



TOWN OF TEWKSBURY
Tewksbury Police Department
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Chief of Police
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January 20, 2021
Town Manager, Richard Montuori
Re: Fiscal Year (FY) 2021 Budget Requested Priorities

Thank you for the opportunity to present three priorities for potential FY22 funding. The priorities I have selected involve additional funding to add a Detective Sergeant to the Narcotics Unit (add a police officer and promote one to sergeant); add a Police Officer to be assigned full time to firearms licensing and body cameras for our officers. I feel very strongly that the inclusion of these priorities in my FY22 Budget will significantly improve the level of service the Tewksbury Police Department delivers to the people we serve. Although the overtime budget has been an issue over the last several years, I am going work within the budget was given for FY21, however there could still be a need for an increase in the future.

Detective Sergeant Assigned to Narcotics

Currently our Narcotics Unit has 3 Detectives assigned within the Criminal Bureau, which also has 7 Criminal Investigation Detectives. There is 1 Detective Lieutenant who manages the entire operation, as well as the School Resource Officers, Evidence and the Community Service Unit.

A Criminal Investigation Detective Sergeant manages the criminal and narcotic cases that are worked on by all the Detectives, totaling 10 Detectives. The reason for the need for an additional supervisor within the Narcotics Unit is to maintain a direct level of supervision on the work that is being performed. The Narcotics Unit performs some of the most dangerous work in policing that also has a high potential for liability and risk. The Narcotics Unit works undercover operations, conducts surveillance, writes search warrants, works with confidential sources to provide information on mid and high level drug dealers, is involved in the seizure of small and large amounts of money and drugs among other things. This unit also works with other agencies in the area, including the D.E.A and at times has the need to formulate operational plans with these agencies for cases within Tewksbury or that involve the use of our undercover detectives.

Currently the Narcotics Unit Detectives do not have a direct supervisor assigned to work alongside them, they do report to the Detective Sergeant assigned to the Criminal Bureau, but his job is to also focus on the criminal cases that are coming in and being worked on. We need a supervisor to work alongside these Detectives to ensure their safety and proper procedures are being followed and reduce our risk and liability to the department and the Town. As stated earlier, narcotic detectives face some of the most dangerous situations; it would serve the police department and the community well to have this direct level of supervision.

This would require hiring a new patrol officer adding to our total number of officers from 63 to 64, adding approximately \$73,414 to the salary portion of the budget, and then promoting a patrolman to the rank of sergeant which would add approximately \$23,762. In total, I would be asking for an additional \$97,176 to salary to account for this request. If this request is not met I will be assigning a Sergeant to this position (there is too much risk in not having direct supervision), taking a patrol sergeant position off of a shift. This will leave us with only two supervisors on a shift requiring overtime each time the Lieutenant or a Sergeant takes a day off. With an average of time off and sick time for both positions, the total approximate cost will be \$55,200 in overtime without having that second sergeant. The difference in cost to fund this request would be \$41,976.

Patrol Officer Assigned to Firearms Licensing

Currently we average over 700 gun permit requests for new applicants and/or renewals. In 2010 we had 229 applications. We have become so far behind we aren't providing the quality of service that we should to our residents to ensure their constitutional rights are met. Since I have become Chief in June of 2020, we had received numerous complaints about these applications taking months longer than they should be. I have assigned an officer full time to assist with these permits and we have been slowly digging out of a large backlog. This officer is handling numerous permits per week, which includes, meeting with them, fingerprinting them, working with the state licensing commission and conducting background checks to have them approved. Although we have been making great progress in this area, the officer that we are using is assigned to the Community Service Unit and assists us with running many programs in Town for our residents. With the amount of work that needs to be done with gun licensing, this is taking this officer away from her Community outreach tasks. We need to add an officer to the department (64-65) to be assigned to gun permitting full time with oversight from a supervisor. This addition will greatly increase our service to our residents by ensuring we meet the requirements for gun permitting within the Town of Tewksbury.

This would require hiring a new patrol officer adding to our total number of officers from 64 to 65, adding approximately \$73,414 to the salary portion of the budget for this one officer.

Body Worn Cameras

As our nation has become more critical than ever with law enforcement, the need for the ultimate transparency with video recordings of police during incidents has almost become mandatory in today's society. In today's digital world, people don't believe anything unless they see it on video. Almost all police interactions across the nation are handled correctly, but how do we prove it? The answer is simple, body cameras to show what we do and how we do it. This not only protects the officer from false accusations and law suits but shows the community in which we serve we are truly a transparent organization. With this tool, we not only will be able to have the camera footage of interactions, but this model provides a much needed officer safety component in addition to the calls for service that activates the cameras in certain situations such as, an officer laying in the prone position, being in a fight, drawing their firearm or running. This system also allows dispatch to pin point an officers location with GPS upon activation of a camera and allows for supervisors to access their live video feed. Not only will body cameras provide truth and accountability it will give our community faith in their police department that we are a transparent organization.

The cost of this program is a total of \$618,675.00 over 5 years with 30% due in the first year, which includes everything needed to run this program. The first year would cost \$185,602.50 and

108.268.13 for the remaining 4 years. Every police agency in America is only one incident away from having civil unrest; having video evidence to either hold someone accountable or show that officers acted appropriately only add to building trust within our community and our country.

POLICE DEPARTMENT	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 BUDGETED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC	FY2022 FIN COM REC
<i>Salaries</i>										
5111 Regular Salaries	5,393,215	5,391,559	5,867,630	5,858,781	6,020,038	5,869,116	5,874,312	5,874,059	5,874,059	
5120 Temporary Part-time	-	-	-	-	-	-	47,973	29,650	29,650	
5130 Overtime	864,300	863,840	694,364	692,014	792,716	788,950	694,364	694,364	694,364	
5132 Dispatch Overtime	85,062	84,791	50,197	50,197	80,510	80,510	-	-	-	
5133 Reserve Dispatchers	24,233	23,631	35,149	34,323	18,500	17,006	-	-	-	
5135 Uniforms	7,600	7,600	10,205	10,205	10,190	10,190	540	540	540	
5137 Special Overtime	-	-	-	-	-	-	-	-	-	
5160 Terminal Leave	45,324	45,293	5,000	4,856	6,000	2,785	6,000	3,461	3,461	
5180 All Other	33,950	33,592	40,116	40,116	37,200	27,920	50,200	51,400	51,400	
Total Salaries	6,453,685	6,450,306	6,702,661	6,690,492	6,965,154	6,796,478	6,673,389	6,653,474	6,653,474	-
<i>Operating</i>										
5210 Energy Utilities	104,495	104,429	102,726	102,726	87,280.52	87,280.52	111,595	111,595	111,595	
5240 Repairs and Maintenance	78,698	77,995	105,178	105,088	118,628	117,978.85	71,500	71,500	71,500	
5270 Leases/Contracts	112,136	111,943	139,072	139,072	185,389	181,295.70	194,721	188,387	188,387	
5310 Professional Services	8,065	8,008	8,047	8,047	9,141	9,140.58	8,700	8,700	8,700	
5340 Communications	70,242	70,242	80,767	80,217	91,528	83,559.74	79,216	86,506	86,506	
5381 Computer	46,550	45,871	66,792	66,792	67,589	67,588.16	58,996	66,372	66,372	
5420 Office Supplies	11,579	11,568	12,500	12,493	12,050	12,018.57	12,000	13,000	13,000	
5423 All Other Supplies	78,313	78,313	87,802	87,776	147,043	146,728.22	142,335	129,153	129,153	
5510 K-9	25,027	25,027	7,120	7,120	5,500	5,319.05	5,500	5,500	5,500	
5538 Recruit/Specialty Expense	16,146	16,146	21,833	21,833	21,568	21,537.21	25,000	25,000	25,000	
5580 Uniforms	3,000	3,000	9,090	9,090	-	-	-	-	-	
5702 Travel	8,500	8,471	6,150	6,150	6,061	6,060.60	10,000	10,000	10,000	
5703 Dues and Memberships	16,354	16,354	12,844	12,844	12,833	12,833.00	16,080	14,540	14,540	
5790 Staff Development	25,660	25,660	32,129	32,129	25,277	25,277.00	35,650	34,150	34,150	
Total Operating	604,765	603,027	692,050	691,377	789,887.47	776,617.20	771,293	764,403	764,403	
<i>Capital Outlay</i>										
5833 Capital Outlay	444,961	444,942	377,736	377,721	303,475	302,758	445,384	292,357	292,357	
Total Capital Outlay	444,961	444,942	377,736	377,721	303,475	302,758	445,384	292,357	292,357	
TOTAL BUDGET	7,503,411	7,498,274	7,772,447	7,759,590	8,058,516	7,875,853	7,890,066	7,710,234	7,710,234	-

Position	FY2018 BUDGETED FTE	FY2019 BUDGETED FTE	FY2020 BUDGETED FTE	FY2020 BUDGETED FTE	FY2021 DEPT REQ FTE	FY2022 TM REC FTE	FY2022 FIN COM REC FTE
Police Chief	1	1	1	1	1	1	
Deputy Police Chief	1	1	1	1	1	1	
Captain	0	0	0	0	0	0	
Lieutenants	6	6	6	6	6	6	
Sergeants	12	12	12	12	12	12	
Detective/Patrolmen	9	10	10	10	10	10	
Patrolmen Positions	31	32	32	33	33	33	
Dispatchers	9	9	9				
Civilian Staff	5	5	5	6	6	6	
Total Staffing	74	76	76	69	69	69	-

