



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
Finance Director

Re: Fiscal Year (FY) 2021 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.

The Department is comprised of seventy-eight (78) extremely motivated full-time employees, including sixty (63) sworn officers, nine (9) civilian dispatchers, and six (6) civilian 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, issues associated with mental health/substance use disorder, and crimes of violence. Epidemic level substance use disorder, co-occurring disorders, and mental health issues are significantly impacting this community and despite organizational philosophical changes, additional training, the application of best known and available practices that include strong partnerships with all the local treatment programs/providers, the courts, correctional facilities, the District Attorney's Office, state agencies, and area nonprofit organizations the current crisis continues to grow. Department personnel responded to roughly eighty (80) reported drug overdoses in 2019 but the number of related suspected fatalities decreased significantly from six (6) in 2018 to three (3) in 2019. The reduced number of fatalities recorded in 2019 should be attributed, in part, to the incredible work the Community Service Unit (comprised of two full-time police officers, a full-time prevention education specialist, a full-time mental health/substance use clinician, and two part-time substance use recovery coaches) has performed following up on the roughly seven hundred (700) referrals received on individuals sworn members of the Department have come in contact with who are in need of substance use and/or mental health resources/support/treatment. The percentage, roughly twenty-five (25%), of those individuals that have accepted support services from the Community Service Unit during outreach in 2019 is incredibly promising and a credit to their compassion and devotion to connecting all individuals in need with the appropriate level of care and keeping them permanently out of the Department call/arrest logs. We recognize that we won't arrest our way out of this crisis and that participation in programs such as our Police Mental Health Collaborative, Substance Abuse Prevention Collaborative, Regional Jail Diversion Program, Bridge Program, the Regional Opioid Task Force, Drug

Court, and the White House Data Driven Justice (DDJ) initiative will only increase our chances of stymieing the progress of these debilitating diseases that have decimated families in this community.

The total number of incidents logged in the Department's Computer Aided Dispatch Records Management System in 2019, which include calls-for service, motor vehicle stops, and all patrol initiated activities, is fifty-three thousand forty-two (53,042). Arrests have once again exceeded seven hundred (700) this year, reaching seven hundred eighty-five (785) in 2019. In 2019, simple assaults have decreased by eighteen (18) percent, burglaries are down by thirty-nine (39) percent, thefts from a dwelling are down by forty-seven (47) percent, thefts from a vehicle are down by thirty-five (35) percent, and the number of shoplifting incidents is up by seventeen (17) percent. Drug activity, arrests, and offenses have decreased by thirty-three (33) percent while operating under the influence incidents decreased by ten (10) percent and liquor law violations decreased by fifty-two (52) percent. Department personnel have responded to eight hundred sixty-eight (868) motor vehicle accidents and have issued approximately forty-one hundred (4100) 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 logging over twenty-eight thousand (28,000) proactive building and area checks and roughly four thousand (4000) motor vehicle stops, in 2019, in an ongoing effort to reduce crime and the fear associated with it.

In addition to the daily proactive and reactive regiment being performed by the Dispatchers, Patrol Division, Community Service Unit, and Detectives in 2019, the Department has integrated increased levels of crime prevention education and community programs into our crime reduction/safety strategy (mission). The Department has targeted all Town populations with various programs that include: R.A.D., radKIDS (which remains incorporated into the School Department fourth grade curriculum), Substance Use Prevention and Education Month, Citizen Police Academy, National Night Out Against Crime, D.E.A. Drug Take Back, Operation Graduation, Safe Halloween, Child Passenger Safety Seat Checkpoint, Click-It or Ticket, Drive Sober or Get Pulled Over, Police Mental Health Collaborative, Bridge Program, Regional Jail Diversion Program, White House DDJ, Substance Abuse Prevention Collaborative, the P.A.L. Program, Avoid-Deny-Defend, and Stop the Bleed. 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, transients, motoring public, patrons, Town employees, and business owners as it is recognized that everyone's assistance is required in order to provide adequate education and achieve the desired results.

The Department's FY2020 approved sworn staffing level is sixty-three (63) officers; however, we have not operated at the approved staffing level as of yet due to occupational injury, resignations, retirements, and the time associated with replacing vacant positions (hiring process, Academy training, and the Field Training Program process). These manpower shortages (currently 7 officers) and a less than sufficient 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.

The courageous effort and exceptional production of the highly dedicated professionals I consider myself fortunate to lead has never wavered during my tenure as Chief and I am extremely grateful for that.



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To: Town Manager, Richard Montuori
Re: Fiscal Year (FY) 2021 Budget Requested Priorities
From: Timothy B. Sheehan, Chief of Police

I appreciate the opportunity to present three priorities for potential FY21 funding. The priorities I have selected involve additional funding to the Department's overtime budget, the addition of one School Resource Officer (police officer), and a technology upgrade to the Department's Training Room/Emergency Operations Center (EOC). I feel very strongly that the inclusion of these priorities in my FY21 Budget will significantly improve the level of service the Tewksbury Police Department delivers and the overall safety and security of this community.

Overtime

The Department's overtime budget for FY20 is \$694,364 and the Department expended approximately \$692,014 in FY19. This figure does not include the monetary figure associated with compensating those officers who had chosen "compensation time" over overtime pay. The Department would have needed an estimated additional \$135,000 in overtime funds in FY19 to compensate those officers who chose to take compensation time over the overtime pay if that option was eliminated. Compensation time, as you know, is a double edge sword. The Department would not be able to live within the budgets without it yet it has added to the overwhelming workloads and to the dangerously low staffing levels. My formal request for FY21 overtime funding is \$800,000. This figure will significantly reduce the need for compensation time which would in turn improve shift staffing levels, time dedicated to criminal investigations, and allow for additional proactive policing measures to build trust, reduce crime and the fear associated with it, and improve quality of life issues.

Additional SRO Position

The Department is currently comprised of sixty three (63) sworn officers. Among a police chief's most important jobs is to make sure that students of their community are safe and have a full opportunity to participate in a violence-free learning environment. School shootings are a reality in America with an average of approximately one per week just this year alone. Of those, approximately 70% occurred at educational facilities serving Kindergarten through 12th grade. School Resource Officers (SRO) provide a critical service to the community by serving as role models, mentors, and advocates for students, families, faculty and staff and by helping to provide

safety and security to the school campus. With a full-time presence in the schools, an SRO is an easily recognized and approachable resource for students. While the SRO's primary focus is prevention and deterrence, the SRO conducts all criminal investigations on campus, coordinating his activities with the building administrator. Although under the direct supervision of the Police Department, the SRO is considered a member of the school faculty and as such, works closely with the principal and vice-principal to determine the best course of action. The School Resource Officer's duties extend far beyond the classroom and normal work day. The SRO participates in faculty meetings, student projects, student social functions and sporting events. The SRO's presence demonstrates the officer's commitment to the students and tends to strengthen the student/police trust/bond.

The current School Resource Officer (SRO) Unit is made up of three (3rd start awaiting Academy graduations in mid-2020) patrol officers who provide full-time coverage at the Tewksbury Memorial High School and the John W. Wynn Middle School. I would like to add one (1) additional patrol officer to the SRO Unit to build on the work that is being performed to enhance our existing robust school safety strategy that we have worked so hard on to get us to this point. This additional SRO would be responsible to the Administrative Lieutenant and their primary function would be to work alongside school personnel in the current elementary schools to promote a safe and secure learning environment. The addition of one SRO would likely add \$70,000 to the salary portion of the FY21 Police Budget but I strongly believe the additional officer would improve the quality of life here in Tewksbury and would allow parent peace of mind in today's current climate knowing their children are well protected while attending school.

Training Room/EOC Upgrade

As our nation becomes more pluralistic and the scope of law enforcement's responsibilities expands, the need for more and better training has become critical. Today's line officers and leaders must meet a wide variety of challenges including domestic/international terrorism, evolving technologies, active shooter incidents, changing laws, new cultural mores, domestic violence, and a growing mental health/opioid crisis. The skills and knowledge required to effectively deal with these issues requires a higher level of education/technology as well as extensive and ongoing training in specific disciplines. Tewksbury Police Department's compliment of men and women are outfitted with what I consider the best equipment and training available in modern day law enforcement; however, the Department's Training/Community Room has not seen any upgrades in the sixteen (16) years I have been serving as Chief of Police/Deputy Chief of Police. This is very concerning since in addition to the room being used for police training it also serves as the Town's Emergency Operations Center (EOC). Delphi Technology Solutions has received a proposal to upgrade the current facility with modern state-of-the-art audio visual and computer equipment. This proposal of approximately \$142,000 would replace all the antiquated existing equipment and bring the Department's Training Room in line with all of our other modern equipment which is necessary to improve community service and the likelihood of sending all officers home safely to their loved ones at the end of each tour.

