

POLICE DEPARTMENT	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 BUDGETED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC	FY2023 FIN COM REC
<i>Salaries</i>										
5111 Regular Salaries	5,867,630	5,858,781	6,020,038	5,869,116	5,781,498	5,781,498	6,043,030	6,289,246	6,289,246	
5120 Temporary Part-time	-	-	-	-	19,605	19,604.88	30,318	30,982	30,982	
5130 Overtime	694,364	692,014	792,716	788,950	838,979	804,902	712,364	512,364	512,364	
5132 Dispatch Overtime	50,197	50,197	80,510	80,510	-	32,249	-	-	-	
5133 Reserve Dispatchers	35,149	34,323	18,500	17,006	-	821	-	-	-	
5135 Uniforms	10,205	10,205	10,190	10,190	9,540	9,540	540	540	540	
5137 Special Overtime	-	-	-	-	-	-	-	200,000	200,000	
5160 Terminal Leave	5,000	4,856	6,000	2,785	3,067	3,067	3,461	3,461	3,461	
5180 All Other	40,116	40,116	37,200	27,920	30,188	30,188	51,400	63,900	63,900	
Total Salaries	6,702,661	6,690,492	6,965,154	6,796,478	6,682,878	6,681,871	6,841,113	7,100,493	7,100,493	-
<i>Operating</i>										
5210 Energy Utilities	102,726	102,726	87,281	87,281	92,532.73	92,532.72	111,595	111,595	111,595	
5240 Repairs and Maintenance	105,178	105,088	118,628	117,979	147,895	147,894.94	71,500	71,500	71,500	
5270 Leases/Contracts	139,072	139,072	185,389	181,296	200,034	200,033.73	188,387	204,756	204,756	
5310 Professional Services	8,047	8,047	9,141	9,141	29,574	29,191.28	8,700	8,700	8,700	
5340 Communications	80,767	80,217	91,528	83,560	87,816	87,006.15	86,506	97,919	97,919	
5381 Computer	66,792	66,792	67,589	67,588	68,969	68,938.83	66,372	81,962	81,962	
5420 Office Supplies	12,500	12,493	12,050	12,019	12,286	12,285.11	13,000	14,000	14,000	
5423 All Other Supplies	87,802	87,776	147,043	146,728	139,407	139,304.55	129,153	135,188	135,188	
5510 K-9	7,120	7,120	5,500	5,319	5,718	5,717.50	5,500	5,500	5,500	
5538 Recruit/Specialty Expense	21,833	21,833	21,568	21,537	49,467	49,214.76	25,000	25,000	25,000	
5580 Uniforms	9,090	9,090	-	-	-	-	-	-	-	
5702 Travel	6,150	6,150	6,061	6,061	179	178.62	10,000	10,000	10,000	
5703 Dues and Memberships	12,844	12,844	12,833	12,833	14,543	14,543.00	14,540	14,540	14,540	
5790 Staff Development	32,129	32,129	25,277	25,277	27,586	27,585.68	34,150	45,700	45,700	
Total Operating	692,050	691,377	789,887	776,617	876,005	874,427	764,403	826,360	826,360	
<i>Capital Outlay</i>										
5833 Capital Outlay	377,736	377,721	303,475	302,758	447,893	446,980	292,357	318,867	318,867	
Total Capital Outlay	377,736	377,721	303,475	302,758	447,893	446,980	292,357	318,867	318,867	
TOTAL BUDGET	7,772,447	7,759,590	8,058,516	7,875,853	8,006,775	8,003,278	7,897,873	8,245,721	8,245,721	-

Position	FY2019 BUDGETED FTE	FY2020 BUDGETED FTE	FY2021 BUDGETED FTE	FY2021 BUDGETED FTE	FY2022 DEPT REQ FTE	FY2023 TM REC FTE	FY2023 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	8	8	
Sergeants	12	12	12	12	11	11	
Detective/Patrolmen	10	10	10	10	8	8	
Patrolmen Positions	32	32	33	33	34	34	
Dispatchers	9	9					
Civilian Staff	5	5	6	6	5	5	
Total Staffing	76	76	69	69	68	68	-

**FISCAL YEAR 2023
POLICE DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST**

Name	Position	Step	Ann. Date	Base Salary	Education %	Longevity %	PAY	Shift Diff.	Holiday Pay	Total Salary
Sworn Personnel										
Ryan Columbus step increase	Chief	8	07/31/00	128,929	25%	32,232	9.75%	15,713	8,163	185,038
John Voto G12	Deputy Chief	10	10/23/96	124,358	25%	31,089	12.25%	19,042	8,053	182,543
John Voto G12 +3.5% wage deferral	Deputy Chief	10	10/23/21	4,353	25%	1,088	12.25%	666	282	6,389
Admin Captain (Stipend)				0%	-	0.00%	-	-	-	-
Alysa Columbus	Lieutenant	2	04/22/08	73,179	25%	18,295	5.50%	5,031	4,454	100,959
Alysa Columbus (10 weeks long increase)	Lieutenant	2	04/22/23	17,341	25%	4,335	8.25%	1,788	1,083	24,548
Patrick Connor	Lieutenant	2	06/14/10	90,520	25%	22,630	5.50%	6,223	8,953	134,249
Brian Farnum	Detective Lieutenant	2	08/02/04	90,520	25%	22,630	8.25%	9,335	5,653	128,138
Robert Field	Lieutenant	2	10/23/96	90,520	25%	22,630	12.25%	13,861	5,862	132,873
Scott Gaynor	Lieutenant	2	05/22/95	90,520	25%	22,630	12.25%	13,861	4,763	137,856
Scott Gaynor + 3.5% wage deferral	Lieutenant	2	05/22/95	3,168	25%	792	12.25%	485	167	4,825
Patrick Harrington	Sergeant	2	02/24/03	58,960	25%	14,740	8.25%	6,080	5,983	89,721
Patrick Harrington (18.2 weeks long increase)	Sergeant	2	02/24/23	31,561	25%	7,890	9.75%	3,846	3,247	48,693
Robert Stephens	Lieutenant	2	10/23/96	90,520	25%	22,630	12.25%	13,861	5,862	132,873
Robert Stephens +3.5% wage deferral	Lieutenant	2	10/23/96	3,168	25%	792	12.25%	485	205	4,651
James Williams	Lieutenant	2	10/23/96	90,520	25%	22,630	12.25%	13,861	5,862	132,873
Thomas Cooke	Sergeant	2	03/18/02	76,945	25%	19,236	9.75%	7,502	3,167	91,658
Matthew Donovan (47.2 weeks)	Patrolman	2	05/29/18	69,575	20%	13,915	-	-	3,131	3,998
Matthew Donovan (5 weeks long increase)	Patrolman	2	05/29/23	7,370	20%	1,474	3.00%	265	342	9,887
Michael Donovan	Detective Sergeant	2	04/22/08	62,205	20%	12,441	5.50%	4,106	3,635	82,386
Michael Donovan (10 weeks long increase)	Detective Sergeant	2	01/21/23	14,740	20%	2,948	8.25%	1,459	884	20,032
Shane Gallagher	Sergeant	2	01/13/14	76,945	25%	19,236	3.00%	2,885	4,572	103,639
Ryan Hunt (15.2 weeks)	Sergeant	1	10/30/17	21,553	-	-	-	-	1,616	1,069
Ryan Hunt (2.2 weeks step increase)	Sergeant	2	10/30/17	3,243	-	-	-	-	243	161
Ryan Hunt (34.8 weeks long increase)	Sergeant	2	10/30/22	51,297	-	3,00%	1,539	3,963	2,621	59,420
Joseph Kelley	Sergeant	2	02/23/04	76,945	25%	19,236	8.25%	7,935	7,809	117,691
Michael McLaughlin	Detective Sergeant	2	11/14/11	76,945	20%	15,389	5.50%	5,078	4,384	106,495
Michael Newcomb	Sergeant	2	06/14/10	76,945	25%	19,236	5.50%	5,290	3,805	110,136
Dennis Peterson, Jr.	Sergeant	2	02/23/04	76,945	20%	15,389	8.25%	7,618	7,496	112,407
Steve Torres	Sergeant	2	03/06/00	76,945	25%	19,236	9.75%	9,378	4,872	110,431
Colin Trelogan	Sergeant	2	05/02/16	76,945	25%	19,236	3.00%	2,885	3,715	107,526
Sworn Personnel										
Christopher Byrne	Detective	4	11/14/11	65,437	25%	16,359	5.50%	4,499	3,236	93,663
Michael Maccario	Detective	4	10/03/16	65,437	20%	13,087	3.00%	2,356	3,733	84,612
Joseph Mendonca	Patrolman	4	05/23/16	65,437	20%	13,087	3.00%	2,356	3,033	87,785
Peter Regan (34 weeks)	Detective	4	02/24/03	42,622	20%	8,524	8.25%	4,220	2,076	60,093
Peter Regan +3.5% wage deferral (34 weeks)	Detective	4	02/24/03	1,428	20%	286	8.25%	141	70	89
Peter Regan (18.2 weeks)	Detective	4	02/24/23	22,815	20%	4,563	9.75%	2,669	1,127	32,613
Peter Regan -3.5% wage deferral + longevity increase (18.2 weeks)	Detective	4	02/24/23	799	20%	160	9.75%	93	39	50
Andrew Richardson	Detective	4	06/06/11	65,437	-	-	5.50%	3,599	2,589	3,306
Matthew Rowe	Detective	4	06/03/14	65,437	25%	16,359	3.00%	2,454	3,159	4,034
Kaitlin Vasconcellos (48.2 weeks)	Detective	4	06/03/13	60,422	25%	15,106	3.00%	2,266	2,917	3,725
Kaitlin Vasconcellos (4 weeks longevity increase)	Detective	4	06/03/23	5,014	25%	1,254	5.50%	345	2,480	420
Christopher Adams	Patrolman	4	05/18/15	65,437	25%	16,359	3.00%	2,454	-	3,888
Joshua Barbera	Patrolman	4	05/20/19	65,437	25%	16,359	-	-	-	3,775
Christopher Bettano	Patrolman	4	11/18/19	65,440	20%	13,088	-	5,890	3,896	88,313
Robert Bjorkgren	Patrolman	4	10/20/03	65,437	20%	13,087	8.25%	6,478	3,188	4,070
Karen Capuano (34 weeks)	Patrolman	4	02/24/03	42,622	-	-	8.25%	3,516	1,730	2,209
Karen Capuano (18.2 weeks longevity increase)	Patrolman	4	02/24/03	22,815	-	-	9.75%	2,224	939	1,199
Nicholas Ciarerella (1.8 weeks)	Patrolman	3	01/13/20	2,172	-	-	-	163	108	2,442
Nicholas Ciarerella (50.4 weeks step increase)	Patrolman	4	07/13/22	63,180	-	-	-	4,739	3,135	71,053
Thomas Contaloni (36.6 weeks)	Patrolman	3	07/27/20	44,159	-	-	-	3,312	2,191	49,662
Thomas Contaloni (22 weeks step increase)	Patrolman	4	01/27/23	27,579	-	-	-	2,068	1,368	31,015
Andrew Donovan (36.6 weeks)	Patrolman	3	07/27/20	44,159	20%	8,832	-	3,974	2,629	59,594
Andrew Donovan (22 weeks step increase)	Patrolman	4	01/27/23	27,579	20%	5,516	-	2,482	1,642	37,218
David Duffy	Patrolman	4	11/14/11	65,437	25%	16,359	5.50%	4,499	6,472	97,048
Nicholas Gamble	Patrolman	4	06/07/21	65,437	-	-	-	4,908	3,247	73,591
Kayla Gordon (47.2 weeks)	Patrolman	4	05/29/18	59,169	20%	11,834	-	-	3,277	74,279
Kayla Gordon (5 weeks longevity increase)	Patrolman	4	05/29/23	6,268	20%	1,254	3.00%	226	358	8,105
Eric Hanley (10.2 weeks)	Patrolman	4	09/09/02	12,786	25%	3,197	8.25%	1,319	-	799
Eric Hanley (42 weeks longevity increase)	Patrolman	4	09/09/22	52,650	25%	13,163	9.75%	6,417	-	3,334
Dennis Kelleher	Patrolman	4	11/15/21	65,437	20%	13,087	-	-	3,624	82,148
Peter Knoops	Patrolman	4	11/16/20	65,437	20%	13,087	-	5,889	3,896	88,309
Dana LaPointe	Patrolman	4	04/10/17	65,437	-	3.00%	1,963	5,055	3,344	75,799
Christopher Lefebvre	Patrolman	4	06/14/10	65,437	20%	13,087	5.50%	4,319	3,107	3,967
Chy Lim (45.2 weeks)	Patrolman	2	11/16/20	49,429	-	-	-	-	2,281	51,711
Chy Lim (7 weeks step increase)	Patrolman	3	05/16/22	8,446	-	-	-	-	390	8,835
Justin Lindhal (47.2 weeks)	Patrolman	4	05/29/18	59,169	20%	11,834	-	-	3,277	74,279
Justin Lindhal (5 weeks)	Patrolman	4	05/29/23	6,268	20%	1,254	3.00%	226	358	8,105
Markus McMahon	Patrolman	4	11/26/01	65,437	20%	13,087	9.75%	7,656	-	3,978
David Miano	Patrolman	4	09/27/04	65,437	-	8.25%	5,399	5,313	3,515	79,662
Paul Morris	Patrolman	4	06/06/11	65,437	-	5.50%	3,599	5,178	3,425	77,638
Peter Murray (1.8 weeks)	Patrolman	3	01/13/20	2,172	20%	434	-	195	129	2,931
Peter Murray (50.4 weeks step increase)	Patrolman	4	07/13/22	64,183	20%	12,837	-	5,776	3,821	86,617

