

POLICE DEPARTMENT	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	FY2026 FIN COM REC
<i>Salaries</i>										
5111 Regular Salaries	\$ 5,871,573	\$ 5,836,205	\$ 6,321,246	\$ 6,285,598	\$ 6,493,350	\$ 6,460,674	\$ 6,974,632	\$ 7,291,453	\$ 7,291,453	
5120 Temporary Part-time	30,318	23,876	26,060	23,482	21,700	14,745.52	16,246	25,712	25,712	
5130 Overtime	931,324	931,324	903,699	903,699	954,053	908,819	562,364	762,000	762,000	
5135 Uniforms	540	540	540	540	540	540	540	540	540	
5137 Training Overtime	-	-	143,665	120,434	101,897	101,897	200,000	-	-	
5160 Terminal Leave	3,461	3,287	3,461	3,460	46,904	46,904	-	-	-	
5180 All Other	37,440	36,378	63,900	39,854	38,100	31,004	58,100	87,100	87,100	
Total Salaries	\$ 6,874,656	\$ 6,831,610	\$ 7,462,571	\$ 7,377,066	\$ 7,656,543	\$ 7,564,583	\$ 7,811,882	\$ 8,166,805	\$ 8,166,805	\$ -
<i>Operating</i>										
5210 Energy Utilities	\$ 102,190	\$ 91,486	\$ 106,956	\$ 95,768	\$ 107,313	\$ 107,096	\$ 101,595	\$ 101,595	\$ 101,595	
5240 Repairs and Maintenance	161,741	158,829	137,559	131,427	152,528	152,528.44	71,950	74,950	74,950	
5270 Leases/Contracts	192,105	184,749	189,506	184,018	253,258	249,424.66	277,820	278,673	186,828	
5310 Professional Services	8,700	8,107	36,835	35,814	3,043	2,961.24	9,200	9,200	9,200	
5340 Communications	90,248	87,945	97,919	92,996	97,876	94,781.13	94,469	92,922	92,922	
5381 Computer	74,660	56,404	90,931	85,365	92,114	92,028.13	99,893	101,567	101,567	
5420 Office Supplies	13,864	13,844	14,366	12,475	15,182	11,774.19	16,000	16,000	16,000	
5423 All Other Supplies	176,872	162,034	148,646	148,073	260,226	260,226.40	176,648	183,578	183,578	
5510 K-9	5,969	5,696	5,500	5,309	15,005	15,005.28	16,000	16,000	16,000	
5538 Recruit/Specialty Expense	34,250	33,703	60,407	60,407	48,615	48,615.37	20,000	20,000	20,000	
5580 Uniforms	-	-	-	-	-	-	-	-	-	
5702 Travel	6,300	4,472	11,029	11,029	9,661	6,601.00	10,000	10,000	10,000	
5703 Dues and Memberships	14,540	14,158	14,572	14,572	14,420	13,869.00	18,092	20,034	20,034	
5790 Staff Development	37,293	36,939	41,591	39,383	48,660	47,659.85	46,200	40,000	40,000	
Total Operating	\$ 918,732	\$ 858,365	\$ 955,818	\$ 916,636	\$ 1,117,902	\$ 1,102,571	\$ 957,867	\$ 964,519	\$ 872,674	
<i>Capital Outlay</i>										
5833 Capital Outlay	\$ 400,186	\$ 397,746	\$ 408,653	\$ 396,498	\$ 368,645	\$ 368,645	\$ 404,784	\$ 299,048	\$ 299,048	
Total Capital Outlay	\$ 400,186	\$ 397,746	\$ 408,653	\$ 396,498	\$ 368,645	\$ 368,645	\$ 404,784	\$ 299,048	\$ 299,048	
TOTAL BUDGET	\$ 8,193,574	\$ 8,087,721	\$ 8,827,041	\$ 8,690,200	\$ 9,143,090	\$ 9,035,799	\$ 9,174,533	\$ 9,430,371	\$ 9,338,526	\$ -

	FY2022 BUDGETED	FY2023 BUDGETED	FY2024 BUDGETED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	FY2026 FIN COM REC
Position	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Police Chief	1	1	1	1	1	1	
Deputy Police Chief	1	1	1	2	2	2	
Lieutenants	6	6	8	7	7	7	
Sergeants	12	12	12	12	12	12	
Detectives	10	10	8	8	8	8	
Patrol Officer Positions	33	33	37	37	37	37	
Civilian Staff	6	6	5	5	5	5	
Total Staffing	69	69	72	72	72	72	-

Kimberly O'Keefe	Patrolman	4	09/09/02	01/00/00	71,709	20%	14,342	10.00%	8,605	-	4,733	99,389	
Timothy Oteri (7.2 wks)	Patrolman	3	02/20/23	01/00/00	9,520	20%	1,904	0.00%	-	857	614	12,894	
Timothy Oteri (Step 45 wks)	Patrolman	4	02/20/23	01/00/00	61,818	20%	12,364	0.00%	-	5,564	3,987	83,733	
Michael Pelfine (18 wks)	Patrolman	4	11/02/20	01/00/00	46,982	20%	9,396	0.00%	-	2,114	2,925	61,417	
Michael Pelfine (longevity 34.2 wks)	Patrolman	4	11/02/20	11/02/20	24,727	20%	4,945	3.00%	890	1,146	1,585	33,294	
Arthur Piccolo	Patrolman	4	09/09/02	09/09/02	71,709	20%	14,342	10.00%	8,605	3,550	4,910	103,116	
Stephen Quinn	Patrolman	4	12/08/14	12/08/14	71,709	20%	14,342	5.50%	4,733	6,809	4,880	102,472	
Patrick Ryan	Patrolman	4	05/01/23	05/01/23	71,709	20%	14,342	0.00%	-	6,454	4,625	97,130	
James Ryser	Patrolman	4	05/12/08	05/12/08	71,709	20%	14,342	8.50%	7,314	1,313	4,734	99,412	
Jacob Saad	Patrolman	4	11/14/22	11/14/22	71,709	25%	17,927	0.00%	-	-	4,482	94,118	
Derek Schumaker (4.2 wks)	Patrolman	3	01/30/23	01/30/23	5,553	20%	1,111	0.00%	-	250	346	7,259	
Derek Schumaker (Step 48 wks)	Patrolman	4	01/30/23	01/30/23	65,939	20%	13,188	0.00%	-	2,967	4,105	86,199	
Christopher Scott	Patrolman	4	10/21/02	10/21/02	71,709	20%	14,342	10.00%	8,605	-	4,733	99,389	
Ryan Sheehan (4.2 wks)	Patrolman	2	01/30/23	01/30/23	5,033	10%	503	0.00%	-	-	277	5,813	
Ryan Sheehan (Step 48 wks)	Patrolman	3	01/30/23	01/30/23	63,465	10%	6,346	0.00%	-	-	3,491	73,302	
Michael Storti	Patrolman	4	01/22/24	01/22/24	71,709	25%	17,927	0.00%	-	6,723	4,818	101,177	
Katrina Valeri (11.4 wks)	Patrolman	3	03/20/23	03/20/23	15,073	25%	3,768	0.00%	-	1,413	1,013	21,267	
Katrina Valeri (Step 40.8 wks)	Patrolman	4	03/20/23	03/20/23	56,264	25%	14,066	0.00%	-	5,275	3,780	79,385	
Michael Vasconcellos	Patrolman	4	03/11/13	03/11/13	71,709	20%	14,342	5.50%	4,733	-	4,539	95,323	
Jennie Welch	Patrolman	4	01/13/03	01/13/03	71,709	25%	17,927	10.00%	8,964	-	4,930	103,530	
David Aznavoorian (45.2 wks)	Patrolman	3	11/13/23	11/13/23	59,763	0%	-	0.00%	-	4,482	3,212	67,457	
David Aznavoorian (Step 7 wks)	Patrolman	4	11/13/23	11/13/23	9,616	0%	-	0.00%	-	721	517	10,854	
Isaiah Walker	Patrolman	4	02/05/24	02/05/24	71,709	25%	17,927	0.00%	-	6,723	4,818	101,177	
Kevin Carta	Patrolman	2	02/12/24	02/12/24	7,430	0%	-	0.00%	-	557	399	8,387	
Kevin Carta	Patrolman	3	02/12/24	02/12/24	60,820	0%	-	0.00%	-	4,562	3,269	68,651	
Sarah McConaghy	Patrolman	4	03/18/24	03/18/24	71,709	25%	17,927	0.00%	-	6,723	4,818	101,177	
Patrolman #1 Vacancy	Patrolman	2	TBD	TBD	62,556	20%	12,511	0.00%	-	5,630	4,035	84,733	
Patrolman #2 Vacancy	Patrolman	2	TBD	TBD	62,556	20%	12,511	0.00%	-	5,630	4,035	84,733	
Patrolman #3 Vacancy	Patrolman	2	TBD	TBD	62,556	10%	6,256	0.00%	-	5,161	3,699	77,612	
Patrolman #4 Vacancy	Patrolman	2	TBD	TBD	62,556	0%	-	0.00%	-	4,692	3,362	70,610	
Reduction For School Resource Officer #1					(76,688)							(76,688)	
Reduction For School Resource Officer #2					(76,688)							(76,688)	
Reduction For School Resource Officer #3					(76,683)							(76,683)	
Total Sworn Personnel		67			0	\$ 5,057,855	\$ -	\$ 1,016,275	\$ -	\$ 302,040	\$ 236,949	\$ 342,159	\$ 6,955,278

