



**Madawaska Police Department**

**Review Committee**

**Presentation and Recommendations**

**September 14, 2016**

Board of Select-people  
Town of Madawaska

Sept. 14, 2016

Dear Board Members and Town Manager:

On June 21, 2016 you created a "Police Department Staffing" committee and appointed James Madore, Tom Kent, Don Chasse and Vincent Frallicciardi as the committee members. We thank you for giving us this opportunity to serve Madawaska in this capacity.

It was understood that this committee was charged with reviewing the current staffing of our local police department and to formulate recommendations to the full Board of Selectpersons and the Town Manager. This committee was not a "hiring committee" and our work was to gather as much information about the current operation of the police department and to compare our department to other departments in Aroostook County.

We want to take this opportunity to express to you that we have a fine group of officers from the Chief down to the patrolmen. As you all know they serve our community very well as dedicated officers. All communities across our country should be very proud of their officers as well as all our emergency first responders which also include our ambulance and fire department personnel. They all do a remarkable job! Not a job everyone would like to do or is capable of doing.

Our report and recommendations, as you will see, are divided into three sections:

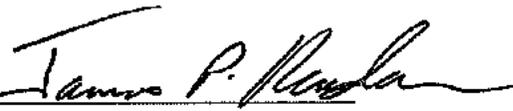
First section is this letter spelling out what our role was as committee members. We gathered information from other Aroostook County police departments and compared Madawaska to them. A survey was put together that asked each police department a variety of questions to assist us in formulating recommendations. There are a total of ten (10) police departments in Aroostook County and all of these departments responded to the survey. We also utilized other information ranging from budget information to types of calls typical police departments respond to and we had a representative from our police department meet with us to learn more about the day to day operations. We discussed surveying other communities throughout the State of Maine that had plus or minus 5% of Madawaska's population but it was decided that we should compare ourselves to our geographic area. Part of our discussions and deliberations revolved around the fact that we live in a border community that receives tremendous traffic on a daily basis. International borders provide unique situations at times and our police department must be ready to face those unique situations when called upon.

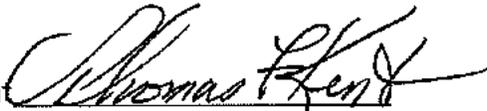
Second section will be our recommendations to you for your review and consideration. These recommendations are just that, recommendations. It ultimately will be up to you to analyze the information we have provided and we sincerely hope that this information will be helpful to you as a Board in making decisions in the future.

Third section will be supporting information we gathered in our review of the police department which includes the survey that was conducted and some budget information and other pieces of information that this committee received.

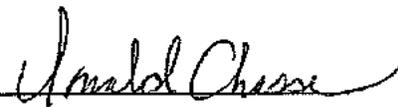
As you review and consider this report we ask that you keep in mind that our goal was to provide fair and impartial information. We hope you will see that we have accomplished just that.

Respectfully submitted,

James Madore 

Thomas Kent 

Vincent Frallicardi 

Donald Chasse 

## Police Department Review Committee Recommendations

### Recommendation #1:

Based on the fact that the current police chief will be retiring in the near future we would recommend that a new "police chief hiring committee" be established that would include 2 Select-persons, Town Manager and 2 community members. We would offer the names of James Madore and Thomas Kent for consideration to fill the 2 community member spots. This hiring committee, through the Town Manager, would make its recommendation to the full Board of Select-persons for consideration to hire.

### Recommendation #2:

It is our recommendation that when you advertise for a new police chief that you consider advertising in-house first and that interviews be held with potential in-house applicants. If there are no in-house applicants or as a Board you feel that the in-house applicants are not what you are looking for than open your advertising to the general public at that point.

### Recommendation #3:

Staffing levels was discussed and our recommendation is that the department be comprised of 6 full-time officers which would include the chief. Our rationale for this recommendation is based on a publication that rates police to population ratios by State showing officers per 1000 in population. Maine has a ratio of 1.7 officers per 1000 of population. Madawaska's population of approx. 4000 people (2010 census) would work out to 6.8 officers. We have included a copy for your review of this publication.

### Recommendation #4:

After reviewing the information received with our survey of the 10 police departments in Aroostook County and comparing the average of what chiefs are paid we saw that Madawaska's chief was below the average of \$59,000 per year of salary. If you exclude Houlton, Caribou and Presque Isle, Madawaska's chief falls behind Ft. Kent and Ft. Farfield in yearly salary. If you remove the chief's salary and compare what other officers on the department are making you will notice that Madawaska is behind other departments for wages. We have included a copy of this survey for your review. Our recommendation is that you review the wages Madawaska police are making and give consideration to increase those wages to be more in line with the other departments and to be more competitive to retain current employees and to attract potential new hires in the future. It is becoming more and more difficult to find qualified candidates so we urge you to consider this recommendation. We also have seen that there are some police departments in the State of Maine offering sign-up

bonuses for new hires if they have completed and graduated from the Maine Police Academy. Some of these sign-up bonuses go up as high as \$2500.00 to \$3000.00.

#### Recommendation #5:

We recommend that the police department develop a 5-10 year plan that considers future staffing as well as equipment needs moving forward. We would urge the department, on their own or with assistance from our community development office, to apply for funding opportunities that might be available through county, state and federal programs for equipment and possible programs that assist communities in paying wages for officers.

#### Recommendation #6:

After reviewing the current 2016-2017 police department budget for Madawaska 2 areas in the budget stood out as being slightly under-funded ( professional training & development as well as travel). We would recommend that these 2 line items be given consideration for increases in future budgets. Lack of proper training can lead to liability issues down the road that can be very expensive to our community. We also recommend that if consideration is given to increasing the training portion of the budget that you review the travel line of the budget to insure that employees are able to attend the trainings.

#### Recommendation #7:

We would recommend that officers be open to creating positive interactions within our community and within our schools. We believe that if recommendation #3 becomes reality then this positive interaction can become reality. Selling of the department in a positive manner will bear fruit in the long run.

#### Recommendation #8:

We recommend that a schedule be adopted to review what other Aroostook County police departments are doing for wages and other considerations to see how we compare. We recommend that this review occur every 2 years.

#### Recommendation #9:

We reviewed the daily, weekly, monthly and yearly duties that are currently being handled by the police department office employee and we would highly recommend that that position continue to be supported as part of the police department budget. We have enclosed a copy of those duties for your review.

Town of Madawaska  
Police Department  
Survey

| Town          | Population<br>2015/2016 | # Full-time<br>Officers | # Reserves<br>Officers | 24/7/365<br>Y/N | Working Chief<br>Y/N | Total Budget<br>for Dept. | Contract<br>Y/N | Full-time<br>Sec. Y/N | Dispatch<br>Used | Salaries/Wages<br>Classification   |
|---------------|-------------------------|-------------------------|------------------------|-----------------|----------------------|---------------------------|-----------------|-----------------------|------------------|--|
|               | MMA Dir.                |                         |                        |                 |                      |                           |                 |                       |                  |  |
| Madawaska     | 4035                    | 5                       | 4                      | Yes             | No                   | \$ 500 K                  | Yes             | Yes                   | Split...         | Chief: 1 Assist. Chief: Lt.: 1 Sgt.: 1 Patrolman: 2<br>\$ 57K \$ 46 K \$ 43 K              |
| Ft. Kent      | 4097                    | 5                       | 5                      | Yes             | Yes at times         | \$ 588 K                  | Yes             | No                    | In house         | Chief: 1 Assist. Chief: Lt.: Sgt.: 1 Patrolman: 3<br>\$ 72K \$ 43.9K                       |
| Van Buren     | 2171                    | 3                       | 4                      | 20 hrs/day      | Yes                  | \$ < 200 K                | Yes             | No                    | SO               | Chief: 1 Assist. Chief: Lt.: Sgt.: 1 Patrolman: 1<br>\$ 54.8K \$ 52K \$ 30K                |
| Limestone     | 3713                    | 3                       | 10                     | Yes             | Yes                  | \$ 273.4K                 | No              | No                    | SO               | Chief: 1 Assist. Chief: Lt.: Sgt.: Patrolman: 2<br>\$ 50.6K \$ 35.4 K                      |
| Caribou       | 8189                    | 15                      | 7                      | Yes             | No                   | \$ 1.2 Mill               | Yes             | Yes                   | In house         | Chief: 1 Assist. Chief: Lt.: Sgt.: 2 Patrolman: 12<br>\$ 65K \$ 42.2 - 56.5K \$ 32 - 46.3K |
| Presque Isle  | 9692                    | 15                      | No                     | Yes             | No                   | \$ 1.3 Mill               | Yes             | Yes                   | In house         | Chief: 1 Assist. Chief: 1 Lt.: Sgt.: 2 Patrolman: 11<br>\$ 69K \$ 65K \$ 50K \$ 33 - 42K   |
| Houlton       | 6123                    | 14                      | 1                      | Yes             | Yes?                 | \$ 1.2 Mill               | Yes             | Yes                   | In house         | Chief: 1 Capt.: 1 Sgt.: 2 Det. 1 Patrolman: 10<br>\$ 68K \$ 55K \$ 45.7K \$ 43K \$ 37K     |
| Washburn      | 1687                    | 2                       | 3                      | 18 hrs/day      | Yes                  | \$ 165K                   | No              | No                    | SP               | Chief: 1 Assist. Chief: Lt.: Sgt.: Patrolman: 1<br>\$ 45K \$ 34K                           |
| Ft. Fairfield | 3496                    | 4                       | 5                      | 18 hrs/day      | Yes                  | \$ 333K                   | Yes             | No                    | SP               | Chief: 1 Assist. Chief: Lt.: Sgt.: 1 Patrolman: 2<br>\$ 60K \$ 50K \$ 42K                  |
| Ashland       | 2011                    | 2                       | 5                      | 20 hrs/day      | Yes                  | \$ 166.3K                 | No              | No                    | Split...         | Chief: 1 Assist. Chief: Lt.: Sgt.: Patrolman: 1<br>\$ 49.5K \$ 33.8K                       |

|    |  |
|----|--|
| ** | Mad. Dispatch at PD during the day/ Twin Rivers security at night  |
| ** | Ft. Kent Dispatch personnel does secretarial duties  |
| ** | Ashland Town Office dispatch during the day/SP at night  |
| ** | Madawaska, Ft. Kent, Van Buren, Caribou, Pres. Isle, Houlton have variations of night shift diff., fitness incentives, and/or educational incent. Departments with "on call time" paid according to fair labor standards |
| ** | Departments with contracts are either, Teamsters, MAPS, New England Benefit Trust or MMA   |
|    |  |
|    |  |

**ARTICLE #15**

**WAGES**

**EXHIBIT "B"**

**July 1, 2015 to June 30, 2017**

This is to certify that the Madawaska Board of Selectmen and the Madawaska Police Association has agreed to the following:

The Board of Selectmen has agreed that the minimum cost of living increase for the years 2015 to 2016 is (2) percent. The Town agrees that the Police Officers will receive the same amount of a cost of living adjustment or any other across the board wage adjustment given to other town employees if such adjustment is greater than 2%.