Name	Position	Step	Ann. Date	Education		Longevity		Holiday		Total Salary	
				%	PAY	%	PAY	Shift Diff.	Pay		
Sworn Personnel											
Paul Nicosia (1 week)	Patrolman	4	10/07/07	1,254	20%	251	5.50%	83	-	73	1,660
Paul Nicosia (51.2 weeks longevity increase)	Patrolman	4	10/07/22	64,183	20%	12,837	8.25%	6,354	-	3,848	87,222
Kimberly O'Keefe (10.2 weeks)	Patrolman	4	09/09/02	12,786	20%	2,557	8.25%	1,266	-	767	17,376
Kimberly O'Keefe (42 weeks longevity increase)	Patrolman	4	09/09/22	52,650	20%	10,530	9.75%	6,160	-	3,200	72,541
Michael Pelrine (46.2 weeks)	Patrolman	3	11/02/20	55,742	20%	11,148	-	-	5,017	3,319	75,225
Michael Pelrine (6 weeks step increase)	Patrolman	4	07/02/22	7,521	20%	1,504	-	-	677	448	10,150
Sangvarak Peou (22.6 weeks)	Patrolman	3	06/07/21	27,268	25%	6,817	-	-	1,278	1,632	36,995
Sangvarak Peou (29.6 weeks step increase)	Patrolman	4	12/07/22	37,106	25%	9,276	-	-	1,739	2,221	50,343
Arthur Piccolo (10.2 weeks)	Patrolman	4	09/09/02	12,786	10%	1,279	8.25%	1,160	571	729	16,525
Arthur Piccolo (42 weeks longevity increase)	Patrolman	4	09/09/22	52,650	10%	5,265	9.75%	5,647	2,384	3,044	68,989
Douglas Pratt	Patrolman	4	01/18/04	65,437	20%	13,087	8.25%	6,478	-	3,923	88,925
Stephen Quinn	Patrolman	4	12/08/14	65,437	25%	16,359	3.00%	2,454	3,159	4,034	91,443
James Ryser (45 weeks)	Patrolman	4	05/12/08	56,411	20%	11,282	5.50%	3,723	-	3,296	74,712
James Ryser (7.2 weeks longevity increase)	Patrolman	4	05/12/23	9,026	20%	1,805	8.25%	894	-	541	12,266
Christopher Scott (16.2 weeks)	Patrolman	4	10/21/02	20,308	10%	2,031	8.25%	1,843	-	1,116	25,298
Christopher Scott (36 weeks longevity increase)	Patrolman	4	10/21/22	45,129	10%	4,513	9.75%	4,840	-	2,515	56,996
Lauren Strong (30.2 weeks)	Patrolman	3	07/27/20	36,437	25%	9,109	-	-	3,416	2,260	51,222
Lauren Strong (2 weeks step increase)	Patrolman	4	01/27/23	27,579	25%	6,895	-	-	2,585	1,710	38,769
Ryan Sughrie (5.4 weeks)	Patrolman	2	02/08/21	6,515	20%	1,303	-	-	586	388	8,793
Ryan Sughrie (46.8 weeks step increase)	Patrolman	3	08/08/22	58,667	20%	11,733	-	-	5,280	3,493	79,174
Michael Vasconcellos (36.2 weeks)	Patrolman	4	09/11/13	65,437	20%	13,087	3.00%	2,356	6,066	4,013	90,958
Jennie Welch (28 weeks)	Patrolman	4	01/13/03	35,100	25%	8,775	8.25%	3,620	-	2,192	49,687
Jennie Welch (24.2 weeks longevity increase)	Patrolman	4	01/13/23	30,336	25%	7,584	9.75%	3,697	-	1,921	43,539
Reduction For School Resource Officer #1											(73,986)
Reduction For School Resource Officer #2											(72,233)
Reduction For School Resource Officer #3											(67,303)
Total Sworn Personnel	63			4,585,210		860,339		305,946	186,646	274,068	5,998,687

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Holiday		Total Salary
					%	PAY	%	PAY	Shift Diff.	Pay	
Civilian Personnel: The following employees are administrative support.											
Laura Custance	Exec. Secretary	10	05/20/19	68,690							68,690
Patricia Stotik	Adm Assistant	10	09/18/95	63,557					3,200		66,757
Marcia Vitale	Adm Assistant	10	12/03/18	62,998							62,998
JoAnn Harris (B2/2)	Principal Clerk	2	09/08/20	39,909							39,909
Unfilled as of December 6, 2021	Building Maintenance	4	11/23/20	52,206							52,206
Total Civilian Personnel	5										290,559
Total Regular Salaries	68			4,585,210		860,339		305,946	186,646	274,068	6,289,246

Temporary Part-time:											
Adrianna Schafer	Desk/Records Clerk	1/2		15,491							15,491
Arline Boone	Desk/Records Clerk	1/2		15,491							15,491
Total Temporary Part-time				-		-		-			30,982

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. **512,364**

Uniforms:
Custodian: The funds in this account will provide for the purchase of uniforms for one custodian.
Total Uniforms **540**

Training Overtime: This account is used to pay officers for the numerous mandatory training sessions (Firearms, Defense Tactics, Taser, Active Shooter and Officer Wellness) **200,000**

Terminal Leave:
Sick Leave Bonus: An expenditure of \$3,461 will be necessary under Article 24 of the Superior Officer's contractual agreement and the PRRB agreement to fund the sick leave bonus program which provides for the payment of one to five days to those officers who use little or no sick time.