Calls for Service and Patrol Initiated Calls

Call Reason	2,016	2,017	2,018	2,019	Difference	% Change
209A VIOLATION	19	28	15	50	35	2
911 Accidental	155	184	267	335	68	0
911 HANG UP	267	208	212	283	71	0
ABANDONED MV	30	35	21	26	5	0
ALARM	1,146	1,167	1,068	906	(162)	(0)
ALARM, HOLD-UP	5	7	5	14	9	2
ANIMAL CALL	621	529	677	626	(51)	(0)
ANNOYING PHONE CALLS	4	6	4	18	14	4
AREA CHECK	8,868	7,886	6,700	6,845	145	0
ARGUMENT	52	55	38	32	(6)	(0)
ASSAULT	19	22	16	29	13	1
ASSAULT & BATTERY	9	12	5	11	6	1
ASSIST CITIZEN	666	630	647	715	68	0
ASSIST OTHER AGENCY	229	305	309	318	9	0
ATTEMPTED TO SERVE 209a	190	144	149	185	36	0
ATTEMPTED TO SERVE SUMMONS	347	395	356	466	110	0
B&E VEHICLE	43	48	38	40	2	0
BICYCLE SAFETY	-	1	-	1	1	1
BOMB THREAT	5	-	1	1	-	-
BUILDING CHECK	13,568	16,470	21,692	21,810	118	0
BURGLARY (B & E)	33	47	27	19	(8)	(0)
CHECK IN (PI)	49	60	36	33	(3)	(0)
COMMUNITY POLICING	128	119	195	171	(24)	(0)
COMPUTER CRIME	-	-	-	-	-	-
CRUISER MAINTENANCE	1,402	1,506	1,967	1,803	(164)	(0)
DETAIL CHECK	182	239	410	391	(19)	(0)
DISABLED MV	266	313	285	279	(6)	(0)
DISTURBANCE	83	86	75	107	32	0
DOMESTIC DISTURBANCE	582	607	582	572	(10)	(0)
DRUG OFFENSE	15	8	5	6	1	0
DUMPING	12	11	7	9	2	0
ERRATIC DRIVING	250	260	261	272	11	0
ESCORT/TRANSPORT	1	1	2	2	-	-
FD - Amb. Call	2,652	2,862	2,925	3,103	178	0
FD - Amb. Mutual Aid Received	2	6	9	7	(2)	(0)
FD - Amb. Mutual Aid Given	83	98	119	126	7	0
FD - Amb. to MVA	119	133	118	79	(39)	(0)
FD - Assist Invalid	177	207	207	263	56	0
FD - Assist Police (Non Ems)	1	-	1	2	1	1
FD - Box Alarm	167	162	159	163	4	0
FD - Box on Automatic	206	174	146	179	33	0
FD - Box on Manual	201	200	159	183	24	0
FD - Carbon Monoxide Alarm	61	67	95	66	(29)	(0)
FD - Fire, Brush / Grass	39	23	31	31	-	-
FD - Fire, Building	182	156	184	188	4	0
FD - Fire, Chimney	-	-	2	1	(1)	(1)
FD - Fire, Cooking	4	5	5	6	1	0
FD - Fire, Outside	42	39	47	24	(23)	(0)
FD - Fire, Vehicle	17	25	14	18	4	0
FD - Hazardous Condition	54	35	36	9	(27)	(1)
FD - Inspection	2	3	1	1	-	-
FD - Investigation	228	215	259	258	(1)	(0)
FD - Lock Out / In	67	50	70	65	(5)	(0)
FD - Mutual Aid	24	36	28	29	1	0
FD - Rescue (non medical)	3	1	2	1	(1)	(1)
FD - Service Call	199	143	173	202	29	0
FD - Unauthorized Burning	38	37	27	23	(4)	(0)

FIREWORKS	17	33	18	19	1	0
HARASSMENT	52	51	77	49	(28)	(0)
HAZARD	110	108	157	139	(18)	(0)
HOSPITAL AWA	6	12	10	11	1	0
HOSPITAL AWA RETURNED	2	6	4	4	-	-
IDENTITY THEFT	37	42	30	38	8	0
INCIDENT FOLLOW UP	452	427	492	449	(43)	(0)
INTOXICATED PERSON	58	56	58	52	(6)	(0)
INTRUSION ALARM	5	25	-	6	6	6
JUVENILE ISSUE	143	107	106	127	21	0
K9 CALL OUT	2	3	14	41	27	2
LARCENY /FORGERY/ FRAUD	256	266	229	239	10	0
LIQUOR LAW VIOLATION	-	5	-	12	12	12
LOCK OUT	7	3	3	4	1	0
Log Entry	374	439	332	347	15	0
LOST/FOUND PROPERTY	171	166	187	202	15	0
MALICIOUS DAMAGE	127	101	90	51	(39)	(0)
MISSING PERSON	15	15	18	12	(6)	(0)
MOTOR VEHICLE ACCIDENT	815	844	859	868	9	0
MOTOR VEHICLE STOP	4,917	4,654	4,379	3,947	(432)	(0)
MV REPOSSESSION	41	48	47	66	19	0
NARCOTICS INVESTIGATION	11	8	14	10	(4)	(0)
NOISE COMPLAINT	166	165	107	94	(13)	(0)
OTHER PROPERTY DAMAGE	21	26	15	25	10	1
OVERDOSE	76	79	70	76	6	0
PARKING VIOLATION	134	137	227	222	(5)	(0)
PINK SLIP	69	90	104	83	(21)	(0)
POLICE MV ACCIDENT	8	6	15	19	4	0
POWER OUTAGE	2	6	9	10	1	0
PROSTITUTION	-	-	2	2	-	-
PROTECTIVE CUSTODY	1	5	8	7	(1)	(0)
RADAR ENFORCEMENT	436	426	399	504	105	0
RAPE	-	6	4	2	(2)	(1)
RECOVERED STOLEN MV	6	9	4	7	3	1
RELEASE	162	211	156	106	(50)	(0)
RETURNED MISSING PERSON	1	1	-	-	-	-
ROAD HAZARD	374	467	507	375	(132)	(0)
ROAD RAGE	21	23	15	23	8	1
ROBBERY	2	6	4	4	-	-
RUN AWAY	-	1	3	-	(3)	(1)
SEARCH WARRANT	4	4	4	6	2	1
SERVE HARASSMENT ORDER	18	31	27	42	15	1
SERVE WARRANT	136	165	158	202	44	0
SEX OFFENSES	16	35	28	30	2	0
SHOPLIFTING	76	77	119	129	10	0
SOLICITING	25	6	18	14	(4)	(0)
SPEEDING MV	17	36	25	19	(6)	(0)
STOLEN MV	20	29	28	19	(9)	(0)
STOLEN MV PLATE	7	8	7	10	3	0
SUDDEN DEATH	19	30	29	42	13	0
SUICIDAL PERSON	42	63	50	53	3	0
SUICIDE	-	-	2	2	-	-
SUSPICIOUS ACTIVITY	1,210	1,088	1,008	923	(85)	(0)
THREATENING	42	44	39	36	(3)	(0)
TRAFFIC CONTROL	1,271	948	844	866	22	0
TRANSPORT	153	143	195	237	42	0
TRESPASSING	19	15	6	19	13	2
UNREGISTERED/OFFROAD VEHICLE	40	35	27	24	(3)	(0)
UNSECURE BUILDING	14	13	9	7	(2)	(0)
UNWANTED PERSON	95	87	75	92	17	0
WARRANT ARREST	48	76	37	37	-	-
WELL BEING CHECK	508	533	524	579	55	0
TOTAL	46,691	48,615	52,921	53,042		