**FISCAL YEAR 2022
POLICE DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST**

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Holiday		Total Salary	
					%		%	PAY	Shift Diff.	Pay		
Sworn Personnel												
Ryan Columbus step increase	Chief	7	07/31/00	120,356	25%	30,089	9.25%	13,916		6,954	171,314	
John Voto G12	Deputy Chief	9	10/23/96	36,024	25%	9,006	9.25%	4,165		2,081	51,276	
John Voto G12 longevity increase	Deputy Chief	9	10/23/21	80,053	25%	20,013	11.25%	11,257		4,710	116,034	
John Voto G12 +3.5% wage deferral	Deputy Chief	9	10/23/96	1,261	25%	315	9.25%	146		73	1,795	
John Voto G12 +3.5% wage deferral/longevity increase 10/23/96	Deputy Chief	9	10/23/96	2,802	25%	700	11.25%	394		165	4,061	
Admin Captain (Stipend)							0.00%	-		-	-	
Alycia Columbus	Lieutenant	5	04/22/08	56,474	25%	14,118	5.50%	3,883		5,586	3,387	83,448
Alycia Columbus step increase	Lieutenant	6	03/07/22	27,865	25%	6,966	5.50%	1,916		2,756	1,671	41,174
Brian Farnum	Det Lieutenant	5	08/02/04	45,307	20%	9,061	7.75%	4,214		-	2,478	61,060
Brian Farnum Step increase	Det Lieutenant	6	01/17/22	39,475	20%	7,895	7.75%	3,671		-	2,159	53,201
Robert Field	Lieutenant	6	10/23/96	27,201	20%	5,440	9.25%	3,019		2,675	1,622	39,957
Robert Field longevity increase	Lieutenant	6	10/23/21	59,379	20%	11,876	11.25%	8,016		5,945	3,605	88,821
Scott Gaynor + 3.5% wage deferral	Lieutenant	6	05/22/95	89,611	25%	22,403	11.25%	12,601		-	5,272	129,887
Robert Stephens +3.5% wage deferral	Lieutenant	6	10/23/96	28,154	25%	7,038	9.25%	3,255		1,442	1,688	41,577
Robert Stephens longevity increase	Lieutenant	6	10/23/21	61,457	25%	15,364	11.25%	8,642		3,205	3,751	92,420
James Williams	Lieutenant	6	10/23/96	27,201	20%	5,440	9.25%	3,019		-	1,509	37,170
James Williams longevity increase	Lieutenant	6	10/23/21	59,379	20%	11,876	11.25%	8,016		-	3,354	82,624
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #1	4	03/01/21	342	20%	68	5.50%	23		32	20	485
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #1 s	5	09/01/21	6,384	20%	1,277	5.50%	421		606	368	9,055
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #2	4	03/01/21	342	20%	68	5.50%	23		32	20	485
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #2 s	5	09/01/21	6,384	20%	1,277	5.50%	421		606	368	9,055
Patrick Connor	Sergeant	5	06/14/10	73,596	20%	14,719	5.50%	4,857		6,988	4,238	104,398
Thomas Cooke	Sergeant	6	03/18/02	53,376		-	7.75%	4,152		2,165	2,534	62,427
Thomas Cooke longevity increase	Sergeant	6	03/18/22	20,020		-	9.25%	1,852		820	960	23,853
Michael Donovan	Sergeant	5	04/22/08	37,974	25%	9,494	5.50%	2,611		3,756	2,278	56,112
Michael Donovan step increase	Sergeant	6	01/21/22	34,683	25%	8,671	5.50%	2,384		3,430	2,080	51,249
Patrick Harrington	Sergeant	6	02/24/03	73,596	25%	18,399	7.75%	7,130		4,194	103,319	
Joseph Kelley	Sergeant	6	02/23/04	73,596	20%	14,719	7.75%	6,844		3,568	4,177	102,905
Michael McLaughlin	Sergeant	5	11/14/11	26,311	25%	6,578	3.00%	987		-	1,433	35,308
Michael McLaughlin longevity increase	Sergeant	5	11/14/21	12,749	25%	3,187	3.00%	478		-	694	17,108
Michael McLaughlin step increase	Sergeant	6	01/19/22	32,991	25%	8,248	5.50%	2,268		1,632	1,910	47,049
Michael Newcomb	Sergeant	6	06/14/10	73,596	25%	18,399	5.50%	5,060		7,279	4,414	108,748
Dennis Peterson, Jr.	Sergeant	5	02/23/04	37,703	20%	7,541	7.75%	3,506		-	2,063	50,813
Dennis Peterson, Jr. step increase	Sergeant	6	01/20/22	34,401	20%	6,880	7.75%	3,199		-	1,882	46,363
Steve Torres	Sergeant	6	03/06/00	73,596	25%	18,399	9.25%	8,510		7,538	4,571	112,614
Sergeant Vacancy #1 (Sgt. Jop replacement) (9.8 weeks)	Sergeant	4	03/01/21	290	20%	58	5.50%	19		28	17	412
Sergeant Vacancy #1 (Sgt. step increase (42.4 weeks)	Sergeant	5	09/01/21	5,411	20%	1,082	5.50%	357		514	312	7,675
Sergeant Vacancy #2 (Sgt. Columbus replacement) (9.8 weeks)	Sergeant	4	03/01/21	290	20%	58	5.50%	19		28	17	412
Sergeant Vacancy #2 (Sgt. step increase (42.4 weeks)	Sergeant	5	09/01/21	5,411	20%	1,082	5.50%	357		514	312	7,675
Sergeant Vacancy #3 (Sgt. T. Kelly replacement) (9.8 weeks)	Sergeant	4	03/01/21	290	20%	58	5.50%	19		28	17	412
Sergeant Vacancy #3 (Sgt. step increase (42.4 weeks)	Sergeant	5	09/01/21	5,411	20%	1,082	5.50%	357		514	312	7,675
Christopher Byrne	Detective	4	11/14/11	23,261	20%	4,652	3.00%	837		1,078	1,262	31,090
Christopher Byrne longevity increase	Detective	4	11/14/21	39,328	20%	7,866	5.50%	2,596		1,867	2,185	53,841
Shane Gallagher increase to Masters Degree	Detective	4	01/13/14	62,588	25%	15,647	3.00%	2,347		3,022	3,537	87,142
Sworn Personnel												
Michael Maccario	Detective	4	10/03/16	16,067	20%	3,213		-			816	20,096
Michael Maccario longevity increase	Detective	4	10/03/21	46,522	20%	9,304	3.00%	1,675			2,433	59,933
Peter Regan +3.5% wage deferral	Detective	4	02/24/03	64,779	20%	12,956	7.75%	6,024		3,141	3,677	90,577
Andrew Richardson	Detective	4	06/06/11	62,588		-	5.50%	3,442		2,476	2,898	71,405
Kaitlin Sullivan	Detective	4	06/03/13	62,588	25%	15,647	3.00%	2,347		-	3,409	83,992
Christopher Adams	Patrolman	4	05/18/15	62,588	25%	15,647	3.00%	2,347		6,044	3,665	90,291
Joshua Barbera	Patrolman	3	05/20/19	25,542	25%	5,885		-		2,207	1,338	32,973
Joshua Barbera step increase	Patrolman	4	11/20/21	38,159	25%	9,532		-		3,575	2,168	53,403
Christopher Bettano	Patrolman	3	11/18/19	53,085	20%	10,617		-		4,778	2,897	71,376
Christopher Bettano step increase	Patrolman	4	05/18/21	7,434	20%	1,487		-		669	406	9,995
Robert Bjorkner	Patrolman	4	10/20/03	62,588	20%	12,518	7.75%	5,821		3,035	3,552	87,513
Karen Capuano	Patrolman	4	02/24/03	62,588		-	7.75%	4,851		2,529	2,960	72,928
John Casey + 3.5 % wage deferral (7/1/21-08/21/21)	Patrolman	4	05/12/03	9,431		-	7.75%	731		381	446	10,989
Nicholas Ciaremella	Patrolman	2	01/13/20	1,674	20%	335		-		151	91	2,250
Nicholas Ciaremella step increase	Patrolman	3	07/13/21	58,393	20%	11,679		-		5,255	3,187	78,514
Thomas Contaloni	Patrolman	2	07/27/20	31,379	20%	6,276		-		2,824	1,713	42,192
Thomas Contaloni step increase	Patrolman	3	01/27/22	25,619	20%	5,124		-		2,306	1,398	34,447
Andrew Donovan	Patrolman	2	07/27/20	31,379	20%	6,276		-		2,824	1,713	42,192
Andrew Donovan step increase	Patrolman	3	01/27/22	25,619	20%	5,124		-		2,306	1,398	34,447
Matthew Donovan	Patrolman	3	05/29/18	24,465	25%	6,116		-		1,147	1,342	33,070
Matthew Donovan step increase	Patrolman	4	11/29/21	37,169	25%	9,292		-		1,742	2,039	50,243
David Duffy increase to Bachelors Degree	Patrolman	4	11/14/11	23,261	20%	4,652	3.00%	837		2,156	1,308	32,214
David Duffy longevity increase	Patrolman	4	11/14/21	39,328	20%	7,866	5.50%	2,596		3,734	2,264	55,787
Eric Hanley increase to Master Degree	Patrolman	4	09/09/02	62,588	25%	15,647	7.75%	6,063		-	3,566	87,865
James Hollis +3.5% wage deferral (7/1/21-04/6/22)	Patrolman	4	02/20/95	52,617	20%	10,523	11.25%	7,103		5,268	3,195	78,707
Ryan Hunt	Patrolman	4	10/30/17	62,588		-		-		2,347	2,747	67,683
Peter Knops	Patrolman	2	11/16/20	52,299	20%	10,460		-		4,707	2,854	70,220
Peter Knops step increase	Patrolman	3	06/16/22	2,539	20%	508		-		228	139	3,414
Christian Kyle	Patrolman	2	07/27/20	31,379	20%	6,276		-		2,824	1,713	42,192
Christian Kyle step increase	Patrolman	3	01/27/22	25,619	20%	5,124		-		2,306	1,398	34,447
Dana LaPointe	Patrolman	4	04/10/17	49,615		-		-		3,721	2,257	55,593
Dana LaPointe longevity increase	Patrolman	4	04/10/22	12,943		-	3.00%	388		1,000	606	14,938
Christopher Lefebvre increase to Bachelors Degree	Patrolman	4	06/14/10	62,588	20%	12,518	5.50%	4,131		-	3,352	82,589
Justin Lindhal	Patrolman	4	05/29/18	62,588	20%	12,518		-		5,633	3,416	84,155
Markus McMahon	Patrolman	4	11/26/01	25,659	20%	5,132	7.75%	2,386		-	1,404	34,581
Markus McMahon longevity increase	Patrolman	4	11/26/21	36,930	20%	7,386	9.25%	4,099		-	2,048	50,463
Joseph Mendonca Increase Bachelors Degree	Patrolman	4	05/23/16	62,588	20%	12,518	3.00%	2,253		5,802	3,518	86,679
David Miano	Patrolman	4	09/27/04	62,588		-	7.75%	4,851		5,058	3,067	75,564
Paul Morris	Patrolman	4	06/06/11	62,588	10%	6,259	5.50%	3,787		5,448	3,303	81,385
Peter Murray	Patrolman	2	01/13/20	1,674	20%	335		-		151	91	2,250
Peter Murray step increase	Patrolman	3	07/13/21	58,393	20%	11,679		-		5,255	3,187	78,514