**MADAWASKA POLICE SALARIES:**

Full-time officers hired prior to January 1, 2009 received a .40 cent per hour wage adjustment as part of the medical insurance re-negotiation in 2008 that is not reflected in the chart below. This adjustment is not applicable to officers hired after that date.

- A. Contract to be based on Seventeen (17) Years experience to achieve maximum pay. Base Rate for 2015 is: \$14.72

| 2015                                  | 2016                                 |
|---------------------------------------|--------------------------------------|
| 0 to one year. . . . . \$14.72        | 0 to one year. . . . . \$15.01       |
| 1 year experience . . . . . \$15.80   | 1 year experience . . . . . \$16.12  |
| 2 years experience. . . . . \$17.23   | 2 years experience . . . . . \$17.57 |
| 3 years experience. . . . . \$17.58   | 3 years experience . . . . . \$17.93 |
| 4 years experience. . . . . \$18.57   | 4 years experience . . . . . \$18.94 |
| 5 years experience. . . . . \$19.26   | 5 years experience . . . . . \$19.65 |
| 7 years experience. . . . . \$19.59   | 7 years experience . . . . . \$19.98 |
| 12 years experience . . . . . \$20.03 | 12 years experience. . . . . \$20.43 |
| 17 years experience . . . . . \$20.64 | 17 years experience. . . . . \$21.05 |

**SERGEANT'S PAY SCALE**

The minimum pay for the Sergeant position shall be the individual's regular pay plus (\$0.50) fifty cents additional per hour.

**NOTE: This adjustment will be applied after the Cost of Living Adjustments during the first year, but will be included for all Cost of Living Adjustments thereafter.**

**LIEUTENANT'S PAY SCALE**

The minimum pay for the Lieutenant position shall be the individual's regular pay plus (\$1.50) one and one half dollars additional per hour.

**NOTE: This adjustment will be applied after the Cost of Living Adjustments during the first year, but will be included for all Cost of Living Adjustments thereafter.**

**The minimum pay for the Sergeant position shall be the individual's regular pay plus one and one-half (\$1.50) additional dollar per hour.**

**Note: This adjustment will be applied after the Cost of Living Adjustments during the first year but will be included for all Cost of Living Adjustments thereafter.**

Officer's incentive pay: 2014-2017 :

Upon attainment of a 2 year degree: **\$550.00 annually**  
Upon attainment of a 4 year degree: **\$700.00 annually**  
To be paid in a lump sum the last week of the fiscal year.  
**The degree must be in a related field only.**

Upon successful completion of a pre-approved (Town Manager or Board of Selectmen) Higher Education Course or a Certification Course an Officer will **receive \$100.00 per credit hour or \$100.00 per Certificate up to a total of \$600.00 per year.** This allotment will be in addition to the degree program amounts listed above.  
**The Course or Training must be in a related field only.**

Shift Differential:

Shift differential will be paid at the rate of 1.00 per hour for each hour worked between 5:00 p.m. and 5:00 a.m.

Experience factor will be determined by full-time employment on the employee's anniversary date.

NOTE: Outside employment charge shall be paid in accordance with article #20.

Den

2016/2017  
Budget

| Police Department                   |                           | Town Manager         | Board of Selectmen   | Finance Committee    |
|-------------------------------------|---------------------------|----------------------|----------------------|----------------------|
| Payroll                             | < 3,975 >                 | 50,500.00            | 334,475.00           | 334,475.00           |
| Employee Benefits                   | < 3,675 >                 | 106,725.00           | 110,400.00           | 110,400.00           |
| Office Supplies                     | ✓                         | 1,200.00             | 1,200.00             | 1,200.00             |
| General Supplies                    | ✓                         | 150.00               | 150.00               | 150.00               |
| Gas & Oil                           | ✓                         | 16,500.00            | 16,500.00            | 16,500.00            |
| Clothing & Safety Equipment         | ✓                         | 3,000.00             | 3,000.00             | 3,000.00             |
| Professional Training & Development | ✓                         | 3,000.00             | 3,000.00             | 3,000.00             |
| Dues & Memberships                  | ✓                         | 350.00               | 350.00               | 350.00               |
| Prisoner's Meals                    | ✓                         | 500.00               | 500.00               | 500.00               |
| Vehicle Repairs                     | ✓                         | 3,500.00             | 3,500.00             | 3,500.00             |
| Telephone                           | ✓                         | 4,000.00             | 4,000.00             | 4,000.00             |
| Electronic Equipment Repair         | ✓                         | 500.00               | 500.00               | 500.00               |
| Police Liability Insurance          | ✓                         | 5,600.00             | 5,600.00             | 5,600.00             |
| Travel                              | ✓                         | 1,000.00             | 1,000.00             | 1,000.00             |
| Advertising                         | ✓                         | 500.00               | 500.00               | 500.00               |
| Animal Control                      | ✓                         | 1,500.00             | 1,500.00             | 1,500.00             |
| Evidence Expense                    | ✓                         | 200.00               | 200.00               | 200.00               |
| School Traffic Light Repair         | ✓                         | 100.00               | 100.00               | 100.00               |
| <b>Subtotal:</b>                    | <b>(15-16: (493,721))</b> | <b>\$ 478,825.00</b> | <b>\$ 486,475.00</b> | <b>\$ 486,475.00</b> |
|                                     | < 7600 >                  |                      | 7,650.00             | 7,650.00             |
|                                     |                           |                      |                      |                      |
|                                     |                           |                      |                      |                      |
|                                     |                           |                      |                      |                      |
| <b>Emergency Management</b>         |                           |                      |                      |                      |
| Payroll                             |                           | 5,200.00             | 5,200.00             | 5,200.00             |
| Employee Benefits                   |                           | 400.00               | 400.00               | 400.00               |
| Equipment Upgrades                  |                           | 2,500.00             | 2,500.00             | 2,500.00             |
| General Repairs                     |                           | 2,500.00             | 2,500.00             | 2,500.00             |
| <b>Subtotal:</b>                    | <b>15-16: (9,979)</b>     | <b>\$ 10,600.00</b>  | <b>\$ 10,600.00</b>  | <b>\$ 10,600.00</b>  |

Madawaska!

*Port Kent Police Dept.*

*DON*

|                                   | 2015<br>APPROP    | 2015<br>ACTUAL<br>EXPENSES | 2016<br>BUDGET<br>REQUEST | PROPOSED<br>INC(DEC) OVER<br>2015 BUDGET | BUDGET<br>COMMITTEE<br>RECOMMENDS |
|-----------------------------------|-------------------|----------------------------|---------------------------|--|-----------------------------------|
| <b>104 - 01 POLICE DEPARTMENT</b> |                   |                            |                           |  |                                   |
| 501 - SALARY/WAGES                |                   |                            |                           |  |                                   |
| 01 - DEPT HEAD                    | 70,750.00         | 70,062.52                  | 72,412.00                 | 1,662.00                                 | 72,412.00                         |
| 11 - PATROLMAN                    | 181,275.00        | 170,488.45                 | 214,750.00                | 33,475.00                                | 206,050.00                        |
| 12 - DISPATCHER                   | 112,566.00        | 116,068.94                 | 120,950.00                | 8,384.00                                 | 119,950.00                        |
| 502 - EMPL BENEFIT                |                   |                            |                           |  |                                   |
| 01 - UNEMPL COMP                  | 103.00            | 103.00                     | 82.00                     | -21.00                                   | 82.00                             |
| 02 - WORKERS COMP                 | 6,300.00          | 6,253.29                   | 8,600.00                  | 2,300.00                                 | 8,600.00                          |
| 11 - DEFERRED CMP                 | 4,770.00          | 4,380.00                   | 11,005.00                 | 6,235.00                                 | 11,005.00                         |
| 12 - MSRS                         | 50.00             | 48.00                      | 50.00                     | 0.00                                     | 50.00                             |
| 20 - HEALTH INS                   | 79,750.00         | 79,135.83                  | 94,750.00                 | 15,000.00                                | 85,050.00                         |
| 30 - FICA                         | 21,615.00         | 21,370.51                  | 25,000.00                 | 3,385.00                                 | 24,400.00                         |
| 31 - MEDICARE                     | 5,009.00          | 4,998.14                   | 5,850.00                  | 841.00                                   | 5,700.00                          |
| 60 - O/EMPL BENEF                 | 4,500.00          | 4,738.56                   | 5,000.00                  | 500.00                                   | 5,000.00                          |
| 503 - SUPPLIES                    |                   |                            |                           |  |                                   |
| 00 - SUPPLIES                     | 200.00            | 218.69                     | 250.00                    | 50.00                                    | 250.00                            |
| 01 - OFFICE                       | 2,000.00          | 2,057.63                   | 2,000.00                  | 0.00                                     | 2,000.00                          |
| 02 - GENERAL                      | 400.00            | 133.56                     | 1,000.00                  | 600.00                                   | 500.00                            |
| 06 - POSTAGE                      | 300.00            | 143.59                     | 500.00                    | 200.00                                   | 500.00                            |
| 40 - HEATING FUEL                 | 3,000.00          | 2,059.10                   | 3,000.00                  | 0.00                                     | 2,300.00                          |
| 71 - GAS/OIL                      | 18,000.00         | 9,446.45                   | 15,000.00                 | -3,000.00                                | 12,000.00                         |
| 504 - PROF & TECH                 |                   |                            |                           |  |                                   |
| 01 - EMPL TRAINING                | 6,000.00          | 5,867.47                   | 6,000.00                  | 0.00                                     | 6,000.00                          |
| 02 - DUES /MEMBER                 | 250.00            | 300.00                     | 300.00                    | 50.00                                    | 150.00                            |
| 30 - FEE/LIC/PERM                 | 735.00            | 450.00                     | 735.00                    | 0.00                                     | 435.00                            |
| 505 - PROPERTY SVC                |                   |                            |                           |  |                                   |
| 01 - VEH REPAIRS                  | 4,500.00          | 2,647.14                   | 4,500.00                  | 0.00                                     | 3,000.00                          |
| 10 - ELECTRICITY                  | 120.00            | 0.00                       | 250.00                    | 130.00                                   | 250.00                            |
| 12 - PHONE/INTERNET               | 5,500.00          | 5,505.44                   | 5,500.00                  | 0.00                                     | 5,500.00                          |
| 40 - GEN REPAIRS                  | 1,400.00          | 413.53                     | 1,400.00                  | 0.00                                     | 1,166.00                          |
| 506 - OTHER PURCH                 |                   |                            |                           |  |                                   |
| 01 - LIAB INS                     | 5,667.00          | 5,708.09                   | 5,960.00                  | 293.00                                   | 5,960.00                          |
| 02 - P/O LIAB INS                 | 3,473.00          | 3,473.64                   | 3,080.00                  | -393.00                                  | 3,080.00                          |
| 03 - VEH INS                      | 2,393.00          | 2,392.80                   | 2,510.00                  | 117.00                                   | 2,510.00                          |
| 05 - OTHER INS                    | 74.00             | 73.80                      | 0.00                      | -74.00                                   | 0.00                              |
| 10 - TRAVEL                       | 600.00            | 89.38                      | 600.00                    | 0.00                                     | 600.00                            |
| 20 - ADVERTISING                  | 300.00            | 937.64                     | 500.00                    | 200.00                                   | 500.00                            |
| 507 - PROPERTY                    |                   |                            |                           |  |                                   |
| 40 - EQP-TECH HW                  | 2,000.00          | 1,519.91                   | 2,000.00                  | 0.00                                     | 1,500.00                          |
| 41 - EQP-TECH SW                  | 1,000.00          | 724.65                     | 1,000.00                  | 0.00                                     | 1,000.00                          |
| 509 - MISC ITEMS                  |                   |                            |                           |  |                                   |
| 00 - MISC ITEMS                   | 400.00            | 2,144.00                   | 500.00                    | 100.00                                   | 500.00                            |
| <b>TOTAL</b>                      | <b>545,000.00</b> | <b>523,953.75</b>          | <b>615,034.00</b>         | <b>70,034.00</b>                         | <b>588,000.00</b>                 |

