resources Departments. After interviews, background investigations, medical examinations, psychological evaluations and state Physical Ability Testing (PAT), seven student officer candidates were selected to attend the police academy class, which began in March. We were fortunate to also have two fully trained candidates apply directly and fulfill all our screening requirements. Both are currently in the Field Training and Evaluation Program. The department also conducted a Sergeant and a Lieutenant promotional exam, and is in the midst of the interview and evaluation process to plan for potential vacancies in the next two years.

## The Year Ahead

- Our biggest challenge for the upcoming year will be maintaining our operational effectiveness while adapting to the construction of the new building literally mere feet from our current building. We recognize the daily disruption will be difficult to deal with, but our personnel are very resourceful and adaptive. This project will challenge us all in both these areas, as well as our patience, but the long-term goal is finally within sight, and as difficult as it will be, we will all persevere.

## POLICE DEPARTMENT

	Actual FY 2010	Budget FY 2011	Budget FY 2012	\$ Change FY11-12	%Change FY11-12
<b><u>Appropriation by Major Object</u></b>					
Personal Services	4,091,971	4,185,726	4,510,383	324,657	7.8%
Ordinary Maintenance	416,629	437,972	437,972	0	0.0%
Other than Ordinary Maintenance	100,800	107,390	107,390	0	0.0%
<b>Total</b>	<b>4,609,400</b>	<b>4,731,088</b>	<b>5,055,745</b>	<b>324,657</b>	<b>6.9%</b>
<b><u>Appropriation by Major Activity</u></b>					
School Crossing Guards	73,556	54,211	54,211	0	0.0%
Animal Control	97,800	99,000	99,000	0	0.0%
Police Services	4,438,044	4,577,877	4,902,534	324,657	7.1%
<b>Total</b>	<b>4,609,400</b>	<b>4,731,088</b>	<b>5,055,745</b>	<b>324,657</b>	<b>6.9%</b>
<b><u>Financing Plan</u></b>					
General Fund	3,827,256	4,046,788	4,364,797	318,009	7.9%
Licenses & Permits	3,763	3,375	3,375	0	0.0%
Fines & Forfeits	305,727	237,703	232,747	(4,956)	-2.1%
Charges for Services	55,372	52,000	57,000	5,000	9.6%
Career Incentive (Quinn Bill Pay)	36,060	0	0	0	0.0%
Court time & Auctions	500	1,500	1,500	0	0.0%
Parking Meter Reserves	380,722	389,722	396,326	6,604	1.7%
<b>Total</b>	<b>4,609,400</b>	<b>4,731,088</b>	<b>5,055,745</b>	<b>324,657</b>	<b>6.9%</b>

# Police Department

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by the numbers

- 29,890** Total number of police calls in 2010
- 0.25** Percent decrease in Uniform Crime Rate in Northampton. The Uniform Crime Rate comprises the 9 most serious offenses (Murder/manslaughter; Sex Assault: Arson: Robbery; Larceny; Breaking and Entering; Aggravated Assault; Motor Vehicle Theft; Narcotics) from 2009 (2,024 incidents) to 2010 (2,019)
- 1,112** Total arrests in 2010, a number of people that would fill more than 10 Concorde Supersonic Jets, if they were still in service
- 1,999** Criminal Complaint Applications and Show Cause hearings in 2010
- 7** Top police call categories in CY2010:
  - 1) Motor Vehicle Stops (4,757)
  - 2) Suspicious Activity / Person (2,869)
  - 3) (tie) Disturbances (1,481) and Building/Property Checks (1,481)
  - 4) Medical Emergencies (1,449)
  - 5) Motor Vehicle Collisions (1,348)
  - 6) Stationary Traffic Enforcement / Radar (1,295)
  - 7) Burglar / Hold up / Building alarms (1,134)
- 4,230** Average number of calls to the NPD each day (on average, Friday is the highest volume day)
- 81** Percent of motor vehicle collisions in which at least one of the drivers is not a Northampton resident (in 2010). In 50% of the collisions, both drivers involved are not Northampton residents.
- 386** Domestic Violence calls in 2010 leading to 115 arrests
- 5,460** Hours of in-service and specialized training taken by NPD personnel
- 6,389** Motor Vehicle Citations written in 2010, resulting in.....
- \$137,357** fines collected