



**TOWN OF TEWKSBURY**  
**Police Headquarters**  
918 Main Street  
TEWKSBURY, MASSACHUSETTS 01876

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To: Town Manager, Richard Montuori  
Finance Committee  
Ron Florino, Finance Director

Re: Fiscal Year (FY) 2018 Proposed Police Department Budget Request

From: Timothy B. Sheehan, Chief of Police

The Tewksbury Police Department provides for the safety and security of our community through the judicious enforcement of the laws of the Commonwealth of Massachusetts, the Town by-laws, the Constitution of the United States of America, and through crime prevention education and community programs. All personnel are truly dedicated to the Department's mission of providing these services with the highest degree of professionalism, honesty, integrity, and character. Every member of our Department is devoted to providing the highest quality of public service with respect, honor, fairness, pride, compassion, and courage.

The Department is comprised of seventy-five (76) extremely motivated employees, including sixty (60) sworn officers, nine (9) civilian dispatchers, and seven (7) civilian administrative support personnel. The lion's share of the Department's resources is being expended on the prevention, response, and investigation of property crimes, traffic accidents and issues, substance abuse violations, and crimes of violence. Epidemic level drug addiction is significantly impacting this community and driving the need for collaboration and a multifaceted police response off the charts. Department personnel responded to roughly ninety-five (95) reported drug overdoses in 2016 with the number of related suspected fatalities rising significantly from seven (7) in 2015 to fifteen (15) in 2016. The tragic number of fatalities recorded in 2016 has come in a year when all Police and Fire Department vehicles were outfitted with the opioid antagonist/reversal drug Narcan and when it was administered in roughly fifty (50) percent of the reported overdoses. Despite organizational philosophical changes, best efforts, additional training, the application of best known and available practices that include strong partnerships with all the local treatment programs/providers, the courts, correctional facilities, the District Attorney's Office, and area nonprofit organizations the current mental health and opioid crisis continues to grow. We recognize we will not arrest our way out of this crisis and that participation in programs such as our new Regional Jail Diversion Program and the White House Data Driven Justice Initiative will only increase the chances of stymieing the progress of these diseases that bring families and communities to their knees.

The total number of incidents logged in the Department's Computer Aided Dispatch Records Management System in 2016, which include calls-for service, motor vehicle stops, and all patrol

initiated activities, is forty-six thousand six hundred ninety-one (46,691). Arrests have once again exceeded seven hundred fifty (750) this year, reaching seven hundred sixty-three (763) in 2016. In 2016, simple assaults have increased by approximately two (2) percent, burglaries are down by nine (9) percent, thefts from a dwelling are down by twenty (20) percent, thefts from a vehicle are down by nineteen (19) percent, and shoplifting has decreased thirty-five (35) percent. Drug activity, arrests, and offenses have remained significant while operating under the influence and drunkenness incidents have increased by eight (8) and sixteen (16) percent respectively from 2015 to 2016. Department personnel have responded to approximately nine hundred and fifty (950) motor vehicle accidents and have issued approximately forty-eight hundred (4800) traffic citations in an effort to reduce traffic accidents, injuries, and fatalities and to improve the quality of life of the Town's residents. Officers are responsible for logging over twenty-two thousand (22,000) proactive building and area checks and over five thousand (5000) motor vehicle stops, in 2016, in an ongoing effort to reduce crime and the fear associated with it. I firmly believe the reductions in property crimes are a direct result of this hard work and dedication.

In addition to the daily proactive and reactive regiment being performed by the Dispatchers, Patrol Division, and Detectives in 2016, the Department has integrated increased levels of crime prevention education and community programs into our crime reduction strategy (mission). The Department has targeted all Town populations with various programs that include: R.A.D. Seniors, R.A.D., radKIDS (which remains incorporated into the School Department curriculum), Substance Use Prevention and Education Week, Citizen Police Academy, National Night Out Against Crime, D.E.A. Drug Take-back Initiative, Operation Graduation, Safe Halloween, Child Safety Seat Checkpoints, Click-It or Ticket, Drive Sober or Get Pulled Over, Bike Helmet Rewards Program, Regional Jail Diversion Program, White House DDJ Initiative, and the P.A.L. Program. The Department continues to work in collaboration with all Town Departments and local non-profit organizations to bring these and other necessary programs and services to our residents and business owners as it is recognized that everyone's assistance is required in order to provide adequate education and achieve the desired results in this recovering economy where staffing levels and funding would not otherwise allow for it.

The Department's FY2016 approved sworn staffing level is sixty (60) officers; however, we have not operated at the approved staffing level as of yet due to occupational injury, military leave, and the time associated with replacing vacant positions (hiring process, Academy training, and the Field Training Program process). These manpower shortages (currently 5 officers) and a less than sufficient overtime budget have kept our daily staffing levels at borderline dangerously low (2009) levels while our criminal investigations, community policing initiatives, and crime reduction efforts continue to grow to meet workload and service expectations. I expect that the one recruit officer who has recently graduated from the Lowell Police Academy will begin to assist with daily staffing levels after the completion of their Field Training Program (February 2017).

The Manager and Board of Selectmen have acknowledged the significant workload on my personnel and the exceptional production by these highly dedicated professionals I consider myself fortunate to lead. The valiant effort of my personnel to provide for the safety and security of those we have been sworn to protect has never wavered during my tenure as Chief and I am grateful for that and the support we have received from our community. Our residents and local business owners have joined forces with us to keep the community safe. The cooperative effort of all those mentioned has made a difference.

<b>POLICE DEPARTMENT</b>	<b>FY2014 BUDGETED</b>	<b>FY2014 EXPENDED</b>	<b>FY2015 BUDGETED</b>	<b>FY2015 EXPENDED</b>	<b>FY2016 BUDGETED</b>	<b>FY2016 EXPENDED</b>	<b>FY2017 BUDGETED</b>	<b>FY2018 DEPT REQ</b>	<b>FY2018 TM REC</b>	<b>FY2018 FIN COM REC</b>
<i>Salaries</i>										
5111 Regular Salaries	4,673,493	4,672,740	4,835,476	4,750,512	5,112,042	5,077,401	5,523,325	5,718,531	5,707,215	
* 5120 Temporary Part-time	-	-	-	-	-	-	-	21,922	-	
5130 Overtime	582,231	581,638	615,231	594,611	651,231	629,885.98	492,237	530,000	530,000	
5132 Dispatch Overtime	60,182	59,538	54,845	54,845	65,182	64,780	34,012	34,862	34,862	
5133 Reserve Dispatchers	16,117	16,053	12,616	12,616	33,117	32,430	27,795	28,490	28,490	
5135 Uniforms	49,684	49,684	88,550	88,550	36,943	36,441	9,490	9,990	9,990	
5137 Special Overtime	-	3,822	-	17,016	-	-	-	-	-	
5160 Terminal Leave	3,822	28,326	17,418	20,607	4,000	3,976.83	12,718	49,878	49,878	
5180 All Other	28,759	-	24,309	-	25,000	23,784.43	25,000	25,400	25,400	
<b>Total Salaries</b>	<b>5,414,288</b>	<b>5,411,801</b>	<b>5,648,444</b>	<b>5,538,757</b>	<b>5,927,515</b>	<b>5,868,700</b>	<b>6,124,577</b>	<b>6,419,073</b>	<b>6,385,835</b>	<b>-</b>
<i>Operating</i>										
5210 Energy Utilities	89,496	77,835	88,075	87,226	96,637.33	87,962.56	99,343	102,125	102,125	
5230 Non-Energy Utilities	-	-	-	-	-	-	-	-	-	
5239 Vehicle Repairs & Maintenance	-	-	-	-	-	-	-	-	-	
5240 Repairs and Maintenance	74,278	71,701	98,191	97,701	120,951	120,325.35	43,200	53,200	53,200	
5270 Leases/Contracts	74,064	74,064	77,036	77,036	98,685	97,842.07	110,396	123,611	123,611	
5310 Professional Services	6,600	6,600	26,097	26,071	6,757	6,743.25	5,800	5,900	5,900	
5340 Communications	41,344	41,344	57,421	57,034	75,089	72,670.19	77,730	68,698	68,698	
* 5381 Computer	-	-	-	-	-	-	51,550	51,550	51,550	
5402 Maintenance Supplies	-	-	-	-	-	-	-	-	-	
5420 Office Supplies	9,500	9,500	11,000	10,955	11,478	11,477.90	11,500	11,500	11,500	
5423 All Other Supplies	80,512	80,346	50,571	50,505	64,476	63,838.63	75,750	77,487	77,487	
5440 Gas/Diesel Fuel	-	-	-	-	-	-	-	-	-	
5510 K-9	2,476	2,476	2,589	2,565	1,856	1,813.55	3,000	3,000	3,000	
5538 Recruit/Specialty Expense	-	-	8,000	7,491	10,200	8,710.71	14,000	14,000	14,000	
* 5580 Uniforms	43,971	41,625	-	-	-	-	-	3,000	3,000	
5702 Travel	1,000	1,000	1,000	1,000	2,500	2,193.80	7,500	8,500	8,500	
5703 Dues and Memberships	9,944	9,944	9,450	9,417	10,700	10,660.00	11,475	17,100	17,100	
5790 Staff Development	17,087	17,087	18,765	18,165	18,325	18,325.00	21,600	25,600	25,600	
<b>Total Operating</b>	<b>450,272</b>	<b>433,522</b>	<b>448,195</b>	<b>445,166</b>	<b>517,652</b>	<b>502,563</b>	<b>532,844</b>	<b>565,271</b>	<b>565,271</b>	<b>-</b>
<i>Capital Outlay</i>										
5833 Capital Outlay	163,325	163,325	172,849	172,849	210,535	210,510	356,773	286,290	286,290	
<b>Total Capital Outlay</b>	<b>163,325</b>	<b>163,325</b>	<b>172,849</b>	<b>172,849</b>	<b>210,535</b>	<b>210,510</b>	<b>356,773</b>	<b>286,290</b>	<b>286,290</b>	<b>-</b>
<b>TOTAL BUDGET</b>	<b>6,027,885</b>	<b>6,008,648</b>	<b>6,269,488</b>	<b>6,156,772</b>	<b>6,655,702</b>	<b>6,581,773</b>	<b>7,014,194</b>	<b>7,270,634</b>	<b>7,237,396</b>	<b>-</b>

