



Chief of Police
Jonathan P. Klarén

Town of Chilmark
Office of
Police Department
Chilmark, Massachusetts 02535

Station (508) 645-3310
Fax 645-3101
Communications 693-1212

November 19, 2021

Notes on restructure of the Chilmark Police Department

Current Structure: 5 full-time Chief
Sergeant
Patrol Officers (3)
7 Part-time Special Police Officers
4 Traffic non-sworn personal

Proposed FY23 Structure: 6 Full-time Chief
Sergeant
Patrol Officers (4)
3-4 Part-time Special Police Officers

Reason/Benefits: One of the enactments of the 2021 MA Police Reform Act was the elimination of this state’s special police officer program. All current special officers whom are interested in maintaining their police certification will be given the opportunity to complete a 200+ hour “Bridge Academy” by a certain date (determined alphabetically by their last name). Upon completion of this program and 2400 hours of ‘service’ they will have the same ‘certification’ as a full-time officer, otherwise their certification will expire. Moving forward, anyone wishing to become a police officer must attend the 22-week police academy. The Chilmark Police Department has used special officers since the 1980’s to augment the full-time staff during the busier summer months and intermittently in the off-season. At this time, some of the department’s current special officers have indicated they would like to attend this bridge training, the exact numbers are uncertain. Benefits of this proposal include; more professional staff, stabilize recruiting and retention challenges, reduce overtime, proper coverage during the extended shoulder seasons.

Cost: The proposed budget increase by creating the 6th full-time officer’s annual salary, FY22 G9S1 (\$33.08/hr or \$69,071 annual) would be offset by reductions in the special officer line #5143, reduction the summer officer line #5141 and elimination of traffic officer line #5150. My FY23 proposed police budget will be drafted upon town’s acceptance of the proposed FY23 COLA and give us a clearer financial picture.

Implementation: Currently we have a full-time officer that is planning to go out on Maternity Leave late February/early March.

While my proposal is to budget for an additional FY23 full-time officer, I would like to create this 'extra position' in preparation for March 2022 to be filled from our current special officer staff.

This employee would work 40 hr/week beginning in March

The hourly rate of this employee would be compensated at the special police rate of Grade 6 and not Grade 9.

The employee is not eligible to change from this special rate until successfully completing the Bridge Academy, the required 2400 hours of required shift work and certification of as a full-time officer by the state.

The employee would still need to be appointed by the Chilmark Select board prior to receiving the full benefits and pay of the full-time police officers.

The Town of Chilmark would offer health benefits to this employee beginning March 2022/his commencement of 40hr/week employment.

I've spoken to Jack Collins, Chilmark's labor counsel, about the particulars of the above proposal and while this situation is unique, it also is achievable with the support of the HRB, FinCom, SB and his legal review and draft of the above particulars and with the selection procedure being consistent with current department policy and procedure.