POLICE DEPARTMENT	FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 **BUDGETED**	FY2014 **EXPENDED**	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**	**FY2016 FIN COM REC**
Salaries										
5111 Regular Salaries	4,294,776	4,294,775	4,515,370	4,512,383	4,673,493	4,672,740	5,008,750	5,132,747	5,122,561	
5120 Temporary Part-time	-	-	-	-	-	-	-	-	-	
5130 Overtime	411,809	411,809	501,831	491,756	582,231	581,638	480,231	480,231	480,231	
5132 Dispatch Overtime	46,560	46,560	47,349	47,349	60,182	59,538	33,182	33,182	33,182	
5133 Reserve Dispatchers	15,543	15,542	9,617	9,530	16,117	16,053	27,117	27,117	27,117	
5135 Uniforms	76,344	72,803	516	367	49,684	49,684	88,550	89,890	89,890	
5137 Special Overtime	-	-	3,519	3,519	-	3,822	-	-	-	
5160 Terminal Leave	12,794	12,203	4,000	3,747	3,822	28,326	4,800	4,800	4,800	
5180 All Other	29,794	29,793	26,659	25,770	28,759		36,309	20,700	20,700	
Total Salaries	**4,887,620**	**4,883,486**	**5,108,861**	**5,094,421**	**5,414,288**	**5,411,801**	**5,678,939**	**5,788,667**	**5,778,481**	**-**
Operating										
5210 Energy Utilities	94,302	94,302	97,742	94,370	89,496	77,835	99,343	99,343	99,343	
5230 Non-Energy Utilities	-	-	-	-	-	-	-	-	-	
5239 Vehicle Repairs & Maintenance	49,767	49,767	59,310	56,059	-	-	-	-	-	
5240 Repairs and Maintenance	110,879	110,879	83,476	83,380	74,278	71,701	64,573	69,373	69,373	
5270 Leases/Contracts	61,627	61,627	45,535	45,535	74,064	74,064	69,166	96,356	96,356	
5310 Professional Services	10,922	10,922	16,895	16,833	6,600	6,600	5,050	5,050	5,050	
5340 Communications	42,752	42,752	40,944	40,251	41,344	41,344	54,805	58,443	58,443	
5381 All Other	-	-	-	-	-	-	-	-	-	
5402 Maintenance Supplies	-	-	-	-	-	-	-	-	-	
5420 Office Supplies	10,600	10,600	11,006	11,006	9,500	9,500	11,000	11,000	11,000	
5423 All Other Supplies	45,890	45,890	52,200	51,658	80,512	80,346	47,150	58,950	58,950	
5440 Gas/Diesel Fuel	112,000	112,000	151,098	151,098	-	-	-	-	-	
5510 K-9	12,400	12,296	2,451	2,288	2,476	2,476	2,400	2,400	2,400	
5538 New Recruit Exp	-	-	-	-	-	-	8,000	12,000	12,000	
5580 Uniforms	-	3,541	74,623	72,480	43,971	41,625	-	-	-	
5702 Travel	1,000	1,000	1,000	1,000	1,000	1,000	1,000	2,500	2,500	
5703 Dues and Memberships	8,758	8,758	9,334	9,211	9,944	9,944	9,424	9,874	9,874	
5790 Staff Development	10,025	10,020	18,025	18,025	17,087	17,087	18,265	44,025	18,325	
Total Operating	**570,921**	**574,353**	**663,639**	**653,194**	**450,272**	**433,522**	**390,176**	**469,314**	**443,614**	**-**
Capital Outlay										
5833 Capital Outlay	122,852	122,852	129,452	129,452	163,325	163,325	172,849	204,411	179,300	
Total Capital Outlay	**122,852**	**122,852**	**129,452**	**129,452**	**163,325**	**163,325**	**172,849**	**204,411**	**179,300**	
TOTAL BUDGET	**5,581,392**	**5,580,690**	**5,901,952**	**5,877,067**	**6,027,885**	**6,008,648**	**6,241,964**	**6,462,392**	**6,401,395**	**-**

Position	FY2012 BUDGETED FTE	FY2013 BUDGETED FTE	FY2014 BUDGETED FTE	FY2015 BUDGETED FTE	**FY2016 DEPT REQ** FTE	**FY2016 TM REC** FTE	**FY2016 FIN COM REC** FTE
Police Chief	1	1	1	1	1	1	
Deputy Police Chief	1	1	1	1	1	1	
Captain	1	0	0	0	0	0	
Lieutenants	4	6	6	6	6	6	
Sergeants	11	10	10	11	11	11	
Inspector/ Patrolmen	8	9	9	10	9	9	
Patrolmen Position's	28	30	30	30	32	32	
Dispatchers	9	9	9	9	9	9	
Civilian Staff	5	5	5	5	5	5	
Total Staffing	**68**	**71**	**71**	**73**	**74**	**74**	**0**

FISCAL YEAR 2016
POLICE DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED

					Education		Longevity			Holiday	
Name	**Position**	**Step**	**Ann. Date**	**Base Salary**	**%**		**%**	**PAY**	**Shift Diff.**	**Pay**	**Total Salary**
Sworn Personnel											
Timothy Sheehan	Chief		05/17/87	100,205	25%	25,051	15.0%	18,788		6,094	150,139
John Voto	Deputy Chief		10/23/96	84,445	25%	21,111	4.5%	4,750		4,667	114,973
Admin Captain (Stipend)											
Thomas Casey	Lieutenant	6	12/06/99	73,748		-	4.5%	3,319	5,780	3,505	86,352
Ryan Columbus	Lieutenant	6	07/31/00	6,474	25%	1,619	3.0%	243		353	8,688
Ryan Columbus longevity increase 7/31/15	Lieutenant	6	07/31/15	67,274	25%	16,818	4.5%	3,784		3,718	91,594
Scott Gaynor	Lieutenant	6	05/22/95	73,748	25%	18,437	6.0%	5,531		4,134	101,850
James McKenna	Lieutenant	6	01/07/80	73,748	20%	14,750	15.0%	13,275	3,816	4,467	110,056
Robert Stephens	Lieutenant	6	10/23/96	73,748	20%	14,750	4.5%	3,982		3,913	96,393
James Williams	Lieutenant	6	10/23/96	73,748	20%	14,750	4.5%	3,982	6,936	4,206	103,622
Thomas Cooke	Sergeant	6	01/07/02	62,497		-	3.0%	1,875		2,723	67,095
Christopher Coviello	Sergeant	6	02/20/89	62,497	20%	12,499	15.0%	11,249	6,468	3,923	96,637
Robert Field	Sergeant	6	10/23/96	62,497	20%	12,499	4.5%	3,375	2,939	3,440	84,750
Patrick Harrington	Sergeant	6	01/27/03	62,497	20%	12,499	3.0%	2,250		3,268	80,514
Walter Jop III	Sergeant	6	09/11/00	12,643	20%	2,529	3.0%	455	1,172	711	17,509
Walter Jop III longevity increase 9/11/15	Sergeant	6	09/11/15	49,854	20%	9,971	4.5%	2,692	4,689	2,843	70,050
Joseph Kelley	Sergeant	6	02/23/04	62,497	20%	12,499	3.0%	2,250		3,268	80,514
Timothy Kelly	Sergeant	6	05/22/95	62,497	20%	12,499	6.0%	4,500	5,962	3,616	89,074
Brian O'Neill	Detective	5	01/31/05	15,132	25%	3,783	2.0%	378	1,447	877	21,618
Brian O'Neill step increase 9/30/15	Detective	6	09/30/15	46,753	25%	11,688	3.0%	1,753	4,515	2,738	67,447
Mark Perry	Sergeant	6	05/22/88	62,497	10%	6,250	15.0%	10,312	5,929	3,596	88,584
Steve Torres	Sergeant	6	03/06/00	62,497	20%	12,499	4.5%	3,375	5,878	3,564	87,813
Brian Warren 3.5 % wage deferral	Sergeant	6	05/02/88	64,684	20%	12,937	15.0%	11,643	6,695	4,060	100,019
Patrick Connor	Detective	4	06/14/10	52,927	10%	5,293	2.0%	1,164	2,227	2,607	64,218
Michael Donovan	Detective	4	04/22/08	52,927	20%	10,585	2.0%	1,270	2,429	2,844	70,056
Brian Farnum	Detective	4	08/02/04	52,927	20%	10,585	3.0%	1,905	2,453	2,871	70,742
Andre Gonzalez	Detective	4	05/22/95	52,927	20%	10,585	6.0%	3,811		2,848	70,171
Edward Jackman	Detective	4	06/06/11	49,089		-		-	1,841	2,155	53,084
Edward Jackman longevity increase 6/6/16	Detective	4	06/06/16	3,838		-	2.0%	77	147	172	4,234
Michael McLaughlin	Detective	4	11/14/11	52,927	20%	10,585		-	2,382	2,788	68,682
Dennis Peterson, Jr.	Detective	4	02/23/04	52,927	20%	10,585	3.0%	1,905	2,453	2,871	70,742
Peter Regan	Detective	4	01/27/03	52,927		-	3.0%	1,588	2,044	2,393	58,952