	<b>FY2014 BUDGETED</b>	<b>FY2015 BUDGETED</b>	<b>FY2016 BUDGETED</b>	<b>FY2017 BUDGETED</b>	<b>FY2018 DEPT REQ</b>	<b>FY2018 TM REC</b>	<b>FY2018 FIN COM REC</b>
<b>Position</b>	<b>FTE</b>	<b>FTE</b>	<b>FTE</b>	<b>FTE</b>	<b>FTE</b>	<b>FTE</b>	<b>FTE</b>
Police Chief	1	1	1	1	1	1	
Deputy Police Chief	1	1	1	1	1	1	
Captain	0	0	0	0	1	1	
Lieutenants	6	6	6	6	5	5	
Sergeants	10	10	11	12	12	12	
Inspector/ Patrolmen	9	9	9	9	9	9	
Patrolmen Position's	30	30	32	31	31	31	
Dispatchers	9	9	9	9	9	9	
Civilian Staff	5	5	5	5	5	5	
<b>Total Staffing</b>	<b>71</b>	<b>71</b>	<b>74</b>	<b>74</b>	<b>74</b>	<b>74</b>	<b>0</b>

**FISCAL YEAR 2018  
POLICE DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED**

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday Pay	Total Salary
					%		%	PAY			
<b>Sworn Personnel</b>											
Timothy Sheehan G13 + 3.5% wage deferral	Chief	9	05/17/87	122,052	25%	30,513	15.00%	22,885		7,423	182,873
John Voto G12	Deputy Chief	4	10/23/16	95,900	25%	23,975	7.50%	8,991		5,452	134,318
Admin Captain (Stipend)					25%	-	7.50%	-		-	-
Thomas Casey	Lieutenant	6	12/06/99	80,792		-	6.00%	4,848	6,423	3,895	95,958
Ryan Columbus	Detective Lt	6	07/31/00	80,792	25%	20,198	6.00%	6,059		4,529	111,579
Scott Gaynor	Lieutenant	6	05/22/95	80,792	20%	16,158	7.50%	7,271		4,409	108,631
James McKenna	Lieutenant	6	01/07/80	80,792	20%	16,158	15.00%	14,543	4,181	4,894	120,568
Robert Stephens	Lieutenant	6	10/23/16	80,792	20%	16,158	7.50%	7,271		4,409	108,631
James Williams	Lieutenant	6	10/23/16	80,792	20%	16,158	7.50%	7,271	7,817	4,740	116,779
Thomas Cooke	Sergeant	6	01/07/02	68,676		-	6.00%	4,121	5,460	3,311	81,567
Christopher Coviello	Sergeant	6	02/20/89	68,676	20%	13,735	15.00%	12,362	7,108	4,310	106,191
Robert Field	Sergeant	6	10/23/96	68,676	20%	13,735	7.50%	6,181	3,322	3,889	95,803
Patrick Harrington	Sergeant	6	01/27/03	39,732	20%	7,946	3.75%	1,788		2,093	51,559
Patrick Harrington longevity increase 1/27/18	Sergeant	6	01/27/18	28,944	20%	5,789	6.00%	2,084		1,558	38,374
Walter Jop III	Sergeant	6	09/11/00	68,676	20%	13,735	6.00%	4,945		3,696	91,052
Joseph Kelley	Sergeant	6	02/23/04	68,676	20%	13,735	3.75%	3,090		3,617	89,119
Timothy Kelly	Sergeant	6	05/22/95	68,676	20%	13,735	7.50%	6,181	3,322	3,889	95,803
Michael Newcomb	Sergeant	5	06/14/10	35,689	25%	8,922	2.75%	1,227	3,438	2,085	51,360
Michael Newcomb step increase 1/17/18	Sergeant	6	01/17/18	31,575	25%	7,894	2.75%	1,085	3,042	1,844	45,440
Brian O'Neill	Detective Sgt	6	01/31/05	68,676	25%	17,169	3.75%	3,219	6,680	4,051	99,795
Mark Perry	Sergeant	6	05/22/88	68,676	10%	6,868	15.00%	11,332	6,516	3,951	97,342
Alysia Russo	Sergeant	6	04/22/08	55,520	25%	13,880	2.75%	1,908	-	3,017	74,325
Alysia Russo longevity increase 4/22/18	Sergeant	6	04/22/18	13,156	25%	3,289	3.75%	617	-	722	17,784
Steve Torres	Sergeant	6	03/06/00	68,676	25%	17,169	6.00%	5,151	6,825	4,139	101,959
Patrick Connor	Detective	4	06/14/10	58,404	20%	11,681	2.75%	1,927	2,700	3,161	77,874
Michael Donovan	Detective	4	04/22/08	47,216	20%	9,443	2.75%	1,558	2,183	2,555	62,955
Michael Donovan longevity increase 4/22/18	Detective	4	04/22/18	11,189	20%	2,238	3.75%	503	522	611	15,064
Brian Farnum	Detective	4	08/02/04	58,404	20%	11,681	3.75%	2,628	2,727	3,192	78,632
Andre Gonzalez	Detective	4	05/22/95	58,404	20%	11,681	7.50%	5,256		3,188	78,529
Edward Jackman	Detective	4	06/06/11	58,404		-	2.75%	1,606	2,250	2,634	64,895
Michael McLaughlin	Detective	4	11/14/11	58,404	20%	11,681	2.75%	1,927	2,700	3,161	77,874
Dennis Peterson, Jr.	Detective	4	02/23/04	58,404	20%	11,681	3.75%	2,628	2,727	3,192	78,632

Peter Regan	Detective	4	01/27/03	33,789		-	3.75%	1,267	1,315	1,539	37,910
Peter Regan longevity increase 1/27/18	Detective	4	01/27/18	24,615		-	6.00%	1,477	978	1,145	28,215
Andrew Richardson	Detective	4	06/06/11	58,404		-	2.75%	1,606	2,250	2,634	64,895
Adams, Christopher	Patrolman	3	05/18/15	20,891	10%	2,089		-	1,724	1,045	25,749
Adams, Christopher step increase 11/18/17	Patrolman	4	11/18/17	36,698	10%	3,670		-	3,028	1,836	45,232
Robert Bjorkgren	Patrolman	4	10/20/03	58,404	20%	11,681	3.75%	2,628	2,727	3,192	78,632
Christopher Byrne	Patrolman	4	11/14/11	58,404	20%	11,681	2.75%	1,927	5,401	3,275	80,688
Karen Capuano	Patrolman	4	01/27/03	33,789		-	3.75%	1,267	-	1,483	36,540
Karen Capuano longevity increase 1/27/18	Patrolman	4	01/27/18	24,615		-	6.00%	1,477	-	1,104	27,196
							<b>Education</b>	<b>Longevity</b>		<b>Holiday</b>	
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Ann. Date</b>		<b>%</b>		<b>%</b>	<b>PAY</b>	<b>Shift Diff.</b>	<b>Pay</b>	<b>Total Salary</b>
<b>Sworn Personnel</b>											
John Casey	Patrolman	4	05/12/03	50,572	10%	5,057	3.75%	2,086	2,164	2,533	62,413
John Casey longevity increase 5/12/18	Patrolman	4	05/12/18	7,832	10%	783	6.00%	517	342	401	9,875
David Duffy	Patrolman	4	11/14/11	58,404	10%	5,840	2.75%	1,767	4,951	3,002	73,964
Shane Gallagher	Patrolman	4	07/13/14	58,404	20%	11,681		-	5,256	3,188	78,529
Eric Hanley	Patrolman	4	09/09/02	11,189	10%	1,119	3.75%	462	-	540	13,309
Eric Hanley longevity increase 9/9/17	Patrolman	4	09/09/17	47,216	10%	4,722	6.00%	3,116	-	2,329	57,383
James Hollis	Patrolman	4	02/20/95	58,404	20%	11,681	7.50%	5,256	5,651	3,427	84,418
Michael Holmes	Patrolman	4	06/04/12	58,404		-	2.75%	1,606	-	2,539	62,549
Christopher Lefebvre	Patrolman	4	06/14/10	58,404	10%	5,840	2.75%	1,767	4,951	3,002	73,964
Michael Maccario	Patrolman	4	10/03/16	58,404	20%	11,681		-	5,256	3,188	78,529
Markus McMahon	Patrolman	4	11/26/01	58,404	20%	11,681	6.00%	4,205		3,143	77,433
Joe Mendonca	Patrolman	2	05/23/16	20,497		-		-		867	21,364
Joe Mendonca step increase 11/26/17	Patrolman	3	01/23/17	33,598		-		-		1,421	35,020
David Miano	Patrolman	4	09/27/04	58,404	10%	5,840	3.75%	2,409	4,999	3,031	74,684
Paul Morris	Patrolman	4	06/06/11	58,404	10%	5,840	2.75%	1,767	4,951	3,002	73,964
Paul Nicosia	Patrolman	4	10/07/07	15,664		-	2.75%	431		681	16,776
Paul Nicosia longevity increase 10/7/17	Patrolman	4	10/07/17	42,740		-	3.75%	1,603		1,876	46,219
Kimberly O'Keefe	Patrolman	4	09/09/02	6,042	20%	1,208	3.75%	272	-	318	7,840
Kimberly O'Keefe longevity increase 9/9/17	Patrolman	4	09/09/17	52,362	20%	10,472	6.00%	3,770	-	2,818	69,423
Pelrine, Matthew	Patrolman	3	05/18/15	20,891		-		-	-	884	21,775
Pelrine, Matthew step increase 11/18/17	Patrolman	4	11/18/17	36,698		-		-	-	1,553	38,251
Albert Piccolo	Patrolman	4	07/21/02	3,357	20%	671	3.75%	151	157	183	4,519
Albert Piccolo longevity increase 7/21/17	Patrolman	4	07/21/17	55,048	20%	11,010	6.00%	3,963	2,626	3,073	75,720
Arthur Piccolo	Patrolman	4	09/09/02	6,042	10%	604	3.75%	249	259	303	7,456
Arthur Piccolo longevity increase 9/9/17	Patrolman	4	09/09/17	52,362	10%	5,236	6.00%	3,456	2,290	2,680	66,024
Douglas Pratt	Patrolman	4	01/18/04	58,404	10%	5,840	3.75%	2,409		2,820	69,474
Stephen Quinn	Patrolman	4	06/08/14	58,404	10%	5,840		-	4,818	2,922	71,985
Matthew Rowe	Patrolman	4	06/03/14	58,404	10%	5,840		-	4,818	2,922	71,985
James Ryser	Patrolman	4	05/12/08	50,572	20%	10,114	2.75%	1,669	-	2,638	64,994
James Ryser longevity increase 5/12/18	Patrolman	4	05/12/18	7,832	20%	1,566	3.00%	282	-	410	10,090
Kaitlin Sacco-Sullivan	Patrolman	4	06/03/13	53,929	25%	13,482		-	5,056	3,066	75,533
Kaitlin Sacco-Sullivan longevity increase 6/3/18	Patrolman	4	06/03/18	4,475	25%	1,119	2.75%	154	431	261	6,441
Christopher Scott	Patrolman	4	10/21/02	17,902	10%	1,790	3.75%	738		864	21,295
Christopher Scott longevity increase 10/21/17	Patrolman	4	10/21/17	40,502	10%	4,050	6.00%	2,673		1,998	49,224
Courtney Silva	Patrolman	2	12/05/16	47,045	20%	9,409		-	4,234	2,568	63,256