Name	Position	Step	Ann. Date	Education		Longevity		Holiday		Total Salary	
				%	PAY	%	PAY	Shift Diff.	Pay		
Sworn Personnel											
Paul Nicosia	Patrolman	4	10/07/07	62,588	20%	12,518	5.50%	4,131	-	3,352	82,589
Kimberly O'Keefe	Patrolman	4	09/09/02	62,588	20%	12,518	7.75%	5,821	-	3,424	84,351
Michael Pelrine	Patrolman	2	11/02/20	49,998	20%	10,000	-	-	4,500	2,729	67,226
Michael Pelrine step increase	Patrolman	3	07/02/21	5,078	20%	1,016	-	-	457	277	6,827
Arthur Piccolo	Patrolman	4	09/09/02	62,588	10%	6,259	7.75%	5,336	2,782	3,256	80,221
Douglas Pratt	Patrolman	4	01/18/04	62,588	20%	12,518	7.75%	5,821	-	3,424	84,351
Stephen Quinn increase to Masters Degree	Patrolman	4	12/08/14	62,588	25%	15,647	3.00%	2,347	-	3,409	83,992
Matthew Rowe	Patrolman	4	06/03/14	62,588	20%	12,518	3.00%	2,253	2,901	3,396	83,656
James Ryser	Patrolman	4	05/12/08	62,588	20%	12,518	5.50%	4,131	-	3,352	82,589
Christopher Scott	Patrolman	4	10/21/02	62,588	10%	6,259	7.75%	5,336	-	3,139	77,321
Kayla Sheehan	Patrolman	4	05/29/18	62,588	20%	12,518	-	-	5,633	3,416	84,155
Lauren Stronge	Patrolman	2	07/27/20	31,379	20%	6,276	-	-	2,824	1,713	42,192
Lauren Stronge step increase	Patrolman	3	01/27/22	25,619	20%	5,124	-	-	2,306	1,398	34,447
Ryan Sughrue	Patrolman	1	02/08/21	5,120	20%	1,024	-	-	461	279	6,884
Ryan Sughrue step increase	Patrolman	2	08/08/21	48,952	20%	9,790	-	-	4,406	2,672	65,820
Colin Trelegan	Patrolman	4	05/02/16	62,588	25%	15,647	3.00%	2,347	3,022	3,537	87,142
Michael Vasconcellos	Patrolman	4	09/11/13	62,588	-	-	3.00%	1,878	4,835	2,932	72,233
Jennie Welch	Patrolman	4	01/13/03	62,588	25%	15,647	7.75%	6,063	-	3,566	87,865
Patrolman Position (1) step #1 (replace T. Kelly)	Patrolman	1	05/22/21	19,342	20%	3,868	-	-	1,741	1,056	26,006
Patrolman Position (1) step #2 (replace T. Kelly)	Patrolman	2	11/22/21	33,262	20%	6,652	-	-	2,994	1,815	44,723
Patrolman Position (2) step #1 (replace J. Casey)	Patrolman	1	07/01/21	24,651	20%	4,930	-	-	2,219	1,345	33,145
Patrolman Position (2) step #2 (replace J. Casey)	Patrolman	2	01/01/22	27,404	20%	5,481	-	-	2,466	1,496	36,847
Patrolman Position (3) step #1 (replace J. Hollis)	Patrolman	1	01/01/22	24,841	20%	4,968	-	-	2,236	1,356	33,400
Patrolman Position (3) step #2 (replace J. Hollis)	Patrolman	2	07/01/22	-	20%	-	-	-	-	-	(73,986)
Reduction For School Resource Officer #1											(12,233)
Reduction For School Resource Officer #2											(67,903)
Reduction For School Resource Officer #3											
Total Sworn Personnel		63		4,280,822		817,231		262,962	216,460	235,970	5,599,922
Civilian Personnel: The following employees are administrative support.											
Laura Custance	Exec. Secretary	9	07/01/21	64,091							64,091
Patricia Stotk	Adm Assistant	10	09/18/95	60,791				3,000			63,791
Marcia Vitale	Adm Assistant	10	12/03/18	60,256							60,256
JoAnn Harris (B/1)	Principal Clerk	1	09/08/20	6,709							6,709
JoAnn Harris	Principal Clerk	2	09/08/21	29,024							29,024
James LeBouf	Building Maintenance	4	11/23/20	44,385							44,385
James LeBouf step increase	Building Maintenance	5	05/23/22	5,881							5,881
Total Civilian Personnel		5		265,255		-		3,000	-	-	274,136
Total Regular Salaries		68		4,546,077		817,231		265,962	216,460	235,970	5,874,059
Temporary Part-time:											
Adrianna Schauer	Desk/Records Clerk	1/2		14,825							14,825
Artline Boone	Desk/Records Clerk	1/2		14,825							14,825
Total Temporary Part-time				-		-		-	-	-	29,650
Overtime: This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting/elections, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave. 694,364											
Uniforms:											
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.											
Total Uniforms											540
Special Overtime:											
Terminal Leave:											
<i>Sick Leave Bonus:</i> An expenditure of \$3,461 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 five days to those officers who use little or no sick time.											
Total Terminal Leave											3,461
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 41, Section 108I of the Massachusetts General Laws. 10,200											
<i>Temporary 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 41,200											
Total All Other											51,400
TOTAL SALARIES											6,653,474

