



TOWN OF TEWKSBURY
Police Headquarters
918 Main Street
TEWKSBURY, MASSACHUSETTS 01876

Timothy B. Sheehan
Chief of Police
(978) 851-7373 ext. 214
(978) 851-8921 fax

To: Town Manager, Richard Montuori
Finance Committee
Karen Kucala, Finance Director

Re: Fiscal Year (FY) 2017 Proposed Police Department Budget Request

From: Timothy B. Sheehan, Chief of Police

The Tewksbury Police Department provides for the safety and security of our community through the judicious enforcement of the laws of the Commonwealth of Massachusetts, the Town by-laws, the Constitution of the United States of America, and through crime prevention education and community programs. All personnel are truly dedicated to the Department's mission of providing these services with the highest degree of professionalism, honesty, integrity, and character. Every member of our Department is devoted to providing the highest quality of public service with respect, honor, fairness, pride, compassion, and courage.

The Department is comprised of seventy five (75) extremely motivated employees, including sixty (60) sworn officers, nine (9) civilian dispatchers, and six (6) civilian administrative support personnel. The lion's share of the Department's resources is being expended on the prevention, response, and investigation of property crimes, traffic accidents and issues, drug and alcohol violations, and crimes of violence. Epidemic level drug addiction is significantly impacting this community and driving the need for police services off the charts. Department personnel responded to roughly seventy (70) reported drug overdoses in both 2014 and 2015 with the number of related fatalities rising significantly from four (4) in 2014 to seven (7) in 2015. The tragic number of fatalities recorded in 2015 has come in a year when all Police and Fire Department vehicles were outfitted with the opioid antagonist/reversal drug Narcan and when it was administered in roughly fifty (50) percent of the reported overdoses.

The total number of incidents logged in the Department's Computer Aided Dispatch Records Management System in 2015, which include calls-for service, motor vehicle stops, and all patrol initiated activities, is approximately 55,172. Arrests have once again exceeded 700 this year, reaching 754 in 2015. In 2015, simple assaults have remained equal to 2014 numbers, burglaries are down by over ten (10) percent, thefts from a dwelling are down by seven (7) percent, thefts from a vehicle are down by over twenty (20) percent, and shoplifting has increased by over ten (10) percent. Drug activity, arrests, and offenses have remained significant while operating under the influence and drunkenness incidents have decreased by more than twenty five (25) percent collectively from 2014 to 2015. Department personnel have responded to approximately nine hundred (900) motor vehicle accidents and have issued approximately forty

five hundred (4500) traffic citations in an effort to reduce traffic accidents, injuries, and fatalities and to improve the quality of life of the Town's residents. Officers are responsible for 31,190 proactive building and area checks and 4,810 motor vehicle stops, in 2015, in an ongoing effort to reduce crime and the fear associated with it. I firmly believe the reductions in property crimes are a direct result of this hard work and dedication.

In addition to the daily proactive and reactive regiment being performed by the Dispatchers, Patrol Division, and Detectives in 2015, the Department has integrated increased levels of crime prevention education and community programs into our crime reduction strategy (mission). The Department has targeted all Town populations with various programs that include: R.A.D. Seniors, R.A.D. (which we hope to integrate into the TMHS curriculum in the fall of 2016), radKIDS (which remains incorporated into the School Department curriculum), Substance Use Prevention and Education Week, Citizen Police Academy, National Night Out Against Crime, D.E.A. Drug Take-back Initiative, Operation Yellow Blitz, Operation Graduation, Safe Halloween, Child Safety Seat Checkpoints, Click-It or Ticket, Drive Sober or Get Pulled Over, Bike Helmet Rewards Program, and the P.A.L. Program. The Department continues to work in collaboration with all Town Departments and local non-profit organizations to bring these and other necessary programs and services to our residents and business owners as it is recognized that everyone's assistance is required in order to provide adequate education and achieve the desired results in this recovering economy where staffing levels and funding would not otherwise allow for it.

The Department's FY2016 approved sworn staffing level is sixty (60) officers; however, we have not operated at the approved staffing level as of yet due to occupational injury, military leave, and the time associated with replacing vacant positions (hiring process, Academy training, and the Field Training Program process). These manpower shortages (currently 5 officers) and a less than adequate overtime budget have kept our daily staffing levels at borderline dangerously low (2009) levels while our criminal investigations, community policing initiatives, and crime reduction efforts continue to grow to meet workload and service expectations. I expect that the two recruit officers who have recently graduated from the Lowell Police Academy will begin to assist with daily staffing levels after the completion of their Field Training Program (February 2016).

I would be remiss if I did not once again mention and memorialize how supportive the Town Manager, the Board of Selectmen, the Finance Committee, and the residents of this fine community have been during my six (6) year tenure as Chief of Police. The support has allowed us to improve our staffing budget to sixty (60) sworn positions after years of static staff funding and reductions that brought the Department's sworn contingent to a dangerously low total of fifty four (54) positions. The Manager and Board of Selectmen have acknowledged the significant workload on my personnel and the exceptional production by these highly dedicated professionals I consider myself fortunate to lead. The valiant effort of my personnel to provide for the safety and security of those we have been sworn to protect has never wavered during my tenure as Chief and I am grateful for that and the support we have received from our community. Our residents and local business owners have joined forces with us to keep the community safe. The cooperative effort of all those mentioned has made a difference.

POLICE DEPARTMENT	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC	FY2017 FIN COM REC
<i>Salaries</i>										
5111 Regular Salaries	4,515,370	4,512,383	4,673,493	4,672,740	4,835,476	4,750,512	5,332,542	5,530,131	5,523,325	
* 5120 Temporary Part-time	-	-	-	-	-	-	-	20,841	-	
5130 Overtime	501,831	491,756	582,231	581,638	615,231	594,611	480,231	492,237	492,237	
5132 Dispatch Overtime	47,349	47,349	60,182	59,538	54,845	54,845	33,182	34,012	34,012	
5133 Reserve Dispatchers	9,617	9,530	16,117	16,053	12,616	12,616	27,117	27,795	27,795	
5135 Uniforms	516	367	49,684	49,684	88,550	88,550.00	48,497	9,490	9,490	
5137 Special Overtime	3,519	3,519	-	3,822	-	17,015.77	-	-	-	
5160 Terminal Leave	4,000	3,747	3,822	28,326	17,418	20,607.37	4,800	4,800	2,100	
5180 All Other	26,659	25,770	28,759		24,309		20,700	25,000	25,000	
Total Salaries	5,108,861	5,094,421	5,414,288	5,411,801	5,648,444	5,538,757	5,947,069	6,144,307	6,113,959	-
<i>Operating</i>										
5210 Energy Utilities	97,742	94,370	89,496	77,835	88,075.41	87,225.97	99,343	99,343	99,343	
5230 Non-Energy Utilities	-	-	-	-	-	-	-	-	-	
5239 Vehicle Repairs & Maintenance	59,310	56,059	-	-	-	-	-	-	-	
5240 Repairs and Maintenance	83,476	83,380	74,278	71,701	98,191	97,700.86	69,373	53,200	43,200	
5270 Leases/Contracts	45,535	45,535	74,064	74,064	77,036	77,035.50	96,356	110,396	110,396	
5310 Professional Services	16,895	16,833	6,600	6,600	26,097	26,070.92	5,050	5,800	5,800	
5340 Communications	40,944	40,251	41,344	41,344	57,421	57,034.11	58,443	77,730	77,730	
* 5381 Computer	-	-	-	-	-	-	-	51,550	51,550	
5402 Maintenance Supplies	-	-	-	-	-	-	-	-	-	
5420 Office Supplies	11,006	11,006	9,500	9,500	11,000	10,955.11	11,000	11,500	11,500	
5423 All Other Supplies	52,200	51,658	80,512	80,346	50,571	50,504.99	58,950	75,750	75,750	
5440 Gas/Diesel Fuel	151,098	151,098	-	-	-	-	-	-	-	
5510 K-9	2,451	2,288	2,476	2,476	2,589	2,565.45	2,400	3,000	3,000	
5538 Recruit/Specialty Expense	-	-	-	-	8,000	7,491.40	12,000	14,000	14,000	
* 5580 Uniforms	74,623	72,480	43,971	41,625	-	-	-	66,400	-	
5702 Travel	1,000	1,000	1,000	1,000	1,000	1,000.00	2,500	7,500	7,500	
5703 Dues and Memberships	9,334	9,211	9,944	9,944	9,450	9,416.56	9,874	11,475	11,475	
5790 Staff Development	18,025	18,025	17,087	17,087	18,765	18,165.00	18,325	21,600	21,600	
Total Operating	663,639	653,194	450,272	433,522	448,195	445,166	443,614	609,244	532,844	-
<i>Capital Outlay</i>										
5833 Capital Outlay	129,452	129,452	163,325	163,325	172,849	172,849	208,035	285,980	229,495	
Total Capital Outlay	129,452	129,452	163,325	163,325	172,849	172,849	208,035	285,980	229,495	-
TOTAL BUDGET	5,901,952	5,877,067	6,027,885	6,008,648	6,269,488	6,156,772	6,598,718	7,039,531	6,876,298	-