Andrew Richardson	Detective	4	06/06/11	49,089		-		-	1,841	2,155	53,084
Andrew Richardson longevity increase 6/6/16	Detective	4	06/06/16	3,838		-	2.0%	77	147	172	4,234
					Education		**Longevity**			**Holiday**	
Name	**Position**	**Step**	**Ann. Date**		**%**		**%**	**PAY**	**Shift Diff.**	**Pay**	**Total Salary**
Sworn Personnel											
Allen, James	Patrolman	2	06/03/14	19,666	10%	1,967		-	1,622	984	24,239
Allen, James step increase 12/3/15	Patrolman	3	12/03/15	29,136	10%	2,914		-	2,404	1,458	35,911
Robert Bjorkgren	Patrolman	4	10/20/03	52,927	20%	10,585	3.0%	1,905	2,453	2,871	70,742
Christopher Byrne	Patrolman	4	11/14/11	52,927	20%	10,585		-	4,763	2,889	71,164
Karen Capuano	Patrolman	4	01/27/03	52,927		-	3.0%	1,588	2,044	2,393	58,952
John Casey	Patrolman	4	05/12/03	52,927	10%	5,293	3.0%	1,747		2,537	62,503
David Duffy	Patrolman	4	11/14/11	52,927	10%	5,293		-	4,366	2,648	65,234
Shane Gallagher	Patrolman	2	01/13/14	1,405	20%	281		-	126	77	1,889
Shane Gallagher step increase 7/13/15	Patrolman	3	07/13/15	49,337	20%	9,867		-	4,440	2,693	66,338
Eric Hanley	Patrolman	4	09/09/02	52,927	10%	5,293	3.0%	1,747	2,249	2,632	64,847
James Hollis	Patrolman	4	02/20/95	52,927	20%	10,585	6.0%	3,811	5,049	3,062	75,434
Michael Holmes	Patrolman	4	06/04/12	52,927		-		-	3,970	2,407	59,304
Christopher Lefebvre	Patrolman	4	06/14/10	52,927	10%	5,293	2.0%	1,164	4,454	2,701	66,539
Kathryn McLeod 3.5% wage deferral	Patrolman	4	10/23/96	54,779	25%	13,695	4.5%	3,081		3,027	74,583
Markus McMahon	Patrolman	4	11/26/01	52,927	20%	10,585	3.0%	1,905		2,768	68,185
David Miano	Patrolman	4	09/27/04	52,927		-	3.0%	1,588	4,089	2,479	61,083
Paul Morris	Patrolman	4	06/06/11	49,291		-		-	3,697	2,242	55,229
Paul Morris longevity increase 6/6/16	Patrolman	4	06/06/16	3,636		-	2.0%	73	278	169	4,156
Michael Newcomb	Patrolman	4	06/14/10	52,927		-	2.0%	1,059	4,049	2,455	60,490
Paul Nicosia	Patrolman	4	10/07/07	52,927		-	2.0%	1,059	2,024	2,370	58,380
Kimberly O'Keefe	Patrolman	4	09/09/02	52,927	20%	10,585	3.0%	1,905	2,453	2,871	70,742
Albert Piccolo	Patrolman	4	07/21/02	52,927	20%	10,585	3.0%	1,905	2,453	2,871	70,742
Arthur Piccolo	Patrolman	4	09/09/02	52,927	10%	5,293	3.0%	1,747	2,249	2,632	64,847
Douglas Pratt	Patrolman	4	01/18/04	52,927	10%	5,293	3.0%	1,747	2,249	2,632	64,847
Stephen Quinn	Patrolman	2	12/08/14	43,019		-		-	3,226	1,957	48,202
Stephen Quinn step increase 6/8/16	Patrolman	3	06/0816	3,302		-		-	248	150	3,700
Kevin Reese 3.5 wage deferral	Patrolman	4	02/26/89	54,779	20%	10,956	15.0%	9,860	-	3,198	78,794
Matthew Rowe	Patrolman	2	06/03/14	19,666	10%	1,967		-	1,622	984	24,239
Matthew Rowe step increase 12/3/15	Patrolman	3	12/03/15	29,136	10%	2,914		-	2,404	1,458	35,911
Alysia Russo	Patrolman	4	04/22/08	52,927	25%	13,232	2.0%	1,323		2,855	70,337
James Ryser	Patrolman	4	05/12/08	52,927	20%	10,585	2.0%	1,270	4,859	2,946	72,588
Christopher Scott	Patrolman	4	10/21/02	52,927	10%	5,293	3.0%	1,747		2,537	62,503
Kaitlin Sullivan	Patrolman	3	06/03/13	21,755	10%	2,176		-	1,795	1,088	26,814
Kaitlin Sullivan step increase 12/3/15	Patrolman	4	12/03/15	30,302	10%	3,030		-	2,500	1,516	37,348
Michael Vasconcellos	Patrolman	3	03/11/13	10,295		-		-	772	468	11,535
Michael Vasconcellos step increase 9/11/15	Patrolman	4	09/11/15	42,220		-		-	3,167	1,920	47,307
Jennie Welch	Patrolman	4	01/13/03	52,927	25%	13,232	3.0%	1,985		2,883	71,027
New Hire (replacement for Michael Sheehan)	Patrolman	2		46,004	20%	9,201		-	4,140	2,511	61,856
Traffic Officer # 2	Patrolman	2		46,004	20%	9,201		-	4,140	2,511	61,856
Reduction For School Resource Officer McLeod											(61,829)
Reduction For School Resource Officer #2 Grant											(58,196)
Total Sworn Personnel	**60**			**3,457,726**		**513,436**		**169,775**	**170,546**	**182,409**	**4,373,866**

					Education		Longevity			Holiday	
Name	**Position**	**Step**	**Ann. Date**	**Base Salary**	**%**	**PAY**	**%**	**PAY**	**Shift Diff.**	**Pay**	**Total Salary**
Civiian Personnel: The following employees are adminsitrative support.											
Matthew Small	Admin.Director	7	04/20/97	67,373		-		2,000			69,373
Alice Kennedy 3.5 % wage deferral	Exec. Secretary	7	11/21/96	59,531		-		2,000			61,531
Eileen Newton (30 hours)	Adm Secretary	7	12/01/87	42,140		-	15.0%	6,321			48,461
Patricia Stotik 3.5% wage deferral	Adm Assistant	7	09/18/95	12,069		-		443			12,512
Patricia Stotik longevity increase 9/18/15 &3.5% wage deferral	Adm Assistant	7	09/18/15	42,451		-		1,947			44,397
John Crowe	Building Maintenanc	7	11/05/01	50,563		-		1,500			52,063
Total Civilian Personnel	**5**			**274,127**		**-**		**14,210**	**-**	**-**	**288,337**
Communications Personnel: The following includes 8 Dispatchers and one Head Dispatcher. They provide E-911 dispatching for Police, Fire, and EMS.											
Matthew Carapellucci	Dispatcher	4	01/04/09	46,570		-		1,000		3,019	50,589
Jason Gage	Dispatcher	3	09/09/12	30,711		-				1,949	32,659
Jason Gage step increased 3/9/16	Dispatcher	4	03/09/16	14,631		-				929	15,560
Kim Griffin	Dispatcher	5	11/05/01	46,570		-		1,500		3,051	51,121
Robert Joyce	Dispatcher	3	03/10/12	8,921		-				566	9,488
Robert Joyce step increase 9/10/15	Dispatcher	4	09/10/15	37,292		-				2,367	39,658
Janice Judd	Dispatcher	2	08/14/13	25,602		-				1,625	27,227
Janice Judd step increase 2/14/16	Dispatcher	3	02/14/16	16,642		-				1,056	17,698
Jason McNamara	Dispatcher	5	05/12/08	46,570		-		1,000		3,019	50,589
Karen Poisson	Dispatcher	5	07/12/98	46,570		-		2,000		3,082	51,652
Edward Sullivan	Dispatcher	5	09/07/94	56,238		-		2,500		3,728	62,466
Garin Worth	Dispatcher	5	10/13/97	46,570		-		2,000		3,082	51,652
Total Communications Personnel	**9**			**422,887**		**-**		**10,000**	**-**	**27,472**	**460,359**
Total Regular Salaries	**74**			**4,154,740**		**513,436**		**193,985**	**170,546**	**209,881**	**5,122,561**

Temporary Part-time:											
Total Temporary Part-time				**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

Overtime: This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting and polls, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave.	**480,231**
Dispatcher Overtime: This account provides for replacement of dispatchers on an as needed basis. This request represents the funds to provide replacement of dispatchers so that the E911 Center is always staffed with two trained dispatchers. This account also provides funding for dispatcher training.	**33,182**
Reserve Dispatchers: The funds in this account will provide for replacement and training of part-time dispatchers. These employees work on an as needed basis when regular dispatchers are not available due to vacation, sick, etc…. Reserve dispatchers are mandated to work two shifts per month.	**27,117**

Uniforms	
Superior Officers: The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 29, Section B of the contract between the Town and the Tewksbury Superior Officers Association.	25,460
Patrol Officers: The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 28, Section C of the contract between the Town and the New England Benevolent Police Association (Local 3).	54,940
Regular Dispatchers: 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
Reserve Dispatchers: The funds in this new account will provide for minimal uniform purchases for part-time dispatchers. These employees work on an as needed basis when a regular dispatcher is not available.	2,500
Custodian: The funds in this account will provide for the purchase of uniforms for one custodian.	240
Total Uniforms	**89,890**

Special Overtime:	-

Terminal Leave	
Sick Leave Bonus: An expenditure of $4,800 will be necessary under Article 24 of the Superior Officer's contractual agreement and the PRRB agreement to fund the sick leave bonus program which provides for the payment of one to days to those officers who use little or no sick time.	4,800
Terminal Sick Leave Buy-Back: Lt James McKenna sick leave Buy-Back 40% of 1924 hours (07/01/15 balance) 769.6 hours x $48.7415 hourly rate = $37,511.46	
Total Terminal Leave	**4,800**

