

## **2025 BRISTOL POLICE SALARY ORDINANCE**

	<b><u>SALARY</u></b>	<b><u>HOURLY RATE</u></b>	<b><u>HOLIDAY PAY</u></b>
Marshal S. Priem	\$94,944	\$45.67 / Hour	\$0
Chief Deputy D. Lundgren	\$92,880		
	\$97,523.60	\$44.65 / Hour	\$4,643.60
	\$99,845.92	\$66.98 / Hour (1.5)	\$6,965.92
Sgt. A. Dernay	\$89,790		
	\$94,279.68	\$43.17 / Hour	\$4,489.68
	\$96,525.04	\$64.76 / Hour (1.5)	\$6,735.04
Cpl. K. Hamood	\$87,730		
	\$92,116.72	\$42.18 / Hour	\$4,386.72
	\$94,310.08	\$63.27 / Hour (1.5)	\$6,580.08
Det. N. Russo	\$82,556		
	\$86,683.76	\$39.69 / Hour	\$4,127.76
	\$88,748.16	\$59.54 / Hour (1.5)	\$6,192.16
Ptl. J. Laskowski	\$71,201		
	\$74,760.92	\$34.23 / Hour	\$3,559.92
	\$76,541.40	\$51.35 / Hour (1.5)	\$5,340.40

	<u>SALARY</u>	<u>HOURLY RATE</u>	<u>HOLIDAY PAY</u>
Ptl. C. Pittman	\$63,984		
	\$67,183.04	\$30.76 / Hour	\$3,199.04
	\$68,782.56	\$46.14 / Hour (1.5)	\$4,798.56
Ptl. V. Ambrose	\$63,984		
	\$67,183.04	\$30.76 / Hour	\$3,199.04
	\$68,782.56	\$46.14 / Hour (1.5)	\$4,798.56
Ptl. C. Simon	\$68,112		
	\$71,518.00	\$32.75 / Hour	\$3,406.00
	\$73,221.52	\$49.13 / Hour (1.5)	\$5,109.52
Ptl. G. Smith	\$80,496		
	\$84,520.80	\$38.70 / Hour	\$4,024.80
	\$86,533.20	\$58.05 / Hour (1.5)	\$6,037.20
Ptl. J. Dibley	\$63,984		
	\$67,183.04	\$30.76 / Hour	\$3,199.04
	\$68,782.56	\$46.14 / Hour (1.5)	\$4,798.56
Ordinance R. Cripe		\$24.04 / Hour	\$0
Ad. Asst. A. Musser	\$51,603	\$24.81 / Hour	\$0

Total- \$38,235.60 (Straight time)

\$57,356.00 (1.5 time)

**Suggested Salary Ordinance wording:**

Police Officers will receive straight time pay for all hours worked on the specified holidays. They will also receive holiday pay at a rate of time and one-half (1 ½) for the thirteen (13) recognized holidays to be paid on the first payroll in December.

If a full-time sworn police officer's employment ends before the end of the year, or if they are a new hire, their holiday payout will be prorated to include only the Town of Bristol holidays that occurred during their employment that year.

Eligible civilian full-time non-exempt employees will receive holiday pay plus wages at a rate of time and one-half (1 ½) for the hours worked on the holiday.

**Additional information:**

- I have attached a document titled "Comp. Time Hours Vs. True OT hours". This reflects the Comp. Time earned by our Officers for this last two week pay period ending 01/04/2025. There were four holidays in that pay period (Christmas Eve, Christmas Day, New Years Eve, and New Years Day). There was a total of 348 hours of Comp. Time earned by the Officers during that pay period. 222 hours were paid out from that Comp. Time earned. If you look at the chart, there was only 1.5 hours of overtime generated that were not holiday hours earned.
  
- The current procedure for Holiday Pay is that if an Officer works a recognized holiday, they receive their normal pay for the day and additionally get Comp. Time paid at time and a half (1 ½) for the hours worked (typically 12 hours for an 8-hour shift). In addition, If an Officer's regular day off falls on a holiday, they receive 8 hours of Comp. Time. Per the Town Policy, Officers cannot bank over 40 hours of Comp. Time, and they can request, at any time, to be paid out for any amount of time in their Comp. Time bank. This means that just about all the Comp. Time earned by the Officers, usually gets paid out.
  
- If you look at the proceeding information that shows the cost for each Officer, if the holidays were paid out once a year, I have presented the total hours for the 13 holidays (104) reflected being paid at straight time and time and one half (1 ½). The Officers currently are compensated for the holidays at time and one half (1 ½) for the Comp. Time. I strongly feel that if we change, and they are paid out for the holidays, it needs to be at time and one half (1 ½) to mirror the current procedure. I don't want any of our Officers losing any benefit.

- Changing the procedure for Holiday Pay would allow us to budget every year for the Holiday Pay. It would be a set amount each year. I would like to see a separate line in the budget for the Holiday Pay to separate it from the Overtime Pay. It would also help our schedule out by reducing the amount of Comp. Time earned substantially. Finally, it would free up the Chief Deputy and the Sergeant up from spending a significant amount of time dealing the Comp. Time earned and the Comp. Time banks, keeping the Officers under the 40-hour cap, and submitting the amounts for pay out each pay period.

Thank you in advance for your time and attention into this issue. I am looking forward to any discussion and answering any questions during the upcoming meeting.

Stephen M. Priem 401  
Marshal, Bristol Police Department

**Comp. Time Hours Vs. True OT hours**

***Pay Period Ending 01-04-2024***

	<u>Officer</u>	<u>Holiday Hours</u>	<u>OT Hours</u>	<u>OT (1.5x)</u>	<u>Paid</u>	<u>Comp. Banks</u> hours:minutes
<b>Paid</b>	402	48	0	0	48	21:43:00
	403	48	0	0	48	32:22:00
	404	48	0	0	8	40:05:00
	406	40	0.5	0.75	16	40:51:00
	407	48	0.5	0.75	48.75	40:07:00
	408	40	0.5	0.75	41	41:52:00
	410	40	0	0	14.5	40:30:00
	<b>Totals:</b>	<b>312</b>	<b>1.5</b>	<b>2.25</b>	<b>224.25</b>	<b>257:30:00</b>
<b>Not Paid</b>	405	0	0	0	0	32:07:00
	409	36	0	0	0	36:00:00
	411	0	0	0	0	0:00
		<b>348</b>				<b>325:37:00</b>

**222.0 hours paid due to Holiday Hours accrued VS 2.25 hours of true OT hours**