Position	FY2013	FY2014	FY2015	FY2016	FY2017	FY2017	FY2017
	BUDGETED	BUDGETED	BUDGETED	BUDGETED	DEPT REQ	TM REC	FIN COM REC
	FTE						
Police Chief	1	1	1	1	1	1	
Deputy Police Chief	1	1	1	1	1	1	
Captain	1	0	0	0	0	0	
Lieutenants	4	6	6	6	6	6	
Sergeants	11	10	10	11	12	12	
Inspector/ Patrolmen	8	9	9	9	9	9	
Patrolmen Position's	28	30	30	32	31	31	
Dispatchers	9	9	9	9	9	9	
Civilian Staff	5	5	5	5	5	5	
Total Staffing	68	71	71	74	74	74	0

**FISCAL YEAR 2017
POLICE DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED**

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday Pay	Total Salary
					%		%	PAY			
Sworn Personnel											
Timothy Sheehan 3.5% wage deferral	Chief		05/17/87	116,196	25%	29,049	15.0%	21,787		7,067	174,098
John Voto (16.6 weeks)	Deputy Chief		10/23/96	29,039	25%	7,260	5.5%	1,996		1,620	39,915
John Voto longevity increase 10/23/16 (35.6 weeks)	Deputy Chief		10/23/16	62,275	25%	15,569	7.0%	5,449		3,524	86,817
Admin Captain (Stipend)				-	25%	-	7.0%	-		-	-
Admin Sergeant (Stipend) Ptm step 4 to Sgt Step 5 (26 weeks)				3,077	25%	769	7.0%	269		174	4,290
Admin Sergeant (Stipend) Sgt Step 5 to Sgt Step 6 (26.2 weeks)				1,280	25%	320	7.0%	112		72	1,784
Thomas Casey	Lieutenant	6	12/06/99	78,822		-	5.5%	4,335	6,237	3,782	93,176
Ryan Columbus	Detective Lt	6	07/31/00	78,822	25%	19,706	5.5%	5,419		4,398	108,344
Scott Gaynor	Lieutenant	6	05/22/95	78,822	20%	15,764	7.0%	6,621		4,282	105,489
James McKenna	Lieutenant	6	01/07/80	78,822	20%	15,764	15.0%	14,188	4,079	4,775	117,628
Robert Stephens	Lieutenant	6	10/23/96	25,066	20%	5,013	5.5%	1,654		1,343	33,076
Robert Stephens longevity increase 10/23/96	Lieutenant	6	10/23/16	53,756	20%	10,751	7.0%	4,516		2,920	71,943
James Williams	Lieutenant	6	10/23/96	25,066	20%	5,013	5.5%	1,654	2,380	1,443	35,557
James Williams longevity increase 10/23/96	Lieutenant	6	10/23/16	53,756	20%	10,751	7.0%	4,516	5,177	3,139	77,339
Thomas Cooke	Sergeant	6	01/07/02	67,001		-	3.5%	2,345	5,201	3,154	77,701
Christopher Coviello	Sergeant	6	02/20/89	67,001	20%	13,400	15.0%	12,060	6,935	4,205	103,601
Robert Field	Sergeant	6	10/23/96	21,307	20%	4,261	5.5%	1,406	1,012	1,184	29,170
Robert Field longevity increase 10/23/96	Sergeant	6	10/23/96	45,694	20%	9,139	7.0%	3,838	2,200	2,575	63,447
Patrick Harrington	Sergeant	6	01/27/03	67,001	20%	13,400	3.5%	2,814		3,521	86,736
Walter Jop III	Sergeant	6	09/11/00	67,001	20%	13,400	3.5%	2,814		3,521	86,736
Joseph Kelley	Sergeant	6	02/23/04	67,001	20%	13,400	3.5%	2,814		3,521	86,736
Timothy Kelly	Sergeant	6	05/22/95	67,001	20%	13,400	7.0%	5,628	3,226	3,776	93,032
Brian O'Neill	Detective Sgt	6	01/31/05	67,001	25%	16,750	3.5%	2,931	6,501	3,942	97,126
Mark Perry	Sergeant	6	05/22/88	67,001	10%	6,700	15.0%	11,055	6,357	3,855	94,968
Steve Torres	Sergeant	6	03/06/00	67,001	20%	13,400	5.5%	4,422	6,362	3,858	95,043
Brian Warren 3.5 % wage deferral	Sergeant	6	05/02/88	69,346	20%	13,869	15.0%	12,482	7,177	4,352	107,227
Patrick Connor	Detective	4	06/14/10	56,980	10%	5,698	2.5%	1,567	2,409	2,820	69,474
Michael Donovan	Detective	4	04/22/08	56,980	20%	11,396	2.5%	1,709	2,628	3,076	75,790
Brian Farnum	Detective	4	08/02/04	56,980	20%	11,396	3.5%	2,393	2,654	3,106	76,529
Andre Gonzalez	Detective	4	05/22/95	56,980	20%	11,396	7.0%	4,786		3,095	76,258
Edward Jackman	Detective	4	06/06/11	56,980		-	2.5%	1,425	2,190	2,564	63,158
Michael McLaughlin	Detective	4	11/14/11	20,958	20%	4,192		-	943	1,104	27,197

Kaitlin Sacco-Sullivan	Patrolman	4	06/03/13	56,980		-		-	4,274	2,591	63,845
Michael Vasconcellos	Patrolman	4	09/11/13	56,980		-		-	4,274	2,591	63,845
Jennie Welch	Patrolman	4	01/13/03	56,980	25%	14,245	3.5%	2,493		3,119	76,837
Reduction For School Resource Officer McLeod											(65,441)
Reduction For School Resource Officer #2 Grant											(63,753)
Total Sworn Personnel	60			3,743,996		540,460		215,891	169,497	197,570	4,738,220
						Education		Longevity		Holiday	
Name	Position	Step	Ann. Date	Base Salary	%	PAY	%	PAY	Shift Diff.	Pay	Total Salary
Civilian Personnel: The following employees are administrative support.											
Matthew Small	Admin. Director	7	04/20/97	56,952		-		1,609			58,561
Matthew Small longevity increase 4/20/17	Admin. Director	7	04/20/17	13,831		-		489			14,320
Alice Kennedy 3.5% wage deferral	Exec. Secretary	7	11/21/96	25,732		-		782			26,514
Alice Kennedy 3.5% wage deferral & longevity increase 11/21/16	Exec. Secretary	7	11/21/16	38,102		-		1,523			39,625
Eileen Newton (30 hours)	Adm Secretary	7	12/01/87	44,274		-	15.0%	6,641			50,915
Patricia Stotik 3.5 % wage deferral	Adm Assistant	7	09/18/95	57,280		-		2,500			59,780
John Crowe	Building Maintenance	7	11/05/01	18,522		-		523			19,045
John Crowe longevity increase 11/5/17	Building Maintenance	7	11/05/16	34,601		-		1,303			35,904
Total Civilian Personnel	5			289,294		-		14,066	-	-	304,663
Communications Personnel: The following includes 8 Dispatchers and one Head Dispatcher. They provide E-911 dispatching for Police, Fire, and EMS.											
Matthew Carapellucci	Dispatcher	5	01/04/09	48,928		-		1,000		3,169	53,097
Brianna Byers	Dispatcher	2	03/09/16	35,988		-				2,284	38,272
Brianna Byers	Dispatcher	3	06/09/17	4,245		-				269	4,514
Kim Griffin	Dispatcher	5	11/05/01	31,869		-		977		2,084	34,930
Kim Griffin longevity increase 11/5/16	Dispatcher	5	11/05/16	17,059		-		697		1,127	18,883
Robert Joyce	Dispatcher	5	03/10/12	33,743		-				2,141	35,885
Robert Joyce longevity increase 3/10/17	Dispatcher	5	03/10/17	15,185		-		310		983	16,478
Janice Judd	Dispatcher	3	08/14/13	26,807		-				1,701	28,508
Janice Judd step increase 02/14/16	Dispatcher	4	02/14/16	19,882		-				1,262	21,144
Jason McNamara	Dispatcher	5	05/12/08	48,928		-		1,000		3,169	53,097
Karen Poisson 3.5 % wage deferral	Dispatcher	5	07/12/98	50,640		-		2,000		3,341	55,980
Edward Sullivan	Dispatcher	5	09/07/94	59,085		-		2,500		3,908	65,493
Garin Worth	Dispatcher	5	10/13/97	48,928		-		2,000		3,232	54,160
Total Communications Personnel	9			441,287		-		10,485	-	28,670	480,442

Total Regular Salaries	74			4,474,578		540,460		240,442	169,497	226,240	5,523,325
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Temporary Part-time:											
Part time custodian (1 position x 8 hours /week)											-
Part time Secretary (3 positions x 6 hours/ week)											-
Total Temporary Part-time				-	-	-	-	-	-	-	-

Overtime: This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting and polls, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave.	492,237
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Dispatcher Overtime: This account provides for replacement of dispatchers on an as needed basis. This request represents the funds to provide replacement of dispatchers so that the E911 Center is always staffed with two trained dispatchers. This account also provides funding for dispatcher training.	34,012
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Reserve Dispatchers: The funds in this account will provide for replacement and training of part-time dispatchers. These employees work on an as needed basis when regular dispatchers are not available due to vacation, sick, etc.... Reserve dispatchers are mandated to work two shifts per month.	27,795
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Uniforms	
<i>Superior Officers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 29, Section B of the contract between the Town and the Tewksbury Superior Officers Association.	
<i>Patrol Officers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 28, Section C of the contract between the Town and the New England Benevolent Police Association (Local 3).	
<i>Regular Dispatchers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 30, Section C of the contract between the Town and AFSCME Local 833.	6,750
<i>Reserve Dispatchers:</i> The funds in this new account will provide for minimal uniform purchases for part-time dispatchers. These employees work on an as needed basis when a regular dispatcher is not available.	2,500
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.	240
Total Uniforms	9,490