Total Terminal Leave **3,461**

All Other:
Fingerprint Photography/Detectives/Training Stipends: The funds in this account will be utilized to pay detectives for fingerprinting and photography duties as well as officers assigned to process gun permits in accordance with the Chapter 41, Section 108I of the Massachusetts General Laws. 22,700
This account also provides stipends to detectives and lead training instructors as outlined in the collective bargaining agreements.

Temporary 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 41,200
Total All Other **63,900**

TOTAL SALARIES **7,100,493**
Sick Leave Bonus: An expenditure of \$3,461 will be necessary under Article 24 of the Superior Officer's contractual agreement and the PRRB agreement to fund the sick leave bonus program which provides for the payment of one to five days to those officers who use little or no sick time.

Total Terminal Leave

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 41, Section 108I of the Massachusetts General Laws.

Temporary 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
Total All Other -

TOTAL SALARIES **44,661**

**FISCAL YEAR 2023
POLICE DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST**

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday		Total Salary
					%		%	PAY		Pay		
Sworn Personnel												
Ryan Columbus step increase	Chief	8	07/31/00	128,929	25%	32,232	9.75%	15,713			8,163	185,038
John Voto G12	Deputy Chief	10	10/23/96	124,358	25%	31,089	12.25%	19,042			8,053	182,543
John Voto G12 +3.5% wage deferral	Deputy Chief	10	10/23/21	4,353	25%	1,088	12.25%	666			282	6,389
Admin Captain (Stipend)					0%	-	0.00%	-			-	-
Alysa Columbus	Lieutenant	2	04/22/08	73,179	25%	18,295	5.50%	5,031			4,454	100,959
Alysa Columbus (10 weeks long increase)	Lieutenant	2	04/22/23	17,341	25%	4,335	8.25%	1,788			1,083	24,548
Patrick Connor	Lieutenant	2	06/14/10	90,520	25%	22,630	5.50%	6,223	8,953		5,923	134,249
Brian Farnum	Detective Lieutenant	2	08/02/04	90,520	25%	22,630	8.25%	9,335			5,653	128,138
Robert Field	Lieutenant	2	10/23/96	90,520	25%	22,630	12.25%	13,861			5,862	132,873
Scott Gaynor	Lieutenant	2	05/22/95	90,520	25%	22,630	12.25%	13,861	4,763		6,082	137,856
Scott Gaynor + 3.5% wage deferral	Lieutenant	2	05/22/95	3,168	25%	792	12.25%	485		167	213	4,825
Patrick Harrington	Sergeant	2	02/24/03	58,960	25%	14,740	8.25%	6,080	5,983		3,958	89,721
Patrick Harrington (18.2 weeks long increase)	Sergeant	2	02/24/23	31,561	25%	7,890	9.75%	3,846	3,247		2,148	48,693
Robert Stephens	Lieutenant	2	10/23/96	90,520	25%	22,630	12.25%	13,861			5,862	132,873
Robert Stephens +3.5% wage deferral	Lieutenant	2	10/23/96	3,168	25%	792	12.25%	485			205	4,651
James Williams	Lieutenant	2	10/23/96	90,520	25%	22,630	12.25%	13,861			5,862	132,873
Thomas Cooke	Sergeant	2	03/18/02	76,945		-	9.75%	7,502	3,167		4,044	91,658
Matthew Donovan (47.2 weeks)	Patrolman	2	05/29/18	69,575	20%	13,915		-	3,131		3,998	90,619
Matthew Donovan (5 weeks long increase)	Patrolman	2	05/29/23	7,370	20%	1,474	3.00%	265	342		436	9,887
Michael Donovan	Detective Sergeant	2	04/22/08	62,205	20%	12,441	5.50%	4,106			3,635	82,386
Michael Donovan (10 weeks long increase)	Detective Sergeant	2	01/21/23	14,740	20%	2,948	8.25%	1,459			884	20,032
Shane Gallagher	Sergeant	2	01/13/14	76,945	25%	19,236	3.00%	2,885			4,572	103,639
Ryan Hunt (15.2 weeks)	Sergeant	1	10/30/17	21,553		-		-	1,616		1,069	24,239
Ryan Hunt (2.2 weeks step increase)	Sergeant	2	10/30/17	3,243		-		-	243		161	3,647
Ryan Hunt (34.8 weeks long increase)	Sergeant	2	10/30/22	51,297		-	3.00%	1,539	3,963		2,621	59,420
Joseph Kelley	Sergeant	2	02/23/04	76,945	25%	19,236	8.25%	7,935	7,809		5,166	117,091
Michael McLaughlin	Detective Sergeant	2	11/14/11	76,945	20%	15,389	5.50%	5,078	4,384		4,698	106,495
Michael Newcomb	Sergeant	2	06/14/10	76,945	25%	19,236	5.50%	5,290	3,805		4,859	110,136
Dennis Peterson, Jr.	Sergeant	2	02/23/04	76,945	20%	15,389	8.25%	7,618	7,496		4,959	112,407
Steve Torres	Sergeant	2	03/06/06	76,945	25%	19,236	9.75%	9,378			4,872	110,431
Colin Trelegan	Sergeant	2	05/02/16	76,945	25%	19,236	3.00%	2,885	3,715		4,744	107,526
Sworn Personnel												
Christopher Byrne	Detective	4	11/14/11	65,437	25%	16,359	5.50%	4,499	3,236		4,132	93,663
Michael Maccario	Detective	4	10/03/16	65,437	20%	13,087	3.00%	2,356			3,733	84,612
Joseph Mendonca	Patrolman	4	05/23/16	65,437	20%	13,087	3.00%	2,356	3,033		3,873	87,785
Peter Regan (34 weeks)	Detective	4	02/24/03	42,622	20%	8,524	8.25%	4,220	2,076		2,651	60,093
Peter Regan +3.5% wage deferral (34 weeks)	Detective	4	02/24/03	1,428	20%	286	8.25%	141	70		89	2,013
Peter Regan (18.2 weeks)	Detective	4	02/24/23	22,815	20%	4,563	9.75%	2,669	1,127		1,439	32,613
Peter Regan +3.5% wage deferral + longevity increase(18.2 weeks)	Detective	4	02/24/23	799	20%	160	9.75%	93	39		50	1,141
Andrew Richardson	Detective	4	06/06/11	65,437		-	5.50%	3,599	2,589		3,306	74,930
Matthew Rowe	Detective	4	06/03/14	65,437	25%	16,359	3.00%	2,454	3,159		4,034	91,443
Kaitlin Vasconcellos (48.2 weeks)	Detective	4	06/03/13	60,422	25%	15,106	3.00%	2,266	2,917		3,725	84,436
Kaitlin Vasconcellos (4 weeks longevity increase)	Detective	4	06/03/23	5,014	25%	1,254	5.50%	345	2,480		420	9,512
Christopher Adams	Patrolman	4	05/18/15	65,437	25%	16,359	3.00%	2,454			3,888	88,138
Joshua Barbera	Patrolman	4	05/20/19	65,437	25%	16,359		-			3,775	85,571
Christopher Bettano	Patrolman	4	11/18/19	65,440	20%	13,088		-	5,890		3,896	88,313
Robert Bjorkgren	Patrolman	4	10/20/03	65,437	20%	13,087	8.25%	6,478	3,188		4,070	92,260
Karen Capuano (34 weeks)	Patrolman	4	02/24/03	42,622		-	8.25%	3,516			1,730	50,077
Karen Capuano (18.2 weeks longevity increase)	Patrolman	4	02/24/03	22,815		-	9.75%	2,224			939	27,178
Nicholas Ciarembella (1.8 weeks)	Patrolman	3	01/13/20	2,172		-		-			163	2,442
Nicholas Ciarembella (50.4 weeks step increase)	Patrolman	4	07/13/22	63,180		-		-	4,739		3,135	71,053
Thomas Contalonis (36.6 weeks)	Patrolman	3	07/27/20	44,159		-		-	3,312		2,191	49,662
Thomas Contalonis (22 weeks step increase)	Patrolman	4	01/27/23	27,579		-		-	2,068		1,368	31,015
Andrew Donovan (36.6 weeks)	Patrolman	3	07/27/20	44,159	20%	8,832		-	3,974		2,629	59,594
Andrew Donovan (22 weeks step increase)	Patrolman	4	01/27/23	27,579	20%	5,516		-	2,482		1,642	37,218
David Duffy	Patrolman	4	11/14/11	65,437	25%	16,359	5.50%	4,499	6,472		4,282	97,048
Nicholas Gamble	Patrolman	4	06/07/21	65,437		-		-	4,908		3,247	73,591
Kayla Gordon (47.2 weeks)	Patrolman	4	05/29/18	59,169	20%	11,834		-			3,277	74,279
Kayla Gordon (5 weeks longevity increase)	Patrolman	4	05/29/23	6,268	20%	1,254	3.00%	226			358	8,105
Eric Hanley (10.2 weeks)	Patrolman	4	09/09/02	12,786	25%	3,197	8.25%	1,319			799	18,100
Eric Hanley (42 weeks longevity increase)	Patrolman	4	09/09/22	52,650	25%	13,163	9.75%	6,417			3,334	75,563
Dennis Kelleher	Patrolman	4	11/15/21	65,437	20%	13,087		-			3,624	82,148
Peter Knoops	Patrolman	4	11/16/20	65,437	20%	13,087		-	5,889		3,896	88,309
Dana LaPointe	Patrolman	4	04/10/17	65,437		-	3.00%	1,963	5,055		3,344	75,799
Christopher Lefebvre	Patrolman	4	06/14/10	65,437	20%	13,087	5.50%	4,319	3,107		3,967	89,916
Chy Lim (45.2 weeks)	Patrolman	2	11/16/20	49,429		-		-			2,281	51,711
Chy Lim (7 weeks step increase)	Patrolman	3	05/16/22	8,446		-		-			390	8,835
Justin Lindhal (47.2 weeks)	Patrolman	4	05/29/18	59,169	20%	11,834		-			3,277	74,279
Justin Lindhal (5 weeks)	Patrolman	4	05/29/23	6,268	20%	1,254	3.00%	226			358	8,105
Markus McMahon	Patrolman	4	11/26/01	65,437	20%	13,087	9.75%	7,656			3,978	90,157
David Miano	Patrolman	4	09/27/04	65,437		-	8.25%	5,399	5,313		3,515	79,662
Paul Morris	Patrolman	4	06/06/11	65,437		-	5.50%	3,599	5,178		3,425	77,638
Peter Murray (1.8 weeks)	Patrolman	3	01/13/20	2,172	20%	434		-			195	2,931
Peter Murray (50.4 weeks step increase)	Patrolman	4	07/13/22	64,183	20%	12,837		-	5,776		3,821	86,617