Comparison Report

	2012	2013	2014	2015	2016	2017	2018	2019	% Change
Arrest	784	878	832	754	767	836	831	785	-6%
Citations	5681	4542	4098	4534	4798	4563	4688	4095	-13%
Alarms	1073	999	1096	1062	1156	1176	1073	906	-16%
Building Checks	34211	35429	33105	31190	22436	24356	28475	28655	1%
Accidents	898	896	908	898	942	977	992	868	-13%
Offense Type									
Offense Type	2012	2013	2014	2015	2016	2017	2018	2019	% Change
Kidnapping / Abduction	4	3	1	8	1	3	3	4	33%
Forcible Rape	20	24	9	18	10	20	19	23	21%
Robbery	12	12	6	14	11	11	10	7	-30%
Assault Simple	208	165	177	177	181	206	221	181	-18%
Assault Intimidation	79	69	81	82	63	53	66	66	0%
Burglary / B & E	116	78	64	57	52	60	38	23	-39%
Shoplifting	78	89	75	85	55	55	101	118	17%
Theft from Building	83	72	70	65	52	49	57	30	-47%
Theft from Vehicle	118	92	80	63	51	60	54	35	-35%
Thefts All Other	282	245	194	177	178	180	138	154	12%
Theft Vehicle	36	39	28	32	17	21	22	20	-9%
Counterfeiting / Forgery	47	70	17	29	59	37	27	24	-11%
False Pretense	87	96	72	56	79	77	110	70	-36%
Embezzlement	3	1	1	0	4	9	3	2	-33%
Destruction of Property	208	178	146	148	158	117	132	85	-36%
Drug / Narcotics Violations	124	165	147	142	120	137	153	102	-33%
Disorderly Conduct	30	20	16	18	21	21	18	17	-6%
Driving Under the Influence	107	65	104	75	81	57	68	61	-10%
Drunkenness	124	129	148	93	108	114	93	83	-11%
Trespass	14	7	10	10	11	7	16	13	-19%
Liquor Law Violations	27	29	21	12	26	28	25	12	-52%

Tewksbury Police Department

Fleet Readiness Report November 2019

Unit #	Plate	Model	Year	VIN	Mileage
14	B839	Utility Inter	2017	1FM5K8AR6HGA24376	84,322
15	D445	Pickup Truck	2017	1FT7W2B67HEE27877	5,392
16	B272	Utility Inter	2015	1FM5K8AR0FGA28677	86,991
17	C276	Utility Inter	2016	1FM5K8AR8GGA08438	81,508
18	B310	Utility Inter	2017	1FM5K8AR9HGD60250	62,882
19	B275	Utility Inter	2015	1FM5K8AR9FGA28676	86,464
20	C277	Utility Inter	2016	1FM5K8AR8GGA08436	89,361
21	E454	Utility Inter	2019	1FM5K8AR7KGB45876	6353
22	B308	Utility Inter	2017	1FM5K8AR5HGD26693	58,962
23	E455	Utility Inter	2019	1FM5K8AR0KGB45914	4318
24	D691	Utility Inter	2019	1FM5K8AR9KGA63311	15,154
25	E213	Utility Inter	2019	1FM5K8AR2KGB45879	129
26	D450	Utility Inter	2017	1FM5K8AR2HGD60249	56,066
27	E247	Utility Inter	2018	1FM5K8AR4JGC75094	24,870
28	E552	Utility Inter	2018	1FM5K8ARXJGC17779	15,132
29	E246	Utility Inter	2018	1FM5K8AR2JGC75093	30,380
30	E208	Utility Inter	2019	1FM5K8AR2KGB45915	4364
K-9	B273	Utility Inter	2016	1FM5K8AR9GGB89188	89,467
S1	168ZX8	Ford Taurus	2010	1FAHP2DW7AG155300	82,448
T1	B271	Econoline Van	2007	1FTNE14W98DA17038	8,337
31	561MN3	Explorer	2013	1FM5K8D89DGB21021	93,372
32	4AW883	Utility Inter	2017	1FM5K8AR6HGA24378	84,354
33	4JTJ80	Explorer	2014	1FM5K8D82EGB27566	104,558
34	5HW967	Explorer	2017	1FM5K8AR9HGE15263	121,381
35	B836	Utility Inter	2017	1FM5K8AR1HGA24379	30,816
36	7AD125	Explorer	2019	1FM5K8AR9KGB24804	10,226
39	8LF166	Utility Inter	2019	1FM5K8AR1KGB45825	1432
40	8EC833	Chevy Tahoe	2016	1GNSKDKC3GR262156	47,516
41	5YZ929	Chevy Tahoe	2019	1GNSKDKC3KR123573	
42	B274	Utility Inter	2015	1FM5K8AR5FGA28674	93,671

POLICE DEPARTMENT	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC	FY2020 FIN COM REC
<i>Salaries</i>										
5111 Regular Salaries	5,278,139	5,276,619	5,393,215	5,391,559	5,867,630	5,858,781	6,216,209	5,852,697	5,852,697	
5120 Temporary Part-time	-	-	-	-	-	-	-	47,973	47,973	
5130 Overtime	706,737	702,818	864,300	863,840	694,364	692,014	694,364	694,364	694,364	
5132 Dispatch Overtime	52,512	52,028	85,062	84,791	50,197	50,197	39,862	-	-	
5133 Reserve Dispatchers	19,795	18,544	24,233	23,631	35,149	34,323	28,500	-	-	
5135 Uniforms	9,490	9,473	7,600	7,600	10,205	10,205	10,190	540	540	
5137 Special Overtime	-	-	-	-	-	-	-	-	-	
5160 Terminal Leave	10,218	10,040	45,324	45,293	5,000	4,856	6,000	6,000	6,000	
5180 All Other	27,500	26,113	33,950	33,592	40,116	40,116	37,200	50,200	50,200	
Total Salaries	6,104,391	6,095,635	6,453,685	6,450,306	6,702,661	6,690,492	7,032,325	6,651,774	6,651,774	-
<i>Operating</i>										
5210 Energy Utilities	106,797	102,688	104,495	104,429	102,726.23	102,726.23	108,345	111,595	111,595	
5240 Repairs and Maintenance	76,911	76,874	78,698	77,995	105,178	105,088.37	68,000	71,500	71,500	
5270 Leases/Contracts	101,356	101,356	112,136	111,943	139,072	139,072.00	127,929	193,427	193,427	
5310 Professional Services	5,560	5,560	8,065	8,008	8,047	8,046.97	8,700	8,700	8,700	
5340 Communications	97,102	95,677	70,242	70,242	80,767	80,217.04	75,146	79,216	79,216	
5381 Computer	51,550	51,038	46,550	45,871	66,792	66,791.78	53,550	58,996	58,996	
5420 Office Supplies	12,241	12,240	11,579	11,568	12,500	12,492.52	12,000	12,000	12,000	
5423 All Other Supplies	96,077	96,039	78,313	78,313	87,802	87,776.23	115,169	142,335	142,335	
5510 K-9	3,200	3,186	25,027	25,027	7,120	7,120.03	5,500	5,500	5,500	
5538 Recruit/Specialty Expense	14,000	14,000	16,146	16,146	21,833	21,832.83	20,000	25,000	25,000	
5580 Uniforms	-	-	3,000	3,000	9,090	9,090.00	3,650	-	-	
5702 Travel	5,515	5,515	8,500	8,471	6,150	6,150.43	10,000	10,000	10,000	
5703 Dues and Memberships	10,869	10,869	16,354	16,354	12,844	12,844.00	13,780	16,080	16,080	
5790 Staff Development	26,479	26,479	25,660	25,660	32,129	32,129.00	32,500	71,150	35,650	
Total Operating	607,658	601,521	604,765	603,027	692,050.45	691,377.43	654,269	805,499	769,999	-
<i>Capital Outlay</i>										
5833 Capital Outlay	424,139	424,032	444,961	444,942	377,736	377,721	292,700	347,884	347,884	
Total Capital Outlay	424,139	424,032	444,961	444,942	377,736	377,721	292,700	347,884	347,884	-
TOTAL BUDGET	7,136,187	7,121,188	7,503,411	7,498,274	7,772,447	7,759,590	7,979,294	7,805,157	7,769,657	-

Position	FY2017 BUDGETED FTE	FY2018 BUDGETED FTE	FY2019 BUDGETED FTE	FY2019 BUDGETED FTE	FY2020 DEPT REQ FTE	FY2021 TM REC FTE	FY2020 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	9	10	10	10	10	
Patrolmen Positions	31	31	32	32	33	33	
Dispatchers	9	9	9	9			
Civilian Staff	5	5	5	5	9	9	
Total Staffing	74	74	76	76	72	72	-