Special Overtime:	-
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Terminal Leave	
<i>Sick Leave Bonus:</i> An expenditure of \$4,800 will be necessary under Article 24 of the Superior Officer's contractual agreement and the PRRB agreement to fund the sick leave bonus program which provides for the payment of one to days to those officers who use little or no sick time.	2,100

**FISCAL YEAR 2017
POLICE DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST**

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday Pay	Total Salary
					%		%	PAY			
Sworn Personnel											
Timothy Sheehan 3.5% wage deferral	Chief		05/17/87	113,405	25%	28,351	15.0%	21,263		6,897	169,916
John Voto (16.6 weeks)	Deputy Chief		10/23/96	29,039	25%	7,260	5.5%	1,996		1,620	39,915
John Voto longevity increase 10/23/16 (35.6 weeks)	Deputy Chief		10/23/16	62,275	25%	15,569	7.0%	5,449		3,524	86,817
Admin Captain (Stipend)				7,882	25%	1,971	7.0%	690		446	10,988
Admin Sergeant (Stipend) Ptm step 4 to SgtStep 5 (26 weeks)				3,077	25%	769	7.0%	269		174	4,290
Admin Sergeant (Stipend) Sgt Step 5 to Sgt Step 6 (26.2 weeks)				1,280	25%	320	7.0%	112		72	1,784
Thomas Casey	Lieutenant	6	12/06/99	78,822		-	5.5%	4,335	6,237	3,782	93,176
Ryan Columbus	Detective Lt	6	07/31/00	78,822	25%	19,706	5.5%	5,419		4,398	108,344
Scott Gaynor	Lieutenant	6	05/22/95	78,822	20%	15,764	7.0%	6,621		4,282	105,489
James McKenna	Lieutenant	6	01/07/80	78,822	20%	15,764	15.0%	14,188	4,079	4,775	117,628
Robert Stephens	Lieutenant	6	10/23/96	25,066	20%	5,013	5.5%	1,654		1,343	33,076
Robert Stephens longevity increase 10/23/96	Lieutenant	6	10/23/16	53,756	20%	10,751	7.0%	4,516		2,920	71,943
James Williams	Lieutenant	6	10/23/96	25,066	20%	5,013	5.5%	1,654	2,380	1,443	35,557
James Williams longevity increase 10/23/96	Lieutenant	6	10/23/16	53,756	20%	10,751	7.0%	4,516	5,177	3,139	77,339
Thomas Cooke	Sergeant	6	01/07/02	67,001		-	3.5%	2,345	5,201	3,154	77,701
Christopher Coviello	Sergeant	6	02/20/89	67,001	20%	13,400	15.0%	12,060	6,935	4,205	103,601
Robert Field	Sergeant	6	10/23/96	21,307	20%	4,261	5.5%	1,406	1,012	1,184	29,170
Robert Field longevity increase 10/23/96	Sergeant	6	10/23/96	45,694	20%	9,139	7.0%	3,838	2,200	2,575	63,447
Patrick Harrington	Sergeant	6	01/27/03	67,001	20%	13,400	3.5%	2,814		3,521	86,736
Walter Jop III	Sergeant	6	09/11/00	67,001	20%	13,400	3.5%	2,814		3,521	86,736
Joseph Kelley	Sergeant	6	02/23/04	67,001	20%	13,400	3.5%	2,814		3,521	86,736
Timothy Kelly	Sergeant	6	05/22/95	67,001	20%	13,400	7.0%	5,628	3,226	3,776	93,032
Brian O'Neill	Detective Sgt	6	01/31/05	67,001	25%	16,750	3.5%	2,931	6,501	3,942	97,126
Mark Perry	Sergeant	6	05/22/88	67,001	10%	6,700	15.0%	11,055	6,357	3,855	94,968
Steve Torres	Sergeant	6	03/06/00	67,001	20%	13,400	5.5%	4,422	6,362	3,858	95,043
Brian Warren 3.5 % wage deferral	Sergeant	6	05/02/88	69,346	20%	13,869	15.0%	12,482	7,177	4,352	107,227
Patrick Connor	Detective	4	06/14/10	56,980	10%	5,698	2.5%	1,567	2,409	2,820	69,474
Michael Donovan	Detective	4	04/22/08	56,980	20%	11,396	2.5%	1,709	2,628	3,076	75,790
Brian Farnum	Detective	4	08/02/04	56,980	20%	11,396	3.5%	2,393	2,654	3,106	76,529
Andre Gonzalez	Detective	4	05/22/95	56,980	20%	11,396	7.0%	4,786		3,095	76,258
Edward Jackman	Detective	4	06/06/11	56,980		-	2.5%	1,425	2,190	2,564	63,158
Michael McLaughlin	Detective	4	11/14/11	20,958	20%	4,192		-	943	1,104	27,197
Michael McLaughlin longevity increase 11/14/16	Detective	4	11/14/16	36,022	20%	7,204	2.5%	1,081	1,662	1,945	47,913
Dennis Peterson, Jr.	Detective	4	02/23/04	56,980	20%	11,396	3.5%	2,393	2,654	3,106	76,529
Peter Regan	Detective	4	01/27/03	56,980		-	3.5%	1,994	2,212	2,589	63,774
Andrew Richardson	Detective	4	06/06/11	56,980		-	2.5%	1,425	2,190	2,564	63,158

Name	Position	Step	Ann. Date	Education		Longevity		Shift Diff.	Holiday		Total Salary
				%		%	PAY		Pay		
Sworn Personnel											
Adams, Christopher	Patrolman	2	05/18/15	19,235		-		-	1,443	875	21,553
Adams, Christopher step increase 11/18/16	Patrolman	3	11/18/16	33,619		-		-	2,521	1,529	37,670
Allen, James	Patrolman	3	06/03/14	21,140	10%	2,114		-	1,744	1,058	26,055
Allen, James step increase 12/3/16	Patrolman	4	12/03/16	31,518	10%	3,152		-	2,600	1,577	38,847
Robert Bjorkgren	Patrolman	4	10/20/03	56,980	20%	11,396	3.5%	2,393	2,654	3,106	76,529
Christopher Byrne	Patrolman	4	11/14/11	20,958	20%	4,192		-	1,886	1,144	28,180
Christopher Byrne longevity increase 11/14/16	Patrolman	4	11/14/16	36,022	20%	7,204	2.5%	1,081	3,323	2,015	49,645
Karen Capuano	Patrolman	4	01/27/03	56,980		-	3.5%	1,994	2,212	2,589	63,774
John Casey	Patrolman	4	05/12/03	56,980	10%	5,698	3.5%	2,194	2,433	2,847	70,152
David Duffy	Patrolman	4	11/14/11	20,958	10%	2,096		-	1,729	1,049	25,831
David Duffy longevity increase 11/14/16	Patrolman	4	11/14/16	36,022	10%	3,602	2.5%	991	3,046	1,847	45,508
Shane Gallagher	Patrolman	3	01/13/14	2,101	20%	420		-	189	115	2,825
Shane Gallagher step increase 7/13/16	Patrolman	4	07/13/16	54,797	20%	10,959		-	4,932	2,991	73,679
Eric Hanley	Patrolman	4	09/09/02	56,980	10%	5,698	3.5%	2,194	-	2,745	67,616
James Hollis	Patrolman	4	02/20/95	56,980	20%	11,396	7.0%	4,786	5,487	3,327	81,977
Michael Holmes	Patrolman	4	06/04/12	56,980		-		-	-	2,411	59,391
Christopher Lefebvre	Patrolman	4	06/14/10	56,980	10%	5,698	2.5%	1,567	4,818	2,922	71,985
Kathryn McLeod 3.5% wage deferral	Patrolman	4	10/23/96	18,302	25%	4,576	5.5%	1,258		1,021	25,157
Kathryn McLeod Wage deff stop 10/23/16 /longevity increase 10/23/16	Patrolman	4	10/23/16	39,297	25%	9,824	7.0%	3,438		2,224	54,783
Markus McMahon	Patrolman	4	11/26/01	16,592	20%	3,318	3.5%	697		872	21,479
Markus McMahon longevity increase 11/26/16	Patrolman	4	11/26/16	40,388	20%	8,078	5.5%	2,666		2,163	53,294
David Miano	Patrolman	4	09/27/04	56,980		-	3.5%	1,994	4,423	2,682	66,080
Paul Morris	Patrolman	4	06/06/11	56,980	10%	5,698	2.5%	1,567	4,818	2,922	71,985
Michael Newcomb	Patrolman	4	06/14/10	56,980	25%	14,245	2.5%	1,781	5,475	3,320	81,801
Paul Nicosia	Patrolman	4	10/07/07	56,980		-	2.5%	1,425		2,471	60,875
Kimberly O'Keefe	Patrolman	4	09/09/02	56,980	20%	11,396	3.5%	2,393	2,654	3,106	76,529
Pelrine, Matthew	Patrolman	2	05/18/15	19,235		-		-	1,443	875	21,553
Pelrine, Matthew step increase 11/18/16	Patrolman	3	11/18/16	33,619		-		-	2,521	1,529	37,670
Albert Piccolo	Patrolman	4	07/21/02	56,980	20%	11,396	3.5%	2,393	2,654	3,106	76,529
Arthur Piccolo	Patrolman	4	09/09/02	56,980	10%	5,698	3.5%	2,194	2,433	2,847	70,152
Douglas Pratt	Patrolman	4	01/18/04	56,980	10%	5,698	3.5%	2,194		2,745	67,616
Stephen Quinn	Patrolman	3	12/08/14	50,639		-		-	3,798	2,303	56,740
Stephen Quinn step increase 6/8/17	Patrolman	4	06/08/17	4,366		-		-	327	199	4,892
Kevin Reese 3.5 wage deferral	Patrolman	4	02/26/89	48,714	20%	9,743	15.0%	8,768	2,521	2,951	72,696
Kevin Reese 3.5 wage deferral stop 4/27/17	Patrolman	4	02/26/89	10,261	20%	2,052	15.0%	1,847	531	622	15,312
Matthew Rowe	Patrolman	2	06/03/14	21,140		-		-	1,585	961	23,687
Matthew Rowe step increase 12/3/16	Patrolman	3	12/03/16	31,518		-		-	2,364	1,433	35,315
Alysia Russo	Patrolman	4	04/22/08	56,980	25%	14,245	2.5%	1,781	-	3,089	76,094
James Ryser	Patrolman	4	05/12/08	56,980	20%	11,396	2.5%	1,709	-	2,965	73,051
Christopher Scott	Patrolman	4	10/21/02	56,980	10%	5,698	3.5%	2,194		2,745	67,616
Kaitlin Sacco-Sullivan	Patrolman	4	06/03/13	56,980		-		-	4,274	2,591	63,845
Michael Vasconcellos	Patrolman	4	09/11/13	56,980		-		-	4,274	2,591	63,845
Jennie Welch	Patrolman	4	01/13/03	56,980	25%	14,245	3.5%	2,493		3,119	76,837
Reduction For School Resource Officer McLeod											(65,441)
Reduction For School Resource Officer #2 Grant											(63,753)