<b>Total Regular Salaries</b>	<b>74</b>			<b>4,589,315</b>		<b>595,220</b>		<b>250,761</b>	<b>170,446</b>	<b>233,759</b>	<b>5,707,215</b>
<b>Temporary Part-time:</b>											
Part time custodian (1 position x 8 hours /week)											-
Part time Secretary (3 positions x 6 hours/ week)											-
<b>Total Temporary Part-time</b>				-	-	-		-	-	-	-
<b>Overtime:</b> This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting and polls, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave.											<b>530,000</b>
<b>Dispatcher Overtime:</b> This account provides for replacement of dispatchers on an as needed basis. This request represents the funds to provide replacement of dispatchers so that the E911 Center is always staffed with two trained dispatchers. This account also provides funding for dispatcher training.											<b>34,862</b>
<b>Reserve Dispatchers:</b> The funds in this account will provide for replacement and training of part-time dispatchers. These employees work on an as needed basis when regular dispatchers are not available due to vacation, sick, etc.... Reserve dispatchers are mandated to work two shifts per month.											<b>28,490</b>
<b>Uniforms:</b>											
<i>Regular Dispatchers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 30, Section C of the contract between the Town and AFSCME Local 833.											6,750
<i>Reserve Dispatchers:</i> The funds in this new account will provide for minimal uniform purchases for part-time dispatchers. These employees work on an as needed basis when a regular dispatcher is not available.											3,000
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.											240
<b>Total Uniforms</b>											<b>9,990</b>
<b>Special Overtime:</b>											-
<b>Terminal Leave:</b>											
<i>Sick Leave Bonus:</i> An expenditure of \$2,000 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 four days to those officers who use little or no sick time.											2,000
<i>Terminal Sick Leave Buy-Back:</i> Lt James McKenna sick leave Buy-Back 40% of 2161 hours (07/01/17 balance) 864.40 hours x \$55.40 hourly rate = \$47,877.76											47,878
<b>Total Terminal Leave</b>											<b>49,878</b>
<b>All Other:</b>											

**FISCAL YEAR 2018  
POLICE DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST**

Name	Position	Step	Ann. Date	Education		Longevity		Shift Diff.	Holiday Pay	Total Salary
				Base Salary	%	%	PAY			
<b>Sworn Personnel</b>										
Timothy Sheehan G13 + 3.5% wage deferral	Chief	9	05/17/87	122,052	25%	30,513	15.00%	22,885	7,423	182,873
John Voto G12	Deputy Chief	4	10/23/16	95,900	25%	23,975	7.50%	8,991	5,452	134,318
Admin Captain (Stipend)				8,079	25%	2,020	7.50%	757	459	11,316
Thomas Casey	Lieutenant	6	12/06/99	80,792		-	6.00%	4,848	6,423	95,958
Ryan Columbus	Detective Lt	6	07/31/00	80,792	25%	20,198	6.00%	6,059		111,579
Scott Gaynor	Lieutenant	6	05/22/95	80,792	20%	16,158	7.50%	7,271		108,631
James McKenna	Lieutenant	6	01/07/80	80,792	20%	16,158	15.00%	14,543	4,181	120,568
Robert Stephens	Lieutenant	6	10/23/16	80,792	20%	16,158	7.50%	7,271		108,631
James Williams	Lieutenant	6	10/23/16	80,792	20%	16,158	7.50%	7,271	7,817	116,779
Thomas Cooke	Sergeant	6	01/07/02	68,676		-	6.00%	4,121	5,460	81,567
Christopher Coviello	Sergeant	6	02/20/89	68,676	20%	13,735	15.00%	12,362	7,108	106,191
Robert Field	Sergeant	6	10/23/96	68,676	20%	13,735	7.50%	6,181	3,322	95,803
Patrick Harrington	Sergeant	6	01/27/03	39,732	20%	7,946	3.75%	1,788		51,559
Patrick Harrington longevity increase 1/27/18	Sergeant	6	01/27/18	28,944	20%	5,789	6.00%	2,084		38,374
Walter Jop III	Sergeant	6	09/11/00	68,676	20%	13,735	6.00%	4,945		91,052
Joseph Kelley	Sergeant	6	02/23/04	68,676	20%	13,735	3.75%	3,090		89,119
Timothy Kelly	Sergeant	6	05/22/95	68,676	20%	13,735	7.50%	6,181	3,322	95,803
Michael Newcomb	Sergeant	5	06/14/10	35,689	25%	8,922	2.75%	1,227	3,438	51,360
Michael Newcomb step increase 1/17/18	Sergeant	6	01/17/18	31,575	25%	7,894	2.75%	1,085	3,042	45,440
Brian O'Neill	Detective Sgt	6	01/31/05	68,676	25%	17,169	3.75%	3,219	6,680	99,795
Mark Perry	Sergeant	6	05/22/88	68,676	10%	6,868	15.00%	11,332	6,516	97,342
Alysia Russo	Sergeant	6	04/22/08	55,520	25%	13,880	2.75%	1,908	-	74,325
Alysia Russo longevity increase 4/22/18	Sergeant	6	04/22/18	13,156	25%	3,289	3.75%	617	-	17,784
Steve Torres	Sergeant	6	03/06/00	68,676	25%	17,169	6.00%	5,151	6,825	101,959
Patrick Connor	Detective	4	06/14/10	58,404	20%	11,681	2.75%	1,927	2,700	77,874
Michael Donovan	Detective	4	04/22/08	47,216	20%	9,443	2.75%	1,558	2,183	62,955
Michael Donovan longevity increase 4/22/18	Detective	4	04/22/18	11,189	20%	2,238	3.75%	503	522	15,064
Brian Farnum	Detective	4	08/02/04	58,404	20%	11,681	3.75%	2,628	2,727	78,632
Andre Gonzalez	Detective	4	05/22/95	58,404	20%	11,681	7.50%	5,256		78,529
Edward Jackman	Detective	4	06/06/11	58,404		-	2.75%	1,606	2,250	64,895
Michael McLaughlin	Detective	4	11/14/11	58,404	20%	11,681	2.75%	1,927	2,700	77,874
Dennis Peterson, Jr.	Detective	4	02/23/04	58,404	20%	11,681	3.75%	2,628	2,727	78,632
Peter Regan	Detective	4	01/27/03	33,789		-	3.75%	1,267	1,315	37,910
Peter Regan longevity increase 1/27/18	Detective	4	01/27/18	24,615		-	6.00%	1,477	978	28,215
Andrew Richardson	Detective	4	06/06/11	58,404		-	2.75%	1,606	2,250	64,895
Adams, Christopher	Patrolman	3	05/18/15	20,891	10%	2,089		-	1,724	25,749
Adams, Christopher step increase 11/18/17	Patrolman	4	11/18/17	36,698	10%	3,670		-	3,028	45,232
Robert Bjorkgren	Patrolman	4	10/20/03	58,404	20%	11,681	3.75%	2,628	2,727	78,632
Christopher Byrne	Patrolman	4	11/14/11	58,404	20%	11,681	2.75%	1,927	5,401	80,688
Karen Capuano	Patrolman	4	01/27/03	33,789		-	3.75%	1,267	-	36,540
Karen Capuano longevity increase 1/27/18	Patrolman	4	01/27/18	24,615		-	6.00%	1,477	-	27,196