Name	Position	Step	Ann. Date	Education		Longevity		Shift Diff.	Holiday		Total Salary
				%	PAY	%	PAY		Pay		
Sworn Personnel											
Paul Nicosia (1 week)	Patrolman	4	10/07/07	1,254	20%	251	5.50%	83	-	73	1,660
Paul Nicosia (51.2 weeks longevity increase)	Patrolman	4	10/07/22	64,183	20%	12,837	8.25%	6,354	-	3,848	87,222
Kimberly O'Keefe (10.2 weeks)	Patrolman	4	09/09/02	12,786	20%	2,557	8.25%	1,266	-	767	17,376
Kimberly O'Keefe (42 weeks longevity increase)	Patrolman	4	09/09/22	52,650	20%	10,530	9.75%	6,160	-	3,200	72,541
Michael Pelrine (46.2 weeks)	Patrolman	3	11/02/20	55,742	20%	11,148		-	5,017	3,319	75,225
Michael Pelrine (6 weeks step increase)	Patrolman	4	07/02/22	7,521	20%	1,504		-	677	448	10,150
Sangvarak Peou (22.6 weeks)	Patrolman	3	06/07/21	27,268	25%	6,817		-	1,278	1,632	36,995
Sangvarak Peou (29.6 weeks step increase)	Patrolman	4	12/07/22	37,106	25%	9,276		-	1,739	2,221	50,343
Arthur Piccolo (10.2 weeks)	Patrolman	4	09/09/02	12,786	10%	1,279	8.25%	1,160	571	729	16,525
Arthur Piccolo (42 weeks longevity increase)	Patrolman	4	09/09/22	52,650	10%	5,265	9.75%	5,647	2,384	3,044	68,989
Douglas Pratt	Patrolman	4	01/18/04	65,437	20%	13,087	8.25%	6,478	-	3,923	88,925
Stephen Quinn	Patrolman	4	12/08/14	65,437	25%	16,359	3.00%	2,454	3,159	4,034	91,443
James Ryser (45 weeks)	Patrolman	4	05/12/08	56,411	20%	11,282	5.50%	3,723	-	3,296	74,712
James Ryser (7.2 weeks longevity increase)	Patrolman	4	05/12/23	9,026	20%	1,805	8.25%	894	-	541	12,266
Christopher Scott (16.2 weeks)	Patrolman	4	10/21/02	20,308	10%	2,031	8.25%	1,843	-	1,116	25,298
Christopher Scott (36 weeks longevity increase)	Patrolman	4	10/21/22	45,129	10%	4,513	9.75%	4,840	-	2,515	56,996
Lauren Strong (30.2 weeks)	Patrolman	3	07/27/20	36,437	25%	9,109		-	3,416	2,260	51,222
Lauren Strong (22 weeks step increase)	Patrolman	4	01/27/23	27,579	25%	6,895		-	2,585	1,710	38,769
Ryan Sughrue (5.4 weeks)	Patrolman	2	02/08/21	6,515	20%	1,303		-	586	388	8,793
Ryan Sughrue (46.8 weeks step increase)	Patrolman	3	08/08/22	58,667	20%	11,733		-	5,280	3,493	79,174
Michael Vasconcellos (36.2 weeks)	Patrolman	4	09/11/13	65,437	20%	13,087	3.00%	2,356	6,066	4,013	90,958
Jennie Welch (28 weeks)	Patrolman	4	01/13/03	35,100	25%	8,775	8.25%	3,620	-	2,192	49,687
Jennie Welch (24.2 weeks longevity increase)	Patrolman	4	01/13/23	30,336	25%	7,584	9.75%	3,697	-	1,921	43,539
Reduction For School Resource Officer #1									-	-	(73,986)
Reduction For School Resource Officer #2									-	-	(72,233)
Reduction For School Resource Officer #3									-	-	(67,303)
Total Sworn Personnel	63			4,585,210		860,339		305,946	186,646	274,068	5,998,687
Civilian Personnel: The following employees are administrative support.											
Laura Custance	Exec. Secretary	10	05/20/19	68,690							68,690
Patricia Stotik	Adm Assistant	10	09/18/95	63,557				3,200			66,757
Marcia Vitale	Adm Assistant	10	12/03/18	62,998							62,998
JoAnn Harris (B2/2)	Principal Clerk	2	09/08/20	39,909							39,909
Unfilled as of December 6, 2021	Building Maintenance	4	11/23/20	52,206							52,206
Total Civilian Personnel	5								-	-	290,559
Total Regular Salaries	68			4,585,210		860,339		305,946	186,646	274,068	6,289,246
Temporary Part-time:											
Adrianna Schafer	Desk/Records Clerk	1/2		15,491							15,491
Artine Boone	Desk/Records Clerk	1/2		15,491							15,491
Total Temporary Part-time				-	-	-	-	-	-	-	30,982
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.											512,364
Uniforms:											
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.											
Total Uniforms											540
Training Overtime: This account is used to pay officers for the numerous mandatory training sessions (Firearms, Defense Tactics, Taser, Active Shooter and Officer Wellness)											200,000
Terminal Leave:											
<i>Sick Leave Bonus:</i> An expenditure of \$3,461 will be necessary under Article 24 of the Superior Officer's contractual agreement and the PRRB agreement to fund the sick leave bonus program which provides for the payment of one to five days to those officers who use little or no sick time.											
Total Terminal Leave											3,461
All Other:											
<i>Fingerprint/Photography/Detectives/Training Stipends:</i> The funds in this account will be utilized to pay detectives for fingerprinting and photography duties as well as officers assigned to process gun permits in accordance with the Chapter 41, Section 108I of the Massachusetts General Laws. This account also provides stipends to detectives and lead training instructors as outlined in the collective bargaining agreements.											22,700
<i>Temporary Assumption of Duties:</i> This provides the funds necessary to comply with Article 9 of the NEPBA and Article 10 of the Superior Officer's Contract											41,200
Total All Other											63,900
TOTAL SALARIES											7,100,493