Total Sworn Personnel		60		3,749,088		541,733		216,057	169,497	197,847	4,745,026		
Name		Position	Step	Ann. Date	Base Salary	%	PAY	%	PAY	Shift Diff.	Holiday Pay	Total Salary	
Civilian Personnel: The following employees are administrative support.													
Matthew Small	Admin. Director	7	04/20/97	56,952	-	-	-	1,609	-	-	-	58,561	
Matthew Small longevity increase 4/20/17	Admin. Director	7	04/20/17	13,831	-	-	-	489	-	-	-	14,320	
Alice Kennedy 3.5% wage deferral	Exec. Secretary	7	11/21/96	25,732	-	-	-	782	-	-	-	26,514	
Alice Kennedy 3.5% wage deferral & longevity increase 11/21/16	Exec. Secretary	7	11/21/16	38,102	-	-	-	1,523	-	-	-	39,625	
Eileen Newton (30 hours)	Adm Secretary	7	12/01/87	44,274	-	-	15.0%	6,641	-	-	-	50,915	
Patricia Stotik 3.5 % wage deferral	Adm Assistant	7	09/18/95	57,280	-	-	-	2,500	-	-	-	59,780	
John Crowe	Building Maintenance	7	11/05/01	18,522	-	-	-	523	-	-	-	19,045	
John Crowe longevity increase 11/5/17	Building Maintenance	7	11/05/16	34,601	-	-	-	1,303	-	-	-	35,904	
Total Civilian Personnel	5			289,294				14,066		-	-	304,663	
Communications Personnel: The following includes 8 Dispatchers and one Head Dispatcher. They provide E-911 dispatching for Police, Fire, and EMS.													
Matthew Carapellucci	Dispatcher	5	01/04/09	48,928	-	-	-	1,000	-	-	3,169	53,097	
Brianna Byers	Dispatcher	2	03/09/16	35,988	-	-	-	-	-	-	2,284	38,272	
Brianna Byers	Dispatcher	3	06/09/17	4,245	-	-	-	-	-	-	269	4,514	
Kim Griffin	Dispatcher	5	11/05/01	31,869	-	-	-	977	-	-	2,084	34,930	
Kim Griffin longevity increase 11/5/16	Dispatcher	5	11/05/16	17,059	-	-	-	697	-	-	1,127	18,883	
Robert Joyce	Dispatcher	5	03/10/12	33,743	-	-	-	-	-	-	2,141	35,885	
Robert Joyce longevity increase 3/10/17	Dispatcher	5	03/10/17	15,185	-	-	-	310	-	-	983	16,478	
Janice Judd	Dispatcher	3	08/14/13	26,807	-	-	-	-	-	-	1,701	28,508	
Janice Judd step increase 02/14/16	Dispatcher	4	02/14/16	19,882	-	-	-	-	-	-	1,262	21,144	
Jason McNamara	Dispatcher	5	05/12/08	48,928	-	-	-	1,000	-	-	3,169	53,097	
Karen Poisson 3.5 % wage deferral	Dispatcher	5	07/12/98	50,640	-	-	-	2,000	-	-	3,341	55,980	
Edward Sullivan	Dispatcher	5	09/07/94	59,085	-	-	-	2,500	-	-	3,908	65,493	
Garin Worth	Dispatcher	5	10/13/97	48,928	-	-	-	2,000	-	-	3,232	54,160	
Total Communications Personnel	9			441,287				10,485		-	28,670	480,442	
Total Regular Salaries	74			4,479,669				541,733		240,608	169,497	226,517	5,530,131
Temporary Part-time:													
Part time custodian (1 position x 8 hours /week)				6,422								6,422	
Part time Secretary (3 positions x 6 hours/ week)				14,420								14,420	
Total Temporary Part-time				20,841	-	-	-	-	-	-	-	20,841	
Overtime: This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting and polls, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave.											492,237		
Dispatcher Overtime: This account provides for replacement of dispatchers on an as needed basis. This request represents the funds to provide											34,012		

replacement of dispatchers so that the E911 Center is always staffed with two trained dispatchers. This account also provides funding for dispatcher training.	
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Reserve Dispatchers: The funds in this account will provide for replacement and training of part-time dispatchers. These employees work on an as needed basis when regular dispatchers are not available due to vacation, sick, etc.... Reserve dispatchers are mandated to work two shifts per month.	27,795
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Uniforms	
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<i>Superior Officers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 29, Section B of the contract between the Town and the Tewksbury Superior Officers Association.	
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<i>Patrol Officers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 28, Section C of the contract between the Town and the New England Benevolent Police Association (Local 3).	
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<i>Regular Dispatchers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 30, Section C of the contract between the Town and AFSCME Local 833.	6,750
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<i>Reserve Dispatchers:</i> The funds in this new account will provide for minimal uniform purchases for part-time dispatchers. These employees work on an as needed basis when a regular dispatcher is not available.	2,500
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<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.	240
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Total Uniforms	9,490
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Special Overtime:	-
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Terminal Leave	
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<i>Sick Leave Bonus:</i> An expenditure of \$4,800 will be necessary under Article 24 of the Superior Officer's contractual agreement and the PRRB agreement to fund the sick leave bonus program which provides for the payment of one to days to those officers who use little or no sick time.	4,800
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<i>Terminal Sick Leave Buy-Back:</i> Lt James McKenna sick leave Buy-Back 40% of 2042 hours (07/01/16 balance) 816.80 hours x \$49.96 hourly rate = \$40,807.33 Kevin Reese Sick leave Buy Back 40% of 659 hours(March 2017) 263.6 x \$40.28= \$10,618	
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Total Terminal Leave	4,800
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All Other	
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<i>Fingerprint and Photography:</i> The funds in this account will be utilized to pay detectives for fingerprinting and photography duties as well as the four officers assigned to process gun permits in accordance with the, Chapter 4, Section 108I of the Massachusetts General Laws.	9,000
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<i>Temorary Assumption of Duties:</i> This provides the funds necessary to comply with Article 9 of the NEPBA and Article 10 of the Superior Officer's Contract	16,000
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Total All Other	25,000
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**FISCAL YEAR 2016
POLICE DEPARTMENT SALARY INFORMATION**