**FISCAL YEAR 2021
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 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	4,453	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	2,257	55,603
Robert Field (step increase)	Lieutenant	5	12/30/20	41,478	20%	8,296	9.25%	4,604	4,078	2,473	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	5,190	127,860
James Williams	Lieutenant	6	10/23/96	86,580	20%	17,316	9.25%	9,610	-	4,802	118,309
Alysia Columbus	Sergeant	6	04/22/08	73,596	25%	18,399	5.50%	5,060	-	4,106	101,161
Patrick Connor	Sergeant	4	06/14/10	32,190	20%	6,438	5.50%	2,125	3,056	1,853	45,662
Patrick Connor (step increase)	Sergeant	5	12/30/20	35,262	20%	7,052	5.50%	2,327	3,348	2,030	50,020
Thomas Cooke	Sergeant	6	01/07/02	73,596		-	7.75%	5,704	2,974	3,481	85,754
Christopher Coviello + 3.5% wage deferral	Sergeant	6	02/20/89	76,172	20%	15,234	15.00%	13,711	7,884	4,781	117,782
Brian Farnum	Det Sgt	6	08/02/04	73,596	20%	14,719	7.75%	6,844	7,137	4,328	106,625
Patrick Harrington	Sergeant	6	02/24/03	73,596	25%	18,399	7.75%	7,130		4,194	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	4,313	106,248
Michael Newcomb	Sergeant	6	06/14/10	73,596	25%	18,399	5.50%	5,060	7,279	4,414	108,748
Mark Perry + 3.5 % wage deferral	Sergeant	6	05/22/88	76,172	10%	7,617	15.00%	12,568	7,227	4,382	107,967
Steve Torres	Sergeant	6	03/06/00	73,596	25%	18,399	9.25%	8,510	7,538	4,571	112,614
Christopher Byrne	Detective	4	11/14/11	62,588	20%	12,518	3.00%	2,253	2,901	3,396	83,656
Michael Donovan	Detective	4	04/22/08	62,588	20%	12,518	5.50%	4,131	2,971	3,478	85,686
Shane Gallagher	Detective	4	01/13/14	62,588	20%	12,518	3.00%	2,253	2,901	3,396	83,656

Name	Position	Step	Ann. Date		Education		Longevity			Holiday		Total Salary
					%		%	PAY	Shift Diff.	Pay		
Sworn Personnel												
Andre Gonzalez	Detective	4	05/22/95	62,588	20%	12,518	11.25%	8,449	-	3,535	87,091	
Michael Maccario	Detective	4	10/03/16	62,588	20%	12,518		-	2,816	3,297	81,219	
Michael McLaughlin	Detective	4	11/14/11	62,588	20%	12,518	3.00%	2,253	2,901	3,396	83,656	
Dennis Peterson, Jr.	Detective	4	02/23/04	62,588	20%	12,518	7.75%	5,821	3,035	3,552	87,514	
Peter Regan	Detective	4	02/24/03	62,588		-	7.75%	4,851	2,529	2,960	72,928	
Andrew Richardson	Detective	4	06/06/11	62,588		-	3.00%	1,878	2,417	2,830	69,713	
Kaitlin Sullivan	Detective	4	06/03/13	62,588	25%	15,647	3.00%	2,347	3,022	3,537	87,142	
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	2	05/20/19	21,547	25%	5,387		-	2,020	1,225	30,179	
Joshua Barbera (step increase)	Patrolman	3	11/20/19	36,467	25%	9,117		-	3,419	2,073	51,075	
Christopher Bettano	Patrolman	2	11/18/19	21,129	20%	4,226		-	1,902	1,153	28,409	
Christopher Bettano (step increase)	Patrolman	3	11/18/20	36,928	20%	7,386		-	3,324	2,015	49,653	
Robert Bjorkgren	Patrolman	4	10/20/03	62,588	20%	12,518	7.75%	5,821	3,035	3,552	87,514	
Karen Capuano	Patrolman	4	02/24/03	62,588		-	7.75%	4,851	2,529	2,960	72,928	
Nicholas Ciaremella	Patrolman	1	01/13/20	1,707	20%	341		-	154	93	2,295	
Nicholas Ciaremella	Patrolman	2	07/13/20	52,717	20%	10,543		-	4,745	2,877	70,882	
John Casey + 3.5 % wage deferral	Patrolman	4	05/12/03	64,779		-	7.75%	5,020	2,617	3,064	75,481	
Matthew Donovan	Patrolman	3	05/29/18	24,927	20%	4,985		-	2,243	1,360	33,516	
Matthew Donovan (step increase)	Patrolman	4	11/29/20	36,690	20%	7,338		-	3,302	2,002	49,332	
David Duffy	Patrolman	4	11/14/11	62,588	10%	6,259	3.00%	2,065	5,318	3,225	79,456	
Eric Hanley	Patrolman	4	09/09/02	62,588	20%	12,518	7.75%	5,821	-	3,424	84,351	
James Hollis	Patrolman	4	02/20/95	62,588	20%	12,518	11.25%	8,449	6,267	3,800	93,622	
Ryan Hunt	Patrolman	4	10/30/17	62,588		-		-	4,694	2,847	70,129	
Dana LaPointe	Patrolman	4	04/10/17	62,588		-		-	4,694	2,847	70,129	
Christopher Lefebvre	Patrolman	4	06/14/10	62,588	10%	6,259	5.50%	3,787	2,724	3,188	78,546	
Justin Lindhal	Patrolman	4	05/29/18	62,588	20%	12,518		-	5,633	3,416	84,155	
Markus McMahan	Patrolman	4	11/26/01	62,588	20%	12,518	7.75%	5,821	-	3,424	84,351	
Joe Mendonca	Patrolman	4	05/23/16	55,634		-		-	4,173	2,530	62,337	
Joe Mendonca (5 yr longevity increase)	Patrolman	4	05/23/21	6,954		-	3.00%	209	537	326	8,026	
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	58,272		-	3.00%	1,748	4,502	2,730	67,251	
Paul Morris (10 yr longevity increase)	Patrolman	4	06/06/21	4,316		-	5.50%	237	342	207	5,102	
Peter Murray	Patrolman	1	01/13/20	1,707	20%	341		-	154	93	2,295	
Peter Murray	Patrolman	2	07/13/20	52,717	20%	10,543		-	4,745	2,877	70,882	

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Name	Position	Step	Ann. Date		Education		Longevity		Shift Diff.	Holiday Pay	Total Salary
					%		%	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	10%	6,259	7.75%	5,336	-	3,139	77,321
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		706,966		312,313	198,516	233,119	5,536,244

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.												
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		706,966		316,813	198,516	233,119	5,852,697	
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											6,651,774	

**FISCAL YEAR 2021
POLICE DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST**

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday	Total Salary
					%		%	PAY		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	4,453	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	2,257	55,603
Robert Field (step increase)	Lieutenant	5	12/30/20	41,478	20%	8,296	9.25%	4,604	4,078	2,473	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	5,190	127,860
James Williams	Lieutenant	6	10/23/96	86,580	20%	17,316	9.25%	9,610	-	4,802	118,309
Alysia Columbus	Sergeant	6	04/22/08	73,596	25%	18,399	5.50%	5,060	-	4,106	101,161
Patrick Connor	Sergeant	4	06/14/10	32,190	20%	6,438	5.50%	2,125	3,056	1,853	45,662
Patrick Connor (step increase)	Sergeant	5	12/30/20	35,262	20%	7,052	5.50%	2,327	3,348	2,030	50,020
Thomas Cooke	Sergeant	6	01/07/02	73,596		-	7.75%	5,704	2,974	3,481	85,754
Christopher Coviello + 3.5% wage deferral	Sergeant	6	02/20/89	76,172	20%	15,234	15.00%	13,711	7,884	4,781	117,782
Brian Farnum	Det Sgt	6	08/02/04	73,596	20%	14,719	7.75%	6,844	7,137	4,328	106,625
Patrick Harrington	Sergeant	6	02/24/03	73,596	25%	18,399	7.75%	7,130		4,194	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	4,313	106,248
Michael Newcomb	Sergeant	6	06/14/10	73,596	25%	18,399	5.50%	5,060	7,279	4,414	108,748
Mark Perry + 3.5 % wage deferral	Sergeant	6	05/22/88	76,172	10%	7,617	15.00%	12,568	7,227	4,382	107,967
Steve Torres	Sergeant	6	03/06/00	73,596	25%	18,399	9.25%	8,510	7,538	4,571	112,614
Christopher Byrne	Detective	4	11/14/11	62,588	20%	12,518	3.00%	2,253	2,901	3,396	83,656
Michael Donovan	Detective	4	04/22/08	62,588	20%	12,518	5.50%	4,131	2,971	3,478	85,686
Shane Gallagher	Detective	4	01/13/14	62,588	20%	12,518	3.00%	2,253	2,901	3,396	83,656