Name	Position	Step	Ann. Date		Base Salary	%	Education	%	Longevity	Shift Diff.	Holiday	Pay	Total Salary
Civilian Personnel: The following employees are administrative support.													
Erin Gamlin	Exec. Secretary	9	01/21/25	01/21/25	\$ 78,444	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	78,444
Cindy Ponte	Adm Assistant	9	11/01/24	11/01/24	66,018	0%	-	0.00%	-	-	-	-	66,018
Marcia Vitale	Adm Assistant	10	12/03/18	12/03/18	67,676	0%	-	0.00%	1,500	-	-	-	69,176
JoAnn Harris (B2/5)	Principal Clerk	5	09/08/20	09/08/20	55,547	0%	-	0.00%	1,500	-	-	-	57,047
Michael Sakovich (1 wk)	Building Maintenance	5	01/10/22	01/10/22	1,207	0%	-	0.00%	-	-	-	-	1,207
Michael Sakovich (51.2 wk)	Building Maintenance	6	01/10/22	01/10/22	64,282	0%	-	0.00%	-	-	-	-	64,282
													-
													-
Total Civilian Personnel		5			\$ 333,175					\$ -	\$ -	\$ -	\$ 336,175
Total Regular Salaries		5			\$ 5,391,030		\$ 1,016,275		\$ 302,040	\$ 236,949	\$ 342,159	\$ -	\$ 7,291,453

Temporary Part-Time:													
Name	Position	Step	Ann. Date		Base Salary	%	Education	%	Longevity	Shift Diff.	Holiday	Pay	Total Salary
Carol Alari (16 hours per week 21.19 per hour)	Desk/Records Clerk	3	8/13/2022	8/13/2022	\$ 17,698								\$ 17,698
Michael Bono (8 hours per week 19.19 per hour)	Desk/Records Clerk	2	1/0/1900	1/0/1900	8,014								8,014
Total Temporary Part-Time					-	-	-	-	-	-	-	-	\$ 25,712

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. **\$ 762,000**

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

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

Terminal Leave:
Sick Leave Bonus: An expenditure of \$3,555 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/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. **\$ 45,900**
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 NEPA and Article 10 of the Superior Officer's Contract **\$ 41,200**
Total All Other **\$ 87,100**

TOTAL SALARIES **\$ 8,166,805**

**FISCAL YEAR 2026
POLICE DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST**

Name	Position	Step	Ann. Date	Step Date	Base Salary	Education		Longevity		Shift Diff.	Holiday Pay
						%		%	PAY		
Sworn Personnel											
Ryan Columbus	Chief	10	07/31/00	07/31/00	148,372	25%	37,093	12.75%	23,647		10,456
Alysia Columbus	Deputy Chief	8	04/22/08	04/22/08	129,787	25%	32,447	8.50%	13,790		8,801
Brian Farnum	Deputy Chief	8	08/02/04	08/02/04	129,787	25%	32,447	10.00%	16,223		8,923
Patrick Connor	Lieutenant	2	06/14/10	12/09/54	99,197	25%	24,799	9%	10,540	5,045	6,979
Matthew Donovan	Lieutenant	2	05/29/18	05/29/18	99,197	25%	24,799	3.00%	3,720	-	6,386
Michael Donovan	Detective Lieutenant	2	02/24/03	02/24/03	99,197	25%	24,799	8.50%	10,540	-	6,727
Patrick Harrington	Lieutenant	2	02/24/03	02/24/03	99,197	25%	24,799	10.00%	12,400	-	6,820
Dennis Peterson Jr.	Lieutenant	2	02/23/04	02/23/04	99,197	20%	19,839	10.00%	11,904	9,820.52	7,038
Colin Trelegan (44 wks)	Lieutenant	2	05/02/16	05/02/16	83,615	25%	20,904	3.00%	3,136	8,074.03	5,786
Colin Trelegan (Longevity 8.2 wks)	Lieutenant	2	05/02/16	05/02/16	15,583	25%	3,896	5.50%	1,071	1,541.23	1,105
James Williams	Lieutenant	2	10/23/96	10/23/96	99,197	25%	24,799	12.75%	15,810	-	6,990
Christopher Byrne	Sergeant	2	11/14/11	11/14/11	84,321	20%	16,864	8.50%	8,601	-	5,489
Andrew Donovan (4 wks)	Sergeant	1	07/27/20	07/27/20	6,215	20%	1,243	0.00%	-	559.39	401
Andrew Donovan (longevity 48.2 wks)	Sergeant	2	07/27/20	07/27/20	74,896	20%	14,979	3.00%	2,696	6,942.90	4,976
Shane Gallagher	Sergeant	2	01/13/14	01/13/14	84,321	25%	21,080	5.50%	5,797	8,339.87	5,977
Ryan Hunt	Sergeant	2	10/30/17	10/30/17	84,321	0%	-	3.00%	2,530	1,139.91	4,400
Joseph Kelley	Sergeant	2	02/23/04	02/23/04	84,321	20%	16,864	10.00%	10,119	8,347.78	5,983
Christopher Lefebvre	Sergeant	2	06/14/10	06/14/10	84,321	25%	21,080	8.50%	8,959		5,718
Michael McLaughlin	Detective Sergeant	2	11/14/11	11/14/11	84,321	20%	16,864	5.50%	5,565	4,803.77	5,578
Joseph Mendonca (47 wks)	Sergeant	2	05/23/16	05/23/16	75,921	20%	15,184	3.00%	2,733		4,692
Joseph Mendonca (Lonvegity 5.2 wks)	Sergeant	2	05/23/16	05/23/16	8,400	20%	1,680	5.50%	554		532
Peter Murray	Sergeant	2	01/13/20	01/13/20	84,321	20%	16,864	3.00%	3,036	3,908.28	5,406
Michael Newcomb	Sergeant	2	06/14/10	06/14/10	84,321	25%	21,080	8.50%	8,959	8,577.02	6,147
Lauren Strong (4 weeks)	Sergeant	2	07/27/20	07/27/20	6,461	25%	1,615	0.00%	-	302.88	419
Lauren Strong (Longevity 48.2 wks)	Sergeant	2	07/27/20	07/27/20	77,860	25%	19,465	3.00%	2,920	3,759.16	5,200
David Duffy	Sergeant	2	11/14/14	11/14/14	84,321	20%	16,864	5.50%	5,565	8,006.28	5,738

Name	Position	Step	Ann. Date	Step Date	Base Salary	Education		Longevity		Shift Diff.	Holiday Pay
						%		%	PAY		
Sworn Personnel											
Joshua Barbera	Detective	4	05/20/19	05/20/19	71,709	25%	17,927	3.00%	2,689	3,462	4,789
Matthew Rowe	Detective	4	06/02/14	06/02/14	71,709	25%	17,927	5.50%	4,930	3,546	4,906
Ryan Sughrue	Detective	4	02/08/21	02/08/21	43,960	20%	8,792	0.00%	-	1,978	2,736
Ryan Sughrue (longevity 20.2 wks)	Detective	4	02/09/21	02/09/21	27,749	20%	5,550	3.00%	999	1,286	1,779