Name	Position	Step	Ann. Date	Education		Longevity		Shift Diff.	Holiday Pay	Total Salary
				Base Salary	%	%	PAY			
Sworn Personnel										
Timothy Sheehan	Chief		05/17/87	103,022	25%	25,755	15.00%	19,317	6,266	154,360
John Voto	Deputy Chief		10/23/96	85,629	25%	21,407	5.00%	5,352	4,755	117,143
Admin Captain (Stipend)										
Thomas Casey	Lieutenant	6	12/06/99	75,592		-	5.00%	3,780	5,953	88,934
Ryan Columbus	Lieutenant	6	07/31/00	6,636	25%	1,659	3.25%	270	362	8,927
Ryan Columbus longevity increase 7/31/15	Lieutenant	6	07/31/15	68,956	25%	17,239	5.00%	4,310	3,829	94,334
Scott Gaynor	Lieutenant	6	05/22/95	75,592	25%	18,898	6.50%	6,142	4,257	104,889
James McKenna	Lieutenant	6	01/07/80	75,592	20%	15,118	15.00%	13,607	3,912	112,807
Robert Stephens	Lieutenant	6	10/23/96	75,592	20%	15,118	5.00%	4,536	4,030	99,275
James Williams	Lieutenant	6	10/23/96	75,592	20%	15,118	5.00%	4,536	7,143	106,721
Thomas Cooke	Sergeant	6	01/07/02	64,059		-	3.25%	2,082	2,798	68,940
Christopher Coviello	Sergeant	6	02/20/89	64,059	20%	12,812	15.00%	11,531	6,630	99,053
Robert Field	Sergeant	6	10/23/96	64,059	20%	12,812	5.00%	3,844	3,027	87,285
Patrick Harrington	Sergeant	6	01/27/03	64,059	20%	12,812	3.25%	2,498	3,358	82,728
Walter Jop III	Sergeant	6	09/11/00	12,959	20%	2,592	3.25%	505	1,204	17,990
Walter Jop III longevity increase 9/11/15	Sergeant	6	09/11/15	51,101	20%	10,220	5.00%	3,066	4,829	72,144
Joseph Kelley	Sergeant	6	02/23/04	64,059	20%	12,812	3.25%	2,498	3,358	82,728
Timothy Kelly	Sergeant	6	05/22/95	64,059	20%	12,812	6.50%	4,997	6,140	91,731
Brian O'Neill	Detective	5	01/31/05	15,510	25%	3,878	2.25%	436	1,487	22,213
Brian O'Neill step increase 9/30/15	Detective	6	09/30/15	47,922	25%	11,981	3.25%	1,947	4,639	69,301
Mark Perry	Sergeant	6	05/22/88	64,059	10%	6,406	15.00%	10,570	6,078	90,798
Steve Torres	Sergeant	6	03/06/00	64,059	20%	12,812	5.00%	3,844	6,054	90,439
Brian Warren 3.5 % wage deferral	Sergeant	6	05/02/88	66,302	20%	13,260	15.00%	11,934	6,862	102,520
Patrick Connor	Detective	4	06/14/10	55,590	10%	5,559	2.25%	1,376	2,345	67,614
Michael Donovan	Detective	4	04/22/08	55,590	20%	11,118	2.25%	1,501	2,558	73,761
Brian Farnum	Detective	4	08/02/04	55,590	20%	11,118	3.25%	2,168	2,583	74,482
Andre Gonzalez	Detective	4	05/22/95	55,590	20%	11,118	6.50%	4,336	3,006	74,050
Edward Jackman	Detective	4	06/06/11	51,771		-		-	1,941	55,985
Edward Jackman longevity increase 6/6/16	Detective	4	06/06/16	3,819		-	2.25%	86	146	4,223
Michael McLaughlin	Detective	4	11/14/11	55,590	20%	11,118		-	2,502	72,137
Dennis Peterson, Jr.	Detective	4	02/23/04	55,590	20%	11,118	3.25%	2,168	2,583	74,482
Peter Regan	Detective	4	01/27/03	55,590		-	3.25%	1,807	2,152	62,068

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday		Total Salary
					%	PAY	%	PAY		Pay		
Civillian Personnel: The following employees are administrative support.												
Matthew Small	Admin.Director	7	04/20/97	69,057		-		2,000				71,057
Alice Kennedy 3.5 % wage deferral	Exec. Secretary	7	11/21/96	63,155		-		2,000				65,155
Eileen Newton (30 hours)	Adm Secretary	7	12/01/87	43,194		-	15.00%	6,479				49,673
Patricia Stotik 3.5% wage deferral	Adm Assistant	7	09/18/95	12,680		-		443				13,123
Patricia Stotik longevity increase 9/18/15 & 3.5% wage deferral	Adm Assistant	7	09/18/15	44,600		-		1,947				46,546
John Crowe	Building Maintenanc	7	11/05/01	51,827		-		1,500				53,327
Total Civillian Personnel	5			284,512		-		14,368	-	-		298,881
Communications Personnel: The following includes 8 Dispatchers and one Head Dispatcher. They provide E-911 dispatching for Police, Fire, and EMS.												
Matthew Carapellucci	Dispatcher	4	01/04/09	47,734		-		1,000		3,093		51,827
Jason Gage	Dispatcher	3	09/09/12	31,478		-				1,998		33,476
Jason Gage step increased 3/9/16	Dispatcher	4	03/09/16	14,997		-				952		15,949
Kim Griffin	Dispatcher	5	11/05/01	47,734		-		1,500		3,124		52,359
Robert Joyce	Dispatcher	3	03/10/12	9,145		-				580		9,725
Robert Joyce step increase 9/10/15	Dispatcher	4	09/10/15	38,224		-				2,426		40,650
Janice Judd	Dispatcher	2	08/14/13	26,242		-				1,665		27,908
Janice Judd step increase 2/14/16	Dispatcher	3	02/14/16	17,058		-				1,083		18,141
Jason McNamara	Dispatcher	5	05/12/08	47,734		-		1,000		3,093		51,827
Karen Poisson	Dispatcher	5	07/12/98	47,734		-		2,000		3,156		52,890
Edward Sullivan	Dispatcher	5	09/07/94	57,644		-		2,500		3,817		63,961
Garin Worth	Dispatcher	5	10/13/97	47,734		-		2,000		3,156		52,890
Total Communications Personnel	9			433,459		-		10,000	-	28,143		471,602
Total Regular Salaries	74			4,316,568		532,905		207,122	177,782	218,190		5,332,542
Temporary Part-time:												
Total Temporary Part-time						-	-	-	-	-	-	-
Overtime: This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting and polls, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave.											480,231	

Dispatcher Overtime: This account provides for replacement of dispatchers on an as needed basis. This request represents the funds to provide replacement of dispatchers so that the E911 Center is always staffed with two trained dispatchers. This account also provides funding for dispatcher training.	33,182
Reserve Dispatchers: The funds in this account will provide for replacement and training of part-time dispatchers. These employees work on an as needed basis when regular dispatchers are not available due to vacation, sick, etc.... Reserve dispatchers are mandated to work two shifts per month.	27,117
Uniforms	
<i>Superior Officers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 29, Section B of the contract between the Town and the Tewksbury Superior Officers Association.	25,460
<i>Patrol Officers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 28, Section C of the contract between the Town and the New England Benevolent Police Association (Local 3).	13,547
<i>Regular Dispatchers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 30, Section C of the contract between the Town and AFSCME Local 833.	6,750
<i>Reserve Dispatchers:</i> The funds in this new account will provide for minimal uniform purchases for part-time dispatchers. These employees work on an as needed basis when a regular dispatcher is not available.	2,500
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.	240
Total Uniforms	48,497
Special Overtime:	-
Terminal Leave	
<i>Sick Leave Bonus:</i> An expenditure of \$4,800 will be necessary under Article 24 of the Superior Officer's contractual agreement and the PRRB agreement to fund the sick leave bonus program which provides for the payment of one to days to those officers who use little or no sick time.	4,800
<i>Terminal Sick Leave Buy-Back:</i> Lt James McKenna sick leave Buy-Back 40% of 1924 hours (07/01/15 balance) 769.6 hours x \$48.7415 hourly rate = \$37,511.46	4,800
Total Terminal Leave	4,800
All Other	
<i>Fingerprint and Photography:</i> The funds in this account will be utilized to pay detectives for fingerprinting and photography duties as well as the four officers assigned to process gun permits in accordance with the, Chapter 4, Section 108I of the Massachusetts General Laws.	9,000
<i>Temporary Assumption of Duties:</i> This provides the funds necessary to comply with Article 9 of the NEPA and Article 10 of the Superior Officer's Contract	11,700
Total All Other	20,700
TOTAL SALARIES	5,947,069

**FISCAL YEAR 2015
POLICE DEPARTMENT SALARY INFORMATION**

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday Pay	Total Salary
					%		%	PAY			
Sworn Personnel											
Timothy Sheehan	Chief		05/17/87	100,205	25%	25,051	15.0%	18,788		6,094	150,139
John Voto	Deputy Chief		10/23/96	84,445	25%	21,111	4.5%	4,750		4,667	114,973
Admin Captain replacement											
Thomas Casey	Lieutenant	6	12/06/99	32,212		-	3.0%	966	2,488	1,509	37,175
Thomas Casey longevity increase 12/6/14	Lieutenant	6	12/06/14	41,536		-	4.5%	1,869	3,255	1,974	48,635
Ryan Columbus	Lieutenant	6	07/31/00	73,748	25%	18,437	3.0%	2,766		4,017	98,968
Scott Gaynor	Lieutenant	6	05/22/95	66,119	25%	16,530	4.5%	3,719		3,654	90,022
Scott Gaynor longevity increase 5/22/15	Lieutenant	6	05/22/15	7,629	25%	1,907	6.0%	572		428	10,536
James McKenna	Lieutenant	6	01/07/80	73,748	20%	14,750	15.0%	13,275	3,816	4,467	110,056
Robert Stephens	Lieutenant	6	10/23/96	73,748	20%	14,750	4.5%	3,982		3,913	96,393
James Williams	Lieutenant	6	10/23/96	73,748	20%	14,750	4.5%	3,982	6,936	4,206	103,622
Thomas Cooke	Sergeant	6	01/07/02	62,497		-	3.0%	1,875		2,723	67,095
Christopher Coviello	Sergeant	6	02/20/89	62,497	20%	12,499	15.0%	11,249	3,234	3,786	93,266
Robert Field	Sergeant	6	10/23/96	62,497	20%	12,499	4.5%	3,375	2,939	3,440	84,750
Patrick Harrington	Sergeant	6	01/27/03	62,497	20%	12,499	3.0%	2,250		3,268	80,514
Walter Jop III	Sergeant	6	09/11/00	62,497	20%	12,499	3.0%	2,250	5,793	3,513	86,553
Joseph Kelley	Sergeant	6	02/23/04	62,497	20%	12,499	3.0%	2,250	5,793	3,513	86,553
Timothy Kelly	Sergeant	6	05/22/95	56,032	20%	11,206	4.5%	3,026	5,270	3,196	78,729
Timothy Kelly longevity increase 5/22/15	Sergeant	6	05/22/15	6,465	20%	1,293	6.0%	465	617	374	9,215
Mark Perry	Sergeant	6	05/22/88	62,497	10%	6,250	15.0%	10,312	5,929	3,596	88,584
Steve Torres	Sergeant	6	03/06/00	42,862	20%	8,572	3.0%	1,543	3,973	2,409	59,360
Steve Torres longevity increase 3/6/15	Sergeant	6	03/06/15	19,635	20%	3,927	4.5%	1,060	1,847	1,120	27,589
Brian Warren	Sergeant	6	05/02/88	64,685	20%	12,937	15.0%	11,643		3,777	93,042
New Detective Sergeant	Sergeant	4									5,300
Patrick Connor	Detective	4	06/14/10	50,494	10%	5,049		-	2,083	2,438	60,064
Patrick Connor longevity increase 6/14/15	Detective	4	06/14/15	2,433	10%	243	2.0%	54	102	120	2,953
Michael Donovan	Detective	4	04/22/08	52,927	20%	10,585	2.0%	1,270	2,429	2,844	70,056
Brian Farnum	Detective	4	08/02/04	4,867	20%	973	2.0%	117	447	271	6,675
Brian Farnum longevity increase 8/2/14	Detective	4	08/02/14	48,060	20%	9,612	3.0%	1,730	4,455	2,702	66,559

