

Contract Value Pertaining to Police Chief, Arthur Parker

	<u>FY 2008</u>		
	<u>\$ Min</u>	<u>\$ Actual</u>	<u>\$ Max</u>
<b>Table of Contents</b>			
1 Duties			
2 Term			
3 Compensation			
a. Base Salary	\$ 104,528	104,528	\$ 104,528
b. Sick Leave			
c. Vacation Leave			
d. Holidays	7,464	7,464	8,041
e. Personal Days			
f. Funeral Leave			
g. Longevity	1,000	1,000	1,000
h. Educational Incentive			
i. Senior Officers Pay		10,208	22,118
j. Health Insurance			
k. Life Insurance			
l. Other Benefits	5,391	5,391	5,391
4 Professional Development			
5 Dues and Subscriptions and Travel			
6 Other Benefits	2,300	2,300	2,300
7 Reduction in Benefits			
8 Discipline or Discharge			
9 Hours of Work			
10 Indemnification			
11 Injured on Duty			
12 Death During term of Employment			
13 General Provisions			
<p>This section has no financial value</p> <p>This section has no financial value</p> <p>\$104,528 + increase received by other non-represented town employees 15 days per year, max accum. 200 days, 75% paid upon retirement (See item i - Senior Officers Pay)</p> <p>4 wks per year, max 20 day carryover, buyback provision</p> <p>14 Paid Holiday's as per Commonwealth of MA</p> <p>3 Days personal leave as afforded to all municipal employees.</p> <p>4 Days for immediate family, 1 for aunts, etc. as afforded all Police Officers.</p> <p>\$1,000 annually for his years of service</p> <p>Included in Base Salary (50% of Quinn bill reimbursed by State)</p> <p>In lieu of 75% of sick leave paid upon retirement (3 Yrs. Only).</p> <p>75% of chosen plan as afforded to all municipal employees. (Range of Cost for Individual Plans: \$ 4,202 to \$5,792); (Family Plans: \$11,242.62 to \$13,741)</p> <p>Offered to all municipal employees at employees cost.</p> <p>Deferred Compensation Plan equal to 5% of Base Pay</p> <p>Use of Departmental Vehicle.</p> <p>This section has no financial value</p> <p>This section has no financial value</p> <p>\$1,000 uniform &amp; cleaning allowance + \$1,300 EMT certification</p> <p>This section has no financial value</p> <p>This section has no financial value</p> <p>This section has no financial value</p> <p>This section has no financial value</p> <p>This section has no financial value</p> <p>All sick, vacation, etc. accruals to Chiefs Estate.</p> <p>This section has no financial value</p>			
<p><b>Cash Benefit</b></p> <p style="text-align: right;">115,292      125,500      145,451</p> <p><b>Non-Cash Benefit (Actual cost disclosure not allowed under Privacy Laws)</b></p> <p style="text-align: right;">-      -      -</p> <p><b>Deferred Compensation</b></p> <p style="text-align: right;">5,391      5,391      5,391</p> <p style="text-align: right;"><b>\$ 120,683    \$ 130,891    \$ 150,842</b></p>			
<p>Total Compensation as indicated on Detail page</p> <p style="text-align: right;"><b>129,946</b></p>			

The Plymouth County Retirement Board, of which Carver is a member, has received a ruling from PERAC stating that the value of vehicles is no longer includable as personable wages. This option in the police chief's contract is no longer valid.