Name	Position	Step	Ann. Date		Education		Longevity		Shift Diff.	Holiday		Total Salary
					%		%	PAY		Pay		
Sworn Personnel												
Andre Gonzalez	Detective	4	05/22/95	62,588	20%	12,518	11.25%	8,449	-	3,535	87,091	
Michael Maccario	Detective	4	10/03/16	62,588	20%	12,518		-	2,816	3,297	81,219	
Michael McLaughlin	Detective	4	11/14/11	62,588	20%	12,518	3.00%	2,253	2,901	3,396	83,656	
Dennis Peterson, Jr.	Detective	4	02/23/04	62,588	20%	12,518	7.75%	5,821	3,035	3,552	87,514	
Peter Regan	Detective	4	02/24/03	62,588		-	7.75%	4,851	2,529	2,960	72,928	
Andrew Richardson	Detective	4	06/06/11	62,588		-	3.00%	1,878	2,417	2,830	69,713	
Kaitlin Sullivan	Detective	4	06/03/13	62,588	25%	15,647	3.00%	2,347	3,022	3,537	87,142	
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	2	05/20/19	21,547	25%	5,387		-	2,020	1,225	30,179	
Joshua Barbera (step increase)	Patrolman	3	11/20/19	36,467	25%	9,117		-	3,419	2,073	51,075	
Christopher Bettano	Patrolman	2	11/18/19	21,129	20%	4,226		-	1,902	1,153	28,409	
Christopher Bettano (step increase)	Patrolman	3	11/18/20	36,928	20%	7,386		-	3,324	2,015	49,653	
Robert Bjorkgren	Patrolman	4	10/20/03	62,588	20%	12,518	7.75%	5,821	3,035	3,552	87,514	
Karen Capuano	Patrolman	4	02/24/03	62,588		-	7.75%	4,851	2,529	2,960	72,928	
Nicholas Ciaremella	Patrolman	1	01/13/20	1,707	20%	341		-	154	93	2,295	
Nicholas Ciaremella	Patrolman	2	07/13/20	52,717	20%	10,543		-	4,745	2,877	70,882	
John Casey + 3.5 % wage deferral	Patrolman	4	05/12/03	64,779		-	7.75%	5,020	2,617	3,064	75,481	
Matthew Donovan	Patrolman	3	05/29/18	24,927	20%	4,985		-	2,243	1,360	33,516	
Matthew Donovan (step increase)	Patrolman	4	11/29/20	36,690	20%	7,338		-	3,302	2,002	49,332	
David Duffy	Patrolman	4	11/14/11	62,588	10%	6,259	3.00%	2,065	5,318	3,225	79,456	
Eric Hanley	Patrolman	4	09/09/02	62,588	20%	12,518	7.75%	5,821	-	3,424	84,351	
James Hollis	Patrolman	4	02/20/95	62,588	20%	12,518	11.25%	8,449	6,267	3,800	93,622	
Ryan Hunt	Patrolman	4	10/30/17	62,588		-		-	4,694	2,847	70,129	
Dana LaPointe	Patrolman	4	04/10/17	62,588		-		-	4,694	2,847	70,129	
Christopher Lefebvre	Patrolman	4	06/14/10	62,588	10%	6,259	5.50%	3,787	2,724	3,188	78,546	
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	62,588	20%	12,518	7.75%	5,821	-	3,424	84,351	
Joe Mendonca	Patrolman	4	05/23/16	55,634		-		-	4,173	2,530	62,337	
Joe Mendonca (5 yr longevity increase)	Patrolman	4	05/23/21	6,954		-	3.00%	209	537	326	8,026	
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	58,272		-	3.00%	1,748	4,502	2,730	67,251	
Paul Morris (10 yr longevity increase)	Patrolman	4	06/06/21	4,316		-	5.50%	237	342	207	5,102	
Peter Murray	Patrolman	1	01/13/20	1,707	20%	341		-	154	93	2,295	
Peter Murray	Patrolman	2	07/13/20	52,717	20%	10,543		-	4,745	2,877	70,882	

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Name	Position	Step	Ann. Date		Education		Longevity		Shift Diff.	Holiday	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	10%	6,259	7.75%	5,336	-	3,139	77,321
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		706,966		312,313	198,516	233,119	5,536,244

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday	Total Salary	
					%	PAY	%	PAY		Pay		
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		706,966		316,813	198,516	233,119	5,852,697	
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											6,651,774	

FISCAL YEAR 2020
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 G13	Chief	10	05/17/87	126,551	25%	31,638	15.00%	23,728		7,697	189,614
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	2,467	60,788
Thomas Casey + 3.5% wage deferral	Lieutenant	6	12/07/19	36,936			8.50%	3,140	3,006	1,823	44,904
Ryan Columbus	Detective Lt	6	07/31/00	84,675	25%	21,169	7.00%	7,409		4,791	118,044
Scott Gaynor	Lieutenant	6	05/22/95	74,942	25%	18,736	8.50%	7,963		4,300	105,941
Scott Gaynor (25 yr longevity increase)	Lieutenant	6	05/22/20	9,733	25%	2,433	10.50%	1,277		569	14,012
Brian O'Neill	Lieutenant	6	01/31/05	48,988	25%	12,247	4.75%	2,909	4,811	2,917	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	2,171	53,482
Robert Stephens	Lieutenant	6	10/23/96	84,675	20%	16,935	8.50%	8,637	4,134	4,839	119,220
James Williams	Lieutenant	6	10/23/96	84,675	20%	16,935	8.50%	8,637	-	4,664	114,911
Alysia Columbus	Sergeant	6	04/22/08	71,977	25%	17,994	4.75%	4,274	-	3,987	98,232
Thomas Cooke	Sergeant	6	01/07/02	71,977		-	7.00%	5,038	2,888	3,381	83,284
Christopher Coviello + 3.5% wage deferral	Sergeant	6	02/20/89	74,496	20%	14,899	15.00%	13,409	7,710	4,676	115,190
Brian Farnum	Sergeant	6	08/02/04	5,515	20%	1,103	4.75%	314	520	315	7,768
Brian Farnum (15 yr longevity increase)	Sergeant	6	08/02/19	66,461	20%	13,292	7.00%	5,583	6,400	3,881	95,618
Robert Field	Detective Sgt	6	10/23/96	71,977	20%	14,395	8.50%	7,342	7,029	4,262	105,004
Patrick Harrington	Sergeant	6	02/24/03	71,977	20%	14,395	7.00%	6,046		3,910	96,328
Walter Jop III	Sergeant	6	09/11/00	71,977	20%	14,395	7.00%	6,046		3,910	96,328
Joseph Kelley	Sergeant	6	02/23/04	71,977	20%	14,395	7.00%	6,046		3,910	96,328
Timothy Kelly	Sergeant	6	05/22/95	63,703	20%	12,741	8.50%	6,498	3,110	3,641	89,693
Timothy Kelly (25 yr longevity increase)	Sergeant	6	05/22/20	8,273	20%	1,655	10.50%	1,042	411	482	11,863
Michael Newcomb	Sergeant	6	06/14/10	68,667	25%	17,167	3.00%	2,575	6,631	4,021	99,061
Michael Newcomb (10 yr longevity increase)	Sergeant	6	06/14/20	3,309	25%	827	4.75%	196	325	197	4,855
Mark Perry + 3.5 % wage deferral	Sergeant	6	05/22/88	74,496	10%	7,450	15.00%	12,292	7,068	4,286	105,591
Steve Torres	Sergeant	6	03/06/00	49,639	25%	12,410	7.00%	4,343	4,979	3,020	74,391
Steve Torres (20 yr longevity increase)	Sergeant	6	03/06/20	22,338	25%	5,584	8.50%	2,373	2,272	1,378	33,945
Patrick Connor	Detective	4	06/14/10	58,397	20%	11,679	3.00%	2,102	2,707	3,168	78,053
Patrick Connor (10 yr longevity increase)	Detective	4	06/14/20	2,814	20%	563	4.75%	160	133	155	3,826
Michael Donovan	Detective	4	04/22/08	61,211	20%	12,242	4.75%	3,489	2,885	3,377	83,205
Shane Gallagher	Detective	4	01/13/14	61,211	20%	12,242	3.00%	2,204	2,837	3,321	81,815