Andre Gonzalez	Detective	4	05/22/95	47,452	20%	9,490	4.5%	2,562		2,518	62,022
Andre Gonzalez longevity increase 5/22/15	Detective	4	05/22/15	5,475	20%	1,095	6.0%	394		295	7,259
Jessica Mulvey	Detective	4	08/12/96	52,927	25%	13,232	4.5%	2,977		2,925	72,061
Brian O'Neill	Detective	4	01/31/05	31,229	25%	7,807	2.0%	781	1,493	1,748	43,058
Brian O'Neill longevity increase 1/31/15	Detective	4	01/31/15	21,698	25%	5,425	3.0%	814	1,048	1,226	30,210
Dennis Peterson, Jr.	Detective	4	02/23/04	52,927	20%	10,585	3.0%	1,905	4,906	2,975	73,299
Douglas Pratt	Detective	4	01/18/04	52,927	10%	5,293	3.0%	1,747		2,537	62,503
Peter Regan	Detective	4	01/27/03	52,927		-	3.0%	1,588	2,044	2,393	58,952
Andrew Richardson	Detective	3	06/06/11	52,927		-		-		2,239	55,166
Michael Sheehan	Detective	4	05/02/88	54,780		-	15.0%	8,217		2,665	65,662
							Education	Longevity		Holiday	
	Name	Position	Step	Ann. Date	Base Salary	%	%	PAY	Shift Diff.	Pay	Total Salary
	Sworn Personnel										
Robert Bjorkgren	Patrolman	4	10/20/03	52,927	20%	10,585	3.0%	1,905	4,906	2,975	73,299
Christopher Byrne	Patrolman	4	11/14/11	52,927	20%	10,585		-	4,763	2,889	71,164
Karen Capuano	Patrolman	4	01/27/03	52,927		-	3.0%	1,588	2,044	2,393	58,952
John Casey	Patrolman	4	05/12/03	52,927	10%	5,293	3.0%	1,747		2,537	62,503
David Duffy	Patrolman	4	11/14/11	52,927	10%	5,293		-	4,366	2,648	65,234
Shane Gallagher	Patrolman	2	01/13/14	46,004	20%	9,201		-	4,140	2,511	61,856
James Griffin	Patrolman	3	06/04/12	23,203	10%	2,320		-	1,914	1,161	28,599
James Griffin step increase 12/4/14	Patrolman	4	06/04/14	28,796	10%	2,880		-	2,376	1,441	35,491
Eric Hanley	Patrolman	4	09/09/02	52,927	10%	5,293	3.0%	1,747	2,249	2,632	64,847
James Hollis	Patrolman	4	02/20/95	34,068	20%	6,814	4.5%	1,840	3,204	1,943	47,868
James Hollis longevity increase 2/20/15	Patrolman	4	02/20/15	18,859	20%	3,772	6.0%	1,358	1,799	1,091	26,879
Michael Holmes	Patrolman	3	06/04/12	23,203		-		-	1,740	1,055	25,999
Michael Holmes step increase 12/4/14	Patrolman	4	12/04/14	28,796		-		-	2,160	1,310	32,265
Edward Jackman	Patrolman	4	06/06/11	52,927		-		-	3,970	2,407	59,304
Christopher Lefebvre	Patrolman	4	06/14/10	50,494	10%	5,049		-	4,166	2,526	62,235
Christopher Lefebvre longevity increase 6/14/15	Patrolman	4	06/14/15	2,433	10%	243	2.0%	54	205	124	3,059
Michael McLaughlin	Patrolman	4	11/14/11	52,927	20%	10,585		-	4,763	2,889	71,164
Kathryn McLeod	Patrolman	4	10/23/96	52,927	25%	13,232	4.5%	2,977		2,925	72,061
Markus McMahan	Patrolman	4	11/26/01	52,927	20%	10,585	3.0%	1,905		2,768	68,185
David Miano	Patrolman	4	09/27/04	10,950		-	2.0%	219	838	508	12,515
David Miano longevity increase 9/27/14	Patrolman	4	09/27/14	41,977		-	3.0%	1,259	3,243	1,966	48,445
Paul Morris	Patrolman	3	06/06/11	52,927		-		-	3,970	2,407	59,304
Michael Newcomb	Patrolman	4	06/14/10	50,494		-		-	3,787	2,296	56,577
Michael Newcomb longevity increase 6/14/15	Patrolman	4	06/14/15	2,433		-	2.0%	49	186	113	2,781
Paul Nicosia	Patrolman	4	10/07/07	52,927		-	2.0%	1,059		2,284	56,270
Kimberly O'Keefe	Patrolman	4	09/09/02	52,927	20%	10,585	3.0%	1,905	2,453	2,871	70,742
Albert Piccolo	Patrolman	4	07/21/02	52,927	20%	10,585	3.0%	1,905	2,453	2,871	70,742
Arthur Piccolo	Patrolman	4	09/09/02	52,927	10%	5,293	3.0%	1,747	2,249	2,632	64,847
Kevin Reese	Patrolman	4	02/26/89	54,780	20%	10,956	15.0%	9,860	2,835	3,318	81,750
Alysa Russo	Patrolman	4	04/22/08	52,927	25%	13,232	2.0%	1,323		2,855	70,337
James Ryser	Patrolman	4	05/12/08	52,927	20%	10,585	2.0%	1,270		2,741	67,523
Christopher Scott	Patrolman	4	10/21/02	52,927	10%	5,293	3.0%	1,747		2,537	62,503
Kaitlin Sullivan	Patrolman	2	06/03/13	19,741	10%	1,974		-	1,629	988	24,332

Kaitlin Sullivan step increase 12/3/14	Patrolman	3	12/03/14	29,053	10%	2,905		-	2,397	1,453	35,808
Michael Vasconcellos	Patrolman	2	03/11/13	9,342		-		-	701	425	10,467
Michael Vasconcellos step increase 9/11/14	Patrolman	3	09/11/14	40,557		-		-	3,042	1,845	45,443
Jennie Welch	Patrolman	4	01/13/03	52,927	25%	13,232	3.0%	1,985		2,883	71,027
New Position Traffic Officers	Patrolman	1		21,187	20%	4,237		-	1,907	1,156	28,488
Reduction For School Resource Officer McLeod											(61,297)
Reduction For School Resource Officer (2)											(52,733)
Total Sworn Personnel	59			3,380,328		503,966		169,573	151,354	177,913	4,274,405

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday Pay	Total Salary
					%	PAY	%	PAY			

Civilian Personnel: The following employees are administrative support.

Matthew Small	Admin. Director	7	04/20/97	67,373		-		2,000			69,373
Alice Kennedy	Exec. Secretary	7	11/21/96	57,518		-		2,000			59,518
Eileen Newton (30 hours)	Adm Secretary	7	12/01/87	42,140		-	15.0%	6,321			48,461
Patricia Stotik	Adm Assistant	7	09/18/95	52,675		-		2,000			54,675
John Crowe	Building Maintenance	7	11/05/01	50,563		-		1,500			52,063
Total Civilian Personnel	5			270,269		-		13,821	-	-	284,090

Communications Personnel: The following includes 8 Dispatchers and one Head Dispatcher. They provide E-911 dispatching for Police, Fire, and EMS.