All Other	
Fingerprint and Photography: The funds in this account will be utilized to pay detectives for fingerprinting and photography duties as well as the four officers assigned to process gun permits in accordance with the, Chapter 4, Section 108I of the Massachusetts General Laws.	9,000
Temorary Assumption of Duties: This provides the funds necessary to comply with Article 9 of the NEPBA and Article 10 of the Superior Officer's Contract	11,700

FISCAL YEAR 2016
POLICE DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST

					Education		Longevity			Holiday	
Name	**Position**	**Step**	**Ann. Date**	**Base Salary**	**%**		**%**	**PAY**	**Shift Diff.**	**Pay**	**Total Salary**
Sworn Personnel											
Timothy Sheehan	Chief		05/17/87	100,205	25%	25,051	15.0%	18,788		6,094	150,139
John Voto	Deputy Chief		10/23/96	84,445	25%	21,111	4.5%	4,750		4,667	114,973
Admin Captain (Stipend)				7,375	25%	1,844	6.0%	553		413	10,185
Thomas Casey	Lieutenant	6	12/06/99	73,748		-	4.5%	3,319	5,780	3,505	86,352
Ryan Columbus	Lieutenant	6	07/31/00	6,474	25%	1,619	3.0%	243		353	8,688
Ryan Columbus longevity increase 7/31/15	Lieutenant	6	07/31/15	67,274	25%	16,818	4.5%	3,784		3,718	91,594
Scott Gaynor	Lieutenant	6	05/22/95	73,748	25%	18,437	6.0%	5,531		4,134	101,850
James McKenna	Lieutenant	6	01/07/80	73,748	20%	14,750	15.0%	13,275	3,816	4,467	110,056
Robert Stephens	Lieutenant	6	10/23/96	73,748	20%	14,750	4.5%	3,982		3,913	96,393
James Williams	Lieutenant	6	10/23/96	73,748	20%	14,750	4.5%	3,982	6,936	4,206	103,622
Thomas Cooke	Sergeant	6	01/07/02	62,497		-	3.0%	1,875		2,723	67,095
Christopher Coviello	Sergeant	6	02/20/89	62,497	20%	12,499	15.0%	11,249	6,468	3,923	96,637
Robert Field	Sergeant	6	10/23/96	62,497	20%	12,499	4.5%	3,375	2,939	3,440	84,750
Patrick Harrington	Sergeant	6	01/27/03	62,497	20%	12,499	3.0%	2,250		3,268	80,514
Walter Jop III	Sergeant	6	09/11/00	12,643	20%	2,529	3.0%	455	1,172	711	17,509
Walter Jop III longevity increase 9/11/15	Sergeant	6	09/11/15	49,854	20%	9,971	4.5%	2,692	4,689	2,843	70,050
Joseph Kelley	Sergeant	6	02/23/04	62,497	20%	12,499	3.0%	2,250		3,268	80,514
Timothy Kelly	Sergeant	6	05/22/95	62,497	20%	12,499	6.0%	4,500	5,962	3,616	89,074
Brian O'Neill	Detective	5	01/31/05	15,132	25%	3,783	2.0%	378	1,447	877	21,618
Brian O'Neill step increase 9/30/15	Detective	6	09/30/15	46,753	25%	11,688	3.0%	1,753	4,515	2,738	67,447
Mark Perry	Sergeant	6	05/22/88	62,497	10%	6,250	15.0%	10,312	5,929	3,596	88,584
Steve Torres	Sergeant	6	03/06/00	62,497	20%	12,499	4.5%	3,375	5,878	3,564	87,813
Brian Warren 3.5 % wage deferral	Sergeant	6	05/02/88	64,684	20%	12,937	15.0%	11,643	6,695	4,060	100,019
Patrick Connor	Detective	4	06/14/10	52,927	10%	5,293	2.0%	1,164	2,227	2,607	64,218
Michael Donovan	Detective	4	04/22/08	52,927	20%	10,585	2.0%	1,270	2,429	2,844	70,056
Brian Farnum	Detective	4	08/02/04	52,927	20%	10,585	3.0%	1,905	2,453	2,871	70,742
Andre Gonzalez	Detective	4	05/22/95	52,927	20%	10,585	6.0%	3,811		2,848	70,171
Edward Jackman	Detective	4	06/06/11	49,089		-		-	1,841	2,155	53,084
Edward Jackman longevity increase 6/6/16	Detective	4	06/06/16	3,838		-	2.0%	77	147	172	4,234
Michael McLaughlin	Detective	4	11/14/11	52,927	20%	10,585		-	2,382	2,788	68,682
Dennis Peterson, Jr.	Detective	4	02/23/04	52,927	20%	10,585	3.0%	1,905	2,453	2,871	70,742
Peter Regan	Detective	4	01/27/03	52,927		-	3.0%	1,588	2,044	2,393	58,952
Andrew Richardson	Detective	4	06/06/11	49,089		-		-	1,841	2,155	53,084
Andrew Richardson longevity increase 6/6/16	Detective	4	06/06/16	3,838		-	2.0%	77	147	172	4,234

					Education		Longevity			Holiday	
Name	**Position**	**Step**	**Ann. Date**		**%**		**%**	**PAY**	**Shift Diff.**	**Pay**	**Total Salary**
Sworn Personnel											
Allen, James	Patrolman	2	06/03/14	19,666	10%	1,967		-	1,622	984	24,239
Allen, James step increase 12/3/15	Patrolman	3	12/03/15	29,136	10%	2,914		-	2,404	1,458	35,911
Robert Bjorkgren	Patrolman	4	10/20/03	52,927	20%	10,585	3.0%	1,905	2,453	2,871	70,742
Christopher Byrne	Patrolman	4	11/14/11	52,927	20%	10,585		-	4,763	2,889	71,164
Karen Capuano	Patrolman	4	01/27/03	52,927		-	3.0%	1,588	2,044	2,393	58,952
John Casey	Patrolman	4	05/12/03	52,927	10%	5,293	3.0%	1,747		2,537	62,503
David Duffy	Patrolman	4	11/14/11	52,927	10%	5,293		-	4,366	2,648	65,234
Shane Gallagher	Patrolman	2	01/13/14	1,405	20%	281		-	126	77	1,889
Shane Gallagher step increase 7/13/15	Patrolman	3	07/13/15	49,337	20%	9,867		-	4,440	2,693	66,338
Eric Hanley	Patrolman	4	09/09/02	52,927	10%	5,293	3.0%	1,747	2,249	2,632	64,847
James Hollis	Patrolman	4	02/20/95	52,927	20%	10,585	6.0%	3,811	5,049	3,062	75,434
Michael Holmes	Patrolman	4	06/04/12	52,927		-		-	3,970	2,407	59,304
Christopher Lefebvre	Patrolman	4	06/14/10	52,927	10%	5,293	2.0%	1,164	4,454	2,701	66,539
Kathryn McLeod 3.5% wage deferral	Patrolman	4	10/23/96	54,779	25%	13,695	4.5%	3,081		3,027	74,583
Markus McMahon	Patrolman	4	11/26/01	52,927	20%	10,585	3.0%	1,905		2,768	68,185
David Miano	Patrolman	4	09/27/04	52,927		-	3.0%	1,588	4,089	2,479	61,083
Paul Morris	Patrolman	4	06/06/11	49,291		-		-	3,697	2,242	55,229
Paul Morris longevity increase 6/6/16	Patrolman	4	06/06/16	3,636		-	2.0%	73	278	169	4,156
Michael Newcomb	Patrolman	4	06/14/10	52,927		-	2.0%	1,059	4,049	2,455	60,490
Paul Nicosia	Patrolman	4	10/07/07	52,927		-	2.0%	1,059	2,024	2,370	58,380
Kimberly O'Keefe	Patrolman	4	09/09/02	52,927	20%	10,585	3.0%	1,905	2,453	2,871	70,742
Albert Piccolo	Patrolman	4	07/21/02	52,927	20%	10,585	3.0%	1,905	2,453	2,871	70,742
Arthur Piccolo	Patrolman	4	09/09/02	52,927	10%	5,293	3.0%	1,747	2,249	2,632	64,847
Douglas Pratt	Patrolman	4	01/18/04	52,927	10%	5,293	3.0%	1,747	2,249	2,632	64,847
Stephen Quinn	Patrolman	2	12/08/14	43,019		-		-	3,226	1,957	48,202
Stephen Quinn step increase 6/8/16	Patrolman	3	06/0816	3,302		-		-	248	150	3,700
Kevin Reese 3.5 wage deferral	Patrolman	4	02/26/89	54,779	20%	10,956	15.0%	9,860	-	3,198	78,794
Matthew Rowe	Patrolman	2	06/03/14	19,666	10%	1,967		-	1,622	984	24,239
Matthew Rowe step increase 12/3/15	Patrolman	3	12/03/15	29,136	10%	2,914		-	2,404	1,458	35,911
Alysia Russo	Patrolman	4	04/22/08	52,927	25%	13,232	2.0%	1,323		2,855	70,337
James Ryser	Patrolman	4	05/12/08	52,927	20%	10,585	2.0%	1,270	4,859	2,946	72,588
Christopher Scott	Patrolman	4	10/21/02	52,927	10%	5,293	3.0%	1,747		2,537	62,503
Kaitlin Sullivan	Patrolman	3	06/03/13	21,755	10%	2,176		-	1,795	1,088	26,814
Kaitlin Sullivan step increase 12/3/15	Patrolman	4	12/03/15	30,302	10%	3,030		-	2,500	1,516	37,348
Michael Vasconcellos	Patrolman	3	03/11/13	10,295		-		-	772	468	11,535
Michael Vasconcellos step increase 9/11/15	Patrolman	4	09/11/15	42,220		-		-	3,167	1,920	47,307
Jennie Welch	Patrolman	4	01/13/03	52,927	25%	13,232	3.0%	1,985		2,883	71,027
New Hire (replacement for Michael Sheehan)	Patrolman	2		46,004	20%	9,201		-	4,140	2,511	61,856
Traffic Officer # 2	Patrolman	2		46,004	20%	9,201		-	4,140	2,511	61,856
Reduction For School Resource Officer McLeod											(61,829)
Reduction For School Resource Officer #2 Grant											(58,196)
Total Sworn Personnel	**60**			**3,465,101**		**515,280**		**170,328**	**170,546**	**182,822**	**4,384,051**