Kaitlin Vasconcellos	Detective	4	06/03/13	06/03/13	71,709	25%	17,927	5.50%	4,930	-	4,728
Christopher Adams	Patrolman	4	05/18/15	05/18/15	71,709	25%	17,927	3.00%	2,689	-	4,616
Christopher Bettano	Patrolman	4	11/18/19	11/18/19	71,709	20%	14,342	3.00%	2,582	6,647	4,764
Robert Bjorkgren	Patrolman	4	10/20/03	10/20/03	71,709	20%	14,342	10.00%	8,605	3,550	4,910
Derek Leffler	Patrolman	2	12/01/24	12/01/24	25,406	0%	-	0.00%	-	1,905	1,366
Derek Leffler (step 31 wks)	Patrolman	3	12/01/24	12/01/24	40,988	0%	-	0.00%	-	3,074	2,203
Karen Capuano	Patrolman	4	02/24/03	02/24/03	71,709	0%	-	10.00%	7,171		3,944
Stephanie Casino (4.2 wks)	Patrolman	3	01/30/23	01/30/23	5,553	20%	1,111	0.00%	-	31	335
Stephanie Casino (Step 48 wks)	Patrolman	4	01/30/23	01/30/23	65,939	20%	13,188	0.00%	-	371	3,975
Nicholas Ciaramella	Patrolman	4	01/13/20	01/13/20	71,709	10%	7,171	3.00%	2,366	-	4,062
Dylan Cuccio	Patrolman	4	02/20/23	02/20/23	71,709	20%	14,342	0.00%	-	6,454	4,625
Charles Emerson (7.2 wks)	Patrolman	3	02/20/23	02/20/23	9,520	0%	-	0.00%	-	714	512
Charles Emerson (Step 45 wks)	Patrolman	4	02/20/23	02/20/23	61,818	0%	-	0.00%	-	4,636	3,323
Kayla Gordon	Patrolman	4	05/29/18	05/29/18	71,709	20%	14,342	3.00%	2,582	3,988	4,631
Zachary Jacobs	Patrolman	4	02/20/23	02/20/23	71,709	20%	14,342	0.00%	-	6,454	4,625
Michael Jones	Patrolman	4	04/25/22	04/25/22	71,709	25%	17,927	0.00%	-	840	4,524
Dennis Kelleher	Patrolman	4	11/15/21	11/15/21	71,709	20%	14,342	0.00%	-	6,454	4,625
Peter Knoops	Patrolman	4	11/16/20	11/16/20	27,475	20%	5,495	0.00%	-	1,236	1,710
Peter Knoops (longevity 32.2 wks)	Patrolman	4	11/16/20	11/16/20	44,235	20%	8,847	3.00%	1,592	2,050	2,836
Chy Lim	Patrolman	4	06/07/21	06/07/21	67,313	0%	-	0.00%	-		3,366
Chy Lim (longevity 3.2)	Patrolman	4	06/08/21	06/08/21	4,396	0%	-	3.00%	132		226
Markus McMahon	Patrolman	4	11/26/01	11/26/01	71,709	20%	14,342	10.00%	8,605	-	4,733
Markus McMahon +3.5% Wage Deferral	Patrolman	4	11/26/01	11/26/01	2,510	20%	502	10.00%	301	-	166
David Miano	Patrolman	4	09/27/04	09/27/04	71,709	20%	14,342	10.00%	8,605	7,099	5,088

Name	Position	Step	Ann. Date	Step Date	Base Salary	Education		Longevity		Shift Diff.	Holiday Pay
						%		%	PAY		
Sworn Personnel											
Matthew O'Brien	Patrolman	4	07/25/22		71,709	0%	-	0.00%	-	2,689	3,720
Kimberly O'Keefe	Patrolman	4	09/09/02		71,709	20%	14,342	10.00%	8,605	-	4,733
Timothy Oteri (7.2 wks)	Patrolman	3	02/20/23		9,520	20%	1,904	0.00%	-	857	614
Timothy Oteri (Step 45 wks)	Patrolman	4	02/20/23		61,818	20%	12,364	0.00%	-	5,564	3,987
Michael Pelrine (18 wks)	Patrolman	4	11/02/20		46,982	20%	9,396	0.00%	-	2,114	2,925
Michael Pelrine (longevity 34.2 wks)	Patrolman	4	11/02/20	11/02/20	24,727	20%	4,945	3.00%	890	1,146	1,585
Arthur Piccolo	Patrolman	4	09/09/02	09/09/02	71,709	20%	14,342	10.00%	8,605	3,550	4,910
Stephen Quinn	Patrolman	4	12/08/14	12/08/14	71,709	20%	14,342	5.50%	4,733	6,809	4,880
Patrick Ryan	Patrolman	4	05/01/23	05/01/23	71,709	20%	14,342	0.00%	-	6,454	4,625
James Ryser	Patrolman	4	05/12/08	05/12/08	71,709	20%	14,342	8.50%	7,314	1,313	4,734
Jacob Saad	Patrolman	4	11/14/22	11/14/22	71,709	25%	17,927	0.00%	-		4,482
Derek Schumaker (4.2 wks)	Patrolman	3	01/30/23	01/30/23	5,553	20%	1,111	0.00%	-	250	346
Derek Schumaker (Step 48 wks)	Patrolman	4	01/30/23	01/30/23	65,939	20%	13,188	0.00%	-	2,967	4,105
Christopher Scott	Patrolman	4	10/21/02	10/21/02	71,709	20%	14,342	10.00%	8,605		4,733
Ryan Sheehan (4.2 wks)	Patrolman	2	01/30/23	01/30/23	5,033	10%	503	0.00%	-	-	277
Ryan Sheehan (Step 48 wks)	Patrolman	3	01/30/23	01/30/23	63,465	10%	6,346	0.00%	-	-	3,491
Michael Storti	Patrolman	4	01/22/24	01/22/24	71,709	25%	17,927			6,723	4,818
Katrina Valeri (11.4 wks)	Patrolman	3	03/20/23	03/20/23	15,073	25%	3,768	0.00%	-	1,413	1,013
Katrina Valeri (Step 40.8 wks)	Patrolman	4	03/20/23	03/20/23	56,264	25%	14,066	0.00%	-	5,275	3,780
Michael Vasconcellos	Patrolman	4	03/11/13	03/11/13	71,709	20%	14,342	5.50%	4,733	-	4,539
Jennie Welch	Patrolman	4	01/13/03	01/13/03	71,709	25%	17,927	10.00%	8,964	-	4,930
David Aznavoorian (45.2 wks)	Patrolman	3	11/13/23	11/13/23	59,763	0%	-	0.00%	-	4,482	3,212
David Aznavoorian (Step 7 wks)	Patrolman	4	11/13/23	11/13/23	9,616	0%	-	0.00%		721	517
Isaiah Walker	Patrolman	4	02/05/24	02/05/24	71,709	25%	17,927		-	6,723	4,818
Kevin Carta	Patrolman	2	02/12/24	02/12/24	7,430	0%	-		-	557	399
Kevin Carta	Patrolman	3	02/12/24	02/12/24	60,820	0%	-		-	4,562	3,269
Sarah McConaghy	Patrolman	4	03/18/24	03/18/24	71,709	25%	17,927		-	6,723	4,818

Total Salary
219,567
184,825
187,380
146,560
134,102
141,263
143,216
147,799
121,514
23,195
146,796
115,275
8,419
104,491
125,515
92,390
125,634
120,078
117,132
98,531
11,166
113,535
129,084
8,799
109,204
120,494

-
Total Salary
100,577
103,018
57,466
37,364

99,295
96,942
100,044
103,116
28,677
46,265
82,824
7,030
83,473
85,309
97,130
10,745
69,777
97,252
97,130
95,001
97,130
35,916
59,561
70,679
4,754
99,389
3,479
106,843

Total Salary
78,118
99,389
12,894
83,733
61,417
33,294
103,116
102,472
97,130
99,412
94,118
7,259
86,199
99,389
5,813
73,302
101,177
21,267
79,385
95,323
103,530
67,457
10,854
101,177
8,387
68,651
101,177