*120950.00  
- 9400*



Carroll Theriault  
Chief of Police

Tel: (207) 728-6356  
Fax: (207) 728-3609

**MADAWASKA POLICE DEPARTMENT**  
**428 Main Street**  
**Madawaska, ME 04756**

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Madawaska Police Department  
07//08/2013 to 08/09/2016  
Calls of Service

|                          |     |                           |     |
|--------------------------|-----|---------------------------|-----|
| 911 Calls                | 121 | Escort                    | 49  |
| Abandoned Vehicles       | 8   | False Report              | 2   |
| Accident Investigation   | 474 | Follow up Invest.         | 657 |
| Business Alarms          | 104 | Forgery                   | 2   |
| Ambulance Assist         | 111 | Fraud                     | 27  |
| Animal Complaints        | 344 | Furnishing Drugs          | 3   |
| Arson                    | 2   | Gross Sexual Assault      | 8   |
| Assault                  | 83  | Harassment                | 365 |
| Assault on Officer       | 2   | Identity Theft            | 9   |
| Assist Motorist          | 193 | Littering                 | 9   |
| Assist other Agency      | 318 | Mental Subject            | 52  |
| Assist Public            | 575 | Missing Person            | 24  |
| ATV Complaint            | 45  | Bad Checks                | 8   |
| Bomb Threats             | 2   | Noise Complaint           | 104 |
| Burglary                 | 26  | OUI                       | 43  |
| Business Security Checks | 753 | OAS                       | 19  |
| Child Abuse Report       | 17  | Operating W/O License     | 6   |
| Civil Complaints         | 395 | Parking Violation         | 158 |
| Criminal Mischief        | 104 | Paper Service             | 385 |
| Criminal Threatening     | 18  | Poss. Firearm Felon       | 1   |
| Criminal Trespass        | 144 | Poss. Drugs               | 12  |
| Direct Traffic           | 494 | Prisoner Transport        | 12  |
| Disorderly Conduct       | 85  | Protection Orders         | 89  |
| Dog at Large             | 38  | Residence Checks          | 216 |
| Domestic                 | 131 | Scams                     | 94  |
| Domestic Assault         | 18  | Sex Offender Registry     | 38  |
| Driving to Endanger      | 6   | Snow Complaint            | 41  |
| Drug Activity            | 21  | Stalking                  | 2   |
| Suspicious Persons       | 184 | Concealed Weapons Invest. | 176 |
| Terrorizing              | 15  |                           |     |

|                                |      |
|--------------------------------|------|
| Theft                          | 231  |
| Traffic Complaint              | 178  |
| Traffic Violation              | 1138 |
| Truancy                        | 10   |
| Unattended Death               | 20   |
| Unlawful Sexual Contact        | 1    |
| Unlawful Sexual Touching       | 1    |
| VIN Verification               | 29   |
| Violation Condition of Release | 7    |
| Violation Protection Order     | 14   |
| Arrest Warrants                | 34   |
| Well Being Checks              | 253  |

**TOTAL CALLS OF SERVICE****11,421**

Historical data was accumulated during the past 3 years. A new record keeping system was implemented in 2013. Data prior to July 2013 has been archived and would be available through a hand search.

Sincerely,

Lt. Ross M DuBois

# SCHEDULE OF DUTIES

## DAILY

- Officer's Daily Log – email to Fiddlehead & Bangor Daily
- Check the Daily Log if there is an offense that needs a summons and print the Log
- Also, if there is no Summons needed but there is an offense, print the incident for the Monthly Arrest Folder, number, and place in folder. May need to add to UCR Monthly Reporting.
- File and check off Gas Slips
- Document and File Warning Cards
- If Traffic or Criminal Summons, prepare and copy packets.
- Check if photos or DVD's are needed.
- If Criminal Summons has an ATN#, need to check the Fingerprint Card, copy, and put card in envelope for mailing.
- If there is a Traffic Summons, do Arrest Sheet and place in monthly folder and put the white bureau copy in envelope with Transmittal Form to mail weekly.
- Mark Stone Garden hours on my letterhead which will be FAXED every two weeks (when Stone Garden is active).
- Complete Purchase Orders if needed and post on spreadsheet.
- Distribute and open mail.
- Log all phone calls.
- Dispatch to Officer and work on METRO when needed.
- If Concealed Weapon application, do background check and prepare packet.

## WEEKLY

- Traffic Summons with white & pink Transmittal Form to District Court Violations Bureau, P.O. Box 480, Lewiston, ME 04273-0480.
- Give Criminal Summons to Bill Francis for the DA. **Summons need to be given two weeks prior to court date.**
- Mark weekly deposit in Police Association checkbook.
- Mark hours worked on Payroll sheets, document and send to Payroll Clerk. Figure wages and log on spreadsheet.
- Every two weeks document on letterhead the Stone Garden hours and FAX to Bruce Fitzgerald (MEMA) Fax# 207-287-3180.

## MONTHLY

- Do the 28-Day Cycle Payroll Time Sheet
- Balance Police Association Checkbook to Statement.
- Total monies collected for Accident Reports, Parking Tickets, and Concealed Weapon Permits, etc. and mark on ledger. Send Officer to the Town Office to deposit monies.

- Post all monies collected in budget revenue tables so you are ready for end of year.
- UCR Reporting
- Put court cases for the month in a separate folder for Chief's court day
- Fingerprint Cards – mail to the State Bureau
- Type the written Case numbers and file in binder.
- Do monthly Arrest Documentation – go through all the cases.
- Do your Disposition Cards for all summons – traffic and criminal.
- Do the small index cards for cross-reference to the Disposition Cards
- Check Parking Tickets due and send Late Notices
- Send out the Prisoner Form
- Review the Time Sheets for part-time hours per part-time employee and document on forms for the Maine Criminal Justice Academy.
- Cross check GAS slips.
- Add sick days/vacation days on employee file.
- Check monthly town spreadsheet if P.O.'s are posted correctly and budget line items coincide with my totals.

## YEARLY

- Cross check DOG Licenses issued (usually Feb. 1 town clerk gives list of unregistered dogs) Give the 10-day notice right off.
- UCR Hate Crimes Report – Quarterly
- Work on Budget figures and prepare spreadsheets.
- Maine Criminal Justice Academy Part-time log which is also accompanied with the Freedom of Access Information sheets that the Chief has to complete. Mail by January 31.
- Physical Fitness \$250 Purchase Order which is processed the first or second week of May
- Education Incentive \$550 Association Degree for Ross, Matt, Jamie – process last week of fiscal year – June (Education Reimbursement (104-01-501-53
- Special Olympic letters – send out middle of April for donation; thank you notes send after Torch Run. Also, Nov/Dec ask K of C tootsie roll drive for donation.
- Document all gun permits issued for the year. (January)
- Police Assn. Annual Report Form - \$35. File by January or you will get a late fee after April. Bureau of Corporations, Elections, & Commissions – filed in folder – Police Association Reports/Forms. Paid by the Police Association.
- Fall – Activate School Lights when school starts. Paul Chasse is good at that.
- Summer – De-activate School Lights when school is out for the summer.
- UCR Reporting – Law Enforcement Employee Data – November
- Advertise in Valley Times before November 15: Public Notice – No Night Parking and Snow Removal. We charge in our Advertising Account.