Name	Position	Step	Ann. Date	Education		Longevity		Holiday		Total Salary	
				%		%	PAY	Shift Diff.	Pay		
<b>Sworn Personnel</b>											
John Casey	Patrolman	4	05/12/03	50,572	10%	5,057	3.75%	2,086	2,164	2,533	62,413
John Casey longevity increase 5/12/18	Patrolman	4	05/12/18	7,832	10%	783	6.00%	517	342	401	9,875
David Duffy	Patrolman	4	11/14/11	58,404	10%	5,840	2.75%	1,767	4,951	3,002	73,964
Shane Gallagher	Patrolman	4	07/13/14	58,404	20%	11,681		-	5,256	3,188	78,529
Eric Hanley	Patrolman	4	09/09/02	11,189	10%	1,119	3.75%	462	-	540	13,309
Eric Hanley longevity increase 9/9/17	Patrolman	4	09/09/17	47,216	10%	4,722	6.00%	3,116	-	2,329	57,383
James Hollis	Patrolman	4	02/20/95	58,404	20%	11,681	7.50%	5,256	5,651	3,427	84,418
Michael Holmes	Patrolman	4	06/04/12	58,404		-	2.75%	1,606	-	2,539	62,549
Christopher Lefebvre	Patrolman	4	06/14/10	58,404	10%	5,840	2.75%	1,767	4,951	3,002	73,964
Michael Maccario	Patrolman	4	10/03/16	58,404	20%	11,681			5,256	3,188	78,529
Markus McMahon	Patrolman	4	11/26/01	58,404	20%	11,681	6.00%	4,205		3,143	77,433
Joe Mendonca	Patrolman	2	05/23/16	20,497		-		-		867	21,364
Joe Mendonca step increase 11/26/17	Patrolman	3	01/23/17	33,598		-		-		1,421	35,020
David Miano	Patrolman	4	09/27/04	58,404	10%	5,840	3.75%	2,409	4,999	3,031	74,684
Paul Morris	Patrolman	4	06/06/11	58,404	10%	5,840	2.75%	1,767	4,951	3,002	73,964
Paul Nicosia	Patrolman	4	10/07/07	15,664		-	2.75%	431		681	16,776
Paul Nicosia longevity increase 10/7/17	Patrolman	4	10/07/17	42,740		-	3.75%	1,603		1,876	46,219
Kimberly O'Keefe	Patrolman	4	09/09/02	6,042	20%	1,208	3.75%	272	-	318	7,840
Kimberly O'Keefe longevity increase 9/9/17	Patrolman	4	09/09/17	52,362	20%	10,472	6.00%	3,770	-	2,818	69,423
Pelrine, Matthew	Patrolman	3	05/18/15	20,891		-		-	-	884	21,775
Pelrine, Matthew step increase 11/18/17	Patrolman	4	11/18/17	36,698		-		-	-	1,553	38,251
Albert Piccolo	Patrolman	4	07/21/02	3,357	20%	671	3.75%	151	157	183	4,519
Albert Piccolo longevity increase 7/21/17	Patrolman	4	07/21/17	55,048	20%	11,010	6.00%	3,963	2,626	3,073	75,720
Arthur Piccolo	Patrolman	4	09/09/02	6,042	10%	604	3.75%	249	259	303	7,456
Arthur Piccolo longevity increase 9/9/17	Patrolman	4	09/09/17	52,362	10%	5,236	6.00%	3,456	2,290	2,680	66,024
Douglas Pratt	Patrolman	4	01/18/04	58,404	10%	5,840	3.75%	2,409		2,820	69,474
Stephen Quinn	Patrolman	4	06/08/14	58,404	10%	5,840		-	4,818	2,922	71,985
Matthew Rowe	Patrolman	4	06/03/14	58,404	10%	5,840		-	4,818	2,922	71,985
James Ryser	Patrolman	4	05/12/08	50,572	20%	10,114	2.75%	1,669	-	2,638	64,994
James Ryser longevity increase 5/12/18	Patrolman	4	05/12/18	7,832	20%	1,566	3.00%	282	-	410	10,090
Kaitlin Sacco-Sullivan	Patrolman	4	06/03/13	53,929	25%	13,482		-	5,056	3,066	75,533
Kaitlin Sacco-Sullivan longevity increase 6/3/18	Patrolman	4	06/03/18	4,475	25%	1,119	2.75%	154	431	261	6,441
Christopher Scott	Patrolman	4	10/21/02	17,902	10%	1,790	3.75%	738		864	21,295
Christopher Scott longevity increase 10/21/17	Patrolman	4	10/21/17	40,502	10%	4,050	6.00%	2,673		1,998	49,224
Courtney Silva	Patrolman	2	12/05/16	47,045	20%	9,409		-	4,234	2,568	63,256
Courtney Silva step increase 6/5/18	Patrolman	3	06/05/18	4,307	20%	861		-	388	235	5,792
Trelegan, Colin	Patrolman	2	05/02/16	17,178	25%	4,295		-	1,610	977	24,060
Trelegan, Colin step increase 11/2/17	Patrolman	3	11/02/17	37,259	25%	9,315		-	3,493	2,118	52,186
Michael Vasconcellos	Patrolman	4	09/11/13	58,404		-		-	4,380	2,656	65,441
Jennie Welch	Patrolman	4	01/13/03	31,552	25%	7,888	3.75%	1,479		1,731	42,650
Jennie Welch longevity increase 1/13/18	Patrolman	4	01/13/18	26,852	25%	6,713	6.00%	2,014		1,505	37,085
Reduction For School Resource Officer #1											(67040)
Reduction For School Resource Officer #2											(65246)
<b>Total Sworn Personnel</b>	<b>60</b>			<b>3,852,693</b>		<b>597,239</b>		<b>225,142</b>	<b>170,446</b>	<b>205,003</b>	<b>4,918,237</b>

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Shift Diff.	Holiday Pay	Total Salary
					%	PAY	%	PAY			
<b>Civilian Personnel: The following employees are administrative support.</b>											
Matthew Small G7	Police Information	10	04/20/97	72,553		-		2,500			75,053
Alice Kennedy 3.5% wage deferral	Exec. Secretary	7	11/21/96	64,109		-		2,500			66,609
Eileen Newton (30 hours)	Adm Secretary	7	12/01/87	45,381		-	15.00%	6,807			52,188
Patricia Stotik 3.5 % wage deferral	Adm Assistant	7	09/18/95	34,867		-		2,500			37,367
Patricia Stotik 3.5 % wage deferral stops 2/1/18	Adm Assistant	7	09/18/95	23,038		-		-			23,038
John Crowe	Building Maintenance	7	11/05/01	54,451		-		2,000			56,451
<b>Total Civilian Personnel</b>	<b>5</b>			<b>294,399</b>		-		<b>16,307</b>	-	-	<b>310,706</b>
<b>Communications Personnel: The following includes 8 Dispatchers and one Head Dispatcher. They provide E-911 dispatching for Police, Fire, and EMS.</b>											
Brianna Byers	Dispatcher	3	12/17/15	42,197		-				2,678	44,875
Brianna Byers step increase 6/9/18	Dispatcher	4	06/17/18	1,848		-				117	1,965
Kim Griffin	Dispatcher	5	11/05/01	50,151		-		2,000		3,310	55,461
Robert Joyce	Dispatcher	5	03/10/17	50,151		-				3,183	53,334
Janice Judd	Dispatcher	5	08/14/13	50,151		-				3,183	53,334
Jason McNamara	Dispatcher	5	05/12/08	43,234		-		862		2,798	46,894
Jason McNamara longevity increase 5/12/18	Dispatcher	5	05/12/18	6,917		-		207		452	7,576
Karen Poisson 3.5 % wage deferral	Dispatcher	5	07/12/98	51,906		-		2,000		3,421	57,327
Mark Sarro	Dispatcher	2	03/13/16	8,401		-				533	8,934
Mark Sarro step increase 9/13/17	Dispatcher	3	09/13/17	34,632		-				2,198	36,830
Edward Sullivan	Dispatcher	5	09/07/94	60,562		-		2,500		4,002	67,064
Garin Worth	Dispatcher	5	10/13/97	50,151		-		2,500		3,341	55,993
<b>Total Communications Personnel</b>	<b>9</b>			<b>450,302</b>		-		<b>10,069</b>	-	<b>29,216</b>	<b>489,587</b>
<b>Total Regular Salaries</b>	<b>74</b>			<b>4,597,394</b>		<b>597,239</b>		<b>251,518</b>	<b>170,446</b>	<b>234,219</b>	<b>5,718,531</b>

<b>Temporary Part-time:</b>											
Part time custodian (1 position x 8 hours /week)				6,772							6,772
Part time Secretary (3 positions x 6 hours/ week)				15,150							15,150
<b>Total Temporary Part-time</b>				<b>21,922</b>	-	-		-	-	-	<b>21,922</b>
<b>Overtime:</b> This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting and polls, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave.											<b>530,000</b>
<b>Dispatcher Overtime:</b> This account provides for replacement of dispatchers on an as needed basis. This request represents the funds to provide replacement of dispatchers so that the E911 Center is always staffed with two trained dispatchers. This account also provides funding for dispatcher training.											<b>34,862</b>
<b>Reserve Dispatchers:</b> The funds in this account will provide for replacement and training of part-time dispatchers. These employees work on an as needed basis when regular dispatchers are not available due to vacation, sick, etc.... Reserve dispatchers are mandated to work two shifts per month.											<b>28,490</b>
<b>Uniforms:</b>											
<i>Regular Dispatchers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 30, Section C of the contract between the Town and AFSCME Local 833.											6,750
<i>Reserve Dispatchers:</i> The funds in this new account will provide for minimal uniform purchases for part-time dispatchers. These employees work on an as needed basis when a regular dispatcher is not available.											3,000
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.											240
<b>Total Uniforms</b>											<b>9,990</b>
<b>Special Overtime:</b>											-
<b>Terminal Leave:</b>											
<i>Sick Leave Bonus:</i> An expenditure of \$2,000 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 four days to those officers who use little or no sick time.											2,000
<i>Terminal Sick Leave Buy-Back:</i> Lt James McKenna sick leave Buy-Back 40% of 2161 hours (07/01/17 balance) 864.40 hours x \$55.40 hourly rate = \$47,877.76											47,878
<b>Total Terminal Leave</b>											<b>49,878</b>
<b>All Other:</b>											
<i>Fingerprint and Photography:</i> The funds in this account will be utilized to pay detectives for fingerprinting and photography duties as well as the four officers assigned to process gun permits in accordance with the, Chapter 4, Section 108I of the Massachusetts General Laws.											9,000
<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											16,400
<b>Total All Other</b>											<b>25,400</b>
<b>TOTAL SALARIES</b>											<b>6,419,073</b>