**This section has never been exercised.**

**TOWN OF CARVER**  
**Summary of Police Contract Costs**  
**FY 2008**

**Table of Contents**

Article #	Table of Contents	Description of Benefit and Cost during FY 2008
I - V	Bargaining Unit/Mgmt rights, etc.	These sections have no financial value
VI	Overtime	Available to all officers
VII	Details	\$29.00/hr with a minimum 4 Hours
VIII	Sick Leave	15 days per year, max accum. 200 days, 75% paid upon retirement (See item i - Senior Officers Pay)
IX	Funeral Leave	4 Days for immediate family, 1 for aunts, etc.
X	Personal Days	3 Days personal leave per year.
XI	Vacation Leave	10 days - 4 wks per year based on yrs of service.
XII	Holidays	14 Paid Holiday's per year. Those working the holiday receive double time. (2 1/2 times for Memorial Day, July 4, Thanksgiving, Christmas, New Years, and Labor Day).
XIII	Base Pay Rates	Range: Patrolman 1 \$39,418.94 to Grade 3 Sergeant \$54,703.61
	a. Longevity	\$300/yr after completion of 5 yrs for the next 5 years. Addtl \$150 after 15 yrs, Max out at \$1,650
XIV	Uniform Allowance	\$550 Clothing allowance. \$400 Cleaning Allowance
XV	Job Security	This section has no financial value
XVI	Maintenance of Equipment	This section has no financial value
XVII	Educational Incentive	up to 25% of Base Pay per provision of Quinn Bill M.G.L. c.41 sec 108L
XVIII	Court Time	Compensated at 1 1/2 times the hourly rate. 4 Hr Minimum. \$10 for Meals
XIX	Health and Welfare	75% of chosen plan as afforded to all municipal employees. (Range of Cost for Individual Plans: \$4,202 to \$5,792); ( Family Plans: \$11,242.62 to \$13,741)
XX	Leaves of Absence	Military Service 17 days, Authorized Schooling, Jury Duty, etc.
XXI	In-Service Training	This section has no financial value
XXII	EMT Certification	\$1,300 annual stipend.
XXIII	Grievance Procedure	This section has no financial value
XXIV	Duration	This section has no financial value
XXV	Honor Guard	Paid at 1 1/2 compensatory time. No more than 8 hrs/day; 18 days/yr.
XXVI	Personnel File	This section has no financial value
XXVII	Shift Commander Pay	Officer in charge of shift receives extra \$2.50/hr in hourly rate
XXVIII	Detective Position	This section has no financial value
XXIX	Administrative Sergeant and Court Officer	Stipends - Admin Sgt. (\$2,750), Court Officer (\$2,750)
XXX	Check Off	This section has no financial value
XXXI	Agency Service Fee	This section has no financial value
XXXII	Community Service/Liaison Officer and Armorer	Stipends - Comm Svc Off.(\$2,750), Armorer (\$1,750)
XXXIII	Promotions	This section has no financial value
XXXIV	Injured on Duty Status	Section not found in contract
XXXV	Death Benefit	This section has no financial value
XXXVI	Senior Officer Position	In lieu of 75% of sick leave paid upon retirement (See more detail on Base Pay Rates attachment)

**Legend:**  
Cash Benefit (See Base Pay Rates attachment for more detail)  
Non-Cash Benefit

TOWN OF CARVER

Schedule of Base Rate Pay for Police Officers and Police Chief  
Based on Personal Action Forms as of 8/31/2008

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Contract Base	Stipend	Longevity	Sub Total (A+B+C)	Nite Diff	Sub Total (DxE)+D	Ed. Incentive	Senior Officer see below	Total Wages (FxG)+F+H	Cleaning Allowance	EMT	Compensation Total (I+J+K)
Chief	104,528.99	1,000.00	105,528.99		105,528.99		22,117.88	127,646.87	1,000.00	1,300.00	129,946.87
Grade 2 Sergeant	53,016.31	1,500.00	54,516.31	6%	57,787.29	25%	10,134.81	82,368.92	400.00	1,300.00	84,068.92
Grade 2 Sergeant	53,016.31	2,750.00	57,266.31	6%	57,266.31	25%		71,582.89	400.00	1,300.00	73,282.89
Grade 1 Sergeant	51,063.65	1,500.00	52,563.65	6%	55,717.47	20%		66,860.96	400.00	1,300.00	67,260.96
Grade 5 Patrolman	47,051.99	1,650.00	48,701.99	6%	51,624.11	25%		64,530.14	400.00	1,300.00	66,230.14
Grade 5 Patrolman	47,051.99	1,500.00	48,551.99	6%	51,465.11	25%		64,331.39	400.00	1,300.00	66,031.39
Grade 1 Sergeant	51,063.65	1,500.00	52,563.65	6%	52,563.65	20%		63,076.38	400.00	1,300.00	63,476.38
Grade 3 Detective	54,703.61	1,650.00	56,353.61	6%	59,734.83			59,734.83	400.00	1,300.00	61,434.83
Grade 4 Patrolman	47,051.99	1,500.00	50,301.99	6%	53,320.11	10%		58,652.12	400.00	1,300.00	60,352.12
Grade 5 Patrolman	47,051.99	2,750.00	51,301.99	6%	51,301.99		7,893.12	59,195.11	400.00	1,300.00	59,595.11
Grade 4 Patrolman	45,364.70	1,650.00	46,564.70	6%	48,086.58	20%		57,703.90	400.00	1,300.00	59,403.90
Grade 5 Patrolman	47,051.99	1,500.00	48,701.99	6%	48,701.99	20%		58,442.39	400.00	1,300.00	58,842.39
Grade 5 Patrolman	47,051.99	1,500.00	48,551.99	6%	48,551.99		5,377.75	53,929.74	400.00	1,300.00	54,329.74
Grade 5 Patrolman	47,051.99	2,750.00	51,451.99	6%	51,451.99			51,451.99	400.00	1,300.00	51,851.99
Grade 4 Patrolman	45,364.70	1,200.00	46,564.70	6%	49,358.58			49,358.58	400.00	1,300.00	51,058.58
Grade 4 Patrolman	45,364.70	1,200.00	46,564.70	6%	49,358.58			49,358.58	400.00	1,300.00	49,758.58
Grade 5 Patrolman	47,051.99	1,650.00	48,701.99	6%	48,701.99			48,701.99	400.00	1,300.00	49,101.99
Grade 1 Patrolman	39,418.94		39,418.94		39,418.94			39,418.94	400.00		39,818.94