					Education		Longevity			Holiday	
Name	**Position**	**Step**	**Ann. Date**	**Base Salary**	**%**	**PAY**	**%**	**PAY**	**Shift Diff.**	**Pay**	**Total Salary**
Civiian Personnel: The following employees are adminsitrative support.											
Matthew Small	Admin.Director	7	04/20/97	67,373		-		2,000			69,373
Alice Kennedy 3.5 % wage deferral	Exec. Secretary	7	11/21/96	59,531		-		2,000			61,531
Eileen Newton (30 hours)	Adm Secretary	7	12/01/87	42,140		-	15.0%	6,321			48,461
Patricia Stotik 3.5% wage deferral	Adm Assistant	7	09/18/95	12,069		-		443			12,512
Patricia Stotik longevity increase 9/18/15 &3.5% wage deferral	Adm Assistant	7	09/18/15	42,451		-		1,947			44,397
John Crowe	Building Maintenanc	7	11/05/01	50,563		-		1,500			52,063
Total Civilian Personnel	**5**			**274,127**		**-**		**14,210**	**-**	**-**	**288,337**
Communications Personnel: The following includes 8 Dispatchers and one Head Dispatcher. They provide E-911 dispatching for Police, Fire, and EMS.											
Matthew Carapellucci	Dispatcher	4	01/04/09	46,570		-		1,000		3,019	50,589
Jason Gage	Dispatcher	3	09/09/12	30,711		-				1,949	32,659
Jason Gage step increased 3/9/16	Dispatcher	4	03/09/16	14,631		-				929	15,560
Kim Griffin	Dispatcher	5	11/05/01	46,570		-		1,500		3,051	51,121
Robert Joyce	Dispatcher	3	03/10/12	8,921		-				566	9,488
Robert Joyce step increase 9/10/15	Dispatcher	4	09/10/15	37,292		-				2,367	39,658
Janice Judd	Dispatcher	2	08/14/13	25,602		-				1,625	27,227
Janice Judd step increase 2/14/16	Dispatcher	3	02/14/16	16,642		-				1,056	17,698
Jason McNamara	Dispatcher	5	05/12/08	46,570		-		1,000		3,019	50,589
Karen Poisson	Dispatcher	5	07/12/98	46,570		-		2,000		3,082	51,652
Edward Sullivan	Dispatcher	5	09/07/94	56,238		-		2,500		3,728	62,466
Garin Worth	Dispatcher	5	10/13/97	46,570		-		2,000		3,082	51,652
Total Communications Personnel	**9**			**422,887**		**-**		**10,000**	**-**	**27,472**	**460,359**
Total Regular Salaries	**74**			**4,162,115**		**515,280**		**194,538**	**170,546**	**210,294**	**5,132,747**

Temporary Part-time:											
Total Temporary Part-time				**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

Overtime: This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting and polls, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave. **480,231**

Dispatcher Overtime: This account provides for replacement of dispatchers on an as needed basis. This request represents the funds to provide replacement of dispatchers so that the E911 Center is always staffed with two trained dispatchers. This account also provides funding for dispatcher training. **33,182**

Reserve Dispatchers: The funds in this account will provide for replacement and training of part-time dispatchers. These employees work on an as needed basis when regular dispatchers are not available due to vacation, sick, etc…. Reserve dispatchers are mandated to work two shifts per month.	**27,117**

Uniforms	
Superior Officers: The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 29, Section B of the contract between the Town and the Tewksbury Superior Officers Association.	25,460
Patrol Officers: The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 28, Section C of the contract between the Town and the New England Benevolent Police Association (Local 3).	54,940
Regular Dispatchers: 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
Reserve Dispatchers: The funds in this new account will provide for minimal uniform purchases for part-time dispatchers. These employees work on an as needed basis when a regular dispatcher is not available.	2,500
Custodian: The funds in this account will provide for the purchase of uniforms for one custodian.	240
Total Uniforms	**89,890**

Special Overtime:	-

Terminal Leave	
Sick Leave Bonus: An expenditure of $4,800 will be necessary under Article 24 of the Superior Officer's contractual agreement and the PRRB agreement to fund the sick leave bonus program which provides for the payment of one to days to those officers who use little or no sick time.	4,800
Terminal Sick Leave Buy-Back: Lt James McKenna sick leave Buy-Back 40% of 1924 hours (07/01/15 balance) 769.6 hours x $48.7415 hourly rate = $37,511.46	
Total Terminal Leave	**4,800**

All Other	
Fingerprint and Photography: The funds in this account will be utilized to pay detectives for fingerprinting and photography duties as well as the four officers assigned to process gun permits in accordance with the, Chapter 4, Section 108I of the Massachusetts General Laws.	9,000
Temorary Assumption of Duties: This provides the funds necessary to comply with Article 9 of the NEPBA and Article 10 of the Superior Officer's Contract	11,700
Total All Other	**20,700**

TOTAL SALARIES	**5,788,667**

FISCAL YEAR 2015
POLICE DEPARTMENT SALARY INFORMATION

					Education		Longevity			Holiday	
Name	**Position**	**Step**	**Ann. Date**	**Base Salary**	**%**		**%**	**PAY**	**Shift Diff.**	**Pay**	**Total Salary**
Sworn Personnel											
Timothy Sheehan	Chief		05/17/87	100,205	25%	25,051	15.0%	18,788		6,094	150,139
John Voto	Deputy Chief		10/23/96	84,445	25%	21,111	4.5%	4,750		4,667	114,973
Admin Captain replacement											
Thomas Casey	Lieutenant	6	12/06/99	32,212		-	3.0%	966	2,488	1,509	37,175
Thomas Casey longevity increase 12/6/14	Lieutenant	6	12/06/14	41,536		-	4.5%	1,869	3,255	1,974	48,635
Ryan Columbus	Lieutenant	6	07/31/00	73,748	25%	18,437	3.0%	2,766		4,017	98,968
Scott Gaynor	Lieutenant	6	05/22/95	66,119	25%	16,530	4.5%	3,719		3,654	90,022
Scott Gaynor longevity increase 5/22/15	Lieutenant	6	05/22/15	7,629	25%	1,907	6.0%	572		428	10,536
James McKenna	Lieutenant	6	01/07/80	73,748	20%	14,750	15.0%	13,275	3,816	4,467	110,056
Robert Stephens	Lieutenant	6	10/23/96	73,748	20%	14,750	4.5%	3,982		3,913	96,393
James Williams	Lieutenant	6	10/23/96	73,748	20%	14,750	4.5%	3,982	6,936	4,206	103,622
Thomas Cooke	Sergeant	6	01/07/02	62,497		-	3.0%	1,875		2,723	67,095
Christopher Coviello	Sergeant	6	02/20/89	62,497	20%	12,499	15.0%	11,249	3,234	3,786	93,266
Robert Field	Sergeant	6	10/23/96	62,497	20%	12,499	4.5%	3,375	2,939	3,440	84,750
Patrick Harrington	Sergeant	6	01/27/03	62,497	20%	12,499	3.0%	2,250		3,268	80,514
Walter Jop III	Sergeant	6	09/11/00	62,497	20%	12,499	3.0%	2,250	5,793	3,513	86,553
Joseph Kelley	Sergeant	6	02/23/04	62,497	20%	12,499	3.0%	2,250	5,793	3,513	86,553
Timothy Kelly	Sergeant	6	05/22/95	56,032	20%	11,206	4.5%	3,026	5,270	3,196	78,729
Timothy Kelly longevity increase 5/22/15	Sergeant	6	05/22/15	6,465	20%	1,293	6.0%	465	617	374	9,215
Mark Perry	Sergeant	6	05/22/88	62,497	10%	6,250	15.0%	10,312	5,929	3,596	88,584
Steve Torres	Sergeant	6	03/06/00	42,862	20%	8,572	3.0%	1,543	3,973	2,409	59,360
Steve Torres longevity increase 3/6/15	Sergeant	6	03/06/15	19,635	20%	3,927	4.5%	1,060	1,847	1,120	27,589
Brian Warren	Sergeant	6	05/02/88	64,685	20%	12,937	15.0%	11,643		3,777	93,042
New Detective Sergeant	Sergeant	4									5,300
Patrick Connor	Detective	4	06/14/10	50,494	10%	5,049		-	2,083	2,438	60,064
Patrick Connor longevity increase 6/14/15	Detective	4	06/14/15	2,433	10%	243	2.0%	54	102	120	2,953
Michael Donovan	Detective	4	04/22/08	52,927	20%	10,585	2.0%	1,270	2,429	2,844	70,056
Brian Farnum	Detective	4	08/02/04	4,867	20%	973	2.0%	117	447	271	6,675
Brian Farnum longevity increase 8/2/14	Detective	4	08/02/14	48,060	20%	9,612	3.0%	1,730	4,455	2,702	66,559
Andre Gonzalez	Detective	4	05/22/95	47,452	20%	9,490	4.5%	2,562		2,518	62,022
Andre Gonzalez longevity increase 5/22/15	Detective	4	05/22/15	5,475	20%	1,095	6.0%	394		295	7,259
Jessica Mulvey	Detective	4	08/12/96	52,927	25%	13,232	4.5%	2,977		2,925	72,061