- Biannually – Giglio Compliance Form – before October 1<sup>st</sup> and before April 1<sup>st</sup>.
- Equitable Sharing Agreement & certification form – Corbin Funds – July
- Jail Inspection – Every 2 years

[About](#)

## Bill McGonigle's Weblog

"A word he hath spoken, wrought flame in another man's heart."



# Police to Population Ratios by State (Officers per Thousand)

Posted by [Bill McGonigle](#) on 2012/08/08

The standard measure for the number of police in a region is expressed as "officers per thousand", or a police to population ratio. Surprisingly, a table comparing the States wasn't easy to find, so here is the data from the FBI's [Crime in the United States](#) report, calculated, and ranked (lowest to highest). The median ratio among the States is 2.2.

| Rank | State         | Total Officers | 2009 estimated population | officers per thousand |
|------|---------------|----------------|---------------------------|-----------------------|
| 1    | OREGON        | 6035           | 3790072                   | 1.6                   |
| 2    | WASHINGTON    | 10593          | 6642851                   | 1.6                   |
| 3    | MAINE         | 2251           | 1317341                   | 1.7                   |
| 4    | MINNESOTA     | 3882           | 5180883                   | 1.7                   |
| 5    | UTAH          | 4785           | 2783798                   | 1.7                   |
| 6    | IDAHO         | 2690           | 1543324                   | 1.7                   |
| 7    | IOWA          | 5281           | 2988922                   | 1.8                   |
| 8    | ALASKA        | 1262           | 696273                    | 1.8                   |
| 9    | MONTANA       | 1780           | 972240                    | 1.8                   |
| 10   | SOUTH DAKOTA  | 1484           | 809838                    | 1.8                   |
| 11   | INDIANA       | 11233          | 5995956                   | 1.9                   |
| 12   | MICHIGAN      | 18800          | 9845506                   | 1.9                   |
| 13   | WEST VIRGINIA | 3476           | 1810824                   | 1.9                   |
| 14   | KENTUCKY      | 8248           | 4239650                   | 1.9                   |
| 15   | NORTH DAKOTA  | 1260           | 646844                    | 1.9                   |
| 16   | ARIZONA       | 12971          | 6482281                   | 2.0                   |
| 17   | NEBRASKA      | 3518           | 1750280                   | 2.0                   |
| 18   | MISSISSIPPI   | 5417           | 2675080                   | 2.0                   |
| 19   | ARKANSAS      | 6200           | 2888639                   | 2.1                   |

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|    |                      |       |          |     |
|----|----------------------|-------|----------|-----|
| 20 | OKLAHOMA             | 7948  | 3681857  | 2.2 |
| 21 | OHIO                 | 23110 | 10223161 | 2.2 |
| 22 | NEW HAMPSHIRE        | 2541  | 1166104  | 2.2 |
| 23 | MASSACHUSETTS        | 13955 | 6396251  | 2.2 |
| 24 | TEXAS                | 54857 | 24590665 | 2.2 |
| 25 | NEVADA               | 5984  | 2643085  | 2.3 |
| 26 | NEW MEXICO           | 4475  | 1958665  | 2.3 |
| 27 | HAWAII               | 2990  | 1295178  | 2.3 |
| 28 | WISCONSIN            | 13120 | 5648330  | 2.3 |
| 29 | VIRGINIA             | 18323 | 7880881  | 2.3 |
| 30 | COLORADO             | 11785 | 5018161  | 2.3 |
| 31 | NORTH CAROLINA       | 22306 | 9260266  | 2.4 |
| 32 | RHODE ISLAND         | 2554  | 1053209  | 2.4 |
| 33 | CONNECTICUT          | 8622  | 3518288  | 2.5 |
| 34 | ALABAMA              | 11245 | 4587633  | 2.5 |
| 35 | MISSOURI             | 14638 | 5874396  | 2.5 |
| 36 | FLORIDA              | 44118 | 17648382 | 2.5 |
| 37 | CALIFORNIA           | 80321 | 31832381 | 2.5 |
| 38 | TENNESSEE            | 15890 | 6293243  | 2.5 |
| 39 | SOUTH CAROLINA       | 9561  | 3779301  | 2.5 |
| 40 | DELAWARE             | 2296  | 884765   | 2.6 |
| 41 | PENNSYLVANIA         | 25010 | 9523147  | 2.6 |
| 42 | WYOMING              | 1446  | 540376   | 2.7 |
| 43 | KANSAS               | 6761  | 2498126  | 2.7 |
| 44 | GEORGIA              | 25028 | 9154201  | 2.7 |
| 45 | MARYLAND             | 15664 | 5519662  | 2.8 |
| 46 | ILLINOIS             | 36237 | 12675815 | 2.9 |
| 47 | NEW YORK             | 62160 | 19120958 | 3.3 |
| 48 | VERMONT              | 1072  | 303744   | 3.5 |
| 49 | NEW JERSEY           | 32090 | 8415289  | 3.8 |
| 50 | LOUISIANA            | 11140 | 2771692  | 4.0 |
| 51 | DISTRICT OF COLUMBIA | 4473  | 599657   | 7.5 |

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### One Response to *Police to Population Ratios by State (Officers per Thousand)*

August 8 2012 windy

Yeah – what other state has constables, municipal police, sheriffs, state police, game wardens, border patrol, FBI and homeland security – all stepping on each others toes, most of them scared of their own shadow which is why so many innocent people get beaten, tasered or shot .

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**POLICE EMPLOYMENT DATA**

The Uniform Crime Reporting System in Maine incorporates a collection of important data relating to police within the state. Information such as ratio of police to population, assaults on officers, and related analysis are covered in this section.

As of October 31, 2014, the following information was gathered from 134 reporting agencies.

**Sworn Personnel**

- There were 1,610 full-time municipal law enforcement officers, representing 1.90 officers per 1,000 population for urban population areas.
- There were 352 full-time sworn law enforcement officers employed by Maine's 16 Sheriff's Departments. There were 307 sworn officers employed by the Maine State Police. The ratio of officers per 1,000 population in rural areas is 1.36.
- Statewide, there were 2,294 full-time sworn law enforcement officers. The total complement of officers represents a rate of 1.72 officers per 1,000 population.
- Nationally, in 2013, the average rate per 1,000 was 2.3. The average 2013 rate for the New England states was 2.2.

**Civilian Personnel**

- The number of full-time civilian support personnel employed by the municipal departments in Maine was 349.
- There were 56 civilians employed full-time by the county Sheriff's Departments. The Maine State Police employed 117 full-time civilians.
- The total number of full-time civilian support personnel employed statewide was 551.

Caution should be exercised in using rates for comparative purposes, since a wide variety of factors dictate the number of employees necessary to various law enforcement agencies. The term "full-time sworn" officers does not mean that these personnel are performing regular police enforcement duties in investigations, patrol and deterrent practices. The need for regulatory duties, correction duties, administrative duties and assigned special duties affects the number of personnel available for regular law enforcement duties. Comparing agencies should not be done without considering the "in-house" duties and responsibilities of the agencies involved.

Figures for Sheriff's Department personnel for the year 2014 do not include persons serving as correctional or court personnel in all Sheriff's Departments. Population figures given here may vary from those shown in the County Crime Analysis (pp. 98-104), which reflect a population update at another part of the year.

| Agency                    | Population     | Sworn Law Enforcement |                    |                    | Civilian Personnel |           | Total      |           | Total      |
|---------------------------|----------------|-----------------------|--------------------|--------------------|--------------------|-----------|------------|-----------|------------|
|                           |                | Officers              | Officers/<br>1,000 | Officers/<br>1,000 | M                  | F         | M          | F         |            |
| Androscoggin SO           | 28,278         | 19                    | —                  | 0.7                | —                  | 1         | 19         | 1         | 20         |
| Auburn PD                 | 22,973         | 50                    | 4                  | 2.4                | 3                  | 4         | 53         | 8         | 61         |
| Lewiston PD               | 36,402         | 71                    | 7                  | 2.1                | 3                  | 8         | 74         | 15        | 89         |
| Livermore Falls PD        | 3,141          | 6                     | —                  | 1.9                | —                  | —         | 6          | —         | 6          |
| Lisbon PD                 | 8,881          | 12                    | 2                  | 1.6                | 2                  | 3         | 14         | 5         | 19         |
| Mechanic Falls PD         | 3,009          | 5                     | —                  | 1.7                | —                  | —         | 5          | —         | 5          |
| Sabattus PD               | 5,027          | 6                     | 1                  | 1.4                | —                  | 1         | 6          | 2         | 8          |
| <b>Total Androscoggin</b> | <b>107,711</b> | <b>169</b>            | <b>14</b>          | <b>1.7</b>         | <b>8</b>           | <b>17</b> | <b>177</b> | <b>31</b> | <b>208</b> |
| Aroostook SO              | 27,949         | 11                    | 2                  | 0.5                | 4                  | 1         | 15         | 3         | 18         |
| Caribou PD                | 7,899          | 16                    | —                  | 2.0                | —                  | 1         | 16         | 1         | 17         |
| Fort Fairfield PD         | 3,426          | 4                     | —                  | 1.2                | —                  | —         | 4          | —         | 4          |
| Fort Kent PD              | 4,013          | 4                     | —                  | 1.0                | 1                  | 3         | 5          | 3         | 8          |
| Houlton PD                | 5,974          | 11                    | —                  | 1.8                | 1                  | 4         | 12         | 4         | 16         |
| Madawaska PD              | 3,915          | 4                     | 1                  | 1.3                | —                  | 1         | 4          | 2         | 6          |
| Presque Isle PD           | 9,337          | 13                    | 2                  | 1.6                | 2                  | 4         | 15         | 6         | 21         |
| Van Buren PD              | 2,093          | 3                     | —                  | 1.4                | —                  | —         | 3          | —         | 3          |
| Ashland PD                | 1,251          | 2                     | —                  | 1.6                | —                  | —         | 2          | —         | 2          |
| Limestone PD              | 2,245          | 3                     | —                  | 1.3                | —                  | —         | 3          | —         | 3          |
| Washburn PD               | 1,626          | 2                     | —                  | 1.2                | —                  | —         | 2          | —         | 2          |
| <b>Total Aroostook</b>    | <b>69,728</b>  | <b>73</b>             | <b>5</b>           | <b>1.1</b>         | <b>8</b>           | <b>14</b> | <b>81</b>  | <b>19</b> | <b>100</b> |
| Cumberland SO             | 52,771         | 56                    | 4                  | 1.1                | 6                  | 6         | 62         | 10        | 72         |
| Brunswick PD              | 20,354         | 31                    | 2                  | 1.6                | 7                  | 9         | 38         | 11        | 49         |
| Cape Elizabeth PD         | 9,151          | 13                    | —                  | 1.4                | 1                  | —         | 14         | —         | 14         |
| Falmouth PD               | 11,585         | 17                    | —                  | 1.5                | 4                  | 3         | 21         | 3         | 24         |
| Gorham PD                 | 16,958         | 22                    | 1                  | 1.4                | —                  | 2         | 22         | 3         | 25         |
| Portland PD               | 66,380         | 141                   | 22                 | 2.5                | 18                 | 42        | 159        | 64        | 223        |
| South Portland PD         | 25,327         | 49                    | 5                  | 2.1                | 3                  | 3         | 52         | 8         | 60         |
| Scarborough PD            | 19,454         | 34                    | 3                  | 1.9                | 12                 | 4         | 46         | 7         | 53         |
| Westbrook PD              | 17,809         | 34                    | 4                  | 2.1                | —                  | 1         | 34         | 5         | 39         |