**FISCAL YEAR 2025
POLICE DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED**

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday		Total Salary
					%	PAY	%	PAY		Pay		
Sworn Personnel												
Ryan Columbus step increase	Chief	10	07/31/00	143,320	25%	35,830	10.00%	17,915	-	9,853	-	206,918
Alysia Columbus (Step)	Deputy Chief	7	04/22/08	122,350	25%	30,587	8.50%	13,000	-	8,297	-	174,234
Brian Farnum (Step 4.2 wks)	Deputy Chief	7	08/02/04	9,844	25%	2,461	8.50%	1,046	-	668	-	14,019
Brian Farnum (Longevity 48 wks)	Deputy Chief	7	08/02/04	112,505	25%	28,126	10.00%	14,063	-	7,735	-	162,430
Admin Captain (Stipend)					0%	-	0.00%	-	-	-	-	-
Patrick Connor (49.8 wks)+A11A11:L65	Lieutenant	2	06/14/10	91,414	25%	22,854	5.50%	6,285	4,521	6,254	-	131,327
Patrick Connor (Longevity 2.4 wks)	Lieutenant	2	06/14/10	4,405	25%	1,101	8.50%	468	224	310	-	6,509
Matthew Donovan (2.2 wks)	Lieutenant	1	05/29/18	3,884	25%	971	3.00%	146	-	250	-	5,251
Matthew Donovan (Step 50 wks)	Lieutenant	2	05/29/18	91,781	25%	22,945	3.00%	3,442	-	5,908	-	124,077
Michael Donovan (2.2 wks)	Detective Lieutenant	1	04/02/08	3,884	25%	971	8.50%	413	-	263	-	5,531
Michael Donovan (Step 50 wks)	Detective Lieutenant	2	02/24/03	91,781	25%	22,945	8.50%	9,752	-	6,224	-	130,702
Patrick Harrington	Lieutenant	2	02/24/03	95,820	25%	23,955	10.00%	11,977	-	6,588	-	138,340
Dennis Peterson Jr.	Lieutenant	2	02/23/04	95,820	20%	19,164	10.00%	11,498	-	9,486	-	142,766
Colin Trelegan (2.2 wks)	Lieutenant	1	05/02/16	3,884	25%	971	3.00%	146	-	375	-	5,645
Colin Trelegan (Step 50 wks)	Lieutenant	2	05/02/16	91,781	25%	22,945	3.00%	3,442	8,863	6,352	-	133,382
James Williams	Lieutenant	2	10/23/96	95,820	25%	23,955	12.75%	15,271	-	6,752	-	141,798
Christopher Byrne (3.2 wks)	Sergeant	1	11/14/11	4,803	20%	961	5.50%	317	-	304	-	6,385
Christopher Byrne (Step 49 wks)	Sergeant	2	11/14/11	76,457	20%	15,291	5.50%	5,046	-	4,840	-	101,634
Andrew Donovan (19 wks)	Sergeant	1	07/27/20	28,518	20%	5,704	10.00%	3,422	1,412	1,953	-	41,009
Andrew Donovan (Step 33.2 wks)	Sergeant	2	07/27/20	51,803	20%	10,361	10.00%	6,216	2,564	3,547	-	74,492
Shane Gallagher	Sergeant	2	01/13/14	81,450	25%	20,362	5.50%	5,600	8,056	5,773	-	121,241
Ryan Hunt	Sergeant	2	10/30/17	81,450	10%	8,145	3.00%	2,688	1,211	4,675	-	98,169
Joseph Kelley	Sergeant	2	02/23/04	81,450	20%	16,290	10.00%	9,774	8,064	5,779	-	121,356
Christopher Lefebvre (50 wks)	Sergeant	2	06/14/10	78,017	25%	19,504	5.50%	5,364	-	5,144	-	108,029
Christopher Lefebvre (Longevity 2.2 wks)	Sergeant	2	06/14/10	3,433	25%	858	8.50%	365	-	233	-	4,888
Michael McLaughlin	Detective Sergeant	2	11/14/11	81,450	20%	16,290	5.50%	5,376	4,640	5,388	-	113,144
Joseph Mendonca (3.2 wks)	Sergeant	1	05/23/16	4,803	20%	961	3.00%	173	445	319	-	6,701
Joseph Mendonca (Step 49 wks)	Sergeant	2	05/23/16	76,457	20%	15,291	3.00%	2,752	7,088	5,079	-	106,668
Peter Murray (28.2 wks)	Sergeant	2	01/13/20	42,327	25%	10,582	0.00%	-	1,984	2,745	-	57,638
Peter Murray (Longevity 24 wks)	Sergeant	2	01/13/20	36,023	25%	9,006	3.00%	1,351	1,739	2,406	-	50,525
Michael Newcomb (50 wks)	Sergeant	2	06/14/10	78,017	25%	19,504	5.50%	5,364	7,716	5,530	-	116,132
Michael Newcomb (Longevity 2.2 wks)	Sergeant	2	06/14/10	3,433	25%	858	8.50%	365	349	250	-	5,255
Lauren Strong (3.2 wks)	Sergeant	2	07/27/20	4,803	25%	1,201	0.00%	-	-	300	-	6,304
Lauren Strong (Step 49 wks)	Sergeant	2	07/27/20	76,457	25%	19,114	0.00%	-	-	4,779	-	100,350
Sergeant #1 Vacancy	Sergeant	1	TBD	81,450	20%	16,290	0.00%	-	-	4,887	-	102,627
					-	-	-	-	-	-	-	-
					-	-	-	-	-	-	-	-
Name	Position	Step	Ann. Date	Base Salary	%	Education	Longevity	PAY	Shift Diff.	Pay	Holiday	Total Salary
Sworn Personnel												
Joshua Barbera	Detective	4	05/20/19	69,267	25%	17,317	3.00%	2,598	3,344	4,626	-	97,152
Matthew Rowe	Detective	4	06/02/14	69,267	25%	17,317	5.50%	4,762	3,425	4,739	-	99,511
Ryan Sughrue	Detective	4	02/08/21	69,267	20%	13,853	0.00%	-	3,117	4,312	-	90,550
Kaitlin Vasconcellos	Detective	4	06/03/13	69,267	25%	17,317	5.50%	4,762	-	4,567	-	95,914
Christopher Adams (46.2 wks)	Patrolman	4	05/18/15	61,306	25%	15,326	3.00%	2,299	-	3,947	-	82,878
Christopher Adams (Longevity 6 wks)	Patrolman	4	05/18/15	7,962	25%	1,990	5.50%	547	-	525	-	11,025
Christopher Bettano (20 wks)	Patrolman	4	11/18/19	26,539	20%	5,308	0.00%	-	1,433	1,664	-	34,944
Christopher Bettano (Longevity 32.2 wks)	Patrolman	4	11/18/19	42,728	20%	8,546	3.00%	1,538	2,377	2,759	-	57,948
Robert Bjorkgren	Patrolman	4	10/20/03	69,267	20%	13,853	10.00%	8,312	429	4,593	-	96,455
Alexandra Bourassa (18.6 wks)	Patrolman	3	11/18/19	23,755	25%	5,939	0.00%	-	2,227	1,596	-	33,517
Alexandra Bourassa (Step 33.6 wks)	Patrolman	4	10/20/03	44,586	25%	11,146	0.00%	-	4,180	2,996	-	62,908
Karen Capuano	Patrolman	4	02/24/03	69,267	0%	-	10.00%	6,927	2,857	3,953	-	83,004
Stephanie Casino (4.2 wks)	Patrolman	2	01/30/23	4,862	20%	972	0.00%	-	-	292	-	6,126
Stephanie Casino (Step 48 wks)	Patrolman	3	02/24/03	61,304	20%	12,261	0.00%	-	-	3,678	-	77,243
Nicholas Ciaramella (28.2 wks)	Patrolman	4	01/13/20	37,420	0%	-	0.00%	-	-	1,871	-	39,291
Nicholas Ciaramella (Longevity 24 wks)	Patrolman	4	01/13/20	31,847	0%	-	3.00%	955	-	1,640	-	34,443
Dylan Cuccio	Patrolman	4	02/20/23	69,267	20%	13,853	0.00%	-	3,117	4,312	-	90,550
David Duffy	Patrolman	4	11/14/11	69,267	20%	13,853	5.50%	4,572	3,288	4,549	-	95,530
Charrisa Edmonds (45.4 wks)	Patrolman	3	11/14/22	57,983	10%	5,798	0.00%	-	2,392	3,309	-	69,482
Charrisa Edmonds (Step 6.8 wks)	Patrolman	4	11/14/22	9,023	10%	902	0.00%	-	372	515	-	10,813
Charles Emerson (7.2 wks)	Patrolman	2	02/20/23	7,621	0%	-	0.00%	-	-	381	-	8,002
Charles Emerson (Step 45 wks)	Patrolman	3	02/20/23	57,472	0%	-	0.00%	-	-	2,874	-	60,346
Kayla Gordon	Patrolman	4	05/29/18	69,267	20%	13,853	3.00%	2,494	3,853	4,473	-	93,941
Eric Hanley	Patrolman	4	09/09/02	69,267	25%	17,317	10.00%	8,658	893	4,807	-	100,942
Zachary Jacobs	Patrolman	4	02/20/23	69,267	20%	13,853	0.00%	-	6,234	4,468	-	93,823
Michael Jones	Patrolman	4	04/25/22	69,267	25%	17,317	0.00%	-	6,494	4,654	-	97,732
Dennis Kelleher	Patrolman	4	11/15/21	69,267	20%	13,853	0.00%	-	6,234	4,468	-	93,823
Peter Knoops	Patrolman	4	11/16/20	69,267	20%	13,853	0.00%	-	3,117	4,312	-	90,550
Chy Lim	Patrolman	4	06/07/21	69,267	0%	-	0.00%	-	5,195	3,723	-	78,186
Markus McMahon	Patrolman	4	11/26/01	69,267	20%	13,853	10.00%	8,312	-	4,572	-	96,005
Markus McMahon +3.5% Wage Deferral	Patrolman	4	11/26/01	2,424	20%	485	10.00%	291	-	160	-	3,360
David Miano (12.8 wks)	Patrolman	4	09/27/04	16,985	10%	1,699	8.50%	1,588	1,520	1,090	-	22,882
David Miano (Longevity 39.4 wks)	Patrolman	4	09/27/04	52,282	10%	5,228	10.00%	5,751	4,745	3,400	-	71,407
Name	Position	Step	Ann. Date	Base Salary	%	Education	Longevity	PAY	Shift Diff.	Pay	Holiday	Total Salary