**FISCAL YEAR 2022
POLICE DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST**

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Holiday		Total Salary	
					%	%	%	PAY	Shift Diff.	Pav		
Sworn Personnel												
Ryan Columbus step increase	Chief	7	07/31/00	120,356	25%	30,089	9.25%	13,916		6,954	171,314	
John Voto G12	Deputy Chief	9	10/23/96	36,024	25%	9,006	9.25%	4,165		2,081	51,276	
John Voto G12 longevity increase	Deputy Chief	9	10/23/21	80,053	25%	20,013	11.25%	11,257		4,710	116,034	
John Voto G12 +3.5% wage deferral	Deputy Chief	9	10/23/96	1,261	25%	315	9.25%	146		73	1,795	
John Voto G12 +3.5% wage deferral/longevity increase 10/23/96	Deputy Chief	9	10/23/96	2,802	25%	700	11.25%	394		165	4,061	
Admin Captain (Stipend)				0%	-	-	-0.00%	-		-	-	
Alysa Columbus	Lieutenant	5	04/22/08	56,474	25%	14,118	5.50%	3,883	5,586	3,387	83,448	
Alysa Columbus step increase	Lieutenant	6	03/07/22	27,865	25%	6,966	5.50%	1,916	2,756	1,671	41,174	
Brian Farnum	Det Lieutenant	5	08/02/04	45,307	20%	9,061	7.75%	4,214		2,478	61,060	
Brian Farnum Step increase	Det Lieutenant	6	01/17/22	39,475	20%	7,895	7.75%	3,671		2,159	53,201	
Robert Field	Lieutenant	6	10/23/96	27,201	20%	5,440	9.25%	3,019	2,675	1,622	39,957	
Robert Field longevity increase	Lieutenant	6	10/23/21	59,379	20%	11,876	11.25%	8,016	5,945	3,605	88,821	
Scott Gaylor + 3.5% wage deferral	Lieutenant	6	05/22/95	89,611	25%	22,403	11.25%	12,601		5,772	129,887	
Robert Stephens +3.5% wage deferral	Lieutenant	6	10/23/96	28,154	25%	7,038	9.25%	3,255	1,442	1,688	41,577	
Robert Stephens longevity increase	Lieutenant	6	10/23/21	61,457	25%	15,364	11.25%	8,642	3,205	3,751	92,420	
James Williams	Lieutenant	6	10/23/96	27,201	20%	5,440	9.25%	3,019		1,509	37,170	
James Williams longevity increase	Lieutenant	6	10/23/21	59,379	20%	11,876	11.25%	8,016		3,354	82,624	
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #1	4	03/01/21	342	20%	68	5.50%	23	32	20	485	
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #1 step II	5	09/01/21	6,384	20%	1,277	5.50%	421	606	368	9,055	
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #2	4	03/01/21	342	20%	68	5.50%	23	32	20	485	
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #2 step II	5	09/01/21	6,384	20%	1,277	5.50%	421	606	368	9,055	
Patrick Connor	Sergeant	5	06/14/10	73,596	20%	14,719	5.50%	4,857	6,988	4,238	104,398	
Thomas Cooke	Sergeant	6	03/18/02	53,576		-	7.75%	4,152	2,165	2,534	62,427	
Thomas Cooke longevity increase	Sergeant	6	03/18/22	20,020		-	9.25%	1,852	820	960	23,653	
Michael Donovan	Sergeant	5	04/22/08	37,974	25%	9,494	5.50%	2,611	3,756	2,278	56,112	
Michael Donovan step increase	Sergeant	6	01/21/22	34,683	25%	8,671	5.50%	2,384	3,430	2,080	51,249	
Patrick Harrington	Sergeant	6	02/24/03	73,596	25%	18,399	7.75%	7,130		4,194	103,319	
Joseph Kelley	Sergeant	6	02/23/04	73,596	20%	14,719	7.75%	6,844	3,568	4,177	102,905	
Michael McLaughlin	Sergeant	5	11/14/11	26,311	25%	6,578	3.00%	987		1,433	35,308	
Michael McLaughlin longevity increase	Sergeant	5	11/14/21	12,749	25%	3,187	3.00%	478		694	17,108	
Michael McLaughlin step increase	Sergeant	6	01/19/22	32,991	25%	8,248	5.50%	2,268	1,632	1,910	47,049	
Michael Newcomb	Sergeant	6	06/14/10	73,596	25%	18,399	5.50%	5,064	4,414	2,729	108,748	
Dennis Peterson, Jr.	Sergeant	5	02/23/04	37,703	20%	7,541	7.75%	3,506		2,063	50,813	
Dennis Peterson, Jr. step increase	Sergeant	6	01/20/22	34,401	20%	6,880	7.75%	3,199		1,882	46,363	
Steve Torres	Sergeant	6	03/06/00	73,596	25%	18,399	9.25%	8,510	7,538	4,571	112,614	
Sergeant Vacany #1 (Sgt. Jon replacement)(9.8 weeks)	Sergeant	4	03/01/21	290	20%	58	5.50%	19	28	17	412	
Sergeant Vacany #1 step increase (42.4 weeks)	Sergeant	5	09/01/21	5,411	20%	1,082	5.50%	357	514	312	7,675	
Sergeant Vacany #2 (Sgt. Columbus replacement)(9.8 weeks)	Sergeant	4	03/01/21	290	20%	58	5.50%	19	28	17	412	
Sergeant Vacany #2 step increase (42.4 weeks)	Sergeant	5	09/01/21	5,411	20%	1,082	5.50%	357	514	312	7,675	
Sergeant Vacany #3 (Sgt. T. Kelly replacement)(9.8 weeks)	Sergeant	4	03/01/21	290	20%	58	5.50%	19	28	17	412	
Sergeant Vacany #3 step increase (42.4 weeks)	Sergeant	5	09/01/21	5,411	20%	1,082	5.50%	357	514	312	7,675	
Christopher Byrne	Detective	4	11/14/11	23,261	20%	4,652	3.00%	837	1,078	1,262	31,090	
Christopher Byrne longevity increase	Detective	4	11/14/21	39,328	20%	7,866	5.50%	2,596	1,867	2,185	53,841	
Shane Gallagher increase to Masters Degree	Detective	4	01/13/14	62,588	25%	15,647	3.00%	2,347	3,022	3,537	87,142	
Sworn Personnel												
Michael Maccario	Detective	4	10/03/16	16,067	20%	3,213		-		816	20,096	
Michael Maccario longevity increase	Detective	4	10/03/21	46,522	20%	9,304	3.00%	1,675		2,433	59,933	
Peter Regan +3.5% wage deferral	Detective	4	02/24/03	64,779	20%	12,956	7.75%	6,024	3,141	3,677	90,577	
Andrew Richardson	Detective	4	06/08/11	62,588	25%	15,647	3.00%	3,442	2,476	2,898	71,405	
Kaitlin Sullivan	Detective	4	06/03/13	62,588	25%	15,647	3.00%	3,347		3,409	83,992	
Christopher Adams	Patrolman	4	05/18/15	62,588	25%	15,647	3.00%	2,347	6,044	3,665	90,291	
Joshua Barbera	Patrolman	3	05/20/19	23,542	25%	5,885		-	2,207	1,338	32,973	
Joshua Barbera step increase	Patrolman	4	11/20/21	38,129	25%	9,532		-	3,575	2,168	53,403	
Christopher Bettano	Patrolman	3	11/18/19	53,085	20%	10,617		-	4,778	2,897	71,376	
Christopher Bettano step increase	Patrolman	4	05/18/21	7,434	20%	1,487		-	669	406	9,995	
Robert Bjorkaren	Patrolman	4	10/20/03	62,588	20%	12,518	7.75%	5,821	3,035	3,552	87,513	
Karen Capuano	Patrolman	4	02/24/03	62,588		-	7.75%	4,851	2,529	2,960	72,928	
John Casey + 3.5% wage deferral (7/1/21-08/21/21)	Patrolman	4	05/12/03	9,431		-	3.75%	731	381	446	10,989	
Nicholas Ciampella	Patrolman	2	01/13/20	1,674		-		335	151	91	2,250	
Nicholas Ciampella step increase	Patrolman	3	07/13/21	58,393	20%	11,679		-	5,255	3,187	78,514	
Thomas Contaloni	Patrolman	2	07/27/20	31,379	20%	6,276		-	2,824	1,713	42,192	
Thomas Contaloni step increase	Patrolman	3	01/27/22	25,619	20%	5,124		-	2,306	1,398	34,447	
Andrew Donovan	Patrolman	2	07/27/20	31,379	20%	6,276		-	2,824	1,713	42,192	
Andrew Donovan step increase	Patrolman	3	01/27/22	25,619	20%	5,124		-	2,306	1,398	34,447	
Matthew Donovan	Patrolman	3	05/29/18	24,465	25%	6,116		-	1,147	1,342	33,070	
Matthew Donovan step increase	Patrolman	4	11/29/21	37,169	25%	9,292		-	1,742	2,039	50,243	
David Duffy increase to Bachelors Degree	Patrolman	4	11/14/11	23,261	20%	4,652	3.00%	837	2,156	1,308	32,214	
David Duffy longevity increase	Patrolman	4	11/14/21	39,328	20%	7,866	5.50%	2,596	3,734	2,264	55,787	
Eric Hanley increase to Master Degree	Patrolman	4	09/09/02	62,588	25%	15,647	7.75%	6,063		3,566	87,865	
James Holly +3.5% wage deferral (7/1/21-04/6/22)	Patrolman	4	02/20/95	52,617	20%	10,523	11.25%	7,100		5,268	3,195	78,701
Ryan Hunt	Patrolman	4	10/30/17	62,588		-		-	2,347	2,747	67,683	
Peter Knoops	Patrolman	2	11/16/20	52,299	20%	10,460		-	4,707	2,854	70,320	
Peter Knoops step increase	Patrolman	3	06/16/22	2,539	20%	508		-	228	139	3,414	
Christian Kyle	Patrolman	2	07/27/20	31,379	20%	6,276		-	2,824	1,713	42,192	
Christian Kyle step increase	Patrolman	3	01/27/22	25,619	20%	5,124		-	2,306	1,398	34,447	
Dana LaPointe	Patrolman	4	04/10/17	49,615		-		-	3,721	2,257	55,593	
Dana LaPointe longevity increase	Patrolman	4	04/10/22	12,943		-	3.00%	388	1,000	606	14,938	
Christopher LeFebvre increase to Bachelors Degree	Patrolman	4	06/14/10	62,588	20%	12,518	5.50%	4,131		3,352	82,589	
Justin Lindahl	Patrolman	4	05/29/18	62,588	20%	12,518		-	5,633	3,416	84,155	
Markus McMahon	Patrolman	4	11/26/01	25,659	20%	5,132	7.75%	2,386		1,404	34,581	
Markus McMahon longevity increase	Patrolman	4	11/26/21	36,930	20%	7,386	9.25%	4,099		2,048	50,463	
Joseph Mendonca Increase Bachelors Degree	Patrolman	4	05/23/16	62,588	20%	12,518	3.00%	2,253	5,802	3,518	86,679	
David Miano	Patrolman	4	09/27/04	62,588		-	7.75%	4,851	5,058	3,067	75,564	
Paul Morris	Patrolman	4	06/06/11	62,588	10%	6,259	5.50%	3,787	5,448	3,303	81,385	
Peter Murray	Patrolman	2	01/13/20	1,674	20%	335		-	151	91	2,250	
Peter Murray step increase	Patrolman	3	07/13/21	58,393	20%	11,679		-	5,255	3,187	78,514	

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday		Total Salary
					%	PAY	%	PAY		Pay	Total Salary	
Sworn Personnel												
Paul Nicosia	Patrolman	4	10/07/07	62,588	20%	12,518	5.50%	4,131	-	3,352	82,589	
Kimberly O'Keefe	Patrolman	4	09/09/02	62,588	20%	12,518	7.75%	5,821	-	3,424	84,351	
Michael Peirine	Patrolman	2	11/02/20	49,998	20%	10,000	-	-	4,500	2,729	67,226	
Michael Peirine step increase	Patrolman	3	07/02/21	5,078	20%	1,016	-	-	457	277	6,827	
Arthur Piccolo	Patrolman	4	09/09/02	62,588	10%	6,259	7.75%	5,336	2,782	3,256	80,221	
Douglas Pratt	Patrolman	4	01/18/04	62,588	20%	12,518	7.75%	5,821	-	3,424	84,351	
Stephen Quinn increase to Masters Degree	Patrolman	4	12/08/14	62,588	25%	15,647	3.00%	2,347	-	3,409	83,992	
Matthew Rowe	Patrolman	4	06/03/14	62,588	20%	12,518	3.00%	2,253	2,901	3,396	83,656	
James Rysar	Patrolman	4	05/12/08	62,588	20%	12,518	5.50%	4,131	-	3,352	82,589	
Christopher Scott	Patrolman	4	10/21/02	62,588	10%	6,259	7.75%	5,336	-	3,139	77,321	
Karla Sheehan	Patrolman	4	05/29/18	62,588	20%	12,518	-	-	5,633	3,416	84,155	
Lauren Strong	Patrolman	2	07/27/20	31,379	20%	6,276	-	-	2,824	1,713	42,192	
Lauren Strong step increase	Patrolman	3	01/27/22	25,619	20%	5,124	-	-	2,306	1,398	34,447	
Ryan Supleuc	Patrolman	1	02/08/21	5,120	20%	1,024	-	-	461	279	6,884	
Ryan Supleuc step increase	Patrolman	2	08/08/21	48,952	20%	9,790	-	-	4,406	2,672	65,820	
Colin Trelegan	Patrolman	4	05/02/16	62,588	25%	15,647	3.00%	2,347	3,022	3,537	87,142	
Michael Vasconcelos	Patrolman	4	09/11/13	62,588	25%	15,647	3.00%	1,878	4,835	2,932	72,233	
Jennie Welch	Patrolman	4	01/13/03	62,588	25%	15,647	7.75%	6,063	-	3,566	87,865	
Patrolman Position (1) step #1 (replace T. Kelly)	Patrolman	1	05/22/21	19,342	20%	3,868	-	-	1,741	1,056	26,006	
Patrolman Position (1) step #2 (replace T. Kelly)	Patrolman	2	11/22/21	33,262	20%	6,652	-	-	2,994	1,815	44,723	
Patrolman Position (2) step #1 (replace J. Casey)	Patrolman	1	07/01/21	24,651	20%	4,930	-	-	2,219	1,345	33,145	
Patrolman Position (2) step #2 (replace J. Casey)	Patrolman	2	01/01/22	27,404	20%	5,481	-	-	2,466	1,496	36,847	
Patrolman Position (3) step #1 (replace J. Hollis)	Patrolman	1	01/01/22	24,841	20%	4,968	-	-	2,236	1,356	33,400	
Patrolman Position (3) step #2 (replace J. Hollis)	Patrolman	2	07/01/22	-	20%	-	-	-	-	-	-	
Reduction For School Resource Officer #1											(73,986)	
Reduction For School Resource Officer #2											(72,233)	
Reduction For School Resource Officer #3											(67,303)	
Total Sworn Personnel	63			4,280,822		817,231		262,962	216,460	235,970	5,599,922	
Civilian Personnel: The following employees are administrative support.												
Laura Custance	Exec. Secretary	9	07/01/21	64,091							64,091	
Patricia Smith	Adm Assistant	10	09/18/95	60,791				3,000			63,791	
Marcia Vitale	Adm Assistant	10	12/03/18	60,256							60,256	
JoAnn Harris (B/1)	Principal Clerk	1	09/08/20	6,709							6,709	
JoAnn Harris	Principal Clerk	2	09/08/21	29,024							29,024	
James LeBouf	Building Maintenance	4	11/23/20	44,385							44,385	
James LeBouf step increase	Building Maintenance	5	05/23/22	5,881							5,881	
Total Civilian Personnel	5			265,255				3,000			274,136	
Total Regular Salaries	68			4,546,077		817,231		265,962	216,460	235,970	5,874,059	
Temporary Part-time:												
Adrianna Schafer	Desk/Records Clerk	1/2		14,825							14,825	
Artline Boone	Desk/Records Clerk	1/2		14,825							14,825	
Total Temporary Part-time											29,650	
Overtime: This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting/elections, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave.											694,364	
Uniforms:												
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.												
Total Uniforms											540	
Special Overtime:												
Terminal Leave:												
<i>Sick Leave Bonus:</i> An expenditure of \$3,461 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 five days to those officers who use little or no sick time.												
Total Terminal Leave											3,461	
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 41, Section 108I of the Massachusetts General Laws.											10,200	
<i>Memorandum 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											41,200	
Total All Other											51,400	
TOTAL SALARIES											6,653,474	