FISCAL YEAR 2022

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											
Ryan Columbus	Chief	7	07/31/00	123,064	25%	30,766	9.25%	14,229		7,110	175,169
John Voto	Deputy Chief	9	10/23/96	36,834	25%	9,209	9.25%	4,250		2,128	52,430
John Voto	Deputy Chief	9	10/23/21	81,854	25%	20,464	11.25%	11,511		4,816	118,644
John Voto	Deputy Chief	9	10/23/96	1,289	25%	322	9.25%	1,49		74	1,835
John Voto	Deputy Chief	9	10/23/96	2,865	25%	716	11.25%	403		169	4,153
John Voto	Deputy Chief	9	10/23/96								
Admin Captain (Stipend)						0%	0.00%	-		-	-
Alysia Columbus	Lieutenant	5	04/22/08	57,745	25%	14,436	5.50%	3,970	5,711	3,778	85,640
Alysia Columbus	Lieutenant	6	03/07/22	28,492	25%	7,123	5.50%	1,959	2,818	1,864	42,256
Brian Farnum	Det Lieutenant	5	08/02/04	46,326	20%	9,265	7.75%	4,308		2,765	62,664
Brian Farnum	Det Lieutenant	6	01/17/22	40,363	20%	8,073	7.75%	3,754		2,409	54,599
Robert Field	Lieutenant	6	10/23/96	27,813	20%	5,563	9.25%	3,087	2,735	1,809	41,007
Robert Field	Lieutenant	6	10/23/21	60,715	20%	12,143	11.25%	8,196	6,079	4,022	91,155
Scott Gaynor + 3.5% wage deferral	Lieutenant	6	05/22/95	91,627	25%	22,907	11.25%	12,885		5,881	133,299
Robert Stephens +3.5% wage deferral	Lieutenant	6	10/23/96	28,787	25%	7,197	9.25%	3,328	1,474	1,882	42,669
Robert Stephens	Lieutenant	6	10/23/21	62,840	25%	15,710	11.25%	8,837	3,277	4,184	94,848
James Williams	Lieutenant	6	10/23/96	27,814	20%	5,563	9.25%	3,087	-	1,683	38,146
James Williams	Lieutenant	6	10/23/21	60,715	20%	12,143	11.25%	8,197	-	3,741	84,795
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #1	4	03/01/21	349	20%	70	5.50%	23	33	22	497
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #1 st	5	09/01/21	6,527	20%	1,305	5.50%	431	620	410	9,293
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #2	4	03/01/21	349	20%	70	5.50%	23	33	22	497
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #2 st	5	09/01/21	6,527	20%	1,305	5.50%	431	620	410	9,293
Patrick Connor	Sergeant	5	06/14/10	75,252	20%	15,050	5.50%	4,967	7,145	4,727	107,141
Thomas Cooke	Sergeant	6	03/18/02	54,781	-	-	7.75%	4,246	2,214	2,826	64,067
Thomas Cooke	Sergeant	6	03/18/22	20,471	-	-	9.25%	1,894	839	1,071	24,274
Michael Donovan	Sergeant	5	04/22/08	38,829	25%	9,707	5.50%	2,669	3,840	2,541	57,587
Michael Donovan	Sergeant	6	01/21/22	35,464	25%	8,866	5.50%	2,438	3,508	2,320	52,596
Patrick Harrington	Sergeant	6	02/24/03	75,252	25%	18,813	7.75%	7,290		4,678	106,033
Joseph Kelley	Sergeant	6	02/23/04	75,252	20%	15,050	7.75%	6,998	3,649	4,659	105,609
Michael McLaughlin	Sergeant	5	11/14/11	26,903	25%	6,726	3.00%	1,009	-	1,599	36,236
Michael McLaughlin	Sergeant	5	11/14/21	13,035	25%	3,259	3.00%	489	-	775	17,558
Michael McLaughlin	Sergeant	6	01/19/22	33,734	25%	8,433	5.50%	2,319	1,668	2,130	48,285
Michael Newcomb	Sergeant	6	06/14/10	75,252	25%	18,813	5.50%	5,174	7,443	4,924	111,605
Dennis Peterson, Jr.	Sergeant	5	02/23/04	38,552	20%	7,710	7.75%	3,585	-	2,301	52,148
Dennis Peterson, Jr.	Sergeant	6	01/20/22	35,175	20%	7,035	7.75%	3,271	-	2,099	47,581
Steve Torres	Sergeant	6	03/06/00	75,252	25%	18,813	9.25%	8,701	7,707	5,099	115,572
Sergeant Vacancy #1 (Sgt. Jop replacement) (9.8 weeks)	Sergeant	4	03/01/21	297	20%	59	5.50%	20	28	19	422
Sergeant Vacancy #1 step increase (42.4 weeks)	Sergeant	5	09/01/21	5,532	20%	1,106	5.50%	365	525	348	7,877
Sergeant Vacancy #2 (Sgt. Columbus replacement)(9.8 weeks)	Sergeant	4	03/01/21	297	20%	59	5.50%	20	28	19	422
Sergeant Vacancy #2 step increase (42.4 weeks)	Sergeant	5	09/01/21	5,532	20%	1,106	5.50%	365	525	348	7,877
Sergeant Vacancy #3 (Sgt. T. Kelly replacement)(9.8 weeks)	Sergeant	4	03/01/21	297	20%	59	5.50%	20	28	19	422
Sergeant Vacancy #3 step increase (42.4 weeks)	Sergeant	5	09/01/21	5,532	20%	1,106	5.50%	365	525	348	7,877
Christopher Byrne	Detective	4	11/14/11	23,784	20%	4,757	3.00%	856	1,102	1,408	31,907
Christopher Byrne	Detective	4	11/14/21	40,212	20%	8,042	5.50%	2,654	1,909	2,438	55,256
Shane Gallagher	Detective	4	01/13/14	63,997	25%	15,999	3.00%	2,400	3,090	3,945	89,431
Sworn Personnel											
Michael Maccario	Detective	4	10/03/16	16,428	20%	3,286		-		910	20,624
Michael Maccario	Detective	4	10/03/21	47,568	20%	9,514	3.00%	1,712		2,714	61,508
Peter Regan +3.5% wage deferral	Detective	4	02/24/03	66,237	20%	13,247	7.75%	6,160	3,212	4,101	92,956
Andrew Richardson	Detective	4	06/06/11	63,997	-	-	5.50%	3,520	2,532	3,233	73,281
Kaitlin Sullivan	Detective	4	06/03/13	63,997	25%	15,999	3.00%	2,400	3,803	3,803	86,199
Christopher Adams	Patrolman	4	05/18/15	63,997	25%	15,999	3.00%	2,400	6,180	4,088	92,663
Joshua Barbera	Patrolman	3	05/20/19	24,072	25%	6,018		-	2,257	1,493	33,839
Joshua Barbera	Patrolman	4	11/20/21	38,986	25%	9,747		-	3,655	2,418	54,806
Christopher Bettano	Patrolman	3	11/18/19	54,279	20%	10,856		-	4,885	3,232	73,252
Christopher Bettano	Patrolman	4	05/18/21	7,601	20%	1,520		-	684	453	10,258
Robert Bjorkgren	Patrolman	4	10/20/03	63,996	20%	12,799	7.75%	5,952	3,103	3,962	89,812
Karen Capuano	Patrolman	4	02/24/03	63,996	-	-	7.75%	4,960	2,586	3,302	74,844
John Casey + 3.5 % wage deferral (7/1/21-08/21/22)	Patrolman	4	05/12/03	9,643	-	-	7.75%	747	390	498	11,278
Nicholas Ciaremella	Patrolman	2	01/13/20	1,711	20%	342		-	154	102	2,309
Nicholas Ciaremella	Patrolman	3	07/13/21	59,707	20%	11,941		-	5,374	3,555	80,577
Thomas Contaloni	Patrolman	2	07/27/20	32,085	20%	6,417		-	2,888	1,910	43,300
Thomas Contaloni	Patrolman	3	01/27/22	26,196	20%	5,239		-	2,358	1,560	35,352
Andrew Donovan	Patrolman	2	07/27/20	32,085	20%	6,417		-	2,888	1,910	43,300
Andrew Donovan	Patrolman	3	01/27/22	26,196	20%	5,239		-	2,358	1,560	35,352
Matthew Donovan	Patrolman	3	05/29/18	25,016	25%	6,254		-	1,173	1,497	33,939
Matthew Donovan	Patrolman	4	11/29/21	38,006	25%	9,501		-	1,782	2,275	51,568
David Duffy increase to Bachelors Degree	Patrolman	4	11/14/11	23,784	20%	4,757	3.00%	856	2,205	1,459	33,061
David Duffy increase to Bachelors Degree	Patrolman	4	11/14/21	40,212	20%	8,042	5.50%	2,654	3,818	2,526	57,253
Eric Hanley increase to Master Degree	Patrolman	4	09/09/02	63,997	25%	15,999	7.75%	6,200	-	3,978	90,174
James Hollis +3.5% wage deferral (7/1/21-04/6/22)	Patrolman	4	02/20/95	50,262	20%	10,052	11.25%	6,785	5,033	1,545	73,678
Ryan Hunt	Patrolman	4	10/30/17	63,997	-	-		-	2,400	3,064	69,461
Peter Knoops	Patrolman	2	11/16/20	53,475	20%	10,695		-	4,813	3,184	72,167
Peter Knoops	Patrolman	3	06/16/22	2,596	20%	519		-	234	155	3,503
Christian Kyle	Patrolman	2	07/27/20	32,085	20%	6,417		-	2,888	1,910	43,300
Christian Kyle	Patrolman	3	01/27/22	26,196	20%	5,239		-	2,358	1,560	35,352
Dana LaPointe	Patrolman	4	04/10/17	50,732	-	-		-	3,805	2,517	57,054
Dana LaPointe	Patrolman	4	04/10/22	13,234	-	-	3.00%	397	1,022	676	15,330
Christopher Lefebvre increase to Bachelors Degree	Patrolman	4	06/14/10	63,997	20%	12,799	5.50%	4,224	-	3,739	84,759
Justin Lindhal	Patrolman	4	05/29/18	63,997	20%	12,799		-	5,760	3,810	86,366
Markus McMahon	Patrolman	4	11/26/01	26,236	20%	5,247	7.75%	2,440	-	1,566	35,489
Markus McMahon	Patrolman	4	11/26/21	37,760	20%	7,552	9.25%	4,191	-	2,285	51,789
Joseph Mendonca Increase Bachelors Degree	Patrolman	4	05/23/16	63,996	20%	12,799	3.00%	2,304	5,932	3,925	88,056
Joseph Mendonca Increase Bachelors Degree	Patrolman	4	09/27/04	63,997	-	-	7.75%	4,960	5,172	3,421	77,549
Paul Morris	Patrolman	4	06/06/11	63,997	10%	6,400	5.50%	3,872	5,570	3,685	83,523
Peter Murray	Patrolman	2	01/13/20	1,711	20%	342		-	154	102	2,309
Peter Murray	Patrolman	3	07/13/21	59,707	20%	11,941		-	5,374	3,555	80,577