**FISCAL YEAR 2017  
POLICE DEPARTMENT SALARY INFORMATION**

Name	Position	Step	Ann. Date	Education		Longevity		Shift Diff.	Holiday Pay	Total Salary
				Base Salary	%	%	PAY			
<b>Sworn Personnel</b>										
Timothy Sheehan 3.5% wage deferral	Chief		05/17/87	116,196	25%	29,049	15.0%	21,787	7,067	174,098
John Voto (16.6 weeks)	Deputy Chief		10/23/96	29,039	25%	7,260	5.5%	1,996	1,620	39,915
John Voto longevity increase 10/23/16 (35.6 weeks)	Deputy Chief		10/23/16	62,275	25%	15,569	7.0%	5,449	3,524	86,817
Admin Captain (Stipend)				-	25%	-	7.0%	-	-	-
Admin Sergeant (Stipend) Ptm step 4 to Sgt Step 5 (26 weeks)				3,077	25%	769	7.0%	269	174	4,290
Admin Sergeant (Stipend) Sgt Step 5 to Sgt Step 6 (26.2 weeks)				1,280	25%	320	7.0%	112	72	1,784
Thomas Casey	Lieutenant	6	12/06/99	78,822		-	5.5%	4,335	6,237	93,176
Ryan Columbus	Detective Lt	6	07/31/00	78,822	25%	19,706	5.5%	5,419	4,398	108,344
Scott Gaynor	Lieutenant	6	05/22/95	78,822	20%	15,764	7.0%	6,621	4,282	105,489
James McKenna	Lieutenant	6	01/07/80	78,822	20%	15,764	15.0%	14,188	4,079	117,628
Robert Stephens	Lieutenant	6	10/23/96	25,066	20%	5,013	5.5%	1,654	1,343	33,076
Robert Stephens longevity increase 10/23/96	Lieutenant	6	10/23/16	53,756	20%	10,751	7.0%	4,516	2,920	71,943
James Williams	Lieutenant	6	10/23/96	25,066	20%	5,013	5.5%	1,654	2,380	35,557
James Williams longevity increase 10/23/96	Lieutenant	6	10/23/16	53,756	20%	10,751	7.0%	4,516	5,177	77,339
Thomas Cooke	Sergeant	6	01/07/02	67,001		-	3.5%	2,345	5,201	77,701
Christopher Coviello	Sergeant	6	02/20/89	67,001	20%	13,400	15.0%	12,060	6,935	103,601
Robert Field	Sergeant	6	10/23/96	21,307	20%	4,261	5.5%	1,406	1,012	29,170
Robert Field longevity increase 10/23/96	Sergeant	6	10/23/16	45,694	20%	9,139	7.0%	3,838	2,200	63,447
Patrick Harrington	Sergeant	6	01/27/03	67,001	20%	13,400	3.5%	2,814		86,736
Walter Jop III	Sergeant	6	09/11/00	67,001	20%	13,400	3.5%	2,814		86,736
Joseph Kelley	Sergeant	6	02/23/04	67,001	20%	13,400	3.5%	2,814		86,736
Timothy Kelly	Sergeant	6	05/22/95	67,001	20%	13,400	7.0%	5,628	3,226	93,032
Brian O'Neill	Detective Sgt	6	01/31/05	67,001	25%	16,750	3.5%	2,931	6,501	97,126
Mark Perry	Sergeant	6	05/22/88	67,001	10%	6,700	15.0%	11,055	6,357	94,968
Steve Torres	Sergeant	6	03/06/00	67,001	20%	13,400	5.5%	4,422	6,362	95,043
Brian Warren 3.5 % wage deferral	Sergeant	6	05/02/88	69,346	20%	13,869	15.0%	12,482	7,177	107,227
Patrick Connor	Detective	4	06/14/10	56,980	10%	5,698	2.5%	1,567	2,409	69,474
Michael Donovan	Detective	4	04/22/08	56,980	20%	11,396	2.5%	1,709	2,628	75,790
Brian Farnum	Detective	4	08/02/04	56,980	20%	11,396	3.5%	2,393	2,654	76,529
Andre Gonzalez	Detective	4	05/22/95	56,980	20%	11,396	7.0%	4,786		76,258
Edward Jackman	Detective	4	06/06/11	56,980		-	2.5%	1,425	2,190	63,158
Michael McLaughlin	Detective	4	11/14/11	20,958	20%	4,192		-	943	27,197



Kaitlin Sacco-Sullivan	Patrolman	4	06/03/13	56,980		-		-	4,274	2,591	63,845
Michael Vasconcellos	Patrolman	4	09/11/13	56,980		-		-	4,274	2,591	63,845
Jennie Welch	Patrolman	4	01/13/03	56,980	25%	14,245	3.5%	2,493		3,119	76,837
Reduction For School Resource Officer McLeod											(65,441)
Reduction For School Resource Officer #2 Grant											(63,753)
<b>Total Sworn Personnel</b>	<b>60</b>			<b>3,743,996</b>		<b>540,460</b>		<b>215,891</b>	<b>169,497</b>	<b>197,570</b>	<b>4,738,220</b>
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Ann. Date</b>	<b>Base Salary</b>	<b>%</b>	<b>Education</b>	<b>%</b>	<b>Longevity</b>	<b>Shift Diff.</b>	<b>Holiday</b>	<b>Total Salary</b>
<b>Civiiian Personnel: The following employees are adminisitrative support.</b>											
Matthew Small	Admin.Director	7	04/20/97	56,952		-		1,609			58,561
Matthew Small longevity increase 4/20/17	Admin.Director	7	04/20/17	13,831		-		489			14,320
Alice Kennedy 3.5% wage deferral	Exec. Secretary	7	11/21/96	25,732		-		782			26,514
Alice Kennedy 3.5% wage deferral & longevity increase 11/21/16	Exec. Secretary	7	11/21/16	38,102		-		1,523			39,625
Eileen Newton (30 hours)	Adm Secretary	7	12/01/87	44,274		-	15.0%	6,641			50,915
Patricia Stotik 3.5 % wage deferral	Adm Assistant	7	09/18/95	57,280		-		2,500			59,780
John Crowe	Building Maintenana	7	11/05/01	18,522		-		523			19,045
John Crowe longevity increase 11/5/17	Building Maintenana	7	11/05/16	34,601		-		1,303			35,904
<b>Total Civilian Personnel</b>	<b>5</b>			<b>289,294</b>		-		<b>14,066</b>	-	-	<b>304,663</b>
<b>Communications Personnel: The following includes 8 Dispatchers and one Head Dispatcher. They provide E-911 dispatching for Police, Fire, and EMS.</b>											
Matthew Carapellucci	Dispatcher	5	01/04/09	48,928		-		1,000		3,169	53,097
Brianna Byers	Dispatcher	2	03/09/16	35,988		-				2,284	38,272
Brianna Byers	Dispatcher	3	06/09/17	4,245		-				269	4,514
Kim Griffin	Dispatcher	5	11/05/01	31,869		-		977		2,084	34,930
Kim Griffin longevity increase 11/5/16	Dispatcher	5	11/05/16	17,059		-		697		1,127	18,883
Robert Joyce	Dispatcher	5	03/10/12	33,743		-				2,141	35,885
Robert Joyce longevity increase 3/10/17	Dispatcher	5	03/10/17	15,185		-		310		983	16,478
Janice Judd	Dispatcher	3	08/14/13	26,807		-				1,701	28,508
Janice Judd step increase 02/14/16	Dispatcher	4	02/14/16	19,882		-				1,262	21,144
Jason McNamara	Dispatcher	5	05/12/08	48,928		-		1,000		3,169	53,097
Karen Poisson 3.5 % wage deferral	Dispatcher	5	07/12/98	50,640		-		2,000		3,341	55,980
Edward Sullivan	Dispatcher	5	09/07/94	59,085		-		2,500		3,908	65,493
Garin Worth	Dispatcher	5	10/13/97	48,928		-		2,000		3,232	54,160
<b>Total Communications Personnel</b>	<b>9</b>			<b>441,287</b>		-		<b>10,485</b>	-	<b>28,670</b>	<b>480,442</b>
<b>Total Regular Salaries</b>	<b>74</b>			<b>4,474,578</b>		<b>540,460</b>		<b>240,442</b>	<b>169,497</b>	<b>226,240</b>	<b>5,523,325</b>

<b>Temporary Part-time:</b>												
Part time custodian (1 position x 8 hours /week)												-
Part time Secretary (3 positions x 6 hours/ week)												-
<b>Total Temporary Part-time</b>												-
<b>Overtime:</b> This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting and polls, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave.												<b>492,237</b>
<b>Dispatcher Overtime:</b> This account provides for replacement of dispatchers on an as needed basis. This request represents the funds to provide replacement of dispatchers so that the E911 Center is always staffed with two trained dispatchers. This account also provides funding for dispatcher training.												<b>34,012</b>
<b>Reserve Dispatchers:</b> The funds in this account will provide for replacement and training of part-time dispatchers. These employees work on an as needed basis when regular dispatchers are not available due to vacation, sick, etc.... Reserve dispatchers are mandated to work two shifts per month.												<b>27,795</b>
<b>Uniforms</b>												
<i>Superior Officers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 29, Section B of the contract between the Town and the Tewksbury Superior Officers Association.												
<i>Patrol Officers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 28, Section C of the contract between the Town and the New England Benevolent Police Association (Local 3).												
<i>Regular Dispatchers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 30, Section C of the contract between the Town and AFSCME Local 833.												6,750
<i>Reserve Dispatchers:</i> The funds in this new account will provide for minimal uniform purchases for part-time dispatchers. These employees work on an as needed basis when a regular dispatcher is not available.												2,500
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.												240
<b>Total Uniforms</b>												<b>9,490</b>
<b>Special Overtime:</b>												-
<b>Terminal Leave</b>												
<i>Sick Leave Bonus:</i> An expenditure of \$4,800 will be necessary under Article 24 of the Superior Officer's contractual agreement and the PRRB agreement to fund the sick leave bonus program which provides for the payment of one to days to those officers who use little or no sick time.												2,100
<i>Terminal Sick Leave Buy-Back:</i> Lt James McKenna sick leave Buy-Back 40% of 2042 hours (07/01/16 balance) 816.80 hours x \$49.96 hourly rate = \$40,807.33 Kevin Reese Sick leave Buy Back 40% of 659 hours(March 2017) 263.6 x \$40.28= \$10,618												10,618
<b>Total Terminal Leave</b>												<b>12,718</b>