**FISCAL YEAR 2021
POLICE DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED**

Name	Position	Step	Ann. Date	Education		Longevity		Shift Diff.	Holiday Pay	Total Salary
				Base Salary	%	%	PAY			
Sworn Personnel										
Timothy Sheehan G13	Chief	10	05/17/87	117,332	25%	29,333	11.25%	16,500	6,903	170,068
John Voto G12	Deputy Chief	7	10/23/96	110,451	25%	27,613	9.25%	12,771	6,381	157,215
Admin Captain (Stipend)				-	0%	-	0.00%	-	-	-
Thomas Casey + 3.5% wage deferral	Lieutenant	6	12/06/99	89,611		-	9.25%	8,289	7,342	109,695
Ryan Columbus	Detective Lt	6	07/31/00	86,580	25%	21,645	9.25%	10,011	5,002	123,239
Robert Field	Lieutenant	4	10/23/96	37,853	20%	7,571	9.25%	4,202	3,722	55,603
Robert Field (step increase)	Lieutenant	5	12/30/20	41,478	20%	8,296	9.25%	4,604	4,078	60,929
Scott Gaynor	Lieutenant	6	05/22/95	86,580	25%	21,645	11.25%	12,175	5,094	125,495
Robert Stephens	Lieutenant	6	10/23/96	86,580	25%	21,645	9.25%	10,011	4,434	127,860
James Williams	Lieutenant	6	10/23/96	86,580	20%	17,316	9.25%	9,610	-	118,309
Alysia Columbus	Sergeant	6	04/22/08	73,596	25%	18,399	5.50%	5,060	-	101,161
Patrick Connor	Sergeant	4	06/14/10	32,190	20%	6,438	5.50%	2,125	3,056	45,662
Patrick Connor (step increase)	Sergeant	5	12/30/20	35,262	20%	7,052	5.50%	2,327	3,348	50,020
Thomas Cooke	Sergeant	6	03/18/02	73,596		-	7.75%	5,704	2,974	85,754
Christopher Coviello + 3.5% wage deferral	Sergeant	6	02/20/89	76,172	20%	15,234	15.00%	13,711	7,884	117,782
Brian Farnum	Det Sgt	6	08/02/04	73,596	20%	14,719	7.75%	6,844	7,137	106,625
Patrick Harrington	Sergeant	6	02/24/03	73,596	25%	18,399	7.75%	7,130	-	103,319
Walter Jop III	Sergeant	6	09/11/00	13,817	25%	3,454	7.75%	1,339	787	19,397
Walter Jop III (20 yr longevity increase)	Sergeant	6	09/11/20	59,779	25%	14,945	9.25%	6,912	3,454	85,090
Joseph Kelley	Sergeant	6	02/23/04	73,596	20%	14,719	7.75%	6,844	4,026	99,186
Timothy Kelly	Sergeant	6	05/22/95	73,596	20%	14,719	11.25%	9,935	3,684	106,248
Michael Newcomb	Sergeant	6	06/14/10	73,596	25%	18,399	5.50%	5,060	7,279	108,748
Mark Perry + 3.5 % wage deferral	Sergeant	6	05/22/88	76,172	10%	7,617	15.00%	12,568	7,227	107,967
Steve Torres	Sergeant	6	03/06/00	73,596	25%	18,399	9.25%	8,510	7,538	112,614
Christopher Byrne	Detective	4	11/14/11	62,588	20%	12,518	3.00%	2,253	2,901	83,656
Michael Donovan	Detective	4	04/22/08	62,588	20%	12,518	5.50%	4,131	2,971	85,686
Shane Gallagher	Detective	4	01/13/14	62,588	20%	12,518	3.00%	2,253	2,901	83,656
Sworn Personnel										
Andre Gonzalez	Detective	4	05/22/95	62,588	20%	12,518	11.25%	8,449	-	87,091
Michael Maccario	Detective	4	10/03/16	62,588	20%	12,518		-	2,816	81,219
Michael McLaughlin	Detective	4	11/14/11	62,588	20%	12,518	3.00%	2,253	2,901	83,656
Dennis Peterson, Jr.	Detective	4	02/23/04	62,588	20%	12,518	7.75%	5,821	3,035	87,514
Peter Regan	Detective	4	02/24/03	62,588	20%	12,518	7.75%	5,821	3,035	87,514
Andrew Richardson	Detective	4	06/06/11	62,588		-	3.00%	1,878	2,417	69,713
Kaitlin Sullivan	Detective	4	06/03/13	62,588	25%	15,647	3.00%	2,347	3,022	87,142
Christopher Adams	Patrolman	4	05/18/15	62,588	25%	15,647	3.00%	2,347	6,044	90,291
Joshua Barbera	Patrolman	2	05/20/19	21,547	25%	5,387		-	2,020	30,179
Joshua Barbera (step increase)	Patrolman	3	11/20/19	36,467	25%	9,117		-	3,419	51,075
Christopher Bettano	Patrolman	2	11/18/19	21,129	20%	4,226		-	1,902	28,409
Christopher Bettano (step increase)	Patrolman	3	11/18/20	36,928	20%	7,386		-	3,324	49,653
Robert Bjorkgren	Patrolman	4	10/20/03	62,588	20%	12,518	7.75%	5,821	3,035	87,514
Karen Capuano	Patrolman	4	02/24/03	62,588		-	7.75%	4,851	2,529	72,928
Nicholas Ciaremella	Patrolman	1	01/13/20	1,707	20%	341		-	154	2,295
Nicholas Ciaremella	Patrolman	2	07/13/20	52,717	20%	10,543		-	4,745	70,882
John Casey + 3.5 % wage deferral	Patrolman	4	05/12/03	64,779		-	7.75%	5,020	2,617	75,481
Matthew Donovan	Patrolman	3	05/29/18	24,927	20%	4,985		-	2,243	33,516
Matthew Donovan (step increase)	Patrolman	4	11/29/20	36,690	20%	7,338		-	3,302	49,332
David Duffy	Patrolman	4	11/14/11	62,588	10%	6,259	3.00%	2,065	5,318	79,456
Eric Hanley	Patrolman	4	09/09/02	62,588	20%	12,518	7.75%	5,821	-	84,351
James Hollis	Patrolman	4	02/20/95	62,588	20%	12,518	11.25%	8,449	6,267	93,622
Ryan Hunt	Patrolman	4	10/30/17	62,588		-		-	4,694	70,129
Dana LaPointe	Patrolman	4	04/10/17	62,588		-		-	4,694	70,129
Christopher Lefebvre	Patrolman	4	06/14/10	62,588	10%	6,259	5.50%	3,787	2,724	78,546
Justin Lindhal	Patrolman	4	05/29/18	62,588	20%	12,518		-	5,633	84,155
Markus McMahon	Patrolman	4	11/26/01	62,588	20%	12,518	7.75%	5,821	-	84,351
Joe Mendonca	Patrolman	4	05/23/16	55,634		-		-	4,173	62,337
Joe Mendonca (5 yr longevity increase)	Patrolman	4	05/23/21	6,954		-	3.00%	209	537	8,026
David Miano	Patrolman	4	09/27/04	62,588		-	7.75%	4,851	5,058	75,564
Paul Morris	Patrolman	4	06/06/11	58,272		-	3.00%	1,748	4,502	67,251
Paul Morris (10 yr longevity increase)	Patrolman	4	06/06/21	4,316		-	5.50%	237	342	5,102
Peter Murray	Patrolman	1	01/13/20	1,707	20%	341		-	154	2,295
Peter Murray	Patrolman	2	07/13/20	52,717	20%	10,543		-	4,745	70,882