Name	Position	Step	Ann. Date	Education		Longevity		Holiday		Total Salary	
				%	PAY	%	PAY	Shift Diff.	Pay		
Sworn Personnel											
Paul Nicosia	Patrolman	4	10/07/07	63,997	20%	12,799	5.50%	4,224	-	3,739	84,759
Kimberly O'Keefe	Patrolman	4	09/09/02	63,997	20%	12,799	7.75%	5,952	-	3,819	86,567
Michael Pelrine	Patrolman	2	11/02/20	51,122	20%	10,224	-	-	4,601	3,044	68,992
Michael Pelrine step increase	Patrolman	3	07/02/21	5,192	20%	1,038	-	-	467	309	7,007
Arthur Piccolo	Patrolman	4	09/09/02	63,997	10%	6,400	7.75%	5,456	2,844	3,632	82,329
Douglas Pratt	Patrolman	4	01/18/04	63,997	20%	12,799	7.75%	5,952	-	3,819	86,567
Stephen Quinn increase to Masters Degree	Patrolman	4	12/08/14	63,997	25%	15,999	3.00%	2,400	-	3,803	86,199
Matthew Rowe	Patrolman	4	06/03/14	63,997	20%	12,799	3.00%	2,304	2,966	3,788	85,854
James Ryser	Patrolman	4	05/12/08	63,997	20%	12,799	5.50%	4,224	-	3,739	84,759
Christopher Scott	Patrolman	4	10/21/02	63,997	10%	6,400	7.75%	5,456	-	3,501	79,353
Kayla Sheehan	Patrolman	4	05/29/18	63,997	20%	12,799	-	-	5,760	3,810	86,366
Lauren Strong	Patrolman	2	07/27/20	32,085	20%	6,417	-	-	2,888	1,910	43,300
Lauren Strong step increase	Patrolman	3	01/27/22	26,196	20%	5,239	-	-	2,358	1,560	35,352
Ryan Sughrue	Patrolman	1	02/08/21	5,235	20%	1,047	-	-	471	312	7,065
Ryan Sughrue step increase	Patrolman	2	08/08/21	50,053	20%	10,011	-	-	4,505	2,980	67,549
Colin Trelegan	Patrolman	4	05/02/16	63,997	25%	15,999	3.00%	2,400	3,090	3,945	89,431
Michael Vasconcellos	Patrolman	4	09/11/13	63,997	-	3,00%	1,920	4,944	4,944	3,270	74,131
Jennie Welch	Patrolman	4	01/13/03	63,997	25%	15,999	7.75%	6,200	-	3,978	90,174
Patrolman Position (1) step #1 (replace T. Kelly)	Patrolman	1	05/22/21	19,342	20%	3,868	-	-	1,741	1,056	26,006
Patrolman Position (1) step #2 (replace T. Kelly)	Patrolman	2	11/22/21	33,262	20%	6,652	-	-	2,994	1,815	44,723
Patrolman Position (2) step #1 (replace J. Casey)	Patrolman	1	07/01/21	24,651	20%	4,930	-	-	2,219	1,345	33,145
Patrolman Position (2) step #2 (replace J. Casey)	Patrolman	2	01/01/22	27,404	20%	5,481	-	-	2,466	1,496	36,847
Patrolman Position (3) step #1 (replace J. Hollis)	Patrolman	1	07/01/21	24,841	20%	4,968	-	-	2,236	1,356	33,400
Patrolman Position (3) step #2 (replace J. Hollis)	Patrolman	2	01/01/22	20,607	20%	4,019	-	-	1,846	1,119	27,592
Reduction For School Resource Officer #1											(73,986)
Reduction For School Resource Officer #2											(72,233)
Reduction For School Resource Officer #3											(67,303)
Total Sworn Personnel		63		4,391,295		838,347		268,401	222,560	260,199	5,767,280
Civilian Personnel: The following employees are administrative support.											
Name	Position	Step	Ann. Date	Base Salary	%	PAY	%	PAY	Shift Diff.	Pay	Total Salary
Laura Custance	Exec. Secretary	9	07/01/21	64,091							64,091
Patricia Stotik	Adm Assistant	10	09/18/95	60,791				3,100			63,891
Marcia Vitale	Adm Assistant	10	12/03/18	60,256							60,256
JoAnn Harris (B/2)	Principal Clerk	1	09/08/20	37,247							37,247
James LeBouf	Building Maintenance	4	11/23/20	44,385							44,385
James LeBouf step increase	Building Maintenance	5	05/23/22	5,881				3,100			5,881
Total Civilian Personnel		5		266,769				3,100			275,750
Total Regular Salaries		68		4,658,064		838,347		271,501	222,560	260,199	6,043,030
Temporary Part-time:											
Adrianna Schafer	Desk/Records Clerk	1/2		15,159							15,159
Arlene Boone	Desk/Records Clerk	1/2		15,159							15,159
Total Temporary Part-time											30,318
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. 712,364											
Uniforms:											
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.											
Total Uniforms											540
Special Overtime:											
Terminal Leave:											
<i>Sick Leave Bonus:</i> An expenditure of \$3,461 will be necessary under Article 24 of the Superior Officer's contractual agreement and the PRRB agreement to fund the sick leave bonus program which provides for the payment of one to five days to those officers who use little or no sick time.											
Total Terminal Leave											3,461
All Other:											
<i>Fingerprint and Photography:</i> The funds in this account will be utilized to pay detectives for fingerprinting and photography duties as well as the four officers assigned to process gun permits in accordance with the, Chapter 41, Section 108I of the Massachusetts General Laws. 10,200											
<i>Temporary Assumption of Duties:</i> This provides the funds necessary to comply with Article 9 of the NEPBA and Article 10 of the Superior Officer's Contract 41,200											
Total All Other											51,400
TOTAL SALARIES											6,841,113

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

Name	Position	Step	Ann. Date	Education		Longevity		Shift Diff.	Holiday		Total Salary
				Base Salary	%	%	PAY		Pay		
Sworn Personnel											
Timothy Sheehan G13	Chief	10	05/17/87	63,997	25%	29,333	11.25%	16,500		6,903	116,733
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	03/18/02	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
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	20%	12,518	7.75%	5,821	3,035	3,552	87,514
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

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday		Total Salary
					%	PAY	%	PAY		Pay		
Sworn Personnel												
Paul Nicosia	Patrolman	4	10/07/07	62,588	20%	12,518	5.50%	4,131	-	3,352		82,589
Kimberly O'Keefe	Patrolman	4	09/09/02	62,588	20%	12,518	7.75%	5,821	-	3,424		84,351
Matthew Pelrine	Patrolman	4	05/18/15	62,588	-	-	3.00%	1,878	4,835	2,932		72,233
Arthur Piccolo	Patrolman	4	09/09/02	62,588	10%	6,259	7.75%	5,336	2,782	3,256		80,221
Douglas Pratt	Patrolman	4	01/18/04	62,588	20%	12,518	7.75%	5,821	-	3,424		84,351
Stephen Quinn	Patrolman	4	12/08/14	62,588	20%	12,518	3.00%	2,253	-	3,273		80,632
Matthew Rowe	Patrolman	4	06/03/14	62,588	20%	12,518	3.00%	2,253	-	3,273		80,632
James Ryser	Patrolman	4	05/12/08	62,588	20%	12,518	5.50%	4,131	-	3,352		82,589
Christopher Scott	Patrolman	4	10/21/02	62,588	10%	6,259	7.75%	5,336	-	3,139		77,321
Kayla Sheehan	Patrolman	4	05/29/18	62,588	20%	12,518	-	-	5,633	3,416		84,155
Colin Trelegan	Patrolman	4	05/02/16	52,037	25%	13,009	-	-	4,878	2,958		72,883
Colin Trelegan	Patrolman	4	05/02/21	10,551	25%	2,638	3.00%	396	1,019	618		15,222
Michael Vasconcellos	Patrolman	4	09/11/13	62,588	-	-	3.00%	1,878	-	2,727		67,193
Jennie Welch	Patrolman	4	01/13/03	62,588	25%	15,647	7.75%	6,063	-	3,566		87,865
Patrolman Position #1	Patrolman	1	07/01/20	-	0%	-	-	-	-	-		-
Patrolman Position #1	Patrolman	2	07/01/20	-	0%	-	-	-	-	-		-
Reduction For School Resource Officer #1												(73,766)
Reduction For School Resource Officer #2												(72,018)
Reduction For School Resource Officer #3												(61,178)
Total Sworn Personnel	63			4,238,956		725,743		313,769	199,022	233,996		5,504,524
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								58,352
Vacant	Desk/Records Clerk	1/2	04/01/19	37,479								37,479
Total Civilian Personnel	4			236,995				2,500				276,974
Total Regular Salaries	67			4,475,951		725,743		316,269	199,022	233,996		5,781,498
Temporary Part-time:												
Vacant (16 Hours)	Desk/Records Clerk	1/2	10/01/20	9,802								9,802
Vacant (16 Hours)	Desk/Records Clerk	1/2	10/01/20	9,802								9,802
Vacant (16 Hours)	Desk/Records Clerk	1/2	10/01/20	15,991								15,991
Total Temporary Part-time				-		-		-		-		19,605
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. Also included is Dispatcher OT for 3 Months - 32,249.09 plus 821.15 for Reserve Dispatchers 838,979												
Uniforms:												
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.												9,540
Total Uniforms												9,540
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.												3,067
Total Terminal Leave												3,067
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.												5,200
<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												24,988
Total All Other												30,188
TOTAL SALARIES												6,682,878

DESCRIPTION/DETAIL

POLICE EXPENSES

5210 Energy Utilities

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
102,726	102,726	87,281	87,281	92,533	92,533	111,595	111,595	111,595

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

Total 5210 Energy Utilities: 111,595 111,595

DESCRIPTION/DETAIL

POLICE EXPENSES

5240 *Repairs and Maintenance*

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
105,178	105,088	118,628	117,979	147,895	147,895	71,500	71,500	71,500

5240-001 EMERGENCY GENERATOR 5,000 5,000
 This account provides maintenance of the emergency generator.