Brian O'Neill	Detective	4	01/31/05	31,229	25%	7,807	2.0%	781	1,493	1,748	43,058
Brian O'Neill longevity increase 1/31/15	Detective	4	01/31/15	21,698	25%	5,425	3.0%	814	1,048	1,226	30,210
Dennis Peterson, Jr.	Detective	4	02/23/04	52,927	20%	10,585	3.0%	1,905	4,906	2,975	73,299
Douglas Pratt	Detective	4	01/18/04	52,927	10%	5,293	3.0%	1,747		2,537	62,503
Peter Regan	Detective	4	01/27/03	52,927		-	3.0%	1,588	2,044	2,393	58,952
Andrew Richardson	Detective	3	06/06/11	52,927		-		-		2,239	55,166
Michael Sheehan	Detective	4	05/02/88	54,780		-	15.0%	8,217		2,665	65,662
					Education		**Longevity**			**Holiday**	
Name	**Position**	**Step**	**Ann. Date**	**Base Salary**	**%**		**%**	**PAY**	**Shift Diff.**	**Pay**	**Total Salary**
Sworn Personnel											
Robert Bjorkgren	Patrolman	4	10/20/03	52,927	20%	10,585	3.0%	1,905	4,906	2,975	73,299
Christopher Byrne	Patrolman	4	11/14/11	52,927	20%	10,585		-	4,763	2,889	71,164
Karen Capuano	Patrolman	4	01/27/03	52,927		-	3.0%	1,588	2,044	2,393	58,952
John Casey	Patrolman	4	05/12/03	52,927	10%	5,293	3.0%	1,747		2,537	62,503
David Duffy	Patrolman	4	11/14/11	52,927	10%	5,293		-	4,366	2,648	65,234
Shane Gallagher	Patrolman	2	01/13/14	46,004	20%	9,201		-	4,140	2,511	61,856
James Griffin	Patrolman	3	06/04/12	23,203	10%	2,320		-	1,914	1,161	28,599
James Griffin step increase 12/4/14	Patrolman	4	06/04/14	28,796	10%	2,880		-	2,376	1,441	35,491
Eric Hanley	Patrolman	4	09/09/02	52,927	10%	5,293	3.0%	1,747	2,249	2,632	64,847
James Hollis	Patrolman	4	02/20/95	34,068	20%	6,814	4.5%	1,840	3,204	1,943	47,868
James Hollis longevity increase 2/20/15	Patrolman	4	02/20/15	18,859	20%	3,772	6.0%	1,358	1,799	1,091	26,879
Michael Holmes	Patrolman	3	06/04/12	23,203		-		-	1,740	1,055	25,999
Michael Holmes step increase 12/4/14	Patrolman	4	12/04/14	28,796		-		-	2,160	1,310	32,265
Edward Jackman	Patrolman	4	06/06/11	52,927		-		-	3,970	2,407	59,304
Christopher Lefebvre	Patrolman	4	06/14/10	50,494	10%	5,049		-	4,166	2,526	62,235
Christopher Lefebvre longevity increase 6/14/15	Patrolman	4	06/14/15	2,433	10%	243	2.0%	54	205	124	3,059
Michael McLaughlin	Patrolman	4	11/14/11	52,927	20%	10,585		-	4,763	2,889	71,164
Kathryn McLeod	Patrolman	4	10/23/96	52,927	25%	13,232	4.5%	2,977		2,925	72,061
Markus McMahon	Patrolman	4	11/26/01	52,927	20%	10,585	3.0%	1,905		2,768	68,185
David Miano	Patrolman	4	09/27/04	10,950		-	2.0%	219	838	508	12,515
David Miano longevity increase 9/27/14	Patrolman	4	09/27/14	41,977		-	3.0%	1,259	3,243	1,966	48,445
Paul Morris	Patrolman	3	06/06/11	52,927		-		-	3,970	2,407	59,304
Michael Newcomb	Patrolman	4	06/14/10	50,494		-		-	3,787	2,296	56,577
Michael Newcomb longevity increase 6/14/15	Patrolman	4	06/14/15	2,433		-	2.0%	49	186	113	2,781
Paul Nicosia	Patrolman	4	10/07/07	52,927		-	2.0%	1,059		2,284	56,270
Kimberly O'Keefe	Patrolman	4	09/09/02	52,927	20%	10,585	3.0%	1,905	2,453	2,871	70,742
Albert Piccolo	Patrolman	4	07/21/02	52,927	20%	10,585	3.0%	1,905	2,453	2,871	70,742
Arthur Piccolo	Patrolman	4	09/09/02	52,927	10%	5,293	3.0%	1,747	2,249	2,632	64,847
Kevin Reese	Patrolman	4	02/26/89	54,780	20%	10,956	15.0%	9,860	2,835	3,318	81,750
Alysia Russo	Patrolman	4	04/22/08	52,927	25%	13,232	2.0%	1,323		2,855	70,337
James Ryser	Patrolman	4	05/12/08	52,927	20%	10,585	2.0%	1,270		2,741	67,523
Christopher Scott	Patrolman	4	10/21/02	52,927	10%	5,293	3.0%	1,747		2,537	62,503
Kaitlin Sullivan	Patrolman	2	06/03/13	19,741	10%	1,974		-	1,629	988	24,332
Kaitlin Sullivan step increase 12/3/14	Patrolman	3	12/03/14	29,053	10%	2,905		-	2,397	1,453	35,808
Michael Vasconcellos	Patrolman	2	03/11/13	9,342		-		-	701	425	10,467
Michael Vasconcellos step increase 9/11/14	Patrolman	3	09/11/14	40,557		-		-	3,042	1,845	45,443
Jennie Welch	Patrolman	4	01/13/03	52,927	25%	13,232	3.0%	1,985		2,883	71,027

New Position Traffic Officers	Patrolman	1		21,187	20%	4,237		-	1,907	1,156	28,488
Reduction For School Resource Officer McLeod											(61,297)
Reduction For School Resource Officer (2)											(52,733)
Total Sworn Personnel	**59**			**3,380,328**		**503,966**		**169,573**	**151,354**	**177,913**	**4,274,405**
					Education		**Longevity**			**Holiday**	
Name	**Position**	**Step**	**Ann. Date**	**Base Salary**	**%**	**PAY**	**%**	**PAY**	**Shift Diff.**	**Pay**	**Total Salary**
Civiian Personnel: The following employees are adminsitrative support.											
Matthew Small	Admin.Director	7	04/20/97	67,373		-		2,000			69,373
Alice Kennedy	Exec. Secretary	7	11/21/96	57,518		-		2,000			59,518
Eileen Newton (30 hours)	Adm Secretary	7	12/01/87	42,140		-	15.0%	6,321			48,461
Patricia Stotik	Adm Assistant	7	09/18/95	52,675		-		2,000			54,675
John Crowe	Building Maintenan	7	11/05/01	50,563		-		1,500			52,063
Total Civilian Personnel	**5**			**270,269**		**-**		**13,821**	**-**	**-**	**284,090**
Communications Personnel: The following includes 8 Dispatchers and one Head Dispatcher. They provide E-911 dispatching for Police, Fire, and EMS.											
Matthew Carapellucci	Dispatcher	4	01/04/09	46,570		-		1,000		3,019	50,589
Jason Gage	Dispatcher	3	09/09/12	27,944		-				1,773	29,717
Jason Gage step increased 3/9/15	Dispatcher	4	03/09/15	14,068		-				893	14,961
Kim Griffin	Dispatcher	5	11/05/01	46,570		-		1,500		3,051	51,121
Robert Joyce	Dispatcher	3	03/10/12	8,118		-				515	8,633
Robert Joyce step increase 9/10/14	Dispatcher	4	09/10/14	35,858		-				2,276	38,133
Janice Judd	Dispatcher	2	08/14/13	23,262		-				1,476	24,738
Janice Judd step increase 2/14/15	Dispatcher	3	02/14/15	15,143		-				961	16,104
Jason McNamara	Dispatcher	5	05/12/08	46,570		-		1,000		3,019	50,589
Karen Poisson	Dispatcher	5	07/12/98	46,570		-		2,000		3,082	51,652
Edward Sullivan	Dispatcher	5	09/07/94	10,558		-		375		694	11,627
Edward Sullivan longevity increase 9/7/14	Dispatcher	5	09/07/14	45,680		-		2,031		3,028	50,738
Garin Worth	Dispatcher	5	10/13/97	46,570		-		2,000		3,082	51,652
Total Communications Personnel	**9**			**413,481**		**-**		**9,906**	**-**	**26,869**	**450,256**
Total Regular Salaries	**73**			**4,064,078**		**503,966**		**193,300**	**151,354**	**204,782**	**5,008,750**

Temporary Part-time:											

Total Temporary Part-time				-	-	-	-	-	-	-	-

Overtime: This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting and polls, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave.	**480,231**
Dispatcher Overtime: This account provides for replacement of dispatchers on an as needed basis. This request represents the funds to provide replacement of dispatchers so that the E911 Center is always staffed with two trained dispatchers. This account also provides funding for dispatcher training.	**33,182**
Reserve Dispatchers: The funds in this account will provide for replacement and training of part-time dispatchers. These employees work on an as needed basis when regular dispatchers are not available due to vacation, sick, etc…. Reserve dispatchers are mandated to work two shifts per month.	**27,117**