Name	Position	Step	Ann. Date	Education		Longevity		Shift Diff.	Holiday Pay	Total Salary	
				%	PAY	%	PAY				
Sworn Personnel											
Paul Nicosia	Patrolman	4	10/07/07	62,588	20%	12,518	5.50%	4,131	-	3,352	82,589
Kimberly O'Keefe	Patrolman	4	09/09/02	62,588	20%	12,518	7.75%	5,821	-	3,424	84,351
Matthew Pelrine	Patrolman	4	05/18/15	62,588	-	-	3.00%	1,878	4,835	2,932	72,233
Arthur Piccolo	Patrolman	4	09/09/02	62,588	10%	6,259	7.75%	5,336	2,782	3,256	80,221
Douglas Pratt	Patrolman	4	01/18/04	62,588	20%	12,518	7.75%	5,821	-	3,424	84,351
Stephen Quinn	Patrolman	4	12/08/14	62,588	20%	12,518	3.00%	2,253	-	3,273	80,632
Matthew Rowe	Patrolman	4	06/03/14	62,588	20%	12,518	3.00%	2,253	-	3,273	80,632
James Ryser	Patrolman	4	05/12/08	62,588	20%	12,518	5.50%	4,131	-	3,352	82,589
Christopher Scott	Patrolman	4	10/21/02	62,588	10%	6,259	7.75%	5,336	-	3,139	77,321
Kayla Sheehan	Patrolman	4	05/29/18	62,588	20%	12,518	-	-	5,633	3,416	84,155
Colin Trelegan	Patrolman	4	05/02/16	52,037	25%	13,009	-	-	4,878	2,958	72,883
Colin Trelegan	Patrolman	4	05/02/21	10,551	25%	2,638	3.00%	396	1,019	618	15,222
Michael Vasconcellos	Patrolman	4	09/11/13	62,588	-	-	3.00%	1,878	-	2,727	67,193
Jennie Welch	Patrolman	4	01/13/03	62,588	25%	15,647	7.75%	6,063	-	3,566	87,865
Patrolman Position #1	Patrolman	1	07/01/20	-	0%	-	-	-	-	-	-
Patrolman Position #1	Patrolman	2	07/01/20	-	0%	-	-	-	-	-	-
Reduction For School Resource Officer #1											(73,766)
Reduction For School Resource Officer #2											(72,018)
Reduction For School Resource Officer #3											(61,178)
Total Sworn Personnel	63			4,292,291		725,743		313,769	199,022	233,996	5,557,858
Civilian Personnel: The following employees are administrative support.											
Laura Custance	Exec. Secretary	5	05/20/19	51,379							51,379
Laura Custance	Exec. Secretary	6	05/20/21	6,840							6,840
Patricia Stotik	Adm Assistant	10	09/18/95	60,790				2,500			63,290
Marcia Vitale	Adm Assistant	9	12/03/18	24,773							24,773
Marcia Vitale step increase	Adm Assistant	10	12/03/20	34,861							34,861
John Crowe	Building Maintenance	7	11/05/01	58,352				2,000			60,352
Vacant	Desk/Records Clerk	1/2	04/01/19	37,479							37,479
Vacant	Desk/Records Clerk	1/2	04/01/19	37,479							37,479
Total Civilian Personnel	4			236,995		-		4,500	-	-	316,453
Total Regular Salaries	67			4,529,286		725,743		318,269	199,022	233,996	5,874,312
Temporary Part-time:											
Vacant (16 Hours)	Desk/Records Clerk	1/2	04/01/19	15,991							15,991
Vacant (16 Hours)	Desk/Records Clerk	1/2	04/01/19	15,991							15,991
Vacant (16 Hours)	Desk/Records Clerk	1/2	04/01/19	15,991							15,991
Total Temporary Part-time				-	-	-		-	-	-	47,973
Overtime: This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting/elections, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave.											
											694,364
Uniforms:											
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.										540	
Total Uniforms											540
Special Overtime:											
											-
Terminal Leave:											
<i>Sick Leave Bonus:</i> An expenditure of \$6,000 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 five days to those officers who use little or no sick time.										6,000	
Total Terminal Leave											6,000
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 41, Section 108I of the Massachusetts General Laws.										10,200	
<i>Temporary 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										40,000	
Total All Other											50,200
TOTAL SALARIES											6,673,389

**FISCAL YEAR 2020
POLICE DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED**

Name	Position	Step	Ann. Date	Education		Longevity		Holiday		Total Salary
				%		%	PAY	Shift Diff.	Pay	
Sworn Personnel										
Timothy Sheehan G13	Chief	10	05/17/87	63,276	25%	15,819	15.00%	11,864	3,848	94,807
John Voto G12	Deputy Chief	6	10/23/96	105,422	25%	26,356	8.50%	11,201	6,049	149,028
Admin Captain (Stipend)					25%	-	8.50%	-	-	-
Thomas Casey + 3.5% wage deferral	Lieutenant	6	12/06/99	50,703	-	-	7.00%	3,549	4,069	60,788
Thomas Casey + 3.5% wage deferral	Lieutenant	6	12/07/19	36,936	-	-	8.50%	3,140	3,006	44,904
Ryan Columbus	Detective Lt	6	07/31/00	84,675	25%	21,169	7.00%	7,409	-	118,044
Scott Gaynor	Lieutenant	6	05/22/95	74,942	25%	18,736	8.50%	7,963	-	105,941
Scott Gaynor (25 yr longevity increase)	Lieutenant	6	05/22/20	9,733	25%	2,433	10.50%	1,277	-	569
Brian O'Neill	Lieutenant	6	01/31/05	48,988	25%	12,247	4.75%	2,909	4,811	71,872
Brian O'Neill (15 yr longevity increase)	Lieutenant	6	01/31/20	35,687	25%	8,922	7.00%	3,123	3,580	53,482
Robert Stephens	Lieutenant	6	10/23/96	84,675	20%	16,935	8.50%	8,637	4,134	119,220
James Williams	Lieutenant	6	10/23/96	84,675	20%	16,935	8.50%	8,637	-	114,911
Alysia Columbus	Sergeant	6	04/22/08	71,977	25%	17,994	4.75%	4,274	-	98,232
Thomas Cooke	Sergeant	6	03/18/02	71,977	-	-	7.00%	5,038	2,888	83,284
Christopher Coviello + 3.5% wage deferral	Sergeant	6	02/20/89	74,496	20%	14,899	15.00%	13,409	7,710	115,190
Brian Farnum	Sergeant	6	08/02/04	5,515	20%	1,103	4.75%	314	520	7,768
Brian Farnum (15 yr longevity increase)	Sergeant	6	08/02/19	66,461	20%	13,292	7.00%	5,583	6,400	95,618
Robert Field	Detective Sgt	6	10/23/96	71,977	20%	14,395	8.50%	7,342	7,029	105,004
Patrick Harrington	Sergeant	6	02/24/03	71,977	20%	14,395	7.00%	6,046	-	96,328
Walter Jop III	Sergeant	6	09/11/00	71,977	20%	14,395	7.00%	6,046	-	96,328
Joseph Kelley	Sergeant	6	02/23/04	71,977	20%	14,395	7.00%	6,046	-	96,328
Timothy Kelly	Sergeant	6	05/22/95	63,703	20%	12,741	8.50%	6,498	3,110	89,693
Timothy Kelly (25 yr longevity increase)	Sergeant	6	05/22/20	8,273	20%	1,655	10.50%	1,042	411	11,863
Michael Newcomb	Sergeant	6	06/14/10	68,667	25%	17,167	3.00%	2,575	6,631	99,061
Michael Newcomb (10 yr longevity increase)	Sergeant	6	06/14/20	3,309	25%	827	4.75%	196	325	4,855
Mark Perry + 3.5 % wage deferral	Sergeant	6	05/22/88	74,496	10%	7,450	15.00%	12,292	7,068	105,591
Steve Torres	Sergeant	6	03/06/00	49,639	25%	12,410	7.00%	4,343	4,979	74,391
Steve Torres (20 yr longevity increase)	Sergeant	6	03/06/20	22,338	25%	5,584	8.50%	2,373	2,272	33,945
Patrick Connor	Detective	4	06/14/10	58,397	20%	11,679	3.00%	2,102	2,707	78,053
Patrick Connor (10 yr longevity increase)	Detective	4	06/14/20	2,814	20%	563	4.75%	160	133	3,826
Michael Donovan	Detective	4	04/22/08	61,211	20%	12,242	4.75%	3,489	2,885	83,205
Shane Gallagher	Detective	4	01/13/14	61,211	20%	12,242	3.00%	2,204	2,837	81,815
Sworn Personnel										
Andre Gonzalez	Detective	4	05/22/95	54,175	20%	10,835	8.50%	5,526	-	73,521
Andre Gonzalez (25 yr longevity increase)	Detective	4	05/22/20	7,036	20%	1,407	10.50%	887	-	9,330
Michael McLaughlin	Detective	4	11/14/11	61,211	20%	12,242	3.00%	2,204	2,837	81,815
Dennis Peterson, Jr.	Detective	4	02/23/04	61,211	20%	12,242	7.00%	5,142	2,947	84,992
Peter Regan	Detective	4	02/24/03	61,211	-	-	7.00%	4,285	2,456	70,827
Andrew Richardson	Detective	4	06/06/11	61,211	-	-	3.00%	1,836	2,364	68,179
Kaitlin Sullivan	Detective	4	06/03/13	61,211	25%	15,303	3.00%	2,295	2,955	85,224
Christopher Adams	Patrolman	4	05/18/15	54,175	25%	13,544	-	-	5,079	75,878
Christopher Adams (5 yr longevity increase)	Patrolman	4	05/18/20	7,036	25%	1,759	3.00%	264	679	10,150
Robert Bjorkgren	Patrolman	4	10/20/03	61,211	20%	12,242	7.00%	5,142	2,947	84,992
Christopher Byrne	Patrolman	4	11/14/11	61,211	20%	12,242	3.00%	2,204	-	78,858
Karen Capuano	Patrolman	4	02/24/03	61,211	-	-	7.00%	4,285	2,456	70,827
John Casey + 3.5 % wage deferral	Patrolman	4	05/12/03	63,354	-	-	7.00%	4,435	-	70,656
Matthew Donovan	Patrolman	2	05/29/18	22,505	-	-	-	-	1,688	25,216
Matthew Donovan (step increase)	Patrolman	3	11/29/19	32,878	-	-	-	-	2,466	36,839
David Duffy	Patrolman	4	11/14/11	61,211	10%	6,121	3.00%	2,020	2,601	74,997
Eric Hanley	Patrolman	4	09/09/02	61,211	10%	6,121	7.00%	4,713	-	75,094
James Hollis	Patrolman	4	02/20/95	38,931	20%	7,786	8.50%	3,971	3,802	56,795
James Hollis (25 yr longevity increase)	Patrolman	4	02/20/20	22,280	20%	4,456	10.50%	2,807	2,216	33,103
Michael Holmes	Patrolman	4	06/04/12	61,211	-	-	3.00%	1,836	4,729	70,643
Ryan Hunt	Patrolman	3	10/30/17	48,756	-	-	-	-	3,657	54,631
Ryan Hunt (step increase)	Patrolman	4	04/30/20	10,554	-	-	-	-	792	11,825
Dana LaPointe	Patrolman	4	04/10/17	61,211	-	-	-	-	4,591	68,586
Christopher Lefebvre	Patrolman	4	06/14/10	58,397	10%	5,840	3.00%	1,927	2,481	71,549
Christopher Lefebvre (10 yr longevity increase)	Patrolman	4	06/14/20	2,814	10%	281	4.75%	147	122	3,507
Justin Lindhal	Patrolman	3	05/29/18	24,830	20%	4,966	-	-	2,235	33,385
Justin Lindhal (step increase 11/29/19)	Patrolman	4	11/29/19	35,413	25%	8,853	-	-	3,320	49,600
Michael Maccario	Patrolman	4	10/03/16	61,211	20%	12,242	-	-	5,509	82,303
Markus McMahon	Patrolman	4	11/26/01	61,211	20%	12,242	7.00%	5,142	-	81,920
Joe Mendonca	Patrolman	4	05/23/16	61,211	-	-	-	-	4,591	68,586
David Miano	Patrolman	4	09/27/04	13,837	-	-	4.75%	657	544	15,674
David Miano (15 yr longevity increase)	Patrolman	4	09/27/19	47,374	-	-	7.00%	3,316	3,802	56,798
Paul Morris	Patrolman	4	06/06/11	61,211	-	-	3.00%	1,836	4,729	70,643
Paul Nicosia	Patrolman	4	10/07/07	61,211	10%	6,121	4.75%	3,198	-	73,515