Sworn Personnel											
Name	Position	Step	Ann. Date	Base Salary	%	Education	%	Longevity	Shift Diff.	Holiday	Total Salary
Paul Nicosia	Patrolman	4	10/07/07	69,267	20%	13,853	8.50%	7,065	-	4,509	94,696
Matthew O'Brien (30 wks)	Patrolman	3	07/25/22	38,315	0%	-	0.00%	-	1,437	1,988	41,739
Matthew O'Brien (Step 22.2 wks)	Patrolman	4	07/25/22	29,459	0%	-	0.00%	-	1,105	1,528	32,091
Kimberly O'Keefe	Patrolman	4	09/09/02	69,267	20%	13,853	10.00%	8,312	-	4,572	96,005
Timothy Oteri (7.2 wks)	Patrolman	2	02/20/23	8,335	20%	1,667	0.00%	-	-	500	10,502
Timothy Oteri (Step 45 wks)	Patrolman	3	02/20/23	57,472	20%	11,494	0.00%	-	-	3,448	72,415
Michael Pelrine	Patrolman	4	11/02/20	69,267	20%	13,853	0.00%	-	-	4,156	87,277
Arthur Piccolo	Patrolman	4	09/09/02	69,267	20%	13,853	10.00%	8,312	3,429	4,743	99,605
Stephen Quinn (23 wks)	Patrolman	4	12/08/14	30,520	20%	6,104	3.00%	1,099	2,829	2,028	42,580
Stephen Quinn (Longevity 29.2 wks)	Patrolman	4	12/08/14	38,747	20%	7,749	5.50%	2,557	3,679	2,637	55,370
Patrick Ryan	Patrolman	4	05/01/23	69,267	20%	13,853	0.00%	-	6,234	4,468	93,823
James Ryser	Patrolman	4	05/12/08	69,267	25%	17,317	8.50%	7,360	1,321	4,763	100,028
Jacob Saad	Patrolman	4	11/14/22	69,267	25%	17,317	0.00%	-	6,494	4,654	97,732
Derek Schumaker (4.2 wks)	Patrolman	2	01/30/23	4,862	10%	486	0.00%	-	-	267	5,615
Derek Schumaker (Step 48 wks)	Patrolman	3	01/30/23	61,304	10%	6,130	0.00%	-	-	3,372	70,806
Christopher Scott	Patrolman	4	10/21/02	69,267	10%	6,927	10.00%	7,619	3,143	4,348	91,304
Ryan Sheehan (4.2 wks)	Patrolman	2	01/30/23	4,862	10%	486	0.00%	-	-	267	5,615
Ryan Sheehan (Step 48 wks)	Patrolman	3	01/30/23	61,304	10%	6,130	0.00%	-	-	3,372	70,806
Katrina Valeri (11.4 wks)	Patrolman	2	03/20/23	13,197	25%	3,299	0.00%	-	-	825	17,320
Katrina Valeri (Step 40.8 wks)	Patrolman	3	03/20/23	52,108	25%	13,027	0.00%	-	-	3,257	68,392
Michael Vasconcellos	Patrolman	4	03/11/13	69,267	20%	13,853	5.50%	4,572	-	4,385	92,077
Jennie Welch	Patrolman	4	01/13/03	69,267	25%	17,317	10.00%	8,658	-	4,762	100,005
David Aznavoorian (45.2 wks)	Patrolman	2	11/13/23	52,491	0%	-	0.00%	-	3,937	2,821	59,249
David Aznavoorian (Step 7 wks)	Patrolman	3	11/13/23	8,940	0%	-	0.00%	-	671	481	10,091
Matthew Cronin (45.2 wks)	Patrolman	2	11/13/23	52,323	20%	10,465	0.00%	-	4,709	3,375	70,872
Matthew Cronin (Step 7 wks)	Patrolman	3	11/13/23	8,940	20%	1,788	0.00%	-	805	577	12,109
Patrolman #1 Vacancy (26 wks)	Patrolman	1	TBD	28,947	20%	5,789	0.00%	-	2,605	1,867	39,208
Patrolman #1 Vacancy (26.2 wks)	Patrolman	2	TBD	31,994	20%	6,399	0.00%	-	2,879	2,064	43,336
Patrolman #2 Vacancy (26 wks)	Patrolman	1	TBD	28,947	20%	5,789	0.00%	-	2,605	1,867	39,208
Patrolman #2 Vacancy (26.2 wks)	Patrolman	2	TBD	31,994	20%	6,399	0.00%	-	2,879	2,064	43,336
Patrolman #3 Vacancy (26 wks)	Patrolman	1	TBD	28,947	20%	5,789	0.00%	-	2,605	1,867	39,208
Patrolman #3 Vacancy (26.2 wks)	Patrolman	2	TBD	31,994	20%	6,399	0.00%	-	2,879	2,064	43,336
Reduction For School Resource Officer #1											(76,688)
Reduction For School Resource Officer #2											(76,688)
Reduction For School Resource Officer #3											(76,683)
Total Sworn Personnel	67			5,083,947		1,000,612		282,956	195,826	328,167	6,661,449

Name	Position	Step	Ann. Date	Base Salary	%	Education	%	Longevity	Shift Diff.	Holiday	Total Salary
Civilian Personnel: The following employees are administrative support.											
Laura Custance	Exec. Secretary	10	05/20/19	71,991					1,300		73,291
Diane Caryb (22 wks)	Adm Assistant	10	12/02/19	27,827							27,827
Diane Caryb (Longevity 30.2 wks)	Adm Assistant	10	12/02/19	38,518					879		39,396
Marcia Vitale	Adm Assistant	10	12/03/18	66,026					1,300		67,326
JoAnn Harris (B2/4)	Principal Clerk	4	09/08/20	43,929							43,929
Michael Sakovich (1 wk)	Building Maintenance	5	01/10/22	1,111							1,111
Michael Sakovich (51.2 wk)	Building Maintenance	6	01/10/22	60,303							60,303
											-
Total Civilian Personnel	5										313,183
Total Regular Salaries	72			5,083,947		1,000,612		282,956	195,826	328,167	6,974,632

Temporary Part-Time:											
Name	Position	Step	Ann. Date	Base Salary	%	Education	%	Longevity	Shift Diff.	Holiday	Total Salary
Carol Alari	Desk/Records Clerk	1/2	08/13/22	16,246							16,246
Vacancy	Desk/Records Clerk	1/1	TBD	-							-
Total Temporary Part-Time				-		-		-	-	-	16,246

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. **562,364**

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 \$3,555 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