(1) These amounts are used to determine the officers overtime rate

CALCULATION OF SENIOR OFFICERS PAY (SOP) BASED ON MEMORANDUM			
	Chief	Grade 2 Sgt.	Grade 5 Patrolman
Accrued Sick Time accumulated at assignment	75	126	63
Sick Time Projected over next 3 years (15 days/yr)	45	45	45
Other (Chiefs contract allows the use of "any unused accrued time" to augment SOP)	80		
Total Accrued Time for Calculation	200	171	108
	x75%	x75%	x75%
Estimated # day's at end of 3 yr. period	150	128.25	81
	x33.3%	x33.3%	x33.3%
Total Day's pay allowed for SOP calculation	50	42.75	27
% of full year (52 days)	96.15%	82.21%	72.12%
Current day's pay (At time of assignment) - Annualized	23,003.52	12,327.95	10,944.42
Senior Officers Pay	\$22,117.88	\$10,134.81	\$7,893.12
			\$5,377.75

TOWN OF CARVER  
Police Earnings FY2008

L Name	F Name	Position	Regular	O/T	Holiday	Shift	Court	Detail	Cloth	Retro	Em/Strp	Meals	Temp	GROSS
O'Donnell	Michael	Sergeant	83,997.08	32,435.08	6,863.63		265.20	3,991.44	400.00		1,375.00	60.00	5,091.13	134,478.56
Harriman	David	Patrol Officer	58,652.36	34,604.06	4,812.51	2,120.00	5,197.00	14,857.04	400.00		1,375.00	80.00	11,464.16	133,562.13
Parker	Parker	Police Chief	117,572.40		6,931.20								6,091.17	130,594.77
Zadok	David	Detective	65,881.50	29,746.70	5,249.33	660.00	4,521.92	866.24	400.00		1,375.00	80.00	1,321.28	110,081.97
Orr	Raymond	Patrol Officer	64,529.92	19,661.20	5,427.17	2,060.00	2,424.24	2,594.31	400.00		1,375.00	160.00	7,309.70	105,941.54
Ostiguy	Derrick E	Patrol Officer	61,880.58	24,233.56	4,914.96	530.00	905.36	3,754.88	400.00		1,375.00	90.00	6,399.46	104,483.80
Ritz	Joseph R.	Police Officer	54,992.08	24,002.72	4,292.58		1,206.12	6,698.73	400.00	659.97	1,375.00	80.00	6,612.84	100,320.04
Rizzuto	Dennis	Police Officer	49,116.85	18,971.69	4,199.62	1,740.00	5,253.54	10,474.51	400.00		1,375.00	100.00	7,351.16	98,982.37
Miksch	Michael	Sergeant	70,921.68	12,800.25	6,285.77				400.00		1,375.00	20.00	2,690.32	94,493.02
David	Marie A	Police Officer	60,279.22	8,904.42	5,127.79	640.00	551.41	499.20	400.00			50.00	2,457.51	78,909.55
Sarmiento	Sheri A	Sergeant	64,532.12	3,702.95	5,237.57			195.56	400.00			50.00	645.85	74,764.05
Duphily	Marc R	Sergeant	61,289.28	2,481.11	4,525.93			1,040.00	400.00			40.00	190.00	69,966.32
Luca	Anthony	Police Officer	48,702.16	3,081.90	4,295.74	2,740.00		3,446.00	400.00			50.00	226.62	62,942.42
Bassett	Heidi Ann	Police Officer	51,451.92	4,357.24	4,116.84	140.00			400.00			50.00	398.90	60,914.90
Melo	Segisfredo O	Police Officer	50,512.58	3,946.54	3,864.28	260.00	949.67		400.00			60.00	159.64	60,152.71
Englehart	Kathleen	Police Officer	55,610.96		3,764.17				400.00					59,775.13
Page	Lawrence	Police Officer	46,620.96	6,064.86	3,761.94	1,280.00	149.28	907.64	400.00			50.00	298.56	59,533.24
Howard	Melissa A	Adm Asst to Police Chief	38,029.86											38,029.86
Tracy	Jean C.	Clerical Police	14,361.93											14,361.93
Benoit, Jr	Walter R	Police Officer						4,834.00						4,834.00
Perry	Michael W.	Police Computer	1,740.00											1,740.00
			1,120,655.44	228,994.28	83,671.03	12,170.00	21,423.74	54,159.55	6,400.00	659.97	11,000.00	1,020.00	58,708.30	1,598,862.31