Uniforms	
Superior Officers: The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 29, Section B of the contract between the Town and the Tewksbury Superior Officers Association.	25,460
Patrol Officers: The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 28, Section C of the contract between the Town and the New England Benevolent Police Association (Local 3).	53,600
Regular Dispatchers: 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
Reserve Dispatchers: The funds in this new account will provide for minimal uniform purchases for part-time dispatchers. These employees work on an as needed basis when a regular dispatcher is not available.	2,500
Custodian: The funds in this account will provide for the purchase of uniforms for one custodian.	240
Total Uniforms	**88,550**

Special Overtime:	-

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

All Other	
Fingerprint and Photography: The funds in this account will be utilized to pay detectives for fingerprinting and photography duties as well as the four officers assigned to process gun permits in accordance with the, Chapter 4, Section 108I of the Massachusetts General Laws.	9,000

FISCAL YEAR 2014
TOWN POLICE SALARY INFORMATION

					Education		Longevity			Holiday	
Name	**Position**	**Step**	**Ann. Date**	**Base Salary**	**%**		**%**	**PAY**	**Shift Diff.**	**Pay**	**Total Salary**
Sworn Personnel											
Timothy Sheehan	Chief		05/17/87	98,240	25%	24,560	15.0%	18,420		5,975	147,195
John Voto	Deputy Chief		10/23/96	82,790	25%	20,698	4.5%	4,657		4,575	112,720
Admin Captain replacement				7,230	25%	1,808				382	9,420
Thomas Casey	Lieutenant	6	12/06/99	72,302		-	3.0%	2,169	5,585	3,387	83,443
Ryan Columbus	Lieutenant	6	07/31/00	72,302	25%	18,076	3.0%	2,711		3,938	97,027
Scott Gaynor	Lieutenant	6	05/22/95	72,302	25%	18,076	4.5%	4,067	7,083	4,295	105,823
James McKenna	Lieutenant	6	01/07/80	72,302	20%	14,460	15.0%	13,014	3,742	4,380	107,898
Robert Stephens	Lieutenant	6	10/23/96	72,302	20%	14,460	4.5%	3,904		3,836	94,503
James Williams	Lieutenant	6	10/23/96	72,302	20%	14,460	4.5%	3,904	6,800	4,124	101,590
Thomas Cooke	Sergeant	6	01/07/02	61,271		-	3.0%	1,838		2,670	65,779
Christopher Coviello	Sergeant	6	02/20/89	38,735	20%	7,747	12.0%	5,578	3,904	2,368	58,331
Christopher Coviello longevity increase 2/20/14	Sergeant	6	02/20/14	22,536	20%	4,507	15.0%	4,057	2,333	1,414	34,847
Robert Field	Sergeant	6	10/23/96	61,271	20%	12,254	4.5%	3,309	2,881	3,373	83,088
Patrick Harrington	Sergeant	6	01/27/03	61,271	20%	12,254	3.0%	2,206		3,204	78,935
Walter Jop III	Sergeant	6	09/11/00	61,271	20%	12,254	3.0%	2,206	5,680	3,444	84,855
Joseph Kelley	Sergeant	6	02/23/04	39,909	20%	7,982	2.0%	958	3,664	2,222	54,734
Joseph Kelley longevity increase 2/23/14	Sergeant	6	02/23/14	21,363	20%	4,273	3.0%	769	1,980	1,201	29,585
Timothy Kelly	Sergeant	6	05/22/95	61,271	20%	12,254	4.5%	3,309	5,763	3,494	86,091
Mark Perry	Sergeant	6	05/22/88	61,271	10%	6,127	15.0%	10,110		3,279	80,787
Steve Torres	Sergeant	6	03/06/00	61,271	20%	12,254	3.0%	2,206	2,840	3,324	81,895
Brian Warren	Sergeant	6	05/02/88	61,271	20%	12,254	15.0%	11,029		3,577	88,131
Michael Donovan	Detective	4	04/22/08	51,882	20%	10,376	2.0%	1,245	4,763	2,888	71,155
Brian Farnum	Detective	4	08/02/04	51,882	20%	10,376	2.0%	1,245	2,381	2,787	68,672
Andre Gonzalez	Detective	4	05/22/95	51,882	20%	10,376	4.5%	2,802		2,753	67,813
Jessica Mulvey	Detective	4	08/12/96	51,882	25%	12,971	4.5%	2,918		2,867	70,638
Brian O'Neill	Detective	4	01/31/05	51,882	25%	12,971	2.0%	1,297	4,961	3,009	74,119
Dennis Peterson, Jr.	Detective	4	02/23/04	33,793	20%	6,759	2.0%	811	1,551	1,816	44,729
Dennis Peterson, Jr. longevity increase 2/23/14	Detective	4	02/23/14	18,089	20%	3,618	3.0%	651	838	981	24,178
Douglas Pratt	Detective	4	01/18/04	28,823	20%	5,765	2.0%	692		1,493	36,772

Douglas Pratt longevity increase 1/18/14	Detective	4	01/18/14	23,059	20%	4,612	3.0%	830		1,206	29,707
Peter Regan	Detective	4	01/27/03	51,882		-	3.0%	1,556	4,008	2,430	59,877
Michael Sheehan	Detective	4	05/02/88	51,882		-	15.0%	7,782		2,524	62,189
					Education		**Longevity**			**Holiday**	
Name	**Position**	**Step**	**Ann. Date**	**Base Salary**	**%**		**%**	**PAY**	**Shift Diff.**	**Pay**	**Total Salary**
Sworn Personnel											
Robert Bjorkgren	Patrolman	4	10/20/03	15,903	20%	3,181	2.0%	382	730	854	21,049
Robert Bjorkgren longevity increase 10/20/13	Patrolman	4	10/20/13	35,979	20%	7,196	3.0%	1,295	1,668	1,952	48,090
Christopher Byrne	Patrolman	3	11/14/11	47,982	20%	9,596		-	4,318	2,619	64,515
Christopher Byrne step increase 5/14/14	Patrolman	4	05/14/14	1,988	20%	398		-	179	108	2,673
Karen Capuano	Patrolman	4	01/27/03	51,882		-	3.0%	1,556		2,261	55,699
John Casey	Patrolman	4	05/12/03	51,882	10%	5,188	3.0%	1,712	2,204	2,580	63,567
Patrick Connor	Patrolman	4	06/14/10	51,882		-		-	3,891	2,360	58,133
David Duffy	Patrolman	3	11/14/11	47,982		-		-	3,599	2,182	53,763
David Duffy step increase 5/14/14	Patrolman	4	05/14/14	1,988		-		-	149	90	2,227
James Griffin	Patrolman	2	06/04/12	20,737	10%	2,074		-	1,711	1,037	25,559
James Griffin step increase 12/4/13	Patrolman	3	12/04/13	26,954	10%	2,695		-	2,224	1,348	33,221
Eric Hanley	Patrolman	4	09/09/02	51,882	10%	5,188	3.0%	1,712		2,487	61,269
James Hollis	Patrolman	4	02/20/95	51,882	20%	10,376	4.5%	2,802		2,753	67,813
Michael Holmes	Patrolman	2	06/04/12	20,737		-		-	1,555	943	23,235
Michael Holmes step increase 12/4/13	Patrolman	3	12/04/13	26,954		-		-	2,022	1,226	30,201
Edward Jackman	Patrolman	3	06/06/11	21,984		-		-	1,649	1,000	24,632
Edward Jackman Step increase 12/6/13	Patrolman	4	12/06/13	29,022		-		-	2,177	1,320	32,519
Daniel Kerber	Patrolman	4	05/22/95	51,882	20%	10,376	4.5%	2,802	2,440	2,856	70,356
Christopher Lefebvre	Patrolman	4	06/14/10	51,882		-		-	3,891	2,360	58,133
Michael McLaughlin	Patrolman	3	11/14/11	47,982	20%	9,596		-	4,318	2,619	64,515
Michael McLaughlin step increase 5/14/14	Patrolman	4	05/14/14	1,988	20%	398		-	179	108	2,673
Kathryn McLeod	Patrolman	4	10/23/96	51,882	25%	12,971	4.5%	2,918		2,867	70,638
Markus McMahon	Patrolman	4	11/26/01	51,882	20%	10,376	3.0%	1,868		2,713	66,839
David Miano	Patrolman	4	09/27/04	51,882		-	2.0%	1,038	3,969	2,407	59,295
Paul Morris	Patrolman	3	06/06/11	21,984		-		-	1,649	1,000	24,632
Paul Morris step increase 12/6/13	Patrolman	4	12/06/13	29,022		-		-	2,177	1,320	32,519
Michael Newcomb	Patrolman	4	06/14/10	51,882		-		-	3,891	2,360	58,133
Paul Nicosia	Patrolman	4	10/07/07	51,882		-	2.0%	1,038	3,969	2,407	59,295
Kimberly O'Keefe	Patrolman	4	09/09/02	51,882	20%	10,376	3.0%	1,868	2,405	2,815	69,346
Albert Piccolo	Patrolman	4	07/21/02	51,882	20%	10,376	3.0%	1,868	2,405	2,815	69,346
Arthur Piccolo	Patrolman	4	09/09/02	51,882	10%	5,188	3.0%	1,712	2,204	2,580	63,567
Kevin Reese	Patrolman	4	02/26/89	33,992	20%	6,798	12.0%	4,895	-	1,933	47,618
Kevin Reese longevity increase 2/26/14	Patrolman	4	02/26/14	17,890	20%	3,578	15.0%	3,220	-	1,045	25,733
Andrew Richardson	Patrolman	3	06/06/11	21,984		-		-	1,649	1,000	24,632
Andrew Richardson step increase 12/6/13	Patrolman	4	12/06/13	29,022		-		-	2,177	1,320	32,519
Alysia Russo	Patrolman	4	04/22/08	51,882	25%	12,971	2.0%	1,297	4,961	3,009	74,119
James Ryser	Patrolman	4	05/12/08	51,882	20%	10,376	2.0%	1,245	4,763	2,888	71,155
Christopher Scott	Patrolman	4	10/21/02	51,882	10%	5,188	3.0%	1,712		2,487	61,269
Jennie Welch	Patrolman	4	01/13/03	51,882	25%	12,971	3.0%	1,946		2,826	69,624
Michael Vasconcellos	Patrolman	2		45,102	20%	9,020		-	4,059	2,462	60,644