| Agency                   | Population     | Sworn Law Enforcement |                    |                    | Civilian Personnel |           | Total      |            | Total      |
|--------------------------|----------------|-----------------------|--------------------|--------------------|--------------------|-----------|------------|------------|------------|
|                          |                | Officers              | Officers/<br>1,000 | Officers/<br>1,000 | M                  | F         | M          | F          |            |
| Bridgton PD              | 5,337          | 8                     | —                  | 1.5                | —                  | 1         | 8          | 1          | 9          |
| Cumberland PD            | 7,441          | 11                    | —                  | 1.5                | —                  | 1         | 11         | 1          | 12         |
| Freeport PD              | 8,169          | 13                    | 1                  | 1.7                | —                  | 2         | 13         | 3          | 16         |
| Yarmouth PD              | 8,517          | 12                    | 1                  | 1.5                | —                  | 1         | 12         | 2          | 14         |
| Windham PD               | 17,556         | 25                    | 1                  | 1.5                | —                  | 2         | 25         | 3          | 28         |
| Univ. Maine - Gorham     | —              | 10                    | 1                  | —                  | 5                  | 3         | 15         | 4          | 19         |
| <b>Total Cumberland</b>  | <b>286,809</b> | <b>476</b>            | <b>45</b>          | <b>1.8</b>         | <b>56</b>          | <b>80</b> | <b>532</b> | <b>126</b> | <b>657</b> |
| Franklin SO              | 12,078         | 19                    | 1                  | 1.7                | —                  | 1         | 19         | 2          | 21         |
| Farmington PD            | 7,595          | 13                    | 1                  | 1.8                | —                  | 1         | 13         | 2          | 15         |
| Jay PD                   | 4,813          | 6                     | —                  | 1.2                | —                  | 1         | 6          | 1          | 7          |
| Wilton PD                | 4,033          | 4                     | 2                  | 1.5                | —                  | —         | 4          | 2          | 6          |
| Rangeley PD              | 1,176          | 3                     | —                  | 2.6                | —                  | —         | 3          | —          | 3          |
| Univ. Maine - Farmington | —              | 4                     | —                  | —                  | —                  | —         | 4          | —          | 4          |
| Carrabassett Valley PD   | 782            | 2                     | —                  | 2.6                | —                  | —         | 2          | —          | 2          |
| <b>Total Franklin</b>    | <b>30,477</b>  | <b>61</b>             | <b>4</b>           | <b>1.8</b>         | <b>—</b>           | <b>3</b>  | <b>51</b>  | <b>7</b>   | <b>58</b>  |
| Hancock SO               | 30,373         | 17                    | —                  | 0.6                | 3                  | —         | 20         | —          | 20         |
| Bar Harbor PD            | 5,334          | 13                    | —                  | 2.4                | 1                  | 3         | 14         | 3          | 17         |
| Ellsworth PD             | 7,911          | 14                    | 2                  | 2.0                | —                  | 4         | 14         | 6          | 20         |
| Bucksport PD             | 4,964          | 8                     | —                  | 1.6                | 2                  | 2         | 10         | 2          | 12         |
| Mount Desert PD          | 2,074          | 7                     | —                  | 3.4                | 2                  | 2         | 9          | 2          | 11         |
| Southwest Harbor PD      | 1,780          | 4                     | —                  | 2.2                | 2                  | 2         | 6          | 2          | 8          |
| Gouldsboro PD            | 1,746          | 2                     | —                  | 1.1                | —                  | —         | 2          | —          | 2          |
| Swan's Island PD         | 332            | 1                     | —                  | 3.0                | —                  | —         | 1          | —          | 1          |
| Winter Harbor PD         | 519            | —                     | —                  | —                  | —                  | —         | —          | —          | 0          |
| <b>Total Hancock</b>     | <b>55,033</b>  | <b>66</b>             | <b>2</b>           | <b>1.2</b>         | <b>10</b>          | <b>13</b> | <b>76</b>  | <b>15</b>  | <b>91</b>  |
| Kennebec SO              | 51,061         | 28                    | 1                  | 0.6                | —                  | 3         | 28         | 4          | 32         |
| Augusta PD               | 18,717         | 38                    | 3                  | 2.2                | 6                  | 7         | 44         | 10         | 54         |
| Gardiner PD              | 5,669          | 12                    | —                  | 2.1                | —                  | 1         | 12         | 1          | 13         |
| Hallowell PD             | 2,335          | 3                     | 1                  | 1.7                | —                  | —         | 3          | 1          | 4          |
| Waterville PD            | 16,022         | 26                    | 2                  | 1.7                | 2                  | 8         | 28         | 10         | 38         |
| Oakland PD               | 6,210          | 10                    | —                  | 1.6                | —                  | 1         | 10         | 1          | 11         |
| Monmouth PD              | 4,068          | 4                     | —                  | 1.0                | —                  | —         | 4          | —          | 4          |
| Winslow PD               | 7,643          | 8                     | 1                  | 1.2                | —                  | 1         | 8          | 2          | 10         |
| Winthrop PD              | 5,992          | 9                     | —                  | 1.5                | 5                  | 1         | 14         | 1          | 15         |
| Clinton PD               | 3,363          | 3                     | —                  | 0.9                | —                  | —         | 3          | —          | 3          |
| <b>Total Kennebec</b>    | <b>121,080</b> | <b>141</b>            | <b>8</b>           | <b>1.2</b>         | <b>13</b>          | <b>22</b> | <b>154</b> | <b>30</b>  | <b>184</b> |
| Knox SO                  | 21,465         | 19                    | 1                  | 0.9                | —                  | 1         | 19         | 2          | 21         |
| Camden PD                | 4,824          | 9                     | 1                  | 2.1                | 2                  | —         | 11         | 1          | 12         |
| Rockland PD              | 7,190          | 17                    | —                  | 2.4                | 1                  | 1         | 18         | 1          | 19         |
| Thomaston PD             | 2,757          | 4                     | —                  | 1.5                | —                  | —         | 4          | —          | 4          |
| Rockport PD              | 3,320          | 6                     | —                  | 1.8                | 1                  | —         | 7          | —          | 7          |
| <b>Total Knox</b>        | <b>39,556</b>  | <b>55</b>             | <b>2</b>           | <b>1.4</b>         | <b>4</b>           | <b>2</b>  | <b>59</b>  | <b>4</b>   | <b>63</b>  |
| Lincoln SO               | 21,075         | 22                    | —                  | 1.0                | —                  | 2         | 22         | 2          | 24         |
| Boothbay Harbor PD       | 2,135          | 7                     | —                  | 3.3                | —                  | 1         | 7          | 1          | 8          |
| Damariscotta PD          | 2,208          | 3                     | —                  | 1.4                | —                  | —         | 3          | —          | 3          |
| Waldoboro PD             | 4,991          | 7                     | —                  | 1.4                | —                  | 1         | 7          | 1          | 8          |
| Wiscasset PD             | 3,645          | 3                     | 1                  | 1.1                | —                  | —         | 3          | 1          | 4          |
| <b>Total Lincoln</b>     | <b>34,064</b>  | <b>42</b>             | <b>1</b>           | <b>1.3</b>         | <b>—</b>           | <b>4</b>  | <b>42</b>  | <b>5</b>   | <b>47</b>  |
| Oxford SO                | 28,934         | 26                    | 2                  | 1.0                | 1                  | 1         | 27         | 3          | 30         |
| Rumford PD               | 5,705          | 11                    | —                  | 1.9                | —                  | —         | 11         | —          | 11         |
| Dixfield PD              | 2,490          | 4                     | 1                  | 2.0                | —                  | —         | 4          | 1          | 5          |
| Mexico PD                | 2,611          | 5                     | —                  | 1.9                | —                  | —         | 5          | —          | 5          |
| Norway PD                | 4,937          | 8                     | —                  | 1.6                | —                  | 1         | 8          | 1          | 9          |
| Paris PD                 | 5,116          | 8                     | —                  | 1.6                | —                  | 1         | 8          | 1          | 9          |
| Fryeburg PD              | 3,384          | 4                     | 1                  | 1.5                | —                  | —         | 4          | 1          | 5          |
| Oxford PD                | 4,041          | 7                     | —                  | 1.7                | —                  | 1         | 7          | 1          | 8          |
| <b>Total Oxford</b>      | <b>57,218</b>  | <b>73</b>             | <b>4</b>           | <b>1.3</b>         | <b>1</b>           | <b>4</b>  | <b>74</b>  | <b>8</b>   | <b>82</b>  |
| Penobscot SO             | 61,263         | 28                    | 1                  | 0.5                | —                  | 5         | 28         | 6          | 34         |
| Bangor PD                | 32,586         | 74                    | 4                  | 2.4                | 5                  | 12        | 79         | 16         | 95         |
| Brewer PD                | 9,335          | 16                    | 3                  | 2.0                | —                  | 1         | 16         | 4          | 20         |
| Dexter PD                | 3,828          | 6                     | —                  | 1.6                | —                  | —         | 6          | —          | 6          |
| Lincoln PD               | 5,068          | 5                     | 1                  | 1.2                | —                  | 1         | 5          | 2          | 7          |
| Old Town PD              | 7,692          | 13                    | 3                  | 2.1                | —                  | 1         | 13         | 4          | 17         |
| Orono PD                 | 10,757         | 13                    | 1                  | 1.3                | —                  | —         | 13         | 1          | 14         |