FISCAL YEAR 2024
POLICE DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday		Total Salary
					%	%	%	PAY		Pay		
Sworn Personnel												
Ryan Columbus step increase	Chief	9	07/31/00	135,097	25%	33,774	10.00%	16,887	-	-	8,573	194,332
John Voto G12 (4.2 wks)	Deputy Chief	10	10/23/96	10,231	25%	2,558	12.75%	1,631	-	-	666	15,085
John Voto G12 +3.5% wage deferral (4.2 wks)	Deputy Chief	10	10/23/21	358	25%	90	12.75%	57	-	-	23	528
Admin Captain (Stipend)		6			0%	-	0.00%	-	-	-	-	-
Alysia Columbus	Deputy Chief	6	01/08/00	112,579	25%	28,145	8.50%	11,962	-	-	7,047	159,732
Brian Farnum	Deputy Chief	6	08/02/04	112,579	25%	28,145	8.50%	11,962	-	-	7,047	159,732
Patrick Connor	Lieutenant	2	06/14/10	92,557	25%	23,139	5.50%	6,363	9,154	-	6,056	137,270
Robert Field (4.2 wks)	Lieutenant	2	10/23/96	92,557	25%	23,139	12.75%	14,751	-	-	6,021	136,468
Robert Field +3.5 wage deferral (4.2 wks)	Lieutenant	2	10/23/96	3,239	25%	810	12.75%	516	-	-	211	4,776
Patrick Harrington	Lieutenant	2	02/24/03	92,557	25%	23,139	10.00%	11,570	9,545	-	6,314	143,125
Robert Stephens	Lieutenant	2	10/23/96	7,447	25%	1,862	12.75%	1,187	-	-	484	10,980
Robert Stephens +3.5% wage deferral	Lieutenant	2	10/23/96	261	25%	65	12.75%	42	-	-	17	384
James Williams	Lieutenant	2	10/23/96	92,557	25%	23,139	12.75%	14,751	-	-	6,021	136,468
Lieutenant Vacancy (promotion date of 01-01-23)	Lieutenant	1	02/23/04	30,698	20%	6,140	8.50%	3,131	2,998	-	1,983	44,949
Lieutenant Vacancy (promotion date of 01-01-23)	Lieutenant	1	02/23/24	58,326	20%	-	10.00%	5,833	4,812	-	3,183	72,154
Lieutenant Vacancy (promotion date of 07-31-23)	Lieutenant	1	06/14/10	82,202	-	-	3.00%	2,466	6,350	-	4,201	95,219
Lieutenant Vacancy (promotion date of 07-31-23)	Lieutenant	1	10/31/17	82,202	25%	20,551	5.50%	5,651	4,065	-	5,191	117,660
Sergeant Vacancy (promotion date of 01-01-23)	Sergeant	1	11/14/11	75,683	25%	18,921	5.50%	5,203	7,486	-	4,952	112,244
Sergeant Vacancy (promotion date of 07-31-23)	Sergeant	1	07/27/20	69,884	25%	17,471	5.50%	4,804	3,456	-	4,413	100,028
Sergeant Vacancy (promotion date of 07-31-23)	Sergeant	1	01/13/20	69,884	25%	17,471	0.00%	-	6,552	-	4,334	98,240
Thomas Cooke	Sergeant	2	03/18/02	78,677	-	-	10.00%	7,868	3,245	-	4,144	93,934
Matthew Donovan	Sergeant	2	05/29/18	78,677	25%	19,669	3.00%	2,950	-	-	4,675	105,972
Michael Donovan	Detective Sergeant	2	01/21/23	78,677	20%	15,735	8.50%	8,025	-	-	4,728	107,165
Shane Gallagher (27 wks)	Sergeant	2	01/13/14	40,695	25%	10,174	3.00%	1,526	-	-	2,418	54,813
Shane Gallagher (Longevity 25.2 wks)	Sergeant	2	01/13/24	37,982	25%	9,496	5.50%	2,611	-	-	2,312	52,401
Ryan Hunt	Sergeant	2	10/30/17	6,029	-	-	3.00%	181	466	-	308	6,984
Joseph Kelley (18 weeks)	Sergeant	2	02/23/04	27,130	25%	6,783	8.50%	2,883	2,760	-	1,826	41,380
Joseph Kelley (Longevity 34.2 wks)	Sergeant	2	02/23/24	51,547	25%	12,887	10.00%	6,443	5,316	-	3,517	79,710
Christopher Lefebvre	Sergeant	2	06/14/10	78,677	25%	19,669	5.50%	5,409	-	-	4,789	108,544
Michael McLaughlin	Detective Sergeant	2	11/14/11	78,677	25%	19,669	5.50%	5,409	4,669	-	5,004	113,428
Michael Newcomb	Sergeant	2	06/14/10	6,029	25%	1,507	5.50%	414	298	-	381	8,629
Dennis Peterson, Jr. (18 wks)	Sergeant	2	02/23/04	-	20%	-	8.50%	-	-	-	-	-
Dennis Peterson, Jr. (Longevity 34.2 wks)	Sergeant	2	02/23/24	-	20%	-	10.00%	-	-	-	-	-
Steve Torres	Sergeant	2	03/06/00	78,677	25%	19,669	10.00%	9,835	8,114	-	5,367	121,662
Colin Trelegan	Sergeant	2	05/02/16	78,677	25%	19,669	3.00%	2,950	3,799	-	4,851	109,946
Sworn Personnel												
Christopher Byrne	Detective	4	11/14/11	66,909	20%	13,382	5.50%	4,416	3,177	-	4,056	91,939
Michael Maccario	Detective	4	10/03/16	66,909	20%	13,382	3.00%	2,409	-	-	3,817	86,516
Joseph Mendonca	Detective	4	05/23/16	66,909	20%	13,382	3.00%	2,409	3,101	-	3,960	89,761
Peter Murray	Detective	4	01/13/20	5,127	25%	1,282	-	-	240	-	307	6,956
Matthew Rowe (Longevity 48.2 wks)	Detective	4	06/03/14	61,782	25%	15,445	3.00%	2,317	2,983	-	3,809	86,336
Matthew Rowe (Longevity 4 weeks)	Detective	4	06/03/24	5,127	25%	1,282	5.50%	352	254	-	324	7,339
Kaitlin Vasconcellos	Detective	4	06/03/13	66,909	25%	16,727	5.50%	4,600	3,309	-	4,225	95,770
Christopher Adams	Patrolman	4	05/18/15	66,909	25%	16,727	3.00%	2,509	6,461	-	4,274	96,880
Joshua Barbera (46.2 wks)	Patrolman	4	05/20/19	59,218	25%	14,805	-	-	-	-	3,416	77,439
Joshua Barbera (Longevity 6 wks)	Patrolman	4	05/20/24	7,691	25%	1,923	3.00%	288	-	-	457	10,359
Christopher Bettano	Patrolman	4	11/18/19	66,909	20%	13,382	-	-	6,022	-	3,984	90,296
Robert Bjorkgren	Patrolman	4	10/20/03	66,909	20%	13,382	8.50%	6,825	-	-	4,021	91,136
Alexandra Bourassa (33.8 wks)	Patrolman	2	05/09/22	37,794	20%	7,559	-	-	-	-	2,093	47,447
Alexandra Bourassa (Step 18.4 wks)	Patrolman	3	11/09/23	22,700	20%	4,540	-	-	-	-	1,257	28,497
Karen Capuano	Patrolman	4	02/24/03	66,909	-	-	10.00%	6,691	2,760	-	3,524	79,884
Nicholas Ciaremella	Patrolman	3	01/13/20	66,909	-	-	-	-	5,018	-	3,320	75,247
Thomas Contaloni	Patrolman	4	07/27/20	66,909	25%	16,727	-	-	6,273	-	4,150	94,059
Andrew Donovan	Patrolman	4	07/27/20	66,909	20%	13,382	-	-	6,022	-	3,984	90,296
David Duffy	Patrolman	4	11/14/11	5,127	25%	1,282	5.50%	352	507	-	335	7,604
Charissa Edmonds (45 wks)	Patrolman	2	11/14/22	50,318	-	-	-	-	-	-	2,322	52,640
Charissa Edmonds (Step 7.2 wks)	Patrolman	3	05/14/24	8,882	-	-	-	-	-	-	410	9,292
Kayla Gordon	Patrolman	4	05/29/18	66,909	20%	13,382	3.00%	2,409	-	-	3,817	86,516
Eric Hanley	Patrolman	4	09/09/02	66,909	25%	16,727	9.75%	8,155	-	-	4,236	96,027
Stephen Johnson (45 wks)	Patrolman	2	11/14/22	50,318	-	-	-	-	-	-	2,322	52,640
Stephen Johnson (Step 7.2 wks)	Patrolman	3	05/14/24	8,882	-	-	-	-	-	-	410	9,292
Michael Jones	Patrolman	4	04/25/22	66,909	20%	13,382	-	-	6,022	-	3,984	90,296
Dennis Kelleher	Patrolman	4	11/15/21	66,909	20%	13,382	-	-	6,022	-	3,984	90,296
Peter Knoops	Patrolman	4	11/16/20	66,909	20%	13,382	-	-	6,022	-	3,984	90,296
Dana LaPointe	Patrolman	4	04/10/17	66,909	-	-	3.00%	2,007	5,169	-	3,419	77,504
Chy Lim	Patrolman	4	11/16/20	66,909	-	-	-	-	5,018	-	3,320	75,247
Justin Lindhal	Patrolman	4	05/29/18	66,909	20%	13,382	3.00%	2,409	-	-	3,817	86,516
Markus McMahon	Patrolman	4	11/26/01	66,909	20%	13,382	10.00%	8,029	-	-	4,076	92,396
David Miano	Patrolman	4	09/27/04	66,909	-	-	8.50%	5,687	5,445	-	3,602	81,643
Sworn Personnel												
Paul Nicosia	Patrolman	4	10/07/07	66,909	20%	13,382	8.50%	6,825	-	-	4,021	91,136
Matthew O'Brien (30 wks)	Patrolman	2	07/25/22	33,545	-	-	-	-	-	-	1,548	35,094
Matthew O'Brien (Step 22.2 wks)	Patrolman	3	01/25/24	27,388	-	-	-	-	-	-	1,264	28,652
Kimberly O'Keefe	Patrolman	4	09/09/02	66,909	20%	13,382	9.75%	7,828	-	-	4,067	92,186
Michael Pelrine	Patrolman	4	11/02/20	66,909	20%	13,382	-	-	12 6,022	-	3,984	90,296

Arthur Piccolo	Patrolman	4	09/09/02	66,909	10%	6,691	10.00%	7,360	3,036	3,877	87,873
Stephen Quinn	Patrolman	4	12/08/14	66,909	25%	16,727	3.00%	2,509	3,230	4,125	93,501
James Ryser	Patrolman	4	05/12/08	66,909	20%	13,382	8.50%	6,825	-	4,021	91,136
Jacob Saad	Patrolman	4	11/14/22	66,909	25%	16,727	-	-	-	3,860	87,496
Christopher Scott	Patrolman	4	10/21/02	66,909	20%	13,382	10.00%	8,029	-	4,076	92,396
Lauren Strong	Patrolman	4	07/27/20	5,127	25%	1,282	-	-	481	318	7,208
Ryan Sughrue (5.4 weeks)	Patrolman	3	02/08/21	6,662	20%	1,332	-	-	600	397	8,990
Ryan Sughrue (Step 46.8 wks)	Patrolman	4	08/08/23	59,987	20%	11,997	-	-	5,399	3,572	80,955
Michael Vasconcellos (10.4 wks)	Patrolman	4	09/11/13	13,331	20%	2,666	3.00%	480	1,236	817	18,530
Michael Vasconcellos (Longevity 41.8 wks)	Patrolman	4	09/11/23	53,578	20%	10,716	5.50%	3,536	5,087	3,365	76,283
Jennie Welch	Patrolman	4	01/13/03	66,909	25%	16,727	10.00%	8,364	-	4,246	96,246
New Hire (hire date 01-23-23)	Patrolman	1	01/23/23	52,909	-	-	-	-	-	2,442	55,351
New Hire (hire date 01-23-23)	Patrolman	1	01/23/23	52,909	-	-	-	-	-	2,442	55,351
New Hire (hire date 01-23-23)	Patrolman	1	01/23/23	52,909	-	-	-	-	-	2,442	55,351
New Hire (hire date 05-15-23)	Patrolman	1	05/01/23	52,909	20%	10,582	-	-	-	2,930	66,421
New Hire (hire date 05-15-23)	Patrolman	1	05/01/23	52,909	20%	10,582	-	-	-	2,930	66,421
New Hire (hire date 05-15-23)	Patrolman	1	05/01/23	45,418	20%	-	-	-	-	-	45,418
New Hire (hire date 05-15-23)	Patrolman	1	05/01/23	20%	-	-	-	-	-	-	-
Reduction For School Resource Officer #1											(73,986)
Reduction For School Resource Officer #2											(72,233)
Reduction For School Resource Officer #3											(67,303)
Total Sworn Personnel	67			4,780,868		872,031		288,891	187,997	280,817	6,197,081