						-		-		-	-
Reduction For School Resource Officer											(55,433)
Total Sworn Personnel	**57**			**3,234,653**		**485,034**		**161,135**	**149,937**	**170,532**	**4,145,858**
					Education		**Longevity**			**Holiday**	
Name	**Position**	**Step**	**Ann. Date**	**Base Salary**	**%**	**PAY**	**%**	**PAY**	**Shift Diff.**	**Pay**	**Total Salary**
Civiian Personnel: The following employees are adminsitrative support.											
Matthew Small	Admin.Director	7	04/20/97	53,340		-		2,000			55,340
Alice Kennedy	Exec. Secretary	7	11/21/96	56,390		-		2,000			58,390
Eileen Newton (30 hours)	Adm Secretary	7	12/01/87	41,314		-	15.0%	6,197			47,511
Patricia Stotik	Adm Assistant	7	09/18/95	51,643		-		2,000			53,643
John Crowe	Building Maintenanc	7	11/05/01	49,572		-		1,500			51,072
Total Civilian Personnel	**5**			**252,259**		**-**		**13,697**	**-**	**-**	**265,956**
Communications Personnel: The following includes 8 Dispatchers and one Head Dispatcher. They provide E-911 dispatching for Police, Fire, and EMS.											
Matthew Carapellucci	Dispatcher	4	01/04/09	23,791		-		-		1,510	25,300
Matthew Carapellucci longevity increase 1/14/14	Dispatcher	4	01/04/14	21,866		-		479		1,418	23,763
Jason Gage	Dispatcher	2	09/09/12	24,341		-		-		1,545	25,886
Jason Gage step increased 3/9/14	Dispatcher	3	03/09/14	12,397		-		-		787	13,184
Kim Griffin	Dispatcher	5	11/05/01	45,657		-		-		2,897	48,554
Robert Joyce	Dispatcher	2	03/10/12	6,953		-		-		441	7,394
Robert Joyce step increase 9/10/13	Dispatcher	3	09/10/13	32,294		-		-		2,049	34,343
Jason McNamara	Dispatcher	5	05/12/08	45,657		-		1,500		2,993	50,150
Jospeh Newton	Dispatcher	4	05/16/10	43,901		-		-		2,786	46,687
Karen Poisson	Dispatcher	5	07/12/98	45,657		-		2,000		3,024	50,681
Edward Sullivan	Dispatcher	5	09/07/94	55,135		-		2,000		3,626	60,761
Garin Worth	Dispatcher	5	10/13/97	45,657		-		2,000		3,024	50,681
Total Communications Personnel	**9**			**403,306**		**-**		**7,979**	**-**	**26,101**	**437,385**
Transfer from Regular Salaries											(175,706)
Total Regular Salaries	**71**			**3,890,217**		**485,034**		**182,811**	**149,937**	**196,633**	**4,673,493**

Temporary Part-time: The following if for one part time secretarial postion, 7.5 hours per week.											
	Part-time Secretary					-		-			-
Total Temporary Part-time				**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

Overtime: This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting and polls, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave. **582,231**

Dispatcher Overtime: This account provides for replacement of dispatchers on an as needed basis. This request represents the funds to provide replacement of dispatchers so that the E911 Center is always staffed with two trained dispatchers. This account also provides funding for dispatcher training. **60,182**

Reserve Dispatchers: The funds in this account will provide for replacement and training of part-time dispatchers. These employees work on an as needed basis when regular dispatchers are not available due to vacation, sick, etc…. Reserve dispatchers are mandated to work two shifts per month.	**16,117**

Uniforms	
Superior Officers: The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 29, Section B of the contract between the Town and the Tewksbury Superior Officers Association.	-
Patrol Officers: The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 28, Section C of the contract between the Town and the New England Benevolent Police Association (Local 3).	-
Regular Dispatchers: 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.	-
Reserve Dispatchers: 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.	-
Custodian: The funds in this account will provide for the purchase of uniforms for one custodian.	-
Total Uniforms	**49,684**

Special Overtime:	-

Terminal Leave	
Sick Leave Bonus: An expenditure of $4,800 will be necessary under Article 24 of the Superior Officer's contractual agreement and the PRRB agreement to fund the sick leave bonus program which provides for the payment of one to days to those officers who use little or no sick time.	3,822
Terminal Sick Leave Buy-Back:	-
Lt James McKenna sick leave Buy-Back 40% of 2132 hours (6/30/13 balance) = 852.80 hours x $49.4586 hourly rate =$42,178	
Total Terminal Leave	**3,822**

All Other	
Fingerprint and Photography: The funds in this account will be utilized to pay detectives for fingerprinting and photography duties as well as the three officers assigned to process gun permits in accordance with the, Chapter 4, Section 108I of the Massachusetts General Laws.	7,200
Retirement: The funds in this account are for Lt. Manley's retirement paid to his wife.	10,609
Temorary Assumption of Duties: This provides the funds necessary to comply with Article 9 of the NEPBA and Article 10 of the Superior Officer's contract *regarding temporary assumption of duties.*	10,950
Total All Other	**28,759**

DESCRIPTION/DETAIL

POLICE EXPENSES

5210 Energy Utilities

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
94,302	94,302	97,742	94,370	89,496	77,835.23	99,343	**99,343**	**99,343**

5210-001	Electric	68,343	68,343
5210-002	Heat	31,000	31,000
	Total 5210 Energy Utilities:	99,343	99,343

DESCRIPTION/DETAIL

POLICE EXPENSES

5230 Non-Enegery Utilities

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
-	-	-	-	-		-	**-**	**-**

DELETE CATEGORY

Total 5230 Non-Enegery Utilities - -

DESCRIPTION/DETAIL

POLICE EXPENSES

5239 Vehicle Repairs and Maintenance

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
49,767	49,767	59,310	56,059	-		-	**-**	**-**

DELETE CATEGORY

Total 5239 Vehicle Repairs and Maintenance: - -

DESCRIPTION/DETAIL

POLICE EXPENSES

5240 *Repairs and Maintenance*

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
110,879	110,879	83,476	83,380	74,278	71,701	64,573	**69,373**	**69,373**

5240-001	PHOTOCOPY & FAX MACHINE		
This account provides maintenance and supplies for the Department copy and fax machines.		5,000	5,000
5240-002	MONITORING SYSTEM		
This account provides for maintenance of the camera surveillance equipment for the station and the prisoner holding facility.		2,000	2,000
5240-003	EMERGENCY GENERATOR		
This account provides maintenance of the emergency generator.		1,700	1,700
5240-004	FACILITY AND EQUIPMENT MAINTENANCE AND SUPPLIES	34,787	34,787
Based upon the size of the facility, the age, and the amount of activity that is generated, (operational 24/7 , 365 days a year), the necessity to provide basic facility maintenance has increased dramatically. These funds will insure that we maintain a good working environment while ensuring the safety of our officers and guests. This account also provides funds for the repair of damaged and non-functioning equipment, which is not covered by any maintenance contract. The funds in this account will also be used to purchase paper products, cleaning agents, surface deicer, light bulbs, spotlights, etc.			
5240-005	COMPUTER ACCOUNT		
1) Hardware Maintenance-PC's, Printers, Monitors, Servers		3,000	3,000
2) Mobile Computers/Software & Hardware Maintenance		3,500	3,500
3) Battery Back-up Maintenance		1,000	1,000
4) Computer Supplies (Toner, Ink Cartridges, Repairs)		11,586	11,586
* 5) Computer Replacement (30 Computers @ 6 Per Year=5 Yr. Cycle)		4,800	4,800
5240-006	IRRIGATION SYSTEM		
This account will provide for services and supplies from private vendors associated with the maintenance and irrigation system.		500	500
5240-007	CARD ACCESS CONTROL SYSTEM		
This account is to provide funds for the maintenance of facility card access control system and the prisoner monitoring system.		1,500	1,500
	Total 5240 Repairs and Maintenance:	69,373	69,373

DESCRIPTION/DETAIL

POLICE EXPENSES

5270 Leases and Contracts

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
61,627	61,627	45,535	45,535	74,064	74,064	69,166	**96,356**	**96,356**

	5270-001	BAPERN (Remote Line and Maintenance Radio System)	1,000	1,000
	5270-002	SOFTWARE PURCHASE CONTRACT-IMC Records Management System, CAD / Hunter Camera Interface and DDF	34,500	34,500
	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)	3,200	3,200
	5270-007	FIRE ALARM/SPRINKLER SYSTEM (quarterly service /inspection of the fire alarm and sprinkler systems)	2,500	2,500
	5270-008	GROUNDS MAINTENANCE (Scotts lawn fertilization and pest control)	1,355	1,355
	5270-009	ELEVATOR MAINTENANCE (Embree Elevator maintenance and inspection fees)	1,840	1,840
	5270-010	WATER TREATMENT (testing(441/yr) and treatment for the hot water / chilled glycol system(259/yr)	700	700
*	5270-011	EMERGENCY GENERATOR SERVICE CONTRACT	450	450
*	5270-012	DELPHI TECHNOLOGY SOLUTIONS (Network Administration and Maintenance Agumentation Agreement)	27,040	27,040
	5270-013	HUNTER SYSTEMS GROUP (Hunter Smartshot camera yearly service contract)	299	299
	5270-014	ALL TRAFFIC SOLUTIONS (Speed Trailer Maintenance Contract)	1,500	1,500
	5270-015	ENPOINT TECHNOLOGIES (ECN CodeRED Maintenance)	18,592	18,592
		Total 5270 Leases and Contracts:	96,356	96,356