Name	Position	Step	Ann. Date		Education		Longevity			Holiday	Total Salary
					%		%	PAY	Shift Diff.	Pay	
Sworn Personnel											
Andre Gonzalez	Detective	4	05/22/95	54,175	20%	10,835	8.50%	5,526	-	2,984	73,521
Andre Gonzalez (25 yr lonvevity increase)	Detective	4	05/22/20	7,036	20%	1,407	10.50%	887	-	395	9,724
Michael McLaughlin	Detective	4	11/14/11	61,211	20%	12,242	3.00%	2,204	2,837	3,321	81,815
Dennis Peterson, Jr.	Detective	4	02/23/04	61,211	20%	12,242	7.00%	5,142	2,947	3,450	84,992
Peter Regan	Detective	4	02/24/03	61,211		-	7.00%	4,285	2,456	2,875	70,827
Andrew Richardson	Detective	4	06/06/11	61,211		-	3.00%	1,836	2,364	2,767	68,179
Kaitlin Sullivan	Detective	4	06/03/13	61,211	25%	15,303	3.00%	2,295	2,955	3,459	85,224
Christopher Adams	Patrolman	4	05/18/15	54,175	25%	13,544		-	5,079	3,080	75,878
Christopher Adams (5 yr longevity increase)	Patrolman	4	05/18/20	7,036	25%	1,759	3.00%	264	679	412	10,150
Robert Bjorkgren	Patrolman	4	10/20/03	61,211	20%	12,242	7.00%	5,142	2,947	3,450	84,992
Christopher Byrne	Patrolman	4	11/14/11	61,211	20%	12,242	3.00%	2,204	-	3,201	78,858
Karen Capuano	Patrolman	4	02/24/03	61,211		-	7.00%	4,285	2,456	2,875	70,827
John Casey + 3.5 % wage deferral	Patrolman	4	05/12/03	63,354		-	7.00%	4,435	-	2,868	70,656
Matthew Donovan	Patrolman	2	05/29/18	22,505		-		-	1,688	1,024	25,216
Matthew Donovan (step increase)	Patrolman	3	11/29/19	32,878		-		-	2,466	1,495	36,839
David Duffy	Patrolman	4	11/14/11	61,211	10%	6,121	3.00%	2,020	2,601	3,044	74,997
Eric Hanley	Patrolman	4	09/09/02	61,211	10%	6,121	7.00%	4,713	-	3,048	75,094
James Hollis	Patrolman	4	02/20/95	38,931	20%	7,786	8.50%	3,971	3,802	2,305	56,795
James Hollis (25 yr longevity increase)	Patrolman	4	02/20/20	22,280	20%	4,456	10.50%	2,807	2,216	1,344	33,103
Michael Holmes	Patrolman	4	06/04/12	61,211		-	3.00%	1,836	4,729	2,867	70,643
Ryan Hunt	Patrolman	3	10/30/17	48,756		-		-	3,657	2,217	54,631
Ryan Hunt (step increase)	Patrolman	4	04/30/20	10,554		-		-	792	480	11,825
Dana LaPointe	Patrolman	4	04/10/17	61,211		-		-	4,591	2,784	68,586
Christopher Lefebvre	Patrolman	4	06/14/10	58,397	10%	5,840	3.00%	1,927	2,481	2,904	71,549
Christopher Lefebvre (10 yr longevity increase)	Patrolman	4	06/14/20	2,814	10%	281	4.75%	147	122	142	3,507
Justin Lindhal	Patrolman	3	05/29/18	24,830	20%	4,966		-	2,235	1,355	33,385
Justin Lindhal (step increase 11/29/19)	Patrolman	4	11/29/19	35,413	25%	8,853		-	3,320	2,013	49,600
Michael Maccario	Patrolman	4	10/03/16	61,211	20%	12,242			5,509	3,341	82,303
Markus McMahan	Patrolman	4	11/26/01	61,211	20%	12,242	7.00%	5,142	-	3,325	81,920
Joe Mendonca	Patrolman	4	05/23/16	61,211		-		-	4,591	2,784	68,586
David Miano	Patrolman	4	09/27/04	13,837		-	4.75%	657	544	636	15,674
David Miano (15 yr longevity increase)	Patrolman	4	09/27/19	47,374		-	7.00%	3,316	3,802	2,305	56,798
Paul Morris	Patrolman	4	06/06/11	61,211		-	3.00%	1,836	4,729	2,867	70,643
Paul Nicosia	Patrolman	4	10/07/07	61,211	10%	6,121	4.75%	3,198	-	2,984	73,515

Name	Position	Step	Ann. Date		Education		Longevity			Holiday		Total Salary
					%		%	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 Trelegan	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			4,176,059		613,463		280,418	179,481	222,091	5,328,981	
Extra day .2				16,000		2,350		1,074	688	851	20,418	
Name	Position	Step	Ann. Date	Base Salary	Education	PAY	Longevity	PAY	Shift Diff.	Holiday	Total Salary	
Civillian Personnel: The following employees are adminstrative support.												
Matthew Small G7	Police Information Director	10	04/20/97	77,751		-		2,500			80,251	
Executive Secretary Position	Exec. Secretary			64,254		-					64,254	
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 Civillian Personnel	5			316,122		-		7,000	-	-	323,122	
Extra day .2				1,211		-		27	-	-	1,238	
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			4,981,452		613,463		301,918	215,838	254,338	6,216,209	

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.											694,364
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.											39,862
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.											28,500
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											7,032,325

FISCAL YEAR 2019
POLICE DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday	Total Salary
					%		%	PAY		Pay	
Sworn Personnel											
Timothy Sheehan G13 + 3.5% wage deferral	Chief	10	05/17/87	128,163	25%	32,041	15.00%	24,031		7,795	192,029
John Voto G12	Deputy Chief	5	10/23/96	100,692	25%	25,173	7.50%	9,440		5,724	141,029
Admin Captain (Stipend)				-	25%	-		-		-	-
Thomas Casey + 3.5% wage deferral	Lieutenant	6	12/06/99	85,710		-	6.25%	5,357	6,830	4,142	102,039
Ryan Columbus	Detective Lt	6	07/31/00	82,812	25%	20,703	6.25%	6,470		4,653	114,638
Scott Gaynor	Lieutenant	6	05/22/95	82,812	20%	16,562	7.75%	7,702		4,530	111,606
Brian O'Neill	Lieutenant	4	01/31/05	38,969	25%	9,742	4.00%	1,948	-	2,143	52,803
Brian O'Neill step increase 1/16/19	Lieutenant	5	01/16/19	36,621	25%	9,155	4.00%	1,831	-	2,014	49,621
Robert Stephens	Lieutenant	6	10/23/96	82,812	20%	16,562	7.75%	7,702	4,015	4,700	115,791
James Williams	Lieutenant	6	10/23/96	82,812	20%	16,562	7.75%	7,702	8,031	4,870	119,976
Alysia Columbus	Sergeant	6	04/22/08	70,393	25%	17,598	4.00%	3,520	-	3,872	95,382
Thomas Cooke	Sergeant	6	01/07/02	70,393		-	6.25%	4,400	5,609	3,402	83,803
Christopher Coviello + 3.5% wage deferral	Sergeant	6	02/20/89	72,857	20%	14,571	15.00%	13,114	7,541	4,573	112,655
Brian Farnum	Sergeant	4	08/02/04	33,139	20%	6,628	4.00%	1,591	3,102	1,881	46,340
Brian Farnum step increase 1/16/19	Sergeant	5	01/16/19	31,133	20%	6,227	4.00%	1,494	2,914	1,767	43,535
Robert Field	DetectiveSgt	6	10/23/96	70,393	20%	14,079	7.75%	6,547	6,826	4,140	101,984
Patrick Harrington	Sergeant	6	02/24/03	70,393	20%	14,079	6.25%	5,279		3,797	93,548
Walter Jop III	Sergeant	6	09/11/00	70,393	20%	14,079	6.25%	5,279		3,797	93,548
Joseph Kelley	Sergeant	6	02/23/04	46,119	20%	9,224	4.00%	2,214		2,435	59,992
Joseph Kelley longevity increase 2/23/19	Sergeant	6	02/23/19	24,273	20%	4,855	6.25%	1,821		1,309	32,258
Timothy Kelly	Sergeant	6	05/22/95	70,393	20%	14,079	7.75%	6,547	3,413	3,995	98,426
Michael Newcomb	Sergeant	5	06/14/10	70,393	25%	17,598	3.00%	2,640	6,797	4,122	101,550
Mark Perry + 3.5 % wage deferral	Sergeant	6	05/22/88	72,857	10%	7,286	15.00%	12,021	3,456	4,045	99,665
Steve Torres	Sergeant	6	03/06/00	70,393	25%	17,598	6.25%	5,499	7,012	4,252	104,754
Patrick Connor	Detective	4	06/14/10	59,864	20%	11,973	3.00%	2,155	2,775	3,248	80,015
Michael Donovan	Detective	4	04/22/08	59,864	20%	11,973	4.00%	2,873	2,802	3,279	80,792
Shane Gallagher	Detective	4	07/13/14	59,864	20%	11,973		-	2,694	3,153	77,684
Andre Gonzalez	Detective	4	05/22/95	59,864	20%	11,973	7.75%	5,567		3,275	80,679
Michael McLaughlin	Detective	4	11/14/11	59,864	20%	11,973	3.00%	2,155	2,775	3,248	80,015
Dennis Peterson, Jr.	Detective	4	02/23/04	39,221	20%	7,844	4.00%	1,883	1,836	2,149	52,932
Dennis Peterson, Jr. longevity increase 2/23/19	Detective	4	02/23/19	20,643	20%	4,129	6.25%	1,548	987	1,155	28,462
Peter Regan	Detective	4	02/24/03	59,864		-	6.25%	3,742	2,385	2,792	68,783
Andrew Richardson	Detective	4	06/06/11	59,864		-	3.00%	1,796	2,312	2,707	66,679
Kaitlin Sullivan	Detective	4	06/03/13	59,864	25%	14,966	3.00%	2,245	2,890	3,383	83,349
Adams, Christopher	Patrolman	4	05/18/15	59,864	20%	11,973		-	-	3,039	74,876
Robert Bjorkgren	Patrolman	4	10/20/03	18,349	20%	3,670	4.00%	881	859	1,005	24,764
Robert Bjorkgren longevity increase 10/20/18	Patrolman	4	10/20/18	41,515	20%	8,303	6.25%	3,114	1,985	2,323	57,240
Christopher Byrne	Patrolman	4	11/14/11	59,864	20%	11,973	3.00%	2,155	5,549	3,365	82,907
Karen Capuano	Patrolman	4	02/24/03	59,864		-	6.25%	3,742	2,385	2,792	68,783