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday		Total Salary
					%	PAY	%	PAY		Pay		
Civilian Personnel: The following employees are administrative support.												
Laura Custance (46.2 wks)	Exec. Secretary	10	05/20/19	62,163								62,163
Laura Custance (Longevity 6 wks)	Exec. Secretary	10	05/20/24	8,073				1,000				9,073
Diane Catyb	Adm Assistant	10	12/19/19	64,416								64,416
Marcia Vitale (22 wks)	Adm Assistant	10	12/03/18	27,149								27,149
Marcia Vitale (Longevity 30.2 wks)	Adm Assistant	10	12/03/23	37,267				1,000				38,267
JoAnn Harris (B2/3)	Principal Clerk	3	09/08/20	41,821								41,821
Michael Sakovich (1 wk)	Building Maintenance	4	01/10/22	1,023								1,023
Michael Sakovich (Step 51.2 wks)	Building Maintenance	5	07/10/23	52,357								52,357
Total Civilian Personnel	5											296,269
Total Regular Salaries	72			4,780,868		872,031		288,891	187,997	280,817		6,493,350

Temporary Part-Time:												
Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday		Total Salary
					%	PAY	%	PAY		Pay		
Carol Alari	Desk/Records Clerk	1/2	08/13/22	15,850								15,850
Elyse Tivnan	Desk/Records Clerk	1/2	08/20/22	5,850								5,850
Total Temporary Part-Time												21,700

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. **954,053**

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) **101,897**

Terminal Leave:
Sick Leave Bonus: An expenditure of \$3,555 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 **46,904**

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. This account also provides stipends to detectives and lead training instructors as outlined in the collective bargaining agreements. **16,900**
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 **21,200**
Total All Other **38,100**

TOTAL SALARIES **7,656,543**

DESCRIPTION/DETAIL

POLICE EXPENSES

5210 Energy Utilities

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
102,190	91,486	106,956	95,768	107,313	107,096	101,595	101,595	101,595

5210-001	Electric	66,772	66,772
5210-002	Heat (Gas)	34,823	34,823

DESCRIPTION/DETAIL

POLICE EXPENSES

5240 *Repairs and Maintenance*

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
161,741	158,829	137,559	131,427	152,528	152,528	71,950	74,950	74,950

5240-001 EMERGENCY GENERATOR Increase of \$3000 per Facilites Manager 8,000 8,000
 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 FY25 as of November 19, 2024

Car Wash for Police Vehicles	1,080.00
Professional Cleaning	1,508.25
D&D Lock	701.50
Bio-Hazzard Cleaning	-
Electronics Recycling	60.00
Boston Mechanical / NB Kenney	11,769.88
Petty Cash	-
Kraft Power (Starter for Generator)	2,073.50
Valley Communications Systems	1,388.38
Collins Group (American Flags)	326.93
Fire Safety Equipment	869.20
Pest Control & Grounds Maintenance	5,449.67
Misc. Cleaning Supplies	3,052.79
Total:	28,280

5240-003 IRRIGATION SYSTEM Increased 225 1,950 1,950
 This account will provide for service and supplies associated with the maintenance of the irrigation system.

Total 5240 Repairs and Maintenance: 74,950 74,950

DESCRIPTION/DETAIL

POLICE EXPENSES

5270 Leases and Contracts

	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	
	192,105	184,749	189,506	184,018	253,258	249,425	277,820	278,673	186,828	
5270-001	BAPER (Remote Line and Maintenance Radio System)							1,250	1,250	
5270-002	SOFTWARE PURCHASE/MAIN. CONTRACTS-(TriTech (IMC)-Callyo-Delphi/DHQ-DTS-Lexipol-Guardian)									
	1. IMC Police Computer CAD System - Police							Decrease 7023	3,000	3,000
	2. IMC Police Computer CAD System - Fire							Decrease 3540	-	-
	3. Callyo (Undercover Listening Software)								3,540	3,540
	4. Cellebrite (Cell Phone and Tablet Download Software)							Increase \$1,100	7,200	7,200
	5. Lexipol (Policy Management Software)							Increase \$572	9,382	9,382
	6. Guardian (Employee Early Warning System and Tracking)								5,413	5,413
	7. DHQ (Police Information Software and Support)								1,600	1,600
	8. LEFTA Field Training Management Software (did not meet expectations, savings of 2,500)									
	9. System Works (Police DTS - for Details/Overtime and Scheduling)							16,320	16,320	
5270-003	COMMONWEALTH OF MASSACHUSETTS(Boiler Inspection)							300	300	
5270-004	INTEGRATION PARTNERS CORPORATION (CJIS Firewall Protection Contract)							730	730	
5270-005	WHELAN FLEET MANAGER (GPS for Cruisers, Fleet Maintenance, Location and Speed Monitoring 35 cars)							12,600	12,600	
	Increased 50% due to a 6 month discount we had last year, previous year was free.									
5270-006	FIRE ALARM/SPRINKLER SYSTEM (Service/Inspection)							3,456	3,456	
5270-007	GROUNDS MAINTENANCE (Lawn Fertilization/Insect Control)							2,000	2,000	
5270-008	ELEVATOR MAINTENANCE (Service/Inspection)							3,900	3,900	
5270-009	WATER TREATMENT (Testing and Treatment)							Increase \$156	1,117	1,117
5270-010	EMERGENCY GENERATOR SERVICE CONTRACT							580	580	
5270-011	DELPHI TECHNOLOGY SOLUTIONS (Network Admin and Maintenance Agumentation Agreement) Increased 1,800							91,845	-	
5270-012	HUNTER SYSTEMS GROUP (Booking Camera Service Contract)							499	499	
5270-013	ALL TRAFFIC SOLUTIONS (Speed Trailer Maintenance Contract) Increase of 2,416 due to more speed signs							13,294	13,294	
5270-014	ONSOLVE (CodeRED Alert System)							17,909	17,909	
5270-015	BEHAVIORAL HEALTH SERVICES (Mental Health/Substance Use Collaboration)							4,900	4,900	
5270-016	PROJECT LIFESAVER (GPS Devices and Battery Replacement)							2,500	2,500	
5270-017	EQUATURE (Phone line recording. Year 4 of 5 for Maintenance and Equipment)							6,696	6,696	
5270-018	COMPREHENSIVE GATEWAY SECURITY SUITE BUNDLE NSA 250M SERIES (Firewall)							1,294	1,294	
5270-019	AIRDATA (UAS/Drone logging contract)							480	480	
5270-020	EVIDENCE ROOM AUDIT							6,200	6,200	
5270-021	LICENSE PLATE READERS (Year 2 of 5 of a contract)							50,000	50,000	
5270-022	DATA SHRED (Shredding company that comes on site for sensitive documents in compliance with regulations)							2,000	2,000	
5270-023	PUBLIC RELATIONS FIRM (Press Release Communications and Website Hosting) Increased 1,982							8,668	8,668	

Total 5270 Leases and Contracts: 278,673 186,828

16 \$ 278,673
\$ (0)

DESCRIPTION/DETAIL

POLICE EXPENSES

5310 Professional Services

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
8,700	8,107	36,835	35,814	3,043	2,961	9,200	9,200	9,200

5310-001 LEGAL AND PROFESSIONAL PUBLICATIONS 3,000 3,000
 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: 9,200 9,200

DESCRIPTION/DETAIL

POLICE EXPENSES

5340 Communications

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
90,248	87,945	97,919	92,996	97,876	94,781	94,469	92,922	92,922

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							1,188	1,188
2. Department Phones							17,409	17,409
3. Comcast Cable							7,000	7,000
4. Detective TLO Search						Decrease of 700	900	900
5. Verizon cell phone bill and wireless modems for the cruisers							34,422	34,422