DESCRIPTION/DETAIL

POLICE EXPENSES

5310 Professional Services

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
10,922	10,922	16,895	16,833	6,600	6,600	5,050	**5,050**	**5,050**

5310-001	LEGAL AND PROFESSIONAL PUBLICATIONS This account provides funds for the purchase and maintenance of the Department's law books and publications that are utilized in the day to day operations of this Department as well as court costs for outstanding detail balances	750	750
5310-002	MEDICAL This account provides funding for medical screening, physicals, psychological testing, fitness for duty testing, alcohol and drug screening.	3,300	3,300
5310-003	ADVERTISING The funds in this account provide for various forms of advertising such as the bidding process, legal notices, and necessary informational facts.	500	500
5310-004	PARKING This account provides funding to pay for parking fees associated with training and court appearances.	500	500
	Total 5310 Professional Services:	5,050	5,050

DESCRIPTION/DETAIL

POLICE EXPENSES

5340 Communications

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
42,752	42,752	40,944	40,251	41,344	41,344	54,805	**58,443**	**58,443**

5340-001	TELEPHONE MAINTENANCE The funds in this account provide for the maintenance and upgrades to the telephone system.	3,000	3,000
5340-002	EMD 911 CARD ANNUAL UPDATES	1,200	1,200
5340-003	AUDIBLE TONE ALARM SYSTEM These funds are to maintain the E.W. Bills fire alarm tone system, which tones out the Fire station to emergency calls.	1,000	1,000
* 5340-004	TELEPHONE This account provides funding for Department landlines, the Verizon payphone, Detective Lexis Nexis services, Detectives & Staff cell phones and vehicle Verizon wireless modems (VLS & MDT's).	42,000	42,000
5340-005	RADIO SYSTEM This account provides funding for the maintenance and replacement of mobile and portable radios.	11,243	11,243
	Total 5340 Communications:	58,443	58,443

DESCRIPTION/DETAIL

POLICE EXPENSES

5381 All Other

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
-	-	-	-	-		-	**-**	**-**

DELETE CATEGORY

Total 5381 All Other: - -

DESCRIPTION/DETAIL

POLICE EXPENSES

5402 Maintenance Supplies

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
-	-	-	-	-		-	**-**	**-**

DELETE CATEGORY

Total 5402 Maintenance Supplies	-	-

DESCRIPTION/DETAIL

POLICE EXPENSES

5420 Office Supplies

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
10,600	10,600	11,006	11,006	9,500	9,500	11,000	**11,000**	**11,000**

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 2,500 2,500

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: 11,000 11,000

DESCRIPTION/DETAIL

POLICE EXPENSES

5423 All Other Supplies

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
45,890	45,890	52,200	51,658	80,512	80,346	47,150	**58,950**	**58,950**

*	5423-001	FIRST AID EQUIPMENT Patrol vehicles assigned to the fleet are currently equipped with the necessary first aid supplies essential for emergency response to traffic accidents and other medical emergencies. The requested funds will be used to replenish supplies in the cruiser first aid kits and defibrillators kits which include newly deployed nasal Naloxone/Narcan.	9,000	9,000
	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, AND TASER HOLSTERS 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.	700	700
	5423-006	PRISONERS The funds in this account provide food for prisoners held in custody.	1,500	1,500
	5423-007	SAFETY AND CRIME PREVENTION EQUIPMENT AND MATERIALS: This account will provide for replacement of safety equipment and the purchase of crime prevention materials.	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) training is now a MA Department of Education mandate. This account also funds replacement Taser batteries, cartridges, and OC spray.	28,000	28,000
		Total 5423 All Other Supplies:	58,950	58,950

DESCRIPTION/DETAIL

POLICE EXPENSES

5440 Gas and Diesel

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
112,000	112,000	151,098	151,098	-		-	**-**	**-**

DELETE CATEGORY

Total 5440 Gas and Diesel:	-	-

DESCRIPTION/DETAIL

POLICE EXPENSES

5510 K-9

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
12,400	12,296	2,451	2,288	2,476	2,476	2,400	**2,400**	**2,400**

5510-001	K-9 CARE AND EQUIPMENT	2,400	2,400

This account funds expenses associated with dog food, vetinary care, grooming services, and necessary K-9 equipment. This account also funds uniform cleaning and replacement.

Total 5510 K-9:	2,400	2,400

DESCRIPTION/DETAIL

POLICE EXPENSES

5538 New Recruit Expense

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
-	-	-	-	-		8,000	**12,000**	**12,000**

*	5538-001	NEW RECRUITS/SPECIALTY UNIT UNIFORMS AND EQUIPMENT	12,000	12,000

The funds in this account wil be used to pay for uniforms and equipment for new hires and for uniforms and equipment asscociated with the Department's responsibility for specialty units.

Total 5538 New Recruit Expense:	12,000	12,000

DESCRIPTION/DETAIL

POLICE EXPENSES

5580 Uniforms

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
-	3,541	74,623	72,480	43,971	41,625	-	**-**	**-**

DELETE CATEGORY

Total 5580 Uniforms:	-	-

DESCRIPTION/DETAIL

POLICE EXPENSES

5702 Travel

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
1,000	1,000	1,000	1,000	1,000	1,000	1,000	**2,500**	**2,500**

*	5702-001	PRISONER RETRIEVAL ,SPECIAL INVESTIGATIONS, AND TRAINING This account provides the necessary funds to recover prisoners who are fugitives from justice, to conduct criminal investigations out of state, and to attend training out of state. Airfare, hotel accommodations, and meals are to be provided with these funds.	2,500	2,500
		Total 5702 Travel:	2,500	2,500

POLICE EXPENSES

5703 Dues and Memberships

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
8,758	8,758	**9,334**	9,211	9,944	9,944	**9,424**	**9,874**	**9,874**

	Firearms Instructor Certification (5)	150	150
	F.B.I. National Academy Assoc.	270	270
*	FBI Leeda (4)	200	200
	International Chiefs of Police (2)	120	120
*	MA Chiefs of Police Assoc.	1,250	1,250
*	MA Juvenile Office Assoc. (2)	100	100
	NESPIN (NE State Police Information Systems)	150	150
	RAD Systems (4)	400	400
*	Middlesex Chief of Police Assoc.	250	250
	N.E.M.L.E.C. Compact / Accreditaion Certification	6,075	6,075
	MA Safety Officer Assoc.	329	329
	NASRO (K.McLeod & D. Pratt)	80	80
*	Tewksbury Rod & Gun Club	500	500
	MAWLE	40	40
	Total 5703 Dues and Memberships:	9,874	9,874

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

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

DESCRIPTION/DETAIL

POLICE EXPENSES

5790 Staff Development

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
10,025	10,020	18,025	18,025	17,087	17,087	18,265	**44,025**	**18,325**

	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.	14,725	14,725
*	5790-002	IN-SERVICE TRAINING This account provides for the MPTC in-service training requirement @$60 x 60 officers with the Municipal Police Institute.	3,600	3,600
*	5790-003	ASSESSMENT CENTER EXAMINATION SERGEANT/LIEUTENANT The funds in this account will provide for a Civil Service delegated sole assessment center examination for up to 10 Lieutenant candidates and 25 Sergeant candidates.	25,700	-
		Total 5790 Staff Development:	44,025	18,325

DESCRIPTION/DETAIL

POLICE EXPENSES

5822 Capital Outlay

FY2012 BUDGETED	FY2012 EXPENDED	FY2013 BUDGETED	FY2013 EXPENDED	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	**FY2016 DEPT REQ**	**FY2016 TM REC**
122,852	122,852	129,452	129,452	163,325	163,325	172,849	**204,411**	**179,300**

*	5822-001	NEW VEHICLE PURCHASE The funds provided in this account will provide the Department with four new police vehicles that will replace four vehicles that have travelled well over 100,000 hard miles. The cost is attributed to the price of the vehicles and the purchase and transfer of all necessary equipment (radios, lights, cages, gun vaults, strobes, sirens, etc…). The funds provided will also purchase extended warranties on all of the vehicles being purchased.	179,300	179,300
*	5822-002	DEPARTMENT TRAINING/DEFENSIVE TACTICS EQUIPMENT The funds provided in this account will be used to purchase a NUMB JOHN XT defensive tactics training platform withcontrol handle and training vest.	4,661	-
*	5822-003	LIFE SAFETY EQUIPMENT The funds provided in this account will be used to purchase five Power Heart G3 defibrillators (3 replacements and 2 adds) along with five hard cases built to house and protect Department defibrillators/ Narcan.	8,605	-
*	5822-004	TRAFFIC SAFETY EQUIPMENT The funds provided in this account will be used to purchase two portable breath test (PBT) devices.	1,638	-
*	5822-005	OFFICER/ COMMUNITY SAFETY EQUIPMENT This account will also fund the purchase of four Sig Sauer patrol rifles with EOTECH sights and tactical lights. This account will also be used to facilitate the trade of seven Bushmaster patrol rifles (purchased in 2001) for four additional Sig Sauer patrol rifles which will finish the Department's total transition to the new patrol rifle.	10,207	-
		Total 5822 Capital Outlay:	204,411	179,300