5240-002 FACILITY AND EQUIPMENT MAINTENANCE AND SUPPLIES 65,000 65,000
 Based upon the size of the facility, the age, and the amount of activity that is generated (operational 24/7, 365 days a year), these funds are necessary to provide basic facility maintenance. 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.

AMOUNTS SPENT IN FY21

Car Wash for Police Vehilces	730.00
Professional Cleaning	10975.00
D&D Lock	1881.54
Painting of Dispatch room	4500.00
Bio-Hazzard Cleaning	1476.80
Ambient Temperature	16930.53
Petty Cash	2660.75
Fire Safety Equipement	3,512.00
Pest Control & Gounds Maintenance	5,029.66
Misc Cleaning Supplies	3,182.60
Total:	50,878.88

5240-003 IRRIGATION SYSTEM 1,500 1,500
 This account will provide for service and supplies associated with the maintenance of the irrigation system.

Total 5240 Repairs and Maintenance: 71,500 71,500

DESCRIPTION/DETAIL

POLICE EXPENSES

5270 Leases and Contracts

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
139,072	139,072	185,389	181,296	200,034	200,034	188,387	204,756	204,756
5270-001	BAPERN (Remote Line and Maintenance Radio System)						900	900
5270-002	SOFTWARE PURCHASE/MAIN. CONTRACTS-(TriTech (IMC)-Callyo-Delphi/DHQ-DTS-Lexipol-Guardian)							
	1. System Works (Police DTS - for Details/Overtime and Scheduling)						13,200	13,200
	2. Tri-Tech Software (IMC Police Computer CAD System - Police)						6,867	6,867
	3. Tri-Tech Software (IMC Police Computer CAD System - Fire)						2,489	2,489
	4. Callyo (Undercover Listening Software)						3,230	3,230
	5. Cellebrite (Cell Phone and Tablet Download Software)						4,300	4,300
	6. Lexipol (Policy Management Software)						16,623	16,623
	7. Guardian (Employee Early Warning System and Tracking)						4,104	4,104
	8. DHQ (Police Information Software and Support)						1,379	1,379
5270-003	COMMONWEALTH OF MASSACHUSETTS(Boiler Inspection)						250	250
5270-004	INTEGRATION PARTNERS CORPORATION (CJIS Firewall Protection Contract)						730	730
5270-005	RETRO-FIT (Maintenance Contract for Printers)						2,400	2,400
5270-006	NETWORK FLEET - VERIZON (AVL for Cruisers)						4,836	4,836
5270-007	FIRE ALARM/SPRINKLER SYSTEM (Service/Inspection)						3,600	3,600
5270-008	GROUNDS MAINTENANCE (Lawn Fertilization/Insect Control)						1,400	1,400
5270-009	ELEVATOR MAINTENANCE (Service/Inspection)						2,000	2,000
5270-010	WATER TREATMENT (Testing and Treatment)						750	750
5270-011	EMERGENCY GENERATOR SERVICE CONTRACT						450	450
5270-012	DELPHI TECHNOLOGY SOLUTIONS (Network Admin and Maintenance Agumentation Agreement)						81,463	81,463
5270-013	HUNTER SYSTEMS GROUP (Booking Camera Service Contract)						299	299
5270-014	ALL TRAFFIC SOLUTIONS (Speed Trailer Maintenance Contract)						10,500	10,500
5270-015	ENPOINT TECHNOLOGIES (ECN CodeRED Maintenance)						18,592	18,592
5270-016	BEHAVIORAL HEALTH SERVICES (Mental Health/Substance Use Collaboration)						9,900	9,900
5270-017	PROJECT LIFESAVER (GPS Devices and Battery Replacement)						5,000	5,000
5270-018	COMPREHENSIVE GATEWAY SECURITY SUITE BUNDLE NSA 250M SERIES (Firewall)						1,294	1,294
5270-019	EVIDENCE ROOM AUDIT						6,200	6,200
5270-020	DATA SHRED (Shredding company that comes on site for sensitive documents in compliance with regulations)						2,000	2,000
5270-021	PUBLIC RELATIONS FIRM (Assists with Press Releases and Communications - John Guilfoiul Public Relations)						4,788	4,788
<i>Total 5270 Leases and Contracts:</i>							204,756	204,756

DESCRIPTION/DETAIL

POLICE EXPENSES

5310 Professional Services

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
8,047	8,047	9,141	9,141	29,574	29,191	8,700	8,700	8,700

5310-001 LEGAL AND PROFESSIONAL PUBLICATIONS 2,500 2,500
 This account provides funds for the purchase and maintenance of the Department’s law books and publications that are utilized in the day to day operations as well as court costs for pursuing outstanding detail balances.

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

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

Total 5310 Professional Services: 8,700 8,700

DESCRIPTION/DETAIL

POLICE EXPENSES

5340 Communications

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
80,767	80,217	91,528	83,560	87,816	87,006	86,506	97,919	97,919

5340-001 TELEPHONE

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

This account also pays for Department Comcast services.

1. Pay phone at TPD	1,100	1,100
2. Department Phones	15,390	15,390
3. Comcast Cable	3,658	3,658
4. Detective TLO Search	1,800	1,800
5. Verizon cell phone bill and wireless modems for the cruisers	31,361	31,361

5340-002 RADIO SYSTEM

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

1) Radio Repair/Replacement Batteries, Antennas, Microphones	6,055	6,055
2) Portable Radio Replacement (63 Portables @ 7 Per Year=9 Yr. Cycle)	17,603	17,603
3) Mobile Radio Replacement (37 Mobile Radios @ 6 Per Year=8 Yr. Cycle)	20,953	20,953

Total 5340 Communications: 97,919 97,919

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DESCRIPTION/DETAIL

POLICE EXPENSES

5381 Computer Repairs and Maintenance

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
66,792	66,792	67,589	67,588	68,969	68,939	66,372	81,962	81,962
5381-001 PHOTOCOPY & FAX MACHINE								
1) Maintenance/Supplies Photocopy and Fax Machines							8,500	8,500
2) Photocopier Replacement (7 Photocopiers @ 1 Per Year=6 Yr. Cycle)							7,500	7,500
5381-002 MONITORING SYSTEM/SECURITY LOCKING MECHANISMS								
This account provides for maintenance of the camera surveillance equipment/locking mechanisms for the station and the prisoner holding facility.							3,500	3,500
5381-003 COMPUTER ACCOUNT								
1) Hardware Maintenance-PC's, Printers, Monitors, Servers							3,000	3,000
2) Mobile Computers/Software & Hardware Maintenance							3,500	3,500
3) Battery Back-up Maintenance							1,000	1,000
4) Computer Supplies (Toner, Ink Cartridges, Repairs)							11,586	11,586
5) Computer Replacement (41 Computers @ 8 Per Year=5 Yr. Cycle)							8,000	8,000
6) Monitor Replacement (40 Monitors @ 16 Per Year=5 Yr. Cycle)							3,440	3,440
7) Mobile Computer Replacement (18 Computers @ 5 Per Year=6 Yr. Cycle)							26,840	26,840
8) Replacement of Laptop Computers (9 Computers @ 2 Per Year 3 Yr. Cycle)							1,762	1,762
9) Replacement of Computer Cameras (5 Cameras @ 1 Per Year 3 Yr. Cycle)							425	425
10. Carbonite Server (Back-up Server)							2,909	2,909

POLICE EXPENSES

5420 Office Supplies

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
12,500	12,493	12,050	12,019	12,286	12,285	13,000	14,000	14,000

5420-001 POSTAGE 4,000 4,000
 This account provides funds to allow the department to conduct essential correspondence with persons and agencies in both the public and private sector.

5420-002 PRINTING / REPRODUCTION 4,000 4,000
 This account provides funds for both in-house and outside reproduction of documents. Paper and supplies for both the copy machine and the computer will come from this account. Most documents generated by this Department are produced either through the computer or the copy machine for the purpose of communication with other law enforcement agencies, other municipal departments, citizens, attorneys, courts, and insurance companies. In addition, the production of policies and procedures, roll-call training materials, daily logs, and incident reports are funded through this account. Another area of considerable expense is reproduction that is done outside of the Police Department. We are utilizing private sector companies to produce a majority of our forms.