POLICE EMPLOYMENT DATA

| Agency                        | Population       | Sworn Law Enforcement |                    |                    | Civilian Personnel |            | Total        |            | Total        |
|-------------------------------|------------------|-----------------------|--------------------|--------------------|--------------------|------------|--------------|------------|--------------|
|                               |                  | Officers              | Officers/<br>1,000 | Officers/<br>1,000 | M                  | F          | M            | F          |              |
| Hampden PD                    | 7,303            | 11                    | —                  | 1.5                | —                  | 1          | 11           | 1          | 12           |
| Millinocket PD                | 4,401            | 5                     | 1                  | 1.4                | —                  | —          | 5            | 1          | 6            |
| East Millinocket PD           | 3,002            | 2                     | —                  | 0.7                | —                  | —          | 2            | —          | 2            |
| Newport PD                    | 3,231            | 7                     | —                  | 2.2                | —                  | —          | 7            | —          | 7            |
| Veazie PD                     | 1,881            | 4                     | —                  | 2.1                | —                  | —          | 4            | —          | 4            |
| Univ. Maine - Orono           | —                | 16                    | 2                  | —                  | 5                  | 3          | 21           | 5          | 26           |
| Holden PD                     | 3,078            | 3                     | —                  | 1.0                | —                  | —          | 3            | —          | 3            |
| <b>Total Penobscot</b>        | <b>153,425</b>   | <b>203</b>            | <b>16</b>          | <b>1.4</b>         | <b>10</b>          | <b>24</b>  | <b>213</b>   | <b>40</b>  | <b>253</b>   |
| Piscataquis SO                | 7,907            | 7                     | —                  | 0.9                | 6                  | 4          | 13           | 4          | 17           |
| Dover-Foxcroft PD             | 4,051            | 5                     | —                  | 1.2                | —                  | —          | 5            | —          | 5            |
| Milo PD                       | 2,271            | 3                     | —                  | 1.3                | —                  | —          | 3            | —          | 3            |
| Brownville PD                 | 1,204            | 2                     | —                  | 1.7                | —                  | —          | 2            | —          | 2            |
| Greenville PD                 | 1,608            | 2                     | —                  | 1.2                | —                  | —          | 2            | —          | 2            |
| <b>Total Piscataquis</b>      | <b>17,041</b>    | <b>19</b>             | <b>—</b>           | <b>1.1</b>         | <b>6</b>           | <b>4</b>   | <b>25</b>    | <b>4</b>   | <b>29</b>    |
| Sagadahoc SO                  | 12,396           | 19                    | —                  | 1.5                | —                  | 2          | 19           | 2          | 21           |
| Bath PD                       | 8,325            | 19                    | 1                  | 2.4                | —                  | 3          | 19           | 4          | 23           |
| Topsham PD                    | 8,690            | 11                    | 1                  | 1.4                | —                  | 1          | 11           | 2          | 13           |
| Richmond PD                   | 3,367            | 4                     | 1                  | 1.5                | —                  | —          | 4            | 1          | 5            |
| Phippsburg PD                 | 2,223            | 1                     | —                  | 0.4                | —                  | —          | 1            | —          | 1            |
| <b>Total Sagadahoc</b>        | <b>35,001</b>    | <b>54</b>             | <b>3</b>           | <b>1.6</b>         | <b>—</b>           | <b>6</b>   | <b>54</b>    | <b>9</b>   | <b>63</b>    |
| Somerset SO                   | 27,620           | 15                    | —                  | 0.5                | —                  | 2          | 15           | 2          | 17           |
| Fairfield PD                  | 6,623            | 10                    | —                  | 1.5                | —                  | 1          | 10           | 1          | 11           |
| Skowhegan PD                  | 8,518            | 13                    | 2                  | 1.8                | —                  | —          | 13           | 2          | 15           |
| Madison PD                    | 4,742            | 6                     | —                  | 1.3                | —                  | 1          | 6            | 1          | 7            |
| Pittsfield PD                 | 4,135            | 6                     | —                  | 1.5                | —                  | —          | 6            | —          | 6            |
| <b>Total Somerset</b>         | <b>51,638</b>    | <b>50</b>             | <b>2</b>           | <b>1.0</b>         | <b>—</b>           | <b>4</b>   | <b>50</b>    | <b>6</b>   | <b>56</b>    |
| Waldo SO                      | 29,165           | 18                    | —                  | 0.6                | —                  | 2          | 18           | 2          | 20           |
| Belfast PD                    | 6,659            | 15                    | —                  | 2.3                | —                  | 1          | 15           | 1          | 16           |
| Searsport PD                  | 2,627            | 3                     | —                  | 1.1                | —                  | —          | 3            | —          | 3            |
| Islesboro PD                  | 559              | 1                     | —                  | 1.8                | —                  | —          | 1            | —          | 1            |
| <b>Total Waldo</b>            | <b>39,020</b>    | <b>37</b>             | <b>—</b>           | <b>0.9</b>         | <b>—</b>           | <b>3</b>   | <b>37</b>    | <b>3</b>   | <b>40</b>    |
| Washington SO                 | 22,808           | 9                     | —                  | 0.4                | —                  | 1          | 9            | 1          | 10           |
| Calais PD                     | 3,030            | 6                     | —                  | 2.0                | —                  | —          | 6            | —          | 6            |
| Eastport PD                   | 1,284            | 4                     | —                  | 3.1                | —                  | —          | 4            | —          | 4            |
| Machias PD                    | 2,146            | 3                     | —                  | 1.4                | —                  | —          | 3            | —          | 3            |
| Baileyville PD                | 1,487            | 3                     | —                  | 2.0                | —                  | —          | 3            | —          | 3            |
| Milbridge PD                  | 1,320            | 2                     | —                  | 1.5                | —                  | —          | 2            | —          | 2            |
| <b>Total Washington</b>       | <b>32,075</b>    | <b>27</b>             | <b>—</b>           | <b>0.8</b>         | <b>—</b>           | <b>1</b>   | <b>27</b>    | <b>1</b>   | <b>28</b>    |
| York SO                       | 48,779           | 27                    | —                  | 0.6                | 1                  | 3          | 28           | 3          | 31           |
| Biddeford PD                  | 21,304           | 47                    | 2                  | 2.3                | 8                  | 12         | 55           | 14         | 69           |
| Kittery PD                    | 9,599            | 18                    | 2                  | 2.1                | 1                  | 5          | 19           | 7          | 26           |
| Old Orchard Beach PD          | 8,705            | 19                    | 2                  | 2.4                | —                  | 2          | 19           | 4          | 23           |
| Saco PD                       | 18,974           | 30                    | 5                  | 1.8                | 8                  | 5          | 38           | 10         | 48           |
| Sanford PD                    | 20,848           | 33                    | 3                  | 1.7                | —                  | 4          | 33           | 7          | 40           |
| Berwick PD                    | 7,502            | 10                    | —                  | 1.3                | —                  | 1          | 10           | 1          | 11           |
| Eliot PD                      | 6,257            | 8                     | 1                  | 1.4                | —                  | 1          | 8            | 2          | 10           |
| Kennebunk PD                  | 11,095           | 15                    | 3                  | 1.6                | 1                  | 1          | 16           | 4          | 20           |
| Kennebunkport PD              | 3,552            | 11                    | 1                  | 3.4                | 2                  | 3          | 13           | 4          | 17           |
| North Berwick PD              | 4,630            | 8                     | —                  | 1.7                | —                  | 1          | 8            | 1          | 9            |
| Ogunquit PD                   | 911              | 10                    | 1                  | 12.1               | —                  | 2          | 10           | 3          | 13           |
| South Berwick PD              | 7,305            | 8                     | —                  | 1.1                | 1                  | 3          | 9            | 3          | 12           |
| Wells PD                      | 9,930            | 21                    | 1                  | 2.2                | 3                  | 4          | 24           | 5          | 29           |
| York PD                       | 12,736           | 23                    | 2                  | 2.0                | 5                  | 5          | 28           | 7          | 35           |
| Buxton PD                     | 8,096            | 9                     | —                  | 1.1                | 3                  | 3          | 12           | 3          | 15           |
| <b>Total York</b>             | <b>200,223</b>   | <b>297</b>            | <b>23</b>          | <b>1.6</b>         | <b>33</b>          | <b>65</b>  | <b>330</b>   | <b>78</b>  | <b>408</b>   |
| All Other Dept. of Pub. Sfty. | —                | 23                    | 2                  | —                  | 22                 | 7          | 45           | 9          | 54           |
| Maine State Police            | —                | 285                   | 22                 | —                  | 53                 | 64         | 338          | 86         | 424          |
| <b>Totals</b>                 | <b>1,330,089</b> | <b>2,141</b>          | <b>153</b>         | <b>1.7</b>         | <b>224</b>         | <b>327</b> | <b>2,365</b> | <b>480</b> | <b>2,845</b> |

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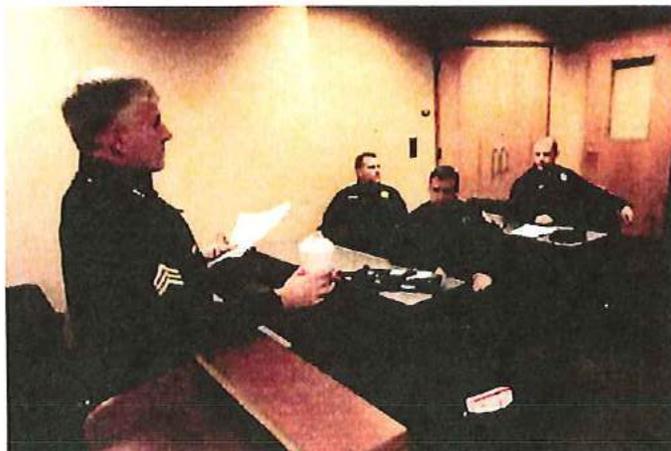
## Maine police departments have difficulty recruiting officers

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Kevin Bennett (http://bangordailynews.com/author/kevin-bennett) | BDN

Sgt. Bob Bishop (left) leads a roll call for an evening shift of officers headed out on patrol at the Bangor Police Station in December 2010. Attending the roll call are officers Jeff Millard (second from left, who retired from the force in the fall of 2011), Jim Dearing and John Robinson.