**FISCAL YEAR 2016  
POLICE DEPARTMENT SALARY INFORMATION**

Name	Position	Step	Ann. Date	Base Salary	Education		Longevity		Holiday		Total Salary
					%		%	PAY	Shift Diff.	Pay	
<b>Sworn Personnel</b>											
Timothy Sheehan	Chief		05/17/87	103,022	25%	25,755	15.00%	19,317		6,266	154,360
John Voto	Deputy Chief		10/23/96	85,629	25%	21,407	5.00%	5,352		4,755	117,143
Admin Captain (Stipend)											
Thomas Casey	Lieutenant	6	12/06/99	75,592		-	5.00%	3,780	5,953	3,610	88,934
Ryan Columbus	Lieutenant	6	07/31/00	6,636	25%	1,659	3.25%	270		362	8,927
Ryan Columbus longevity increase 7/31/15	Lieutenant	6	07/31/15	68,956	25%	17,239	5.00%	4,310		3,829	94,334
Scott Gaynor	Lieutenant	6	05/22/95	75,592	25%	18,898	6.50%	6,142		4,257	104,889
James McKenna	Lieutenant	6	01/07/80	75,592	20%	15,118	15.00%	13,607	3,912	4,579	112,807
Robert Stephens	Lieutenant	6	10/23/96	75,592	20%	15,118	5.00%	4,536		4,030	99,275
James Williams	Lieutenant	6	10/23/96	75,592	20%	15,118	5.00%	4,536	7,143	4,332	106,721
Thomas Cooke	Sergeant	6	01/07/02	64,059		-	3.25%	2,082		2,798	68,940
Christopher Coviello	Sergeant	6	02/20/89	64,059	20%	12,812	15.00%	11,531	6,630	4,021	99,053
Robert Field	Sergeant	6	10/23/96	64,059	20%	12,812	5.00%	3,844	3,027	3,543	87,285
Patrick Harrington	Sergeant	6	01/27/03	64,059	20%	12,812	3.25%	2,498		3,358	82,728
Walter Jop III	Sergeant	6	09/11/00	12,959	20%	2,592	3.25%	505	1,204	730	17,990
Walter Jop III longevity increase 9/11/15	Sergeant	6	09/11/15	51,101	20%	10,220	5.00%	3,066	4,829	2,928	72,144
Joseph Kelley	Sergeant	6	02/23/04	64,059	20%	12,812	3.25%	2,498		3,358	82,728
Timothy Kelly	Sergeant	6	05/22/95	64,059	20%	12,812	6.50%	4,997	6,140	3,723	91,731
Brian O'Neill	Detective	5	01/31/05	15,510	25%	3,878	2.25%	436	1,487	902	22,213
Brian O'Neill step increase 9/30/15	Detective	6	09/30/15	47,922	25%	11,981	3.25%	1,947	4,639	2,813	69,301
Mark Perry	Sergeant	6	05/22/88	64,059	10%	6,406	15.00%	10,570	6,078	3,686	90,798
Steve Torres	Sergeant	6	03/06/00	64,059	20%	12,812	5.00%	3,844	6,054	3,671	90,439
Brian Warren 3.5 % wage deferral	Sergeant	6	05/02/88	66,302	20%	13,260	15.00%	11,934	6,862	4,161	102,520
Patrick Connor	Detective	4	06/14/10	55,590	10%	5,559	2.25%	1,376	2,345	2,744	67,614
Michael Donovan	Detective	4	04/22/08	55,590	20%	11,118	2.25%	1,501	2,558	2,994	73,761
Brian Farnum	Detective	4	08/02/04	55,590	20%	11,118	3.25%	2,168	2,583	3,023	74,482
Andre Gonzalez	Detective	4	05/22/95	55,590	20%	11,118	6.50%	4,336		3,006	74,050
Edward Jackman	Detective	4	06/06/11	51,771		-		-	1,941	2,272	55,985
Edward Jackman longevity increase 6/6/16	Detective	4	06/06/16	3,819		-	2.25%	86	146	171	4,223

Michael McLaughlin	Detective	4	11/14/11	55,590	20%	11,118		-	2,502	2,928	72,137
Dennis Peterson, Jr.	Detective	4	02/23/04	55,590	20%	11,118	3.25%	2,168	2,583	3,023	74,482
Peter Regan	Detective	4	01/27/03	55,590		-	3.25%	1,807	2,152	2,519	62,068
Andrew Richardson	Detective	4	06/06/11	51,771		-		-	1,941	2,272	55,985
Andrew Richardson longevity increase 6/6/16	Detective	4	06/06/16	3,819		-	2.25%	86	146	171	4,223
							<b>Education</b>		<b>Longevity</b>		<b>Holiday</b>
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Ann. Date</b>		<b>%</b>		<b>%</b>	<b>PAY</b>	<b>Shift Diff.</b>	<b>Pay</b>	<b>Total Salary</b>
<b>Sworn Personnel</b>											
Allen, James	Patrolman	2	06/03/14	20,546	10%	2,055		-	1,695	1,028	25,323
Allen, James step increase 12/3/15	Patrolman	3	12/03/15	30,836	10%	3,084		-	2,544	1,543	38,006
Robert Bjorkgren	Patrolman	4	10/20/03	55,590	20%	11,118	3.25%	2,168	2,583	3,023	74,482
Christopher Byrne	Patrolman	4	11/14/11	55,590	20%	11,118		-	5,003	3,034	74,745
Karen Capuano	Patrolman	4	01/27/03	55,590		-	3.25%	1,807	2,152	2,519	62,068
John Casey	Patrolman	4	05/12/03	55,590	10%	5,559	3.25%	1,987		2,671	65,807
David Duffy	Patrolman	4	11/14/11	55,590	10%	5,559		-	4,586	2,781	68,516
Shane Gallagher	Patrolman	2	01/13/14	1,666	20%	333		-	150	91	2,240
Shane Gallagher step increase 7/13/15	Patrolman	3	07/13/15	51,666	20%	10,333		-	4,650	2,820	69,468
Eric Hanley	Patrolman	4	09/09/02	55,590	10%	5,559	3.25%	1,987	2,368	2,771	68,275
James Hollis	Patrolman	4	02/20/95	55,590	20%	11,118	3.25%	2,168	5,166	3,133	77,174
Michael Holmes	Patrolman	4	06/04/12	55,590		-		-	4,169	2,528	62,287
Christopher Lefebvre	Patrolman	4	06/14/10	55,590	10%	5,559	2.25%	1,376	4,689	2,844	70,058
Kathryn McLeod 3.5% wage deferral	Patrolman	4	10/23/96	57,536	25%	14,384	5.00%	3,596		3,195	78,710
Markus McMahon	Patrolman	4	11/26/01	55,590	20%	11,118	3.25%	2,168		2,914	71,790
David Miano	Patrolman	4	09/27/04	55,590		-	3.25%	1,807	4,305	2,610	64,312
Paul Morris	Patrolman	4	06/06/11	51,771		-		-	3,883	2,355	58,008
Paul Morris longevity increase 6/6/16	Patrolman	4	06/06/16	3,819		-	2.25%	86	293	178	4,376
Michael Newcomb	Patrolman	4	06/14/10	55,590		-	2.25%	1,251	4,263	2,585	63,689
Paul Nicosia	Patrolman	4	10/07/07	55,590		-	2.25%	1,251	2,132	2,495	61,467
Kimberly O'Keefe	Patrolman	4	09/09/02	55,590	20%	11,118	3.25%	2,168	2,583	3,023	74,482
Albert Piccolo	Patrolman	4	07/21/02	55,590	20%	11,118	3.25%	2,168	2,583	3,023	74,482
Arthur Piccolo	Patrolman	4	09/09/02	55,590	10%	5,559	3.25%	1,987	2,368	2,771	68,275
Douglas Pratt	Patrolman	4	01/18/04	55,590	10%	5,559	3.25%	1,987	2,368	2,771	68,275
Stephen Quinn	Patrolman	2	12/08/14	45,348		-		-	3,401	2,062	50,812
Stephen Quinn step increase 6/8/16	Patrolman	3	06/08/16	3,472		-		-	260	158	3,890
Kevin Reese 3.5 wage deferral	Patrolman	4	02/26/89	57,536	20%	11,507	15.00%	10,356	-	3,359	82,758
Matthew Rowe	Patrolman	2	06/03/14	20,546	10%	2,055		-	1,695	1,028	25,323
Matthew Rowe step increase 12/3/15	Patrolman	3	12/03/15	30,836	10%	3,084		-	2,544	1,543	38,006
Alysa Russo	Patrolman	4	04/22/08	55,590	25%	13,897	2.25%	1,563		3,006	74,057
James Ryser	Patrolman	4	05/12/08	55,590	20%	11,118	2.25%	1,501	5,116	3,102	76,427
Christopher Scott	Patrolman	4	10/21/02	55,590	10%	5,559	3.25%	1,987		2,671	65,807
Kaitlin Sullivan	Patrolman	3	06/03/13	22,872	10%	2,287		-	1,887	1,144	28,190
Kaitlin Sullivan step increase 12/3/15	Patrolman	4	12/03/15	31,826	10%	3,183		-	2,626	1,592	39,227
Michael Vasconcellos	Patrolman	3	03/11/13	10,823		-		-	812	492	12,127
Michael Vasconcellos step increase 9/11/15	Patrolman	4	09/11/15	44,345		-		-	3,326	2,017	49,687
Jennie Welch	Patrolman	4	01/13/03	55,590	25%	13,897	3.25%	2,258		3,035	74,781
New Hire (replacement for Michael Sheehan)	Patrolman	2		48,495	20%	9,699		-	4,365	2,647	65,205