Name	Position	Step	Ann. Date	Education		Longevity		Holiday		Total Salary	
				%	PAY	%	PAY	Shift Diff.	Pay		
Sworn Personnel											
Kimberly O'Keefe	Patrolman	4	09/09/02	61,211	10%	6,121	7.00%	4,713	-	3,048	75,094
Pelrine, Matthew	Patrolman	4	11/18/15	61,211	-	-	-	-	4,591	2,784	68,586
Albert Piccolo	Patrolman	4	07/21/02	61,211	10%	6,121	7.00%	4,713	2,702	3,162	77,910
Arthur Piccolo	Patrolman	4	09/09/02	61,211	10%	6,121	7.00%	4,713	2,702	3,162	77,910
Douglas Pratt	Patrolman	4	01/18/04	61,211	10%	6,121	7.00%	4,713	-	3,048	75,094
Stephen Quinn	Patrolman	4	12/08/14	26,970	10%	2,697	-	-	-	1,255	30,923
Stephen Quinn (5 yr longevity increase)	Patrolman	4	12/08/19	34,241	10%	3,424	3.00%	1,130	-	1,641	40,436
Matthew Rowe	Patrolman	4	06/03/14	61,211	10%	6,121	3.00%	2,020	2,601	3,044	74,997
James Ryser	Patrolman	4	05/12/08	61,211	20%	12,242	4.75%	3,489	-	3,255	80,198
Christopher Scott	Patrolman	4	10/21/02	61,211	10%	6,121	7.00%	4,713	-	3,048	75,094
Kayla Sheehan	Patrolman	4	05/29/18	61,211	10%	6,121	-	-	5,050	3,062	75,445
Colin Tretegan	Patrolman	4	05/02/16	61,211	25%	15,303	-	-	5,739	3,480	85,732
Michael Vasconcellos	Patrolman	4	09/11/13	61,211	-	-	3.00%	1,836	-	2,667	65,715
Jennie Welch	Patrolman	4	01/13/03	61,211	25%	15,303	7.00%	5,356	-	3,464	85,334
Patrolman Position #1	Patrolman	1	07/01/19	-	20%	-	-	-	-	-	-
Patrolman Position #1	Patrolman	2	01/01/20	-	20%	-	-	-	-	-	-
Patrolman Position #2	Patrolman	1	07/01/19	-	20%	-	-	-	-	-	-
Patrolman Position #2	Patrolman	2	01/01/20	-	20%	-	-	-	-	-	-
Reduction For School Resource Officer #1											(71,905)
Reduction For School Resource Officer #2											(70,626)
Total Sworn Personnel	64			4,112,783		597,645		268,554	179,481	218,243	5,234,174
Extra day .2				15,758		2,290		1,029	688	836	20,054
Civilian Personnel: The following employees are administrative support.											
Police Information Director	Exec. Secretary	10	04/20/97	-	-	-	-	-	-	-	-
Executive Secretary Position	Exec. Secretary			43,890	-	-	-	-	-	-	43,890
Patricia Stotik	Adm Assistant	7	09/18/95	59,452	-	-	2,500	-	-	-	61,952
Marcia Vitale	Adm Secretary	9	12/03/18	53,081	-	-	-	-	-	-	53,081
Marcia Vitale step increase	Adm Secretary	10	06/03/20	4,516	-	-	-	-	-	-	4,516
John Crowe	Building Maintenance	7	11/05/01	57,068	-	-	2,000	-	-	-	59,068
Total Civilian Personnel	5			218,007		-	4,500		-	-	222,507
Extra day .2				835		-	17		-	-	853
Communications Personnel: The following includes 8 Dispatchers and one Head Dispatcher. They provide E-911 dispatching for Police, Fire, and EMS.											
Joseph Aberle	Dispatcher	3	05/14/17	17,267	-	-	-	-	1,295	1,178	19,740
Joseph Aberle	Dispatcher	4	11/14/19	31,563	-	-	-	-	2,367	2,153	36,084
Brianna Byers	Dispatcher	5	12/17/15	52,561	-	-	-	-	-	3,336	55,897
Chaya, Elias	Dispatcher	2	10/14/18	33,779	-	-	2,500	-	2,721	2,475	41,475
Chaya, Elias	Dispatcher	3	04/14/20	8,810	-	-	2,500	-	848	772	12,930
Kim Griffin	Dispatcher	5	11/05/01	52,561	-	-	2,000	-	4,092	3,722	62,375
John Jouvelis	Dispatcher	5	01/04/17	52,561	-	-	-	-	3,942	3,586	60,089
Janice Judd	Dispatcher	5	08/14/13	52,561	-	-	1,000	-	4,017	3,654	61,232
Jason McNamara	Dispatcher	5	05/12/08	52,561	-	-	1,500	-	2,027	3,559	59,648
Karen Poisson	Dispatcher	5	07/12/98	52,561	-	-	2,500	-	2,065	3,625	60,751
Edward Sullivan	Dispatcher	5	09/07/94	63,473	-	-	2,500	-	-	4,187	70,159
Total Communications Personnel	9			470,258		-	14,500		36,357	32,247	540,380
Extra day .2				1,802		-	56		139	124	2,070
Total Regular Salaries	78			4,819,443		597,645		287,554	215,838	250,490	6,020,038
Temporary Part-time:											
Part time Custodian (1 x 8 hours/ week)											-
Part time Secretary (2 x 6 hours/ week)											-
Total Temporary Part-time											-
Overtime: This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting/elections, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave.											
										792,716	
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.											
										80,510	
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.											
										18,500	
Uniforms:											
<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.											
										3,000	
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.											
										440	
Total Uniforms											
										10,190	
Special Overtime:											
										-	
Terminal Leave:											
<i>Sick Leave Bonus:</i> An expenditure of \$6,000 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 five days to those officers who use little or no sick time.											
										6,000	
<i>Terminal Sick Leave Buy-Back: Chief T. Sheehan/Sick Leave Buy-Back 40% of 2680 hours (10/01/19 balance) 1072 hours x \$90.59 hourly rate = \$97,112.48</i>											
										-	
Total Terminal Leave											
										6,000	

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 41, Section 108I of the Massachusetts General Laws.	10,200
<i>Temporary 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	27,000
Total All Other	37,200
TOTAL SALARIES	6,965,154

DESCRIPTION/DETAIL

POLICE EXPENSES

5210 Energy Utilities

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
104,495	104,429	102,726	102,726	87,281	87,281	111,595	111,595	111,595

5210-001	Electric	76,772	76,772
5210-002	Heat	34,823	34,823

Total 5210 Energy Utilities: 111,595 111,595

DESCRIPTION/DETAIL

POLICE EXPENSES

5270 Leases and Contracts

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
112,136	111,943	139,072	139,072	185,389	181,296	194,721	188,387	188,387
5270-001	BAPER (Remote Line and Maintenance Radio System)						900	900
5270-002	SOFTWARE PURCHASE/MAIN. CONTRACTS-(TriTech (IMC)-Callyo-Delphi/DHQ-DTS-Lexipol-Guardian)							
	1. System Works (Police DTS - for Details/Overtime and Scheduling)						13,200	13,200
	2. Tri-Tech Software (IMC Police Computer CAD System - Police)						6,867	6,867
	3. Tri-Tech Software (IMC Police Computer CAD System - Fire)						2,489	2,489
	4. Callyo (Undercover Listening Software)						2,990	2,990
	5. Cellebrite (Cell Phone and Tablet Download Software)						3,700	3,700
	6. Lexipol (Policy Management Software)						14,775	14,775
	7. Guardian (Employee Early Warning System and Tracking)						4,104	4,104
	8. DHQ (Police Information Software and Support)						1,379	1,379
	9. Amped (Video Enhancement Software)						1,275	1,275
5270-003	COMMONWEALTH OF MASSACHUSETTS(Boiler Inspection)						250	250
5270-004	INTEGRATION PARTNERS CORPORATION (CJIS Firewall Protection Contract)						730	730
5270-005	RETRO-FIT (Maintenance Contract for Printers)						2,400	2,400
5270-006	NETWORK FLEET - VERIZON (AVL for Cruisers)						4,080	4,080
5270-007	FIRE ALARM/SPRINKLER SYSTEM (Service/Inspection)						3,600	3,600
5270-008	GROUNDS MAINTENANCE (Lawn Fertilization/Insect Control)						1,400	1,400
5270-009	ELEVATOR MAINTENANCE (Service/Inspection)						2,000	2,000
5270-010	WATER TREATMENT (Testing and Treatment)						750	750
5270-011	EMERGENCY GENERATOR SERVICE CONTRACT						450	450
5270-012	DELPHI TECHNOLOGY SOLUTIONS (Network Admin and Maintenance Agumentation Agreement)						81,463	81,463
5270-013	HUNTER SYSTEMS GROUP (Booking Camera Service Contract)						299	299
5270-014	ALL TRAFFIC SOLUTIONS (Speed Trailer Maintenance Contract)						4,500	4,500
5270-015	ENPOINT TECHNOLOGIES (ECN CodeRED Maintenance)						18,592	18,592
5270-016	BEHAVIORAL HEALTH SERVICES (Mental Health/Substance Use Collaboration)						9,900	9,900
5270-017	PROJECT LIFESAVER (GPS Devices and Battery Replacement)						5,000	5,000
5270-018	COMPREHENSIVE GATEWAY SECURITY SUITE BUNDLE NSA 250M SERIES (Firewall)						1,294	1,294
5270-019	EVIDENCE ROOM AUDIT						6,200	6,200

Total 5270 Leases and Contracts:

188,387

188,387

DESCRIPTION/DETAIL

POLICE EXPENSES

5310 Professional Services

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
8,065	8,008	8,047	8,047	9,141	9,141	8,700	8,700	8,700

5310-001 LEGAL AND PROFESSIONAL PUBLICATIONS 2,500 2,500
 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 as well as court costs for pursuing outstanding detail balances.