Name	Position	Step	Ann. Date		Education		Longevity			Holiday	Total Salary
					%		%	PAY	Shift Diff.	Pay	
Sworn Personnel											
John Casey + 3.5 % wage deferral	Patrolman	4	05/12/03	61,959	10%	6,196	6.25%	4,260	-	3,064	75,479
David Duffy	Patrolman	4	11/14/11	59,864	10%	5,986	3.00%	1,976	5,087	3,085	75,998
Eric Hanley	Patrolman	4	09/09/02	59,864	10%	5,986	6.25%	4,116	2,624	3,071	75,661
James Hollis	Patrolman	4	02/20/95	59,864	20%	11,973	7.75%	5,567	5,805	3,520	86,730
Michael Holmes	Patrolman	4	06/04/12	59,864		-	3.00%	1,796	-	2,609	64,269
Ryan Hunt	Patrolman	2	10/30/17	43,219		-		-	1,621	1,897	46,737
Ryan Hunt step increase 4/30/19	Patrolman	3	04/30/19	9,934		-		-	373	436	10,743
Dana LaPointe	Patrolman	4	04/10/17	59,864		-		-	4,490	2,723	67,077
Christopher Lefebvre	Patrolman	4	06/14/10	59,864	10%	5,986	3.00%	1,976	5,087	3,085	75,998
Michael Maccario	Patrolman	4	10/03/16	59,864	20%	11,973				5,388	80,492
Markus McMahon	Patrolman	4	11/26/01	59,864	20%	11,973	6.25%	4,490		3,229	79,556
Joe Mendonca	Patrolman	3	05/23/16	32,230		-		-	2,417	1,466	36,114
Joe Mendonca step increase 11/26/18	Patrolman	4	01/23/18	26,377		-		-	1,978	1,200	29,555
David Miano	Patrolman	4	09/27/04	59,864	10%	5,986	4.00%	2,634	5,136	3,115	76,736
Paul Morris	Patrolman	4	06/06/11	59,864	10%	5,986	3.00%	1,976	5,087	3,085	75,998
Paul Nicosia	Patrolman	4	10/07/07	59,864		-	4.00%	2,395		2,634	64,893
Kimberly O'Keefe	Patrolman	4	09/09/02	59,864	20%	11,973	6.25%	4,490	-	3,229	79,556
Pelrine, Matthew	Patrolman	4	11/18/15	59,864		-		-	-	2,533	62,397
Albert Piccolo	Patrolman	4	07/21/02	59,864	20%	11,973	6.25%	4,490	2,862	3,350	82,539
Arthur Piccolo	Patrolman	4	09/09/02	59,864	10%	5,986	6.25%	4,116	2,624	3,071	75,661
Douglas Pratt	Patrolman	4	01/18/04	33,258	10%	3,326	4.00%	1,463		1,610	39,657
Douglas Pratt (longevity increase to 6%)	Patrolman	4	01/18/19	26,606	10%	2,661	6.25%	1,829		1,316	32,412
Stephen Quinn	Patrolman	4	06/08/14	55,277	20%	11,055		-	4,975	3,017	74,324
Stephen Quinn (longevity increase 2.75%)	Patrolman	4	06/08/19	4,587	20%	917	3.00%	165	425	258	6,353
Matthew Rowe	Patrolman	4	06/03/14	55,277	10%	5,528		-	4,560	2,765	68,130
Matthew Rowe (longevity increase 2.75%)	Patrolman	4	06/03/19	4,587	10%	459	3.00%	151	390	236	5,824
James Ryser	Patrolman	4	05/12/08	59,864	20%	11,973	4.00%	2,873	-	3,161	77,871
Christopher Scott	Patrolman	4	10/21/02	59,864	10%	5,986	6.25%	4,116		2,960	72,926
Trelegan, Colin	Patrolman	2	05/02/16	20,972	25%	5,243		-	-	1,109	27,324
Trelegan, Colin step increase 11/2/18	Patrolman	3	11/02/18	38,075	25%	9,519		-	-	2,014	49,607
Michael Vasconcellos	Patrolman	4	09/11/13	6,881		-		-	516	313	7,710
Michael Vasconcellos longevity increase 9/11/18	Patrolman	4	09/11/18	52,983		-	3.00%	1,589	4,093	2,482	61,148
Jennie Welch	Patrolman	4	01/13/03	59,864	25%	14,966	6.25%	4,677		3,364	82,871
Patrolman Position #1	Patrolman	1	07/01/18	23,578	20%	4,716		-	2,122	1,287	31,703
Patrolman Position #1	Patrolman	2	01/01/19	20,212	20%	4,042		-	1,819	1,103	27,176
Patrolman Position #2	Patrolman	1	07/01/18	23,578	20%	4,716		-	2,122	1,287	31,703
Patrolman Position #2	Patrolman	2	01/01/19	20,212	20%	4,042		-	1,819	1,103	27,176
Reduction For School Resource Officer #1											(67,040)
Reduction For School Resource Officer #2											(65,246)
Total Sworn Personnel	62					618,249		239,145	171,201	211,924	5,088,749

Name	Position	Step	Ann. Date	Education		Longevity		Shift Diff.	Holiday Pay	Total Salary
				%	PAY	%	PAY			
Civiian Personnel: The following employees are adminstrative support.										
Matthew Small G7	Police Information Director	10	04/20/97	74,367		-		2,500		76,867
Alice Kennedy	Exec. Secretary	7	11/21/96	31,744		-		2,500		34,244
Eileen Newton (30 hours)	Adm Secretary	7	12/01/87	36,516		-	15.00%	5,477		41,993
Patricia Stotik	Adm Assistant	7	09/18/95	58,145		-		2,500		60,645
John Crowe	Building Maintenance	7	11/05/01	55,812		-		2,000		57,812
Total Civiian Personnel	5					-		14,977	-	271,561
Communications Personnel: The following includes 8 Dispatchers and one Head Dispatcher. They provide E-911 dispatching for Police, Fire, and EMS.										
Joseph Aberle	Dispatcher	2	05/14/17	15,657		-			1,174	17,996
Joseph Aberle step increase 11/14/18	Dispatcher	3	11/14/18	27,743		-			2,081	31,889
Brianna Byers	Dispatcher	4	12/17/15	47,534		-			3,565	54,636
Brianna Byers step increase 6/9/19	Dispatcher	5	06/17/19	1,970		-			148	2,264
Kim Griffin	Dispatcher	5	11/05/01	51,405		-		2,000	4,005	61,385
John Jouvelis	Dispatcher	4	01/04/17	49,428		-			3,707	56,813
Robert Joyce	Dispatcher	5	03/10/12	40,405		-		1,000	3,105	47,741
Jason McNamara	Dispatcher	5	05/12/08	51,405		-		1,500	3,968	60,810
Karen Poisson	Dispatcher	5	07/12/98	51,405		-		2,500	4,043	61,959
Edward Sullivan	Dispatcher	5	09/07/94	62,076		-		2,500		69,047
Garin Worth	Dispatcher	5	10/13/97	40,010		-			2,770	42,780
Total Communications Personnel	9			439,036		-		9,500	22,541	507,320
Total Regular Salaries	76			439,036		618,249		263,622	193,742	5,867,630
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/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
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.										50,197
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.										35,149
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.										6,965
<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.										240
Total Uniforms										10,205
Special Overtime:										

Terminal Leave:	
<i>Sick Leave Bonus:</i> An expenditure of \$3,000 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.	5,000
<i>Terminal Sick Leave Buy-Back:</i>	
Total Terminal Leave	5,000
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 4, Section 108I of the Massachusetts General Laws.	9,600
<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	30,516
Total All Other	40,116
TOTAL SALARIES	6,702,661