Matthew Carapellucci	Dispatcher	4	01/04/09	46,570		-		1,000		3,019	50,589
Jason Gage	Dispatcher	3	09/09/12	27,944		-				1,773	29,717
Jason Gage step increased 3/9/15	Dispatcher	4	03/09/15	14,068		-				893	14,961
Kim Griffin	Dispatcher	5	11/05/01	46,570		-		1,500		3,051	51,121
Robert Joyce	Dispatcher	3	03/10/12	8,118		-				515	8,633
Robert Joyce step increase 9/10/14	Dispatcher	4	09/10/14	35,858		-				2,276	38,133
Janice Judd	Dispatcher	2	08/14/13	23,262		-				1,476	24,738
Janice Judd step increase 2/14/15	Dispatcher	3	02/14/15	15,143		-				961	16,104
Jason McNamara	Dispatcher	5	05/12/08	46,570		-		1,000		3,019	50,589
Karen Poisson	Dispatcher	5	07/12/98	46,570		-		2,000		3,082	51,652
Edward Sullivan	Dispatcher	5	09/07/94	10,558		-		375		694	11,627
Edward Sullivan longevity increase 9/7/14	Dispatcher	5	09/07/14	45,680		-		2,031		3,028	50,738
Garin Worth	Dispatcher	5	10/13/97	46,570		-		2,000		3,082	51,652
Total Communications Personnel	9			413,481		-		9,906	-	26,869	450,256

<i>Transfer from Salaries</i>											(173,274)
Total Regular Salaries	73			4,064,078		503,966		193,300	151,354	204,782	4,835,476

Temporary Part-time:											

Total Temporary Part-time					-	-	-	-	-	-	-
Overtime: This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting and polls, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave.											615,231
Dispatcher Overtime: This account provides for replacement of dispatchers on an as needed basis. This request represents the funds to provide replacement of dispatchers so that the E911 Center is always staffed with two trained dispatchers. This account also provides funding for dispatcher training.											54,845
Reserve Dispatchers: The funds in this account will provide for replacement and training of part-time dispatchers. These employees work on an as needed basis when regular dispatchers are not available due to vacation, sick, etc.... Reserve dispatchers are mandated to work two shifts per month.											12,616
Uniforms											
<i>Superior Officers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 29, Section B of the contract between the Town and the Tewksbury Superior Officers Association.											25,460
<i>Patrol Officers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 28, Section C of the contract between the Town and the New England Benevolent Police Association (Local 3).											53,600
<i>Regular Dispatchers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 30, Section C of the contract between the Town and AFSCME Local 833.											6,750
<i>Reserve Dispatchers:</i> The funds in this new account will provide for minimal uniform purchases for part-time dispatchers. These employees work on an as needed basis when a regular dispatcher is not available.											2,500
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.											240
Total Uniforms											88,550
Special Overtime:											-
Terminal Leave											
<i>Sick Leave Bonus:</i> An expenditure of \$4,800 will be necessary under Article 24 of the Superior Officer's contractual agreement and the PRRB agreement to fund the sick leave bonus program which provides for the payment of one to days to those officers who use little or no sick time.											17,418
											-
Total Terminal Leave											17,418
All Other											
<i>Fingerprint and Photography:</i> The funds in this account will be utilized to pay detectives for fingerprinting and photography duties as well as the four											9,000

DESCRIPTION/DETAIL

POLICE EXPENSES

5210 Energy Utilities

FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
97,742	94,370	89,496	77,835	88,075	87,226	99,343	99,343	99,343

5210-001	Electric	68,343	68,343
5210-002	Heat	31,000	31,000

Total 5210 Energy Utilities: 99,343 99,343

DESCRIPTION/DETAIL

POLICE EXPENSES

5239 Vehicle Repairs and Maintenance

FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
59,310	56,059	-		-		-	-	-

DELETE CATEGORY

Total 5239 Vehicle Repairs and Maintenance: - -

DESCRIPTION/DETAIL

POLICE EXPENSES

5240 *Repairs and Maintenance*

FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
83,476	83,380	74,278	71,701	98,191	97,701	69,373	53,200	43,200

* **5240-001** **PHOTOCOPY & FAX MACHINE** **MOVED TO ALL OTHER 5381-001**

This account provides maintenance and supplies for the Department copy and fax machines.

* **5240-002** **MONITORING SYSTEM** **MOVED TO ALL OTHER 5381-002**

This account provides for maintenance of the camera surveillance equipment for the station and the prisoner holding facility.

5240-003 EMERGENCY GENERATOR 1,700 1,700
This account provides maintenance of the emergency generator.

* 5240-004 FACILITY AND EQUIPMENT MAINTENANCE AND SUPPLIES 50,000 40,000
Based upon the size of the facility, the age, and the amount of activity that is generated, (operational 24/7 , 365 days a year), the necessity to provide basic facility maintenance has increased dramatically. These funds will insure that we maintain a good working environment while ensuring the safety of our officers and guests. This account also provides funds for the repair of damaged and non-functioning equipment, which is not covered by any maintenance contract. The funds in this account will also be used to purchase paper products, cleaning agents, surface deicer, light bulbs, spotlights, etc.

* **5240-005** **COMPUTER ACCOUNT** **MOVED TO ALL OTHER 5381-003**

- 1) Hardware Maintenance-PC's, Printers, Monitors, Servers
- 2) Mobile Computers/Software & Hardware Maintenance
- 3) Battery Back-up Maintenance
- 4) Computer Supplies (Toner, Ink Cartridges, Repairs)
- 5) Computer Replacement (30 Computers @ 6 Per Year=5 Yr. Cycle)

* 5240-006 IRRIGATION SYSTEM 1,500 1,500
This account will provide for services and supplies from private vendors associated with the maintenance and irrigation system.

* **5240-007** **CARD ACCESS CONTROL SYSTEM** **MOVED TO ALL OTHER 5381-004**

This account is to provide funds for the maintenance of facility card access control system and the prisoner monitoring system.

Total 5240 Repairs and Maintenance: 53,200 43,200

DESCRIPTION/DETAIL

POLICE EXPENSES

5270 Leases and Contracts

	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
	45,535	45,535	74,064	74,064	77,036	77,036	96,356	110,396	110,396
5270-001								1,000	1,000
* 5270-002								47,500	47,500
5270-003								250	250
5270-004								730	730
5270-005								2,400	2,400
5270-006								3,200	3,200
* 5270-007								3,000	3,000
5270-008								1,355	1,355
5270-009								1,840	1,840
5270-010								700	700
5270-011								450	450
* 5270-012								27,580	27,580
5270-013								299	299
5270-014								1,500	1,500
5270-015								18,592	18,592
								<i>Total 5270 Leases and Contracts:</i>	110,396
									110,396

DESCRIPTION/DETAIL

POLICE EXPENSES

5310 Professional Services

FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
16,895	16,833	6,600	6,600	26,097	26,071	5,050	5,800	5,800

*	5310-001	LEGAL AND PROFESSIONAL PUBLICATIONS This account provides funds for the purchase and maintenance of the Department's law books and publications that are utilized in the day to day operations of this Department as well as court costs for outstanding detail balances	1,500	1,500
	5310-002	MEDICAL This account provides funding for medical screening, physicals, psychological testing, fitness for duty testing, alcohol and drug screening.	3,300	3,300
	5310-003	ADVERTISING The funds in this account provide for various forms of advertising such as the bidding process, legal notices, and necessary informational facts.	500	500
	5310-004	PARKING This account provides funding to pay for parking fees associated with training and court appearances.	500	500
		<i>Total 5310 Professional Services:</i>	5,800	5,800

DESCRIPTION/DETAIL

POLICE EXPENSES

5340 Communications

FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
40,944	40,251	41,344	41,344	57,421	57,034	58,443	77,730	77,730

5340-001 TELEPHONE MAINTENANCE

The funds in this account provide for the maintenance and upgrades to the telephone system.

3,000 3,000

5340-002 EMD 911 CARD ANNUAL UPDATES

1,200 1,200

5340-003 AUDIBLE TONE ALARM SYSTEM

These funds are to maintain the E.W. Bills fire alarm tone system, which tones out the Fire station to emergency calls.

1,000 1,000

* 5340-004 TELEPHONE

This account provides funding for Department landlines, the Verizon payphone, Detective Lexis Nexis services, Detectives & Staff cell phones and vehicle Verizon wireless modems (VLS & MDT's).

43,200 43,200

* 5340-005 RADIO SYSTEM

This account provides funding for the maintenance and replacement of mobile and portable radios.

1) Radio Repair/Replacement Batteries, Antennas, Microphones

2,500 2,500

2) Portable Radio Replacement (63 Portables @ 7 Per Year=9 Yr. Cycle)

14,800 14,800

3) Mobile Radio Replacement (24 Mobile Radios @ 3 Per Year=8 Yr. Cycle)

12,030 12,030

Total 5340 Communications:

77,730 77,730

DESCRIPTION/DETAIL

POLICE EXPENSES

5381 Computer Repairs and Maintenance

	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
	-	-	-		-	-	-	51,550	51,550
* 5381-001	PHOTOCOPY & FAX MACHINE								
1) Maintenance/Supplies Photocopy and Fax Machines								5,000	5,000
2) Photocopier Replacement (6 Photocopiers @ 1 Per Year=6 Yr. Cycle)								6,660	6,660
5381-002	MONITORING SYSTEM							2,000	2,000
This account provides for maintenance of the camera surveillance equipment for the station and the prisoner holding facility.									
* 5381-003	COMPUTER ACCOUNT								
1) Hardware Maintenance-PC's, Printers, Monitors, Servers								3,000	3,000
2) Mobile Computers/Software & Hardware Maintenance								3,500	3,500
3) Battery Back-up Maintenance								1,000	1,000
4) Computer Supplies (Toner, Ink Cartridges, Repairs)								11,586	11,586
5) Computer Replacement (30 Computers @ 6 Per Year=5 Yr. Cycle)								4,800	4,800
* 6) Monitor Replacement (30 Monitors @ 6 Per Year=5 Yr. Cycle)								1,200	1,200
* 7) Mobile Computer Replacement (15 Computers @ 2 Per Year=8 Yr. Cycle)								11,304	11,304
5381-004	CARD ACCESS CONTROL SYSTEM							1,500	1,500
This account is to provide funds for the maintenance of facility card access control system and the									

DESCRIPTION/DETAIL

POLICE EXPENSES

5420 Office Supplies

FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
11,006	11,006	9,500	9,500	11,000	10,955	11,000	11,500	11,500

5420-001 POSTAGE 2,500 2,500
 This account provides funds to allow the department to conduct essential correspondence with persons and agencies in both the public and private sector.