5310-002 MEDICAL 5,000 5,000
 This account provides funding for medical screening, physicals, psychological testing, fitness for duty testing, alcohol and drug screening.

5310-003 PARKING 1,200 1,200
 This account provides funding to pay for parking fees associated with training and court appearances.

Total 5310 Professional Services: 8,700 8,700

DESCRIPTION/DETAIL

POLICE EXPENSES

5340 Communications

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
70,242	70,242	80,767	80,217	91,528	83,560	79,216	86,506	86,506

5340-001 TELEPHONE

This account provides funding for Department landlines, the Verizon payphone, Detective TLO services, Detectives and staff cell phones and vehicle Verizon wireless modems.

This account also pays for Department Comcast services.

1. Pay phone at TPD	1,076	1,076
2. Department Phones	15,390	15,390
3. Comcast Cable	3,658	3,658
4. Detective TLO Search	1,800	1,800
5. Verizon cell phone bill and wireless modems for the cruisers	28,066	28,066

5340-002 RADIO SYSTEM

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

1) Radio Repair/Replacement Batteries, Antennas, Microphones	6,000	6,000
2) Portable Radio Replacement (63 Portables @ 7 Per Year=9 Yr. Cycle)	17,816	17,816
3) Mobile Radio Replacement (24 Mobile Radios @ 3 Per Year=8 Yr. Cycle)	12,700	12,700

Total 5340 Communications: 86,506 86,506

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DESCRIPTION/DETAIL

POLICE EXPENSES

5381 Computer Repairs and Maintenance

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
46,550	45,871	66,792	66,792	67,589	67,588	58,996	66,372	66,372
5381-001 PHOTOCOPY & FAX MACHINE								
1) Maintenance/Supplies Photocopy and Fax Machines							5,500	5,500
2) Photocopier Replacement (6 Photocopiers @ 1 Per Year=6 Yr. Cycle)							7,500	7,500
5381-002 MONITORING SYSTEM/SYMPHONY CLIENT							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 (41 Computers @ 8 Per Year=5 Yr. Cycle)							8,000	8,000
6) Monitor Replacement (40 Monitors @ 16 Per Year=5 Yr. Cycle)							3,440	3,440
7) Mobile Computer Replacement (18 Computers @ 3 Per Year=6 Yr. Cycle)							14,250	14,250
8) Replacement of Laptop Computers (9 Computers @ 2 Per Year 3 Yr. Cycle)							1,762	1,762
9) Replacement of Computer Cameras (5 Cameras @ 1 Per Year 3 Yr. Cycle)							425	425
10. Carbonite Server (Back-up Server)							2,909	2,909
5381-004 CARD ACCESS CONTROL SYSTEM								
This account is to provide funds for the maintenance of facility card access control system and the							1,500	1,500

DESCRIPTION/DETAIL

POLICE EXPENSES

5420 Office Supplies

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
11,579	11,568	12,500	12,493	12,050	12,019	12,000	13,000	13,000

5420-001 POSTAGE 3,000 3,000
 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 4,000 4,000
 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.

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: 13,000 13,000

DESCRIPTION/DETAIL

POLICE EXPENSES

5423 All Other Supplies

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
78,313	78,313	87,802	87,776	147,043	146,728	142,335	129,153	129,153

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. The funds will also provide equipment for annual CPR/AED/1st Responder certification. 10,000 10,000

2) AED Defibrillator Replacement(20 Defibrillator @ 4 Per Year=5 Yr. Cycle) 6,696 6,696

5423-002 ACCIDENT/CRIME SCENE INVESTIGATION

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. 4,200 4,200

5423-003 FINGERPRINT SUPPLIES

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. 2,550 2,550

5423-004 PHOTOGRAPHY / MISC SUPPLIES

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. 3,000 3,000

5423-005 BADGES/HANDCUFFS/OTHER EQUIPMENT

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, batons and taser holsters. 1,000 1,000

5423-006 PRISONERS/MEETINGS/TRAININGS

The funds in this account provide food for prisoners held in custody and for Department meetings/trainings. 3,000 3,000

5423-007 TRAFFIC SAFETY AND CRIME PREVENTION EQUIPMENT AND MATERIALS:

1) Replacement of Safety/Crime Prevention Equipment and Materials 10,000 10,000

2) Substance Use Prevention and Education Program Annual Expenses 10,000 10,000

5423-008 RANGE, AMMUNITION, EQUIPMENT, AND SUPPLIES

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) active shooter training is now a MA Department of Education mandate. This account also funds year 3 of the Department's 5 year contract with Axon Enterprise/Taser. 78,707 78,707

- 1. Taser annual contract 56,400.00
- 2. Ammunition for annual training 20,607.00
- 3. Range supplies 1,700.00

<i>Total 5423 All Other Supplies:</i>	129,153	129,153
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DESCRIPTION/DETAIL

POLICE EXPENSES

5538 Recruit/Specialty Expense

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
16,146	16,146	21,833	21,833	21,568	21,537	25,000	25,000	25,000

5538-001 NEW RECRUITS/SPECIALTY UNIT UNIFORMS AND EQUIPMENT

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.

25,000 25,000

Total 5538 New Recruit Expense: 25,000 25,000

DESCRIPTION/DETAIL

POLICE EXPENSES

5580 Uniforms

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
3,000	3,000	9,090	9,090	-	-	-	-	-

DESCRIPTION/DETAIL

POLICE EXPENSES

5702 Travel

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
8,500	8,471	6,150	6,150	6,061	6,061	10,000	10,000	10,000

5702-001 PRISONER RETRIEVAL ,SPECIAL INVESTIGATIONS, AND TRAINING 10,000 10,000
 This account provides the necessary funds to recover prisoners who are fugitives from justice, to conduct criminal investigations out of the area, and to attend training out of the area. Airfare, hotel accommodations, and meals are to be provided with these funds.

Total 5702 Travel: 10,000 10,000

POLICE EXPENSES

5703 Dues and Memberships

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
16,354	16,354	12,844	12,844	12,833	12,833	16,080	14,540	14,540

F.B.I. National Academy Assoc. (2)	240	240
International Chiefs of Police	150	150
Legal Defense Fund (this provides legal defense for the Deputy Chief)	310	310
Police Executive Research Forum	200	200
MA Chiefs of Police Assoc.	1,400	1,400
MA Juvenile Office Assoc. (3)	150	150
NESPIN (NE State Police Information Systems)	200	200
RAD Systems Instructor Certification	1,000	1,000
Middlesex Chief of Police Assoc.	250	250
N.E.M.L.E.C. Compact(Annual Membership Dues)	5,500	5,500
MA Police Accreditation Program(Annual Membership Dues)	1,900	1,900
MA Safety Officer Assoc. (Welch)	350	350
NASRO (SRO J. Ryser, D. Pratt, E. Hanley)	150	150
Tewksbury Rod & Gun Club	500	500
Greater Boston Police Council (BAPERD Dues)	1,000	1,000
Safe Kids Worldwide(Welch, O'Keefe, Nicosia, Scott- Car seat recertification)	200	200
Annual FAA Licence Renewal and Testing Fees	900	900
Crisis Intervention Team National Membership	100	100
MA Crime Analysis	40	40
<i>Total 5703 Dues and Memberships:</i>	14,540	14,540

N.E.M.L.E.C. COMPACT / MA POLICE ACCREDITATION PROGRAM

N.E.M.L.E.C. is comprised of police departments from sixty two north eastern communities actively involved in collaboration/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. Participation in the MA Police Accreditation Program is a mandated requirement for N.E.M.L.E.C. agencies.

DESCRIPTION/DETAIL

POLICE EXPENSES

5790 Staff Development

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
25,660	25,660	32,129	32,129	25,277	25,277	35,650	34,150	34,150

5790-001 TRAINING CONFERENCE AND SEMINAR TUITIONS 29,150 29,150
 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.

5790-002 IN-SERVICE TRAINING 5,000 5,000
 This account provides for the MPTC in-service training requirement @\$63 x 100 officers with the Municipal Police Institute.

Total 5790 Staff Development: 34,150 34,150

DESCRIPTION/DETAIL

POLICE EXPENSES

5822 Capital Outlay

FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2022 DEPT REQ	FY2022 TM REC
444,961	444,942	377,736	377,721	303,475	302,758	445,384	292,357	292,357
New Vehicle/Replacement Purchase							269,039	269,039
The funds provided in this account will provide the Department with four new police vehicles that will help replace aging fleet vehicles that have excessive wear and mileage. The cost is attributed to the price of the vehicles and the purchase/transfer of all necessary equipment (radios, lights, cages, gun vaults, sirens). The funds provided will also purchase extended warranties.								
Phone Recording Equipment							8,196.00	8,196.00
With the transfer of the dispatch center we lost the ability to record our phone lines within TPD. These funds would purchase a recorder to ensure all of our lines are recorded. The cost will be \$6,696 per year for 5 years and a one time fee of \$1,500.								
New Patrol Rifles							9,022.20	9,022.20
Adding 6 patrol rifles to our current inventory will allow us to have a patrol rifle in every patrol vehicle. We have moved away from the shotgun as the patrol rifle is a more effective and accurate weapon.								
Mounted Speed Board Message Sign							6,100.00	6,100.00
Purchase one mounted speed board to mount in an area with high traffic complaints to alert drivers of their speed and to slow them down for vehicle and pedestrian safety with a goal to build on these every year.								
Total							292,357	292,357

Total 5822 Capital Outlay: 209,039.00 209,039