DESCRIPTION/DETAIL

POLICE EXPENSES

5210 Energy Utilities

FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC
106,797	102,688	104,495	104,429	102,726	102,726	108,345	111,595	111,595

*

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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

5240 *Repairs and Maintenance*

	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC
	76,911	76,874	78,698	77,995	105,178	105,088	68,000	71,500	71,500
5240-001	EMERGENCY GENERATOR This account provides maintenance of the emergency generator.							5,000	5,000
* 5240-002	FACILITY AND EQUIPMENT MAINTENANCE AND SUPPLIES 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.							65,000	65,000
5240-003	IRRIGATION SYSTEM This account will provide for service and supplies associated with the maintenance of the irrigation system.							1,500	1,500
<i>Total 5240 Repairs and Maintenance:</i>								71,500	71,500

DESCRIPTION/DETAIL

POLICE EXPENSES

5270 Leases and Contracts

	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC
	101,356	101,356	112,136	111,943	139,072	139,072	127,929	193,427	193,427
5270-001	BAPER (Remote Line and Maintenance Radio System)							1,000	1,000
* 5270-002	SOFTWARE PURCHASE/MAIN. CONTRACTS-(TriTech-BOLO-Callyo-Delphi/DHQ-SalesTrack-PM/AM)							53,600	53,600
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	TRANSCOR (Trac Star Yearly Contract)							4,000	4,000
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)							81,856	81,856
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)							13,000	13,000
* 5270-017	PROJECT LIFESAVER (GPS Devices and Battery Replacement)							5,000	5,000
	<i>Total 5270 Leases and Contracts:</i>							193,427	193,427

DESCRIPTION/DETAIL

POLICE EXPENSES

5310 Professional Services

FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC
5,560	5,560	8,065	8,008	8,047	8,047	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 ADVERTISING 500 500
 The funds in this account provide for various forms of advertising such as the bidding process, legal notices, and employment postings.

5310-004 PARKING 700 700
 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

FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC
97,102	95,677	70,242	70,242	80,767	80,217	75,146	79,216	79,216

5340-001 TELEPHONE MAINTENANCE 3,000 3,000
 The funds in this account provide for the maintenance and upgrades to the telephone system.

5340-002 EMD 911 CARD ANNUAL UPDATES 1,200 1,200

5340-003 AUDIBLE TONE ALARM SYSTEM 1,000 1,000
 These funds are to maintain the E.W. Bills fire alarm tone system, which tones out the Fire station to emergency calls.

* 5340-004 TELEPHONE 37,500 37,500
 This account provides funding for Department landlines, the Verizon payphone, Detective Lexis Nexis services, Detectives and staff cell phones and vehicle Verizon wireless modems (VLS & MDT's).
 This account also pays for Department Comcast services.

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 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: 79,216 79,216

DESCRIPTION/DETAIL

POLICE EXPENSES

5381 Computer Repairs and Maintenance

	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC
	51,550	51,038	46,550	45,871	66,792	66,792	53,550	58,996	58,996
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)								6,660	6,660
5381-002	MONITORING SYSTEM								
This account provides for maintenance of the camera surveillance equipment for the station and the prisoner holding facility.								2,000	2,000
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 @ 8 Per Year=5 Yr. Cycle)								2,000	2,000
* 7) Mobile Computer Replacement (18 Computers @ 3 Per Year=6 Yr. Cycle)								14,250	14,250
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

FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC
12,241	12,240	11,579	11,568	12,500	12,493	12,000	12,000	12,000

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 3,500 3,500
 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: 12,000 12,000

DESCRIPTION/DETAIL

POLICE EXPENSES

5423 All Other Supplies

FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC
96,077	96,039	78,313	78,313	87,802	87,776	115,169	142,335	142,335

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) 6,850 6,850

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/NIGHTSTICKS

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. 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 11,000 11,000

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 2 of the Department's 5 year contract with Axon Enterprise/Taser. 90,735 90,735

Total 5423 All Other Supplies: 142,335 142,335

DESCRIPTION/DETAIL

POLICE EXPENSES

5510 K-9

FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC
3,200	3,186	25,027	25,027	7,120	7,120	5,500	5,500	5,500

5510-001 K-9 CARE AND EQUIPMENT 4000 4000
 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.

5510-002 BOSTON POLICE IN-SERVICE TRAINING 1500 1500

Total 5510 K-9: 5,500 5,500

DESCRIPTION/DETAIL

POLICE EXPENSES

5538 Recruit/Specialty Expense

FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC
14,000	14,000	16,146	16,146	21,833	21,833	20,000	25,000	25,000

* 5538-001 NEW RECRUITS/SPECIALTY UNIT UNIFORMS AND EQUIPMENT 25,000 25,000
 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.

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

DESCRIPTION/DETAIL

POLICE EXPENSES

5580 Uniforms

FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC
-		3,000	3,000	9,090	9,090	3,650	-	-

DESCRIPTION/DETAIL

POLICE EXPENSES

5702 Travel

FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC
5,515	5,515	8,500	8,471	6,150	6,150	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

DESCRIPTION/DETAIL

POLICE EXPENSES

5790 Staff Development

FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC
26,479	26,479	25,660	25,660	32,129	32,129	32,500	71,150	35,650

- * 5790-001 TRAINING CONFERENCE AND SEMINAR TUITIONS
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. 29,150 29,150
 - * 5790-002 IN-SERVICE TRAINING
This account provides for the MPTC in-service training requirement @\$65 x 100 officers with the Municipal Police Institute. 6,500 6,500
 - * 5790-003 COMMAND STAFF DEVELOPMENT
The funds in this account will be used for the executive development of the command staff, specifically the tuition for the Harvard Kennedy School Senior Executives in State and Local Government Program and Boston University's PERF Senior Management Institute Program 27,000 -
 - * 5790-004 ASSESSMENT CENTER EXAMINATION
The funds in this account will provide for a Civil Service delegated sole assessment center examination 6 Deputy Chief of Police candidates. 8,500 -
- Total 5790 Staff Development:* 71,150 35,650

DESCRIPTION/DETAIL

POLICE EXPENSES

5822 Capital Outlay

	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2018 EXPENDED	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2021 DEPT REQ	FY2021 TM REC
	424,139	424,032	444,961	444,942	377,736	377,721	292,700	347,884	347,884
* 5822-001	NEW VEHICLE/REPLACEMENT PURCHASE							263,252	263,252
	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.								
* 5822-002	BUILDING REPAIR/MAINTENANCE							4,725	4,725
	The funds provided will sound proof the Interview/Interrogation Room in the Detective Bureau and outfit the Detail Office with a new desk and chair. The current state of the Interview/Interrogation Room jeopardizes evidence collection for serious criminal investigations (including a recent homicide investigation).								
* 5822-003	TRAFFIC/MOTOR UNIT EQUIPMENT							15,745	15,745
	The funds will provide three handheld radar units and add two additional speed data collection devices to the Traffic Unit equipment cadre. This will allow data collection at multiple locations at the same time improving the quality of life of residents. The funds will provide for the purchase of 320 28" traffic cones for Department Motor Unit certification and critical incidents.								
* 5822-004	DETECTIVE/DRUG UNIT VIDEO ENHANCEMENT SOFTWARE							10,000	10,000
	The funds provided in this account will be used to purchase one outdoor cellular smart pole camera to assist the Department's Detective Division/Drug Unit in criminal and drug distribution investigations. This device will also enhance officer safety.								
* 5822-005	DRONE UNIT EQUIPMENT							39,678	39,678
	The Department developed and implemented a new Drone Unit consisting of a supervisor and three pilots. The funds in this account will be used to build on the entry level drone and equipment purchased originally with forfeiture funds. The equipment and supplies will enable the drone with the latest detection technology, extended battery life, and make it capable of landing safely after a crash/power failure. The funds will also provide for the purchase of a smaller drone deployable in under 30 seconds.								
* 5822-006	HISTORICAL POLICE CRUISER RESTORATION							2,500	2,500
	The Ford Crown Victoria Interceptor was the Tewksbury Police Department vehicle of the 90's and early 2000's. The funds will allow for the restoration of an already owned vehicle to be used for community events and to memorialize prior service.								
* 5822-007	DEPARTMENT COMPUTER EQUIPMENT							11,984	11,984
	The funds will provide for the purchase of 3 ruggedized laptop computers to accommodate the new MPTC Academy mandate that requires recruit use while at the Academy for training. Necessary educational material will now be accessed online instead of purchasing bound textbooks.								
	<i>Total 5822 Capital Outlay:</i>							347,884	347,884