(http://bangordailynews.com/author/nok-noi-ricker/)

By Nok-Noi Ricker

(http://bangordailynews.com/author/nok-noi-ricker/), BDN Staff  
Posted May 14, 2012, at 3:45 p.m.  
Last modified May 14, 2012, at 4:54 p.m.

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**PORTLAND, Maine** — A bright red “we’re hiring” advertisement comes flashing forward when the Portland Police Department’s website (<http://police.portlandmaine.gov/>) is opened.

The Maine State Police website has a “\*\*\*now hiring\*\*\*” line in red ([http://www.maine.gov/dps/msp/jobs/trooper\\_recruitment.html](http://www.maine.gov/dps/msp/jobs/trooper_recruitment.html)) and also a crawler across the top of its site that states the hiring process is now open.

The state’s largest police forces are not alone in their search for qualified people to put on a uniform.

Law enforcement agencies across the state report they are having difficulty in finding applicants who want to become police officers and who can make it through the multistep hiring process.

Story continues below advertisement.

Truthfinder

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**I WILL NOT harass people whose criminal records appear on this site**

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“It’s an issue that is nationwide,” Bangor police Sgt. Paul Edwards said recently. “It’s hard to recruit. We just went through 30 [applicants] and none were hired.”

The Forest City has six openings, according to Portland police Lt. Gary Rogers, and Bangor is “down by seven,” Police Chief Ron Gastia said Friday.

“I’ll be down by eight at the end of the month when someone else retires, and by the fall I may be down by as many as 10,” Gastia said. “By Dec. 31, 2013, there are an additional 21 people who could retire.”

Portland has about 10 officers who can retire at any point, Rogers said, and that only adds to the problem.

“It’s a continuing ... issue for us,” he said.

The Maine State Police, which employs about 300 law enforcement officers, also struggles with recruiting, Stephen McCausland, Department of Public Safety spokesman, said Friday.

“It’s a continuing process, as it is with most agencies now,” he said. “We hire year-round and it’s a lengthy application process.”

State police are currently looking to hire more than 25 new people, said Melissa Weiner of the state police training unit.

“We’re averaging between 27 to 40 [openings],” and the number changes constantly, she said.

Statewide, there are about 2,250 full-time sworn law enforcement officers, according to the FBI’s 2010 Uniform Crime Reporting Program data.

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Bangor (<http://vimeo.com/24177197>), Portland (<http://police.portlandmaine.gov/>) and the Maine State Police (<http://maine.gov/dps/msp/video.html>) have created recruitment videos to attract more applicants. Portland has an authorized strength of 162 officers and Bangor is allowed 81.

"We're always looking," Rogers said. "We hire on a rolling basis and we'll do it several times a year."

The biggest issue, Rogers and Gastia say, is that applicants have a tough time getting through the application process, especially the criminal background checks.

"Twenty years ago it was much easier to find people who didn't have a sullied past," Gastia said.

What young recruits don't comprehend is that "everything you do today could affect you tomorrow when you're looking for a job," Bangor's police chief said.

When applicants are given a polygraph test, they are asked if they have broken the law, used drugs, driven intoxicated. Those disqualified by their answers "don't understand why that would hold them back," Gastia said.

Instead of being forthcoming, others have tried to lie about their past, he said.

"If you've been deceptive, tried to hide it or lied to us, we are going to find out and you are not going to get hired," Gastia said. "If you come to us and tell us you never did drugs and then we find out you did, you're done. If you are honest with us, we may be able to get past" the prior behavior.

The polygraph test "seems to be the biggest stumbling point," Edwards said. "All we're looking for is an honest, drug-free person. Lately, it seems like it's a tall order."

Others who apply feel a sense of entitlement and just figure they will be given the job without any effort on their part, Gastia and Rogers said.

Both cited the physical fitness test, which must be passed before recruits start training at the Maine Criminal Justice Academy in Vassalboro, as an example. Men in their 20s must be able to do 29 push-ups, 38 sit-ups in one minute and run 1.5 miles in 12½ minutes. Women in their 20s must be able to do 15 push-ups, 32 sit-ups in one minute and complete the running in 15 minutes.

"We don't keep it a secret," Gastia said of the test's requirements. "They know it in advance and they still go down there and can't pass. This is what they say they want to do as a career and they haven't prepared themselves. It speaks volumes."

"It's incredible how many people fail it," Rogers said. So many people failed, "we've put out a [video \(http://police.portlandmaine.gov/fitnesstest.asp\)](http://police.portlandmaine.gov/fitnesstest.asp), showing people what our physical fitness test requires (<http://police.portlandmaine.gov/fitnesstest.asp>)."

Officers of the law must be at least 21 years old, but there is no age limit for new hires. Beginning salaries differ based on the law enforcement agency, with Portland starting at \$34,923, state police at \$36,754, Bangor at \$35,027 and Presque Isle with a starting hourly rate of \$14.

The base salary that Bangor offers is "for a brand new person just out of the academy," Gastia said. "If they come in with a military background, associate's degree, bachelor's or master's degree, not just in law enforcement but in any field," or other qualifying experience, the starting salary is increased.

The number of people who apply also is down compared to years past, Edwards said.

"Years ago, 200 to 300 would come in to take a test, and now we get 30," the sergeant said.

The same is true for smaller departments, such as the Presque Isle Police Department, said Deputy Chief Laurie Kelly, a 26-year veteran in the 15-officer department.

"When I first started here, we might get 30 or 40 applicants. Now we might get 10 or less," she said. Another change is that "years ago, the people who got hired would stay and now they're not. They'll stay five or six years and then move on to other departments with better benefits."

## Public Records Online

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Sheriff Glenn Ross of the Penobscot County Sheriff's Office said he recently hired one deputy for his staff of 30 full-time and 40 contract officers and had only a dozen applicants.

"It's getting harder and harder ... to attract people," he said, adding, however, that those hired typically "have stayed on long-term. We've had very little turnover."

The application process, which includes a physical exam, background check, polygraph, physical fitness and psychological tests and then a sit-down interview, is tough and designed to eliminate unqualified applicants, Gastia said.

"I'm looking for the best possible applicant we can find because those are the ones we want protecting our community," the Bangor chief said. "We're not going to take the borderline people."

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**SKOWHEGAN** — The Police Department will try to solve a critical staffing shortage with a plan to offer signing bonuses as an incentive to students who pay their own way through the Maine Criminal Justice Academy.

Selectmen voted 3-1 Tuesday night to approve offering to add a \$3,000-per-year stipend to a new police officer's salary for three years to attract those "tuition students" at the academy to come to work for Skowhegan.

In making his pitch to selectmen for the signing bonus, Police Chief Ted Blais said his department has six vacancies, partly because of low starting pay and long workdays.

Full employment for the department is 15 officers, including the chief, the deputy chief, the school resource officer and the Maine Drug Enforcement Agency detective, plus nine patrol officers, sergeants and detectives. There currently are nine police officers on the job in Skowhegan.

"When tuition students come out of the academy, they are in a very good position to immediately start their career in law enforcement," Blais said.

The plan is to offer incentives to attract new officers to Skowhegan by offering a signing bonus to tuition students who haven't been hired by another law enforcement agency.

The cost of paying their own way through the Maine Criminal Justice Academy is about \$9,000, plus books and equipment.

State law requires that police officers who already have been hired by a department complete the 18-week training at the academy within the first year of being hired.

If the town pays for a police officer who has been hired by the town to attend the academy, it is like a triple whammy, Blais said — the town pays \$2,500 for the training, the officer's salary while he or she attends the academy and the wages of another officer to cover the missing officer's shift, accounting for about \$30,000.

Blais said his department could be faced with sending two officers to the next academy class and two more in the class after that one over the next year. He said the

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Paul York, the lone dissenter Tuesday night, said he would rather see what comes from current negotiations on Police Department salaries and contracts before offering the incentive bonus. He said new contract provisions might make tuition students and new academy graduates want to come to Skowhegan to work.

“I don’t believe in giving them money if they want to come here anyway,” York said. “Let’s see what happens before we just throw money away at it.”

Blais said Skowhegan wants to attract those graduates and hire them. He said six tuition-paying students now enrolled at the academy might be interested in working in Skowhegan.

Keeping police officers in Skowhegan is difficult partly because of the low starting pay, Blais said.

A graduate who has completed the academy and is a fully certified police officer makes \$15.91 per hour in his or her first year in Skowhegan. In Waterville, by comparison, the newly graduated police officer makes \$18.01 per hour.

“We are down because the folks that worked here thought it would be better to work somewhere else. Number one for me is our rate of pay here,” Blais said. “We are working on that right now with the selectmen and the town manager. It’s a heavy workload here. We answer a lot of calls and a lot of serious calls.”

The upside of losing a Skowhegan police officer to another law enforcement agency is that agency must compensate Skowhegan on a sliding scale, depending on years of experience. That money goes into a town account that can be used to pay the signing bonuses without tapping into taxation, Blais said.

Blais said given recent news about the Sappi paper mill seeking a \$2.2 million tax refund, he hopes the Police Department — already critically short on staff — won’t be affected by budget cuts as Town Meeting looms in June.