Traffic Officer # 2	Patrolman	2		48,495	20%	9,699		-	4,365	2,647	65,205
Reduction For School Resource Officer McLeod											(61,829)
Reduction For School Resource Officer #2 Grant											(58,196)
<b>Total Sworn Personnel</b>	<b>60</b>			<b>3,598,597</b>		<b>532,905</b>		<b>182,754</b>	<b>177,782</b>	<b>190,048</b>	<b>4,562,060</b>
						<b>Education</b>		<b>Longevity</b>		<b>Holiday</b>	
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Ann. Date</b>	<b>Base Salary</b>	<b>%</b>	<b>PAY</b>	<b>%</b>	<b>PAY</b>	<b>Shift Diff.</b>	<b>Pay</b>	<b>Total Salary</b>
<b>Civilian Personnel: The following employees are administrative support.</b>											
Matthew Small	Admin. Director	7	04/20/97	69,057		-		2,000			71,057
Alice Kennedy 3.5 % wage deferral	Exec. Secretary	7	11/21/96	63,155		-		2,000			65,155
Eileen Newton (30 hours)	Adm Secretary	7	12/01/87	43,194		-	15.00%	6,479			49,673
Patricia Stotik 3.5% wage deferral	Adm Assistant	7	09/18/95	12,680		-		443			13,123
Patricia Stotik longevity increase 9/18/15 & 3.5% wage deferral	Adm Assistant	7	09/18/15	44,600		-		1,947			46,546
John Crowe	Building Maintenance	7	11/05/01	51,827		-		1,500			53,327
<b>Total Civilian Personnel</b>	<b>5</b>			<b>284,512</b>		<b>-</b>		<b>14,368</b>	<b>-</b>	<b>-</b>	<b>298,881</b>
<b>Communications Personnel: The following includes 8 Dispatchers and one Head Dispatcher. They provide E-911 dispatching for Police, Fire, and EMS.</b>											
Matthew Carapellucci	Dispatcher	4	01/04/09	47,734		-		1,000		3,093	51,827
Jason Gage	Dispatcher	3	09/09/12	31,478		-				1,998	33,476
Jason Gage step increased 3/9/16	Dispatcher	4	03/09/16	14,997		-				952	15,949
Kim Griffin	Dispatcher	5	11/05/01	47,734		-		1,500		3,124	52,359
Robert Joyce	Dispatcher	3	03/10/12	9,145		-				580	9,725
Robert Joyce step increase 9/10/15	Dispatcher	4	09/10/15	38,224		-				2,426	40,650
Janice Judd	Dispatcher	2	08/14/13	26,242		-				1,665	27,908
Janice Judd step increase 2/14/16	Dispatcher	3	02/14/16	17,058		-				1,083	18,141
Jason McNamara	Dispatcher	5	05/12/08	47,734		-		1,000		3,093	51,827
Karen Poisson	Dispatcher	5	07/12/98	47,734		-		2,000		3,156	52,890
Edward Sullivan	Dispatcher	5	09/07/94	57,644		-		2,500		3,817	63,961
Garin Worth	Dispatcher	5	10/13/97	47,734		-		2,000		3,156	52,890
<b>Total Communications Personnel</b>	<b>9</b>			<b>433,459</b>		<b>-</b>		<b>10,000</b>	<b>-</b>	<b>28,143</b>	<b>471,602</b>
Transferred Out											(220,500)
<b>Total Regular Salaries</b>	<b>74</b>			<b>4,316,568</b>		<b>532,905</b>		<b>207,122</b>	<b>177,782</b>	<b>218,190</b>	<b>5,112,042</b>
<b>Temporary Part-time:</b>											
<b>Total Temporary Part-time</b>						<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Overtime: This account provides funding for vacation and sick replacement, court time, firearms training, Town Meeting and polls, and other overtime associated with natural disasters, call backs, hold overs, special investigations, personal days, training, staff development, and occupational sick leave.</b>											<b>651,231</b>

<b>Dispatcher Overtime:</b> This account provides for replacement of dispatchers on an as needed basis. This request represents the funds to provide replacement of dispatchers so that the E911 Center is always staffed with two trained dispatchers. This account also provides funding for dispatcher training.	<b>65,182</b>
<b>Reserve Dispatchers:</b> The funds in this account will provide for replacement and training of part-time dispatchers. These employees work on an as needed basis when regular dispatchers are not available due to vacation, sick, etc.... Reserve dispatchers are mandated to work two shifts per month.	<b>33,117</b>
<b>Uniforms</b>	
<i>Superior Officers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 29, Section B of the contract between the Town and the Tewksbury Superior Officers Association.	25,460
<i>Patrol Officers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 28, Section C of the contract between the Town and the New England Benevolent Police Association (Local 3).	1,993
<i>Regular Dispatchers:</i> The funds in this account will provide for the purchase and maintenance of uniforms in accordance with Article 30, Section C of the contract between the Town and AFSCME Local 833.	6,750
<i>Reserve Dispatchers:</i> The funds in this new account will provide for minimal uniform purchases for part-time dispatchers. These employees work on an as needed basis when a regular dispatcher is not available.	2,500
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.	240
<b>Total Uniforms</b>	<b>36,943</b>
<b>Special Overtime:</b>	-
<b>Terminal Leave</b>	
<i>Sick Leave Bonus:</i> An expenditure of \$4,800 will be necessary under Article 24 of the Superior Officer's contractual agreement and the PRRB agreement to fund the sick leave bonus program which provides for the payment of one to days to those officers who use little or no sick time.	4,000
<i>Terminal Sick Leave Buy-Back:</i> Lt James McKenna sick leave Buy-Back 40% of 1924 hours (07/01/15 balance) 769.6 hours x \$48.7415 hourly rate = \$37,511.46	4,000
<b>Total Terminal Leave</b>	<b>4,000</b>
<b>All Other</b>	
<i>Fingerprint and Photography:</i> The funds in this account will be utilized to pay detectives for fingerprinting and photography duties as well as the four officers assigned to process gun permits in accordance with the, Chapter 4, Section 108I of the Massachusetts General Laws.	9,000
<i>Temporary Assumption of Duties:</i> This provides the funds necessary to comply with Article 9 of the NEPA and Article 10 of the Superior Officer's Contract	16,000
<b>Total All Other</b>	<b>25,000</b>

**DESCRIPTION/DETAIL**

**POLICE EXPENSES**

*5210 Energy Utilities*

FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2018 DEPT REQ	FY2018 TM REC
89,496	77,835	88,075	87,226	96,637	87,963	99,343	<b>102,125</b>	<b>102,125</b>

\*  
\*

5210-001	Electric	70,257	70,257
5210-002	Heat	31,868	31,868

*Total 5210 Energy Utilities:*            102,125            102,125





**DESCRIPTION/DETAIL**

**POLICE EXPENSES**

5240 *Repairs and Maintenance*

FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2018 DEPT REQ	FY2018 TM REC
74,278	71,701	98,191	97,701	120,951	120,325	43,200	53,200	53,200

5240-001 EMERGENCY GENERATOR

This account provides maintenance of the emergency generator.

1,700 1,700

\* 5240-002 FACILITY AND EQUIPMENT MAINTENANCE AND SUPPLIES

Based upon the size of the facility, the age, and the amount of activity that is generated (operational 24/7 , 365 days a year), the necessity to provide basic facility maintenance has increased dramatically. These funds will insure that we maintain a good working environment while ensuring the safety of our officers and guests. This account also provides funds for the repair of damaged and non-functioning equipment, which is not covered by any maintenance contract. The funds in this account will also be used to purchase paper products, cleaning agents, surface deicer, light bulbs, spotlights, etc.

50,000 50,000

5240-003 IRRIGATION SYSTEM

This account will provide for service and supplies associated with the maintenance of the irrigation system.

1,500 1,500

*Total 5240 Repairs and Maintenance:*

53,200 53,200

**DESCRIPTION/DETAIL**

**POLICE EXPENSES**

*5270 Leases and Contracts*

	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2018 DEPT REQ	FY2018 TM REC
	74,064	74,064	77,036	77,036	98,685	97,842	110,396	123,611	123,611
5270-001	BAPER (Remote Line and Maintenance Radio System)							1,000	1,000
5270-002	SOFTWARE PURCHASE/MAIN. CONTRACTS-(TriTech-BOLO-DataVis-Delphi/DHQ-SalesTrack-PM/AM)							47,500	47,500
5270-003	COMMONWEALTH OF MASSACHUSETTS(Boiler Inspection)							250	250
5270-004	INTEGRATION PARTNERS CORPORATION (CJIS Firewall Protection Contract)							730	730
5270-005	RETRO-FIT (Maintenance Contract for Printers)							2,400	2,400
* 5270-006	TRANSCOR (Trac Star Yearly Contract)							3,700	3,700
5270-007	FIRE ALARM/SPRINKLER SYSTEM (Service/Inspection)							3,000	3,000
5270-008	GROUNDS MAINTENANCE (Lawn Fertilization/Insect Control)							1,355	1,355
5270-009	ELEVATOR MAINTENANCE (Service/Inspection)							1,840	1,840
5270-010	WATER TREATMENT (Testing and Treatment)							700	700
5270-011	EMERGENCY GENERATOR SERVICE CONTRACT							450	450
* 5270-012	DELPHI TECHNOLOGY SOLUTIONS (Network Admin and Maintenance Agumentation Agreement)							27,994	27,994
5270-013	HUNTER SYSTEMS GROUP (Booking Camera Service Contract)							299	299
5270-014	ALL TRAFFIC SOLUTIONS (Speed Trailer Maintenance Contract)							1,500	1,500
5270-015	ENPOINT TECHNOLOGIES (ECN CodeRED Maintenance)							18,592	18,592
* 5270-016	LAHEY HEALTH BEHAVIORAL SERVICES (Mental Health/Substance Use Clinician Collaboration)							12,301	12,301
	<i>Total 5270 Leases and Contracts:</i>							123,611	123,611



**DESCRIPTION/DETAIL**

**POLICE EXPENSES**

*5340 Communications*

	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2018 DEPT REQ	FY2018 TM REC
	41,344	41,344	57,421	57,034	75,089	72,670	77,730	<b>68,698</b>	<b>68,698</b>
5340-001 TELEPHONE MAINTENANCE The funds in this account provide for the maintenance and upgrades to the telephone system.								3,000	3,000
5340-002 EMD 911 CARD ANNUAL UPDATES								1,200	1,200
5340-003 AUDIBLE TONE ALARM SYSTEM These funds are to maintain the E.W. Bills fire alarm tone system, which tones out the Fire station to emergency calls.								1,000	1,000
* 5340-004 TELEPHONE This account provides funding for Department landlines, the Verizon payphone, Detective Lexis Nexis services, Detectives & Staff cell phones and vehicle Verizon wireless modems (VLS & MDT's). <b>(Verizon Landlines and Long Distance moved to Town Hall Budget)</b>								31,000	31,000
* 5340-005 RADIO SYSTEM This account provides funding for the maintenance and replacement of mobile and portable radios.									
* 1) Radio Repair/Replacement Batteries, Antennas, Microphones								3,500	3,500
* 2) Portable Radio Replacement (63 Portables @ 7 Per Year=9 Yr. Cycle)								16,968	16,968
* 3) Mobile Radio Replacement (24 Mobile Radios @ 3 Per Year=8 Yr. Cycle)								12,030	12,030
								<i>Total 5340 Communications:</i>	<b>68,698</b>
									<b>68,698</b>