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

Total 5420 Office Supplies: 14,000 14,000

DESCRIPTION/DETAIL

POLICE EXPENSES

5510 K-9

	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
	7,120	7,120	5,500	5,319	5,718	5,718	5,500	5,500	5,500
5510-001	K-9 CARE AND EQUIPMENT							4,000	4,000
	This account funds expenses associated with dog food, veterinary care, grooming services, and necessary K-9 equipment. This account also funds uniform cleaning and replacement.								
5510-002	BOSTON POLICE IN-SERVICE TRAINING							1,500	1,500
	<i>Total 5510 K-9:</i>							5,500	5,500

DESCRIPTION/DETAIL

POLICE EXPENSES

5538 Recruit/Specialty Expense

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
21,833	21,833	21,568	21,537	49,467	49,215	25,000	25,000	25,000

5538-001 NEW RECRUITS/SPECIALTY UNIT UNIFORMS AND EQUIPMENT

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

25,000 25,000

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

DESCRIPTION/DETAIL

POLICE EXPENSES

5580 Uniforms

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
9,090	9,090	-	-	-	-	-	-	-

DESCRIPTION/DETAIL

POLICE EXPENSES

5702 Travel

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
6,150	6,150	6,061	6,061	179	179	10,000	10,000	10,000

5702-001 PRISONER RETRIEVAL ,SPECIAL INVESTIGATIONS, AND TRAINING 10,000 10,000

This account provides the necessary funds to recover prisoners who are fugitives from justice, to conduct criminal investigations out of the area, and to attend training out of the area. Airfare, hotel accommodations, and meals are to be provided with these funds.

Total 5702 Travel: 10,000 10,000

POLICE EXPENSES

5703 Dues and Memberships

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
12,844	12,844	12,833	12,833	14,543	14,543	14,540	14,540	14,540

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

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

N.E.M.L.E.C. is comprised of police departments from sixty two north eastern communities actively involved in collaboration/mutual aid efforts to provide the best police service possible including: RRT, SWAT, STARS Team, and N.E.M.L.E.C. Chiefs of Police who oversee the entire operation. Participation in the MA Police Accreditation Program is a mandated requirement for N.E.M.L.E.C. agencies.

DESCRIPTION/DETAIL

POLICE EXPENSES

5790 Staff Development

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
32,129	32,129	25,277	25,277	27,586	27,586	34,150	45,700	45,700

5790-001 TRAINING CONFERENCE AND SEMINAR TUITIONS 40,000 40,000
 The funds in this account are for the enhancement of employee skills that will enable them to provide a more professional, efficient, and effective service to the public, while also addressing issues of liability.

5790-002 IN-SERVICE TRAINING 5,700 5,700
 This account provides for the MPTC in-service training requirement for all officers.

Total 5790 Staff Development: 45,700 45,700

DESCRIPTION/DETAIL

POLICE EXPENSES

5822 Capital Outlay

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
377,736	377,721	303,475	302,758	447,893	446,980	292,357	318,867	318,867

New Vehicle/Replacement Purchase

The funds provided in this account will provide the Department with five new police vehicles that will ensure we maintain our 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 (lights, cages, gun vaults, sirens). The funds provided will also purchase extended warranties.

305,029 305,029

Firearm Replacement Cycle (5years)

The 5-year mark for our service handguns is approaching during our next budget cycle (FY2023) and we have to look at either replacing critical parts in our Glock Handguns or trading them in as we have done in the past for new firearms. Replacing the parts or firearms per manufacturer recommendation helps prevent the officer from having a faulty weapon due to worn parts from years of wear and tear from service as a duty firearm. Failure to replace these parts could potentially have tragic results.

The cost to replace the critical parts on each gun will be approximately \$170.00-\$194.00 depending which parts are needed, this does not include the additional labor associated with replacing these parts which will be at a minimum \$38.80 per gun bringing the total of each to \$208.80-\$232.80. The average Glock replacement is approximately \$431.00 per gun and the trade in value of our old guns will be \$325 which is \$102-\$126.00 cheaper than replacing the parts and labor that would be associated with refurbishing the firearms.

7,738.00 7,738.00

Mounted Speed Board Message Sign

Purchase one mounted speed board to mount in an area with high traffic complaints to alert drivers of their speed and to slow them down for vehicle and pedestrian safety with a goal to build on these every year.

6,100.00 6,100.00

Total 318,867 318,867



TEWKSBURY POLICE DEPARTMENT

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November 8, 2021

Mr. Montuori:

This document provides an outline of the items that I am looking to increase in my budget.

- **Police Vehicles:** I would like to go from 4 cruisers per year to 5 due to a significant increase in our fleet over the last 10 years, from 19 cruisers to 44. The increase has been due to added positions over the years; most of the additions have been cars that we passed down to admin positions when we get new patrol cars. This will help us maintain our feet. This would be an increased cost for gas vehicles of \$35,989 increase. If we chose to purchase hybrid police vehicles it will be an additional \$13,837. A total increase if we purchase hybrid vehicles would be \$49,827.
- **Police Vehicle Radios:** We need to increase our cruiser radio budget by purchasing 6 cruiser radios from 3 to ensure we stay on top of our radio up keep. An increased cost of \$8,253.
- **Police Vehicle Computers:** We need to increase our cruiser computers and replacement cycle to keep up with our fleet. We are looking to increase to 5 per year from 3 per year with an increased cost of \$12,590.
- **Firearm Replacement:** The 5-year mark for our service handguns is approaching during our next budget cycle (FY2023) and we have to look at either replacing critical parts in our Glock Handguns or trading them in as we have done in the past for new firearms. Replacing the parts or firearms per manufacturer recommendation helps prevent the officer from having a faulty weapon due to worn parts from years of wear and tear from service as a duty firearm. Failure to replace these parts could potentially have tragic results. The cost to replace the critical parts on each gun will be approximately \$170.00-\$194.00 depending which parts are needed, this does not include the additional labor associated with replacing these parts which will be at a minimum \$38.80 per gun bringing the total of each to \$208.80-\$232.80. The average Glock replacement is approximately \$431.00 per gun and the trade in value of our old guns will be \$325 which is \$102-\$126.00 cheaper than replacing the parts and labor that would be associated with refurbishing the firearms. The total cost to replace our Glock's would be \$7,738.
- **Promotional Exams:** Our existing exams will expire next year (2/15/2023) and I anticipate having to promote a Deputy Chief, 4 Lieutenants and 4 Sergeants based on upcoming retirements. This would be an approximate cost of \$53,000.



- **Frontline Initiative:** The grant for Matt Page-Shelton is going into its final year and we have been talking about what will happen if we don't get additional grant money to cover his salary. We would divide this among the 5 departments; our share would be \$17,100.
- **Building Improvement:** Vinny is getting quotes for improvements to roll call, booking and the locker rooms.
- **Range Budget:** Looking to increase the range budget for ammunition from \$20,607 to \$27,400; an increase of \$6,793 in order to be able to train on our firearms 2 times per year instead of 1. We have a decrease in this overall cost even with a 10% increase in ammunition costs due to no longer needing shotgun ammunition.
- **Overtime Note:** We have added Officer Wellness as an additional mandatory training, and if we add a second range day, this has to be done on overtime. To train the entire department there is an estimated overtime cost of \$27,000. Something to consider along with our other mandatory trainings, Defensive Tactics, CPR, Taser, Active Shooter (approx. 108k). Should we put these under training?
- **Training Budget:** I would like to increase the training budget by 10k. The costs of training has increased we need more in this budget to cover these trainings.
- **Budget Priorities:**
 - **Increase Staffing:** We have not increased our patrol staffing levels going back as far as 2009. We are rarely ever fully staffed and have a 22 percent increase in call volume since 2009. Additionally, we handle call much differently than we did in 2009. We can be on calls with some people with mental health issues substance use and domestic violence calls for a long period of time due to the effort we put in on these calls. This has caused a strain on officers work load and also causes an increase on overtime.
 - **Radio Infrastructure:** Replace out existing and out dated radio infrastructure with the use of Massachusetts State Grants to ensure proper communications for the safety of our officers.
 - **Body Worn Cameras:** As our nation has become more critical than ever with law enforcement, the need for the ultimate transparency with video recordings of police during incidents has almost become mandatory in today's society. In today's digital world, people don't believe anything unless they see it on video. Almost all police interactions across the nation are handled correctly, but how do we prove it? The answer is simple, body cameras to show what we do and how we do it. This not only protects the officer from false accusations and law suits but shows the community in which we serve we are truly a transparent organization. With this tool, we not only will be able to have the camera footage of interactions, but this model provides a much needed officer safety component in addition to the calls for service that activates the cameras in certain



situations such as, an officer laying in the prone position, being in a fight, drawing their firearm or running. This system also allows dispatch to pin point an officers location with GPS upon activation of a camera and allows for supervisors to access their live video feed. Not only will body cameras provide truth and accountability it will give our community faith in their police department that we are a transparent organization. The cost of this program is a total of \$618,675.00 over 5 years with 30% due in the first year, which includes everything needed to run this program. The first year would cost \$185,602.50 and 108,268.13 for the remaining 4 years. Every police agency in America is only one incident away from having civil unrest; having video evidence to either hold someone accountable or show that officers acted appropriately only add to building trust within our community and our country.