“Every one of us here realizes the situation, but does that change the amount of crime that we have here in town?” he asked. “Unfortunately, we are a service that is desperately needed, and we’ve got to do something to keep good police officers here. We need every person that we can get.”

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Beth Brogan | BDN

Brunswick police rescue a woman from the Androscoogin River in this August 2014 file photo.



By Beth Brogan (<http://bangordailynews.com/author/brogan/>), BDN Staff  
 Posted Aug. 19, 2016, at 5:48 p.m.  
 Last modified Aug. 20, 2016, at 7:04 a.m.

**BRUNSWICK, Maine** — Detectives from the Brunswick Police Department are being pulled from their cases one day per week to beef up patrol shifts as the department's staff numbers dip lower than they have in recent memory.

"Nothing is going to stop," Brunswick police Cmdr. Mark Waltz said Friday, "but things are going to get less attention. The threshold of what we are going to investigate is going to change, because we won't have the resources. ... Follow-up investigations are probably going to take longer. There just won't be enough people to do them."

Between retirements and resignations, by mid-September, the department will include 28 sworn officers, down seven — the equivalent of an entire squad — from a full staff, according to Waltz.

In a renewed effort to boost the roster, for the first time ever, new recruits who have already graduated from a police academy will be offered a signing bonus. Advertisements to appear on Monday will offer candidates who have attended the academy \$2,500 upon signing and another \$2,500 after the first year, Waltz said.

Story continues below advertisement.

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The bonus is the only way administrators can think of to increase numbers that have lagged for years, likely because of a number of factors that this year became "the perfect storm," he said.

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After a year that saw voluntary and then mandatory overtime to meet the "mandatory minimum" number of officers on patrol, the standard "extra" officer on each shift to perform proactive or preventative work such as speed enforcement just isn't available.

In addition to detective work, training has been "back-burnered," and the department's annual Emergency Vehicle Operations Course, which each October has drawn officers and other emergency personnel from Brunswick and surrounding communities, has been canceled.

Waltz said police departments statewide and around the country are finding it difficult to recruit officers, in part because of the "vilification" of police officers, he said.

"Some of it is justified by actions taken by police officers, absolutely, but more police officers I see, certainly in Maine, do the job because they want to help people," he said.

Other factors include overnight and weekend shifts typically assigned to new officers, and the general experience of police officers, who Waltz said "are exposed to some of the worst things in life on a regular basis. People decide, I just don't want to do that."

Compensation for Brunswick police officers also is a factor. Brunswick officers earn a smaller base salary than officers in similarly-sized "service center" towns, according to a wage survey compiled by the local union, the Brunswick Police Benefit Association.

A starting officer earns \$673 per week in Brunswick — an average of 14.4 percent less than in Augusta, South Portland, Topsham, Auburn, Bath, Westbrook, Scarborough, Freeport or Saco — and a full \$266 per week less than a starting officer in Biddeford (\$939), according to the study.

After 19 years of service, a Brunswick officer earns \$911 weekly — still less than any of the other communities except Augusta and Topsham, and \$349 less per week than a 19-year officer in Scarborough, according to the study.

Town Manager John Eldridge said Friday that Brunswick's benefits are significantly better than those in other communities, including the ability to retire after 20 years at 50 percent pay.

Of the communities surveyed, only Westbrook and Scarborough offer a 20-year retirement to their entire department, although other departments offer 25-year retirement at a greater percentage of pay.

"I don't think too many people go into this field for the money, but last year the state police salaries [were increased] significantly. If someone wants to be in the field and they can go somewhere that pays more, they will," Waltz said.

Administrators hope the signing bonus will begin to turn things around. Two weeks ago, the department hired a Gardiner officer who Waltz said should be able to fill a shift alone by the end of October. And on Monday, a new recruit with no previous experience started at the academy.

But filling vacancies with officers who must first go to the police academy is problematic, because classes there run only twice per year. Untrained officers who the department must send to the academy would not likely be ready to patrol alone for at least a year, Waltz said.

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**CRIME IN MAINE 2014 — HIGHLIGHTS**



During 2014 the crime clock average in Maine reflected the following:

**VIOLENT CRIMES: 1 every 5 hours, 32 minutes** .....1 Murder every 16 days, 14 hours, 11 minutes  
 1 Rape every 24 hours, 36 minutes  
 1 Robbery every 28 hours, 49 minutes  
 1 Aggravated Assault every 9 hours, 44 minutes

**PROPERTY CRIMES: 1 every 19 minutes, 54 seconds** .....1 Burglary every 104 minutes, 56 seconds  
 1 Larceny every 25 minutes, 38 seconds  
 1 Motor Vehicle Theft every 11 hours  
 1 Arson every 88 hours, 29 minutes

**CRIME RATE** .....The Crime Rate is based on the occurrence of an Index Offense per 1,000 residents of the state. Local and county rates are based on their individual populations. The State Crime Rate for 2014 was 21.04 per 1,000. The comparable rate for 2013 was 24.21. The 2014 state population is estimated at 1,330,089 persons.

**INDEX OFFENSES** .....There were 27,987 Index Offenses reported by police during 2014 — a decrease of 4,175 offenses (13.0%) from the 32,162 similar offenses reported in 2013.

**VIOLENT CRIMES** .....Murder, Rape, Robbery and Aggravated Assault make up the Violent Crimes category. Violent crimes as a group decreased by 79 offenses from 2013 for a 4.8% decrease. During 2014 violent crimes totaled 1,582, compared to a 2013 total of 1,661. Violent crimes accounted for 5.7% of all reported index crimes (5.2% in 2013) and represent a crime rate of 1.19 per 1,000 population.

**PROPERTY CRIMES** .....Property Crimes, consisting of Burglary, Larceny, Motor Vehicle Theft and Arson, fell in 2014 by 4,096 offenses (13.4%) from 2013. There were 26,405 offenses reported in 2014 with 30,501 being shown for 2013. Property crimes account for 94.4% of all index crimes with a crime rate of 19.85 offenses per 1,000 population.

**MURDER** .....There were 22 murders committed in Maine during 2014 — a decrease of 2 (8.3%) from the 24 murders reported in 2013. Law enforcement cleared 21 murders this year. Maine's 10-year average is 24 homicides annually.

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| <b>RAPE</b> .....                      | Forcible Rapes decreased by 3 reported offenses during 2014. There were 359 offenses reported to police in 2013, compared to 356 in 2014. Of the total, 340 were actual rapes, while 16 were classified as attempts to commit forcible rape.  |
| <b>ROBBERY</b> .....                   | Robberies decreased by 9.3% (31 offenses) during 2014, from 335 in 2013 to 304 in 2014.   |
| <b>AGGRAVATED ASSAULT</b> .....        | Law enforcement reported 900 Aggravated Assaults during 2014, a decrease of 4.6% from the 2013 figure of 943. Simple assaults (a non-index crime) decreased by 6.5% during 2014 with 10,044 offenses reported.  |
| <b>DOMESTIC VIOLENCE</b> .....         | All offenses of assault between family or household members are reported as Domestic Assault and account for 46.3% of all assaults. During 2014 police reported 5,067 offenses, a decrease of 420 (7.7%) from the 5,487 offenses reported in 2013.  |
| <b>BURGLARY</b> .....                  | The number of Burglaries during 2014 fell by 22.4% compared with those in 2013. There was a decrease of 1,444 from the 2013 total of 6,453. The 5,009 burglaries reported statewide resulted in property loss totaling \$5,875,187. Burglaries represent 17.9% of all reported index offenses.  |
| <b>LARCENY-THEFT</b> .....             | The crime of Larceny decreased during 2014 by 10.9% from the 23,006 larceny offenses reported in 2013. Police reported 20,501 larceny crimes during 2014. Shoplifting increased 7.2% and thefts from motor vehicles decreased 30.7% for 35.8% of all larceny crimes reported.                   |
| <b>MOTOR VEHICLE THEFT</b> .....       | Motor Vehicle Theft registered a decrease of 106 offenses during 2014, from 902 in 2013 to 796. A high of 2,764 motor vehicles were reported stolen during 1978.  |
| <b>ARSON</b> .....                     | The crime of Arson was added to the list of reportable index crimes in 1980. During 2014 there were 99 arsons reported, down 41 (29.3%) from the 140 arsons reported for 2013. Estimated property loss caused by arson totaled over \$1.1 million during 2014 — down 64.7%.                     |
| <b>HATE CRIME</b> .....                | Beginning in 1992, Hate Crime was added as a new reporting requirement. During 2014, police reported 29 incidents involving 31 victims and resulting in a total of 29 offenses. This figure represented a 3.3% decrease from the 2013 total of 30 offenses (27 incidents involving 29 victims). |
| <b>STOLEN/RECOVERED PROPERTY</b> ..... | During 2014 law enforcement agencies recorded \$21,239,896 worth of property stolen during the commission of index crimes — a decrease of 31.8% from the \$31,165,246 stolen during 2013. Police were able to recover 24.4% (\$5,191,038) of stolen property during 2014.                       |

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| <b>CLEARANCE RATE</b> .....         | Law enforcement agencies cleared 34.8% of all index crimes in 2014 — higher than the 32.2% rate in 2013.  |
| <b>ARRESTS</b> .....                | The total number of persons arrested, summoned or cited by police, including juveniles and adults, was 47,883 — a decrease of 3.5% from the 49,610 persons recorded in 2013. Drug arrests increased 3.6% with 5,329 adults and 472 juveniles charged with drug offenses.  |
| <b>OFFICER ASSAULTS</b> .....       | There were 174 assaults on law enforcement officers in 2014, a decrease from the 2013 figure of 187.  |
| <b>POLICE EMPLOYMENT DATA</b> ..... | Statewide there were 2,294 full-time sworn law enforcement officers representing a ratio of 1.72 officers per 1,000 population. Nationally (in 2013) the average rate per 1,000 was 2.3.  |
| <b>TRENDS</b> .....                 | The chart on the following pages shows the 10-year trend data for the index crimes recorded by Uniform Crime Reporting. Shown are the number of offenses, the crime rate per 1,000 residents of Maine, the percent cleared in Maine, the national crime rate per 1,000, and the percent change in the number of reported offenses in Maine. |