**DESCRIPTION/DETAIL**

**POLICE EXPENSES**

*5381 Computer Repairs and Maintenance*

FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2018 DEPT REQ	FY2018 TM REC
-		-	-	-		51,550	<b>51,550</b>	<b>51,550</b>
5381-001 PHOTOCOPY & FAX MACHINE								
1) Maintenance/Supplies Photocopy and Fax Machines							5,000	5,000
2) Photocopier Replacement (6 Photocopiers @ 1 Per Year=6 Yr. Cycle)							6,660	6,660
5381-002 MONITORING SYSTEM								
This account provides for maintenance of the camera surveillance equipment for the station and the prisoner holding facility.							2,000	2,000
5381-003 COMPUTER ACCOUNT								
1) Hardware Maintenance-PC's, Printers, Monitors, Servers							3,000	3,000
2) Mobile Computers/Software & Hardware Maintenance							3,500	3,500
3) Battery Back-up Maintenance							1,000	1,000
4) Computer Supplies (Toner, Ink Cartridges, Repairs)							11,586	11,586
5) Computer Replacement (30 Computers @ 6 Per Year=5 Yr. Cycle)							4,800	4,800
6) Monitor Replacement (30 Monitors @ 6 Per Year=5 Yr. Cycle)							1,200	1,200
7) Mobile Computer Replacement (15 Computers @ 2 Per Year=8 Yr. Cycle)							11,304	11,304
5381-004 CARD ACCESS CONTROL SYSTEM								
This account is to provide funds for the maintenance of facility card access control system and the							1,500	1,500



**DESCRIPTION/DETAIL**

**POLICE EXPENSES**

*5420 Office Supplies*

FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	<b>FY2018 DEPT REQ</b>	<b>FY2018 TM REC</b>
9,500	9,500	11,000	10,955	11,478	11,478	11,500	<b>11,500</b>	<b>11,500</b>

5420-001 POSTAGE 2,500 2,500  
 This account provides funds to allow the department to conduct essential correspondence with persons and agencies in both the public and private sector.

5420-002 PRINTING / REPRODUCTION 3,000 3,000  
 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:* 11,500 11,500

**DESCRIPTION/DETAIL**

**POLICE EXPENSES**

*5423 All Other Supplies*

FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2018 DEPT REQ	FY2018 TM REC
80,512	80,346	50,571	50,505	64,476	63,839	75,750	77,487	77,487

5423-001 FIRST AID EQUIPMENT

1) Patrol vehicles assigned to the fleet are currently equipped with the necessary first aid supplies essential for emergency response to traffic accidents and other medical emergencies. The requested funds will be used to replenish supplies in the cruiser first aid kits and defibrillators kits which include newly deployed nasal Naloxone/Narcan. 9,000 9,000

\* 2) AED Defibrillator Replacement(20 Defibrillator @ 4 Per Year=5 Yr. Cycle) 6,287 6,287

5423-002 ACCIDENT/CRIME SCENE INVESTIGATION

This account provides the funds needed to purchase and replenish equipment necessary to perform effective and efficient investigations. Cruisers need to be equipped with tape measures, cones, line tape for securing crime and accident scenes, evidence bags, flares, etc. 4,200 4,200

5423-003 FINGERPRINT SUPPLIES

This account provides for the fingerprinting supplies necessary to print prisoners during the booking process, individuals seeking citizenship, government employees, employee applicants, children identification program, as well as lifting of prints in housebreaks, larcenies, criminal investigations, and firearms licensing. 2,550 2,550

5423-004 PHOTOGRAPHY / MISC SUPPLIES

The funds in this account will provide media cards, CDRW's, DVD's, photo paper and supplies for our photographers to perform necessary tasks. These tasks include photographing of accident and crime scenes, persons under arrest, municipal events, video reproduction of training materials, child fingerprint identification program, and the video recording process of all arrests during booking. 3,000 3,000

5423-005 BADGES, HANDCUFFS, NIGHTSTICKS, AND TASER HOLSTERS

This account provides for funds to purchase and replace both chest and hat badges. This account also provides funds for the purchase and replacement of handcuffs, leg irons, nightsticks, and taser holsters. 700 700

\* 5423-006 PRISONERS 1,750 1,750  
The funds in this account provide food for prisoners held in custody.

5423-007 SAFETY AND CRIME PREVENTION EQUIPMENT AND MATERIALS:

1) Replacement of Safety/Crime Prevention Equipment and Materials 11,000 11,000  
2) Substance Use Prevention and Education Program Annual Expenses 10,000 10,000

\* 5423-008 RANGE, AMMUNITION, EQUIPMENT, AND SUPPLIES 29,000 29,000  
This account funds the supplies, equipment, and ammunition necessary to perform annual firearms, Taser, defensive tactics, and A.L.I.C.E. (Alert, Lockdown, Inform, Counter, Evacuate) training and the associated mandated yearly requalifications. A.L.I.C.E. (intruder-active shooter) training is now a MA Department of Education mandate. This account also funds replacement Taser batteries, cartridges, and OC spray.

*Total 5423 All Other Supplies: 77,487 77,487*



**DESCRIPTION/DETAIL**

**POLICE EXPENSES**

5510 K-9

FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2018 DEPT REQ	FY2018 TM REC
2,476	2,476	2,589	2,565	1,856	1,814	3,000	3,000	3,000

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.

3,000 3,000

*Total 5510 K-9:* 3,000 3,000

**DESCRIPTION/DETAIL**

**POLICE EXPENSES**

*5538 Recruit/Specialty Expense*

FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	<b>FY2018 DEPT REQ</b>	<b>FY2018 TM REC</b>
-		8,000	7,491	10,200	8,711	14,000	<b>14,000</b>	<b>14,000</b>

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.

14,000 14,000

*Total 5538 New Recruit Expense:* 14,000 14,000

**DESCRIPTION/DETAIL**

**POLICE EXPENSES**

*5580 Uniforms*

FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	<b>FY2018 DEPT REQ</b>	<b>FY2018 TM REC</b>
43,971	41,625	-		-		-	<b>3,000</b>	<b>3,000</b>

\* 5580-001 NEW DEPARTMENT UNIFORM HAT 3,000 3,000  
 This account provides the necessary funds to outfit all 60 Department sworn personnel with a new hat to match the Class A dress blouse purchased in FY17 for award ceremonies, Department funerals, and official functions. Ownership of these items will remain with the Town at separation/retirement.

3,000 3,000

**DESCRIPTION/DETAIL**

**POLICE EXPENSES**

*5702 Travel*

FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2018 DEPT REQ	FY2018 TM REC
1,000	1,000	1,000	1,000	2,500	2,194	7,500	<b>8,500</b>	<b>8,500</b>

\* 5702-001 PRISONER RETRIEVAL ,SPECIAL INVESTIGATIONS, AND TRAINING 8,500 8,500  
 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:* 8,500 8,500



**DESCRIPTION/DETAIL**

**POLICE EXPENSES**

*5790 Staff Development*

FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2018 DEPT REQ	FY2018 TM REC
17,087	17,087	18,765	18,165	18,325	18,325	21,600	<b>25,600</b>	<b>25,600</b>

\* 5790-001 TRAINING CONFERENCE AND SEMINAR TUITIONS 22,000 22,000  
 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 3,600 3,600  
 This account provides for the MPTC in-service training requirement @\$60 x 60 officers with the Municipal Police Institute.

*Total 5790 Staff Development:* 25,600 25,600

**DESCRIPTION/DETAIL**

**POLICE EXPENSES**

*5822 Capital Outlay*

	FY2014 BUDGETED	FY2014 EXPENDED	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2018 DEPT REQ	FY2018 TM REC
	163,325	163,325	172,849	172,849	210,535	210,510	356,773	<b>286,290</b>	<b>286,290</b>
* 5822-001	NEW VEHICLE/REPLACEMENT PURCHASE							216,180	216,180
	The funds provided in this account will provide the Department with four new police vehicles that will help replace aging fleet vehicles that have excessive wear and mileage. The cost is attributed to the price of the vehicles and the purchase/transfer of all necessary equipment (radios, lights, cages, gun vaults, strobes, sirens). The funds provided will also purchase extended warranties.								
* 5822-002	DEPARTMENT ATV/MOTOR UNIT SAFETY EQUIPMENT REPLACEMENT/UPGRADE							32,180	32,180
	The funds provided in this account will provide the Department's Motor Unit and ATV Unit Officers with safe wireless communication devices that will allow for clear and discernible radio communication with Dispatch and other police vehicles while under power without having to take hand off the handle bars or eyes off the road/detained subjects/vehicles. The account will also fund the purchase of 10 new police motorcycle helmets to replace outdated Motor Unit helmets purchased in 2008.								
* 5822-003	DEPARTMENT NETWORK SWITCH/ID MAKER REPLACEMENT PURCHASE							11,051	11,051
	The funds provided in this account will be used to replace/upgrade the Department's aging network switches which will act as the backbone to the Town's fiber network providing enhanced connectivity, efficiency, and security. The account will also fund the replacement/upgrade of the Department/Town's sole ID maker which is over 10 years old and failing.								
* 5822-004	DETECTIVE/DRUG UNIT SURVEILLANCE/SAFETY/SECURITY EQUIPMENT							9,950	9,950
	The funds provided in this account will be used to purchase one outdoor cellular smart pole camera to assist the Department's Detective Division/Drug Unit in criminal and drug distribution investigations. This device will also enhance officer safety.								
* 5822-005	OFFICER TRAINING/SAFETY EQUIPMENT							16,929	16,929
	This account will fund the purchase of less lethal weaponry and scenario upgrades for the Laser Shot system purchased in FY16. This account will also be used to equip the Department's new Beretta shotguns with illumination kits and to purchase EOTech sighting devices for the new Defense Tech 40MM less lethal launchers and to replace some aging sights on the Department patrol rifles. Additionally, this account will begin to fund the purchase of sound reduction devices for the Department's patrol rifles and a new rifle for the Department's NEMLEC SWAT Officer.								
	<i>Total 5822 Capital Outlay:</i>							286,290	286,290