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						Decrease of \$50.00	7,000	7,000
2) Portable Radio Replacement (67 Portables @ 7 Per Year=9 Yr. Cycle)						Decrease of \$797.00	25,003	25,003
3) Mobile Radio Replacement (37 Mobile Radios @ 6 Per Year=8 Yr. Cycle)						Savings of 27,222 due to a grant.	-	-

Total 5340 Communications: 92,922 92,922

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DESCRIPTION/DETAIL

POLICE EXPENSES

5381 Computer Repairs and Maintenance

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	
74,660	56,404	90,931	85,365	92,114	92,028	99,893	101,567	101,567	
5381-001 PHOTOCOPY & FAX MACHINE									
1) Maintenance/Supplies Photocopy and Fax Machines							7,500	7,500	
2) Photocopier Replacement (7 Photocopiers @ 1 Per Year=6 Yr. Cycle)							9,617	9,617	
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							5,000	5,000	
2) Mobile Computers/Software & Hardware Maintenance							3,500	3,500	
3) Battery Back-up Maintenance							Increase \$500	2,000	2,000
4) Computer Supplies (Toner, Ink Cartridges, Repairs)							Increase \$414	12,000	12,000
5) Computer Replacement (48 Computers @ 10 Per Year=5 Yr. Cycle)							12,000	12,000	
6) Monitor Replacement (60 Monitors @ 12 Per Year=5 Yr. Cycle)							3,400	3,400	
7) Mobile Computer Replacement (18 Computers @ 5 Per Year=6 Yr. Cycle)							Increase \$192	29,942	29,942
8) Replacement of Laptop Computers (18 Computers @ 4 Per Year 5Yr. Cycle)							4,000	4,000	
9) Mobile cruiser computer accessories/repair (keyboards, antennas, battery, and/or repairs)							Increase \$458	2,933	2,933
10) Replacement of Computer Cameras (5 Cameras @ 1 Per Year 3 Yr. Cycle)							425	425	
11) Carbonite Server (Back-up Server)							Increase \$150	5,750	5,750

POLICE EXPENSES

5420 Office Supplies

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
13,864	13,844	14,366	12,475	15,182	11,774	16,000	16,000	16,000

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 8,000 8,000

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: 16,000 16,000

DESCRIPTION/DETAIL

POLICE EXPENSES

5423 All Other Supplies

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
176,872	162,034	148,646	148,073	260,226	260,226	176,648	183,578	183,578
5423-001 FIRST AID EQUIPMENT							10,000	10,000
1) Patrol vehicles assigned to the fleet are currently equipped with the necessary first aid supplies essential for emergency response to traffic accidents and other medical emergencies. The requested funds will be used to replenish supplies in the cruiser first aid kits and defibrillators kits which include newly deployed nasal Naloxone/Narcan. The funds will also provide equipment for annual CPR/AED/1st Responder certification.								
2) AED Defibrillator Replacement (20 Defibrillator @ 4 Per Year=5 Yr. Cycle) Cost per unit \$1,811							7,244	7,244
5423-002 ACCIDENT/CRIME SCENE INVESTIGATION							4,200	4,200
This account provides the funds needed to purchase and replenish equipment necessary to perform effective and efficient investigations. Cruisers need to be equipped with tape measures, cones, line tape for securing crime and accident scenes, evidence bags, flares, etc.								
5423-003 FINGERPRINT SUPPLIES							2,550	2,550
This account provides for the fingerprinting supplies necessary to print prisoners during the booking process, individuals seeking citizenship, government employees, employee applicants, children identification program, as well as lifting of prints in housebreaks, larcenies, criminal investigations, and firearms licensing.								
5423-004 PHOTOGRAPHY / MISC SUPPLIES							3,000	3,000
The funds in this account will provide media cards, CDRW's, DVD's, photo paper and supplies for our photographers to perform necessary tasks. These tasks include photographing of accident and crime scenes, persons under arrest, municipal events, video reproduction of training materials, child fingerprint identification program, and the video recording process of all arrests during booking.								
5423-005 BADGES/HANDCUFFS/OTHER EQUIPMENT							5,000	5,000
This account provides for funds to purchase and replace both chest and hat badges. This account also provides funds for the purchase and replacement of handcuffs, leg irons, batons and taser holsters.								
5423-006 PRISONERS/MEETINGS/TRAININGS							5,000	5,000
The funds in this account provide food for prisoners held in custody and for Department meetings/trainings.								
5423-007 COMMUNITY POLICING EQUIPMENT AND MATERIALS:							30,000	30,000
This fund is for community policing events and supplies. (Junior Academy, Ice Cream Truck, Falloween, etc)								
5423-008 VEHICLE UPFITTING AND TRANSFERS OF EQUIPMENT							20,000	20,000
The funds in this account will be used to transfer cruisers to other assignments prolonging their vehicle life. For example, transfer of prisoner cages, lights, radios, adding lights to drug forfeiture vehicles, etc.								
5423-008 OFFICER WELLNESS								
This account provides for funds to purchase items for Officer Wellness. Fund will be used to purchase food and snacks at our health station, send officers to programs for wellness, purchase items for our gym, etc.								
5423-009 DRONE/UAS (unmanned aerial system)							3,000	3,000
This account will provide funds to purchase parts, batteries, and any repairs needed for our drone.								
5423-010 RANGE, AMMUNITION, EQUIPMENT, AND SUPPLIES							Increase: 5,740	93,584
This account funds the supplies, equipment, and ammunition necessary to perform annual firearms, Taser, defensive tactics, and A.L.I.C.E. (Alert, Lockdown, Inform, Counter, Evacuate) training and the associated mandated yearly requalifications. A.L.I.C.E. (intruder-active shooter) active shooter training is now a MA Department of Education mandate. This account also funds year 5 of the Department's 5 year contract with Axon Enterprise/Taser.								
1. Taser annual contract							46,804	
2. Ammunition for annual training							43,980	Increase: 4,940
3. Range supplies							2,800	Increase: 800
							93,584	
Total 5423 All Other Supplies:							183,578	183,578

DESCRIPTION/DETAIL

POLICE EXPENSES

5510 K-9

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
5,969	5,696	5,500	5,309	15,005	15,005	16,000	16,000	16,000

5510-001 K-9 CARE AND EQUIPMENT

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.

13,000 13,000

5510-002 BOSTON POLICE IN-SERVICE TRAINING (2 Patrol K-9's)

3,000 3,000

Total 5510 K-9: 16,000 16,000

DESCRIPTION/DETAIL

POLICE EXPENSES

5538 Recruit/Specialty Expense

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
34,250	33,703	60,407	60,407	48,615	48,615	20,000	20,000	20,000

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.

20,000 20,000

Total 5538 New Recruit Expense: 20,000 20,000

POLICE EXPENSES

5703 Dues and Memberships

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
14,540	14,158	14,572	14,572	14,420	13,869	18,092	20,034	20,034

F.B.I. National Academy Assoc.							120	120
International Chiefs of Police (3)							450	450
Legal Defense Fund (this provides legal defense for the Chief & Deputy Chiefs) Increased 255							2,127	2,127
Police Executive Research Forum (3)							600	600
MA Chiefs of Police Assoc. (3)					Increased 1687		2,827	2,827
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)							3,220	3,220
MA Safety Officer Assoc.							350	350
NASRO (SRO's)							150	150
Tewksbury Rod & Gun Club							500	500
Greater Boston Police Council (BAPERD Dues)							1,350	1,350
Safe Kids Worldwide(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

Total 5703 Dues and Memberships: 20,034 20,034

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: RRT, SWAT, STARS Team, Participation in the MA Police Accreditation Program is a mandated requirement for N.E.M.L.E.C. agencies.

DESCRIPTION/DETAIL

POLICE EXPENSES

5580 Uniforms

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
-	-	-	-	-	-	-	-	-

DESCRIPTION/DETAIL

POLICE EXPENSES

5702 Travel

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
6,300	4,472	11,029	11,029	9,661	6,601	10,000	10,000	10,000

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

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

Total 5702 Travel: 10,000 10,000

DESCRIPTION/DETAIL

POLICE EXPENSES

5790 Staff Development

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
37,293	36,939	41,591	39,383	48,660	47,660	46,200	40,000	40,000

5790-001 TRAINING CONFERENCE AND SEMINAR TUITIONS (Increase of 10,000) 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 (We are moving to a free model paid for by the State. A savings of 6,200)
 This account provides for the MPTC in-service training requirement for all officers.

Total 5790 Staff Development: 40,000 40,000

DESCRIPTION/DETAIL

POLICE EXPENSES

5822 Capital Outlay

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
400,186	397,746	408,653	396,498	368,645	368,645	404,784	299,048	299,048

NEW VEHICLES

The funds provided in this account will provide the Department with four 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.

Decrease 105,736

Note: Although we have been purchasing 5 vehicles each year to maintain our fleet, we are in a good position with new vehicles due to accidents and insurance claims so we can save money this year.

Total	299,048	299,048
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