* 5420-002 PRINTING / REPRODUCTION 3,000 3,000
 This account provides funds for both in-house and outside reproduction of documents. Paper and supplies for both the copy machine and the computer will come from this account. Most documents generated by this Department are produced either through the computer or the copy machine for the purpose of communication with other law enforcement agencies, other municipal departments, citizens, attorneys, courts, and insurance companies. In addition, the production of policies and procedures, roll-call training materials, daily logs, and incident reports are funded through this account. Another area of considerable expense is reproduction that is done outside of the Police Department. We are utilizing private sector companies to produce a majority of our forms. Due to increase in Details and reproduction costs I am requesting a \$500 increase in this portion of the budget

5420-003 MISC. OFFICE SUPPLIES 6,000 6,000
 This account provides funds for office supplies necessary for any professional business. This includes items such as file folders, index cards, copy paper, scotch tape, pencils and pens, adding machine paper, legal pads, labeling and marking supplies, staples, etc.

Total 5420 Office Supplies: 11,500 11,500

DESCRIPTION/DETAIL

POLICE EXPENSES

5423 All Other Supplies

FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
52,200	51,658	80,512	80,346	50,571	50,505	58,950	75,750	75,750

*	5423-001	FIRST AID EQUIPMENT						
	1) Patrol vehicles assigned to the fleet are currently equipped with the necessary first aid supplies essential for emergency response to traffic accidents and other medical emergencies. The requested funds will be used to replenish supplies in the cruiser first aid kits and defibrillators kits which include newly deployed nasal Naloxone/Narcan.						9,000	9,000
	2) AED Defibrillator Replacement(20 Defibrillator @ 4 Per Year=5 Yr. Cycle)						5,800	5,800
	5423-002	ACCIDENT/CRIME SCENE INVESTIGATION					4,200	4,200
	This account provides the funds needed to purchase and replenish equipment necessary to perform effective and efficient investigations. Cruisers need to be equipped with tape measures, cones, line tape for securing crime and accident scenes, evidence bags, flares, etc.							
	5423-003	FINGERPRINT SUPPLIES					2,550	2,550
	This account provides for the fingerprinting supplies necessary to print prisoners during the booking process, individuals seeking citizenship, government employees, employee applicants, children identification program, as well as lifting of prints in housebreaks, larcenies, criminal investigations, and firearms licensing.							
	5423-004	PHOTOGRAPHY / MISC SUPPLIES					3,000	3,000
	The funds in this account will provide media cards, CDRW's, DVD's, photo paper and supplies for our photographers to perform necessary tasks. These tasks include photographing of accident and crime scenes, persons under arrest, municipal events, video reproduction of training materials, child fingerprint identification program, and the video recording process of all arrests during booking.							
	5423-005	BADGES, HANDCUFFS, NIGHTSTICKS, AND TASER HOLSTERS					700	700
	This account provides for funds to purchase and replace both chest and hat badges. This account also provides funds for the purchase and replacement of handcuffs, leg irons, nightsticks, and taser holsters.							
	5423-006	PRISONERS					1,500	1,500
	The funds in this account provide food for prisoners held in custody.							
*	5423-007	SAFETY AND CRIME PREVENTION EQUIPMENT AND MATERIALS:						
	1) Replacement of Safety/Crime Prevention Equipment and Materials						11,000	11,000
	2) Substance Use Prevention and Education Program Annual Expenses						10,000	10,000
	5423-008	RANGE, AMMUNITION, EQUIPMENT, AND SUPPLIES					28,000	28,000
	This account funds the supplies, equipment, and ammunition necessary to perform annual firearms, Taser, defensive tactics, and A.L.I.C.E. (Alert, Lockdown, Inform, Counter, Evacuate) training and the associated mandated yearly requalifications. A.L.I.C.E. (intruder-active shooter) training is now a MA Department of Education mandate. This account also funds replacement Taser batteries, cartridges, and OC spray.							
	<i>Total 5423 All Other Supplies:</i>						75,750	75,750

DESCRIPTION/DETAIL

POLICE EXPENSES

5440 Gas and Diesel

FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
151,098	151,098	-		-	-	-	-	-

DELETE CATEGORY

Total 5440 Gas and Diesel: - -

DESCRIPTION/DETAIL

POLICE EXPENSES

5510 K-9

FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
2,451	2,288	2,476	2,476	2,589	2,565	2,400	3,000	3,000

* 5510-001 K-9 CARE AND EQUIPMENT 3,000 3,000
 This account funds expenses associated with dog food, veterinary care, grooming services, and necessary K-9 equipment. This account also funds uniform cleaning and replacement.

Total 5510 K-9: 3,000 3,000

DESCRIPTION/DETAIL

POLICE EXPENSES

5538 Recruit/Specialty Expense

FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
-	-	-		8,000	7,491	12,000	14,000	14,000

* 5538-001 NEW RECRUITS/SPECIALTY UNIT UNIFORMS AND EQUIPMENT 14,000 14,000
 The funds in this account will be used to pay for uniforms and equipment for new hires and for uniforms and equipment associated with the Department's responsibility for specialty units and course instructors.

Total 5538 New Recruit Expense: 14,000 14,000

DESCRIPTION/DETAIL

POLICE EXPENSES

5580 Uniforms

FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
74,623	72,480	43,971	41,625	-		-	66,400	-

- * 5580-001 NEW DEPARTMENT CLASS A DRESS BLOUSE/HIGH GLOSS DUTY BELT 54,000
This account provides the necessary funds to outfit all Department sworn personnel with a Class A dress blouse and matching high gloss duty belt and cross straps for award ceremonies, Department funerals, and official functions. Onership of these items will remain with the Town at separation/retirement.
 - * 5580-002 REPLACEMENT TRAFFIC SAFETY VEST 5,400
This account provides the necessary funds to outfit all Department sworn personnel with a Department issued and lettered traffic safety vest for policy control and consistency.
 - * 5580-003 NEW BADGE DESIGN/ISSUE 7,000
This account provides the necessary funds to outfit all Department sworn personnel with a newly designed Department issued chest badge. This account will also fund the expense of manufacturing a new TPD badge.
- 66,400 -

DESCRIPTION/DETAIL

POLICE EXPENSES

5702 Travel

FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
1,000	1,000	1,000	1,000	1,000	1,000	2,500	7,500	7,500

* 5702-001 PRISONER RETRIEVAL ,SPECIAL INVESTIGATIONS, AND TRAINING 7,500 7,500
 This account provides the necessary funds to recover prisoners who are fugitives from justice, to conduct criminal investigations out of state, and to attend training out of state. Airfare, hotel accommodations, and meals are to be provided with these funds.

Total 5702 Travel: 7,500 7,500

POLICE EXPENSES

5703 Dues and Memberships

FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
9,334	9,211	9,944	9,944	9,450	9,417	9,874	11,475	11,475

*	Firearms Instructor Certification (5)						250	250
	F.B.I. National Academy Assoc. (3)						270	270
	FBI LEEDA (4)						200	200
*	International Chiefs of Police (2)						150	150
*	MA Chiefs of Police Assoc.						1,300	1,300
*	MA Juvenile Office Assoc. (2)						100	100
	NESPIN (NE State Police Information Systems)						200	200
*	RAD Systems Instructor Certification						450	450
	Middlesex Chief of Police Assoc.						250	250
	N.E.M.L.E.C. Compact / Accreditaion Certification						6,075	6,075
	MA Safety Officer Assoc.						350	350
	NASRO (K.McLeod & D. Pratt)						80	80
	Tewksbury Rod & Gun Club						500	500
*	MAWLE						300	300
	Greater Boston (BAPERN DUES)						1,000	1,000
							<i>Total 5703 Dues and Memberships:</i>	11,475
								11,475

N.E.M.L.E.C. COMPACT / ACCREDITATION / CERTIFICATION

This account provides the yearly assessment of our Department to the N.E.M.L.E.C. Organization.

This group is comprised of police departments from fifty seven area communities actively involved in the following mutual aid efforts to provide the best police service possible including: RRT, SWAT, STARS Team, and N.E.M.L.E.C. Chiefs of Police who oversee the entire operation. The state has dropped its accreditation program but the N.E.M.L.E.C. Chiefs have taken over the program and it is now a mandated requirement for N.E.M.L.E.C. agencies. This fee is associated with participation.

DESCRIPTION/DETAIL

POLICE EXPENSES

5790 Staff Development

FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2017 DEPT REQ	FY2017 TM REC
18,025	18,025	17,087	17,087	18,765	18,165	18,325	21,600	21,600

- * 5790-001 TRAINING CONFERENCE AND SEMINAR TUITIONS 18,000 18,000
 The funds in this account are for the enhancement of employee skills that will enable them to provide a more professional efficient, and effective service to the public, while also addressing issues of liability. (60 Sworn Officers @ \$300 per Officer)

- 5790-002 IN-SERVICE TRAINING 3,600 3,600
 This account provides for the MPTC in-service training requirement @\$60 x 60 officers with the Municipal Police Institute.

Total 5790 Staff Development: 21,600 21,600

