



TEWKSBURY POLICE DEPARTMENT

918 Main Street, Tewksbury MA 01876

Ryan M. Columbus
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November 16, 2022

Town Manager, Richard Montuori

Re: Fiscal Year (FY) 2024 Budget Requested Priorities

Thank you for the opportunity to present three priorities for potential FY24 funding. The priorities I have selected involve funding for officer wellness, increase our community policing budget, and add funding for body worn cameras (pending an agreement with unions). I feel very strongly that the inclusion of these priorities in my FY24 Budget will significantly improve the level of service the Tewksbury Police Department delivers to the people we serve. Although the overtime budget has been an issue over the last several years, I am going to work within the budget that was given for FY23, however there could still be a need for an increase in the future, depending on staffing.

Funding for Officer Wellness

Taking care of the mental and physical health of our first responders is a top priority of the this organization. We have added to our fitness room, established a wellness committee, peer support unit and have incentivized voluntary mental health screenings. Being a police officer is extremely difficult, both mentally and physically. The situations that officer's face take a toll on the health and wellbeing our people. Investing in our people, offering wellness/health programming will ensure that officers are at their best when they are serving the community. I have already seen the positive impact in the culture that this creates by implementing some of classes and programs that we have. We have been fortunate to partner with Hidden Battles and receive donations to allow officers to go through a therapeutic program for wellness at Strongwater Farm.

Recently, I have been fortunate to have been in contact with a company called SIGMA health. SIGMA health is working with first responders to conduct deep dive cardiac exams. See the information provided by SIGMA health.

“For an estimated screening population of 2000 police officers, our observed findings (publication pending), approximately 50% have evidence of coronary artery disease, 800-1600 will be clinically obese and approximately 600 will have evidence of undiagnosed or undertreated hypertension and or diabetes. Currently, according to the Commission on the Accreditation of Law Enforcement Agencies, of the costs of an on- or off-duty heart attack range from \$400,000 to \$750,000. If assuming only 10% of the 2000 officers with detected blockages will progress to the development of a heart attack within 5 years (low estimate) total cost to the agency and ultimately the tax-payers ranges between \$90 million to \$150 million. Aside from the obvious cost-savings inherent in cardiovascular prevention, we have documented a 5.8% reduction in body fat percentage in overweight individuals, and a 7.51% reduction in body fat percentage in obese individuals (as much as 40lbs weight loss in some cases within compliant individuals) within the first 12 months of program adherence. Based upon calculations from the 2019 Society of Actuaries, that is a



potential cost savings of \$565,000 (pop. size = 200). Assuming only 10% of documented average loss in body weight for a following 4 years would result in \$1.43 million reduced cardiac and body weight-based health care expenditures”

Regular physicals are not able to conduct these checks and with a life expectancy of a police officer significantly lower of the regular population we can prevent someone from having a serious issue or passing away by making an investment in this exam for our officers. “The average age of a police officer who suffers a heart attack is 46, and the life expectancy of men and women in uniform is more than 20 years less than the general population. Published data shows that, between the ages of 55 and 60, the chance of a civilian dying from a heart attack is 1.6%. However, within populations of police officers and fire fighters, it is 56%” - SIGMA Health.

I'm asking for \$53,533 (67 sworn - \$799 each person) in FY24 to be able to offer this exam to each sworn employee as a commitment to taking care of our first responders.

Increase Community Policing Budget

Currently, our community policing budget is 10,000 dollars and is used for the numerous programs that we run to have positive interactions with the community. With the costs of everything rising and the additional programs we have added, I would like to add 5,000 dollars to this budget. For example, our Junior Police Academy, which ran over two weeks with approximately 160 kids, cost us 5,000 dollars, but was no cost for our residents. We have also added the ice cream truck, hockey game, public safety night and continue to run our other staple programs to interact with the community in a positive way.

Body Worn Cameras

As our nation has become more critical than ever with law enforcement, the need for the ultimate transparency with video recordings of police during incidents has almost become mandatory in today's society. In today's digital world, people don't believe anything unless they see it on video. Almost all police interactions across the nation are handled correctly, but how do we prove it? The answer is simple, body cameras to show what we do and how we do it. This not only protects the officer from false accusations and lawsuits but shows the community in which we serve we are truly a transparent organization. Not only will body cameras provide truth and accountability it will give our community faith in their police department that we are a transparent organization.

The cost of the body worn camera program is a total of \$694,827.10 over 5 years. Each police agency in America is only one incident away from having civil unrest; having video evidence to either hold someone accountable or show that officers acted appropriately only add to building trust within our community.

Thank you,

Ryan M. Columbus
Chief of Police

POLICE DEPARTMENT	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC	FY2024 FIN COM REC
<i>Salaries</i>										
5111 Regular Salaries	6,020,038	5,869,116	5,781,498	5,781,498	5,871,573	5,836,205	6,581,246	6,673,636	6,674,446	
5120 Temporary Part-time	-	-	19,605	19,605	30,318	23,875.60	30,982	31,700	31,700	
5130 Overtime	792,716	788,950	838,979	804,902	931,324	931,324	512,364	512,364	512,364	
5132 Dispatch Overtime	80,510	80,510	-	32,249	-	-	-	-	-	
5133 Reserve Dispatchers	18,500	17,006	-	821	-	-	-	-	-	
5135 Uniforms	10,190	10,190	9,540	9,540	540	540	540	540	540	
5137 Training Overtime	-	-	-	-	-	-	200,000	200,000	200,000	
5160 Terminal Leave	6,000	2,785	3,067	3,067	3,461	3,287	3,461	3,555	3,555	
5180 All Other	37,200	27,920	30,188	30,188	37,440	36,378	63,900	58,100	58,100	
Total Salaries	6,965,154.00	6,796,477.71	6,682,877.64	6,681,870.87	6,874,656.30	6,831,610	7,392,493	7,479,895	7,480,705	-
<i>Operating</i>										
5210 Energy Utilities	87,281	87,281	92,533	77,199	102,189.98	91,486.44	111,595	111,595	111,595	
5240 Repairs and Maintenance	118,628	108,470	147,895	117,654	161,741	158,828.66	71,500	71,725	71,725	
5270 Leases/Contracts	185,389	181,296	200,034	196,316	192,105	184,749.12	204,756	213,249	213,249	
5310 Professional Services	9,141	9,141	29,574	29,191	8,700	8,106.87	61,700	8,700	8,700	
5340 Communications	91,528	80,960	87,816	85,265	90,248	87,944.64	97,919	97,349	97,349	
5381 Computer	67,589	65,115	68,969	60,650	74,660	56,404.29	81,962	90,708	90,708	
5420 Office Supplies	12,050	11,733	12,286	11,422	13,864	13,843.56	14,000	15,600	15,600	
5423 All Other Supplies	147,043	132,001	139,407	115,188	176,872	162,034.09	135,188	172,653	172,653	
5510 K-9	5,500	5,102	5,718	5,249	5,969	5,696.28	5,500	15,000	15,000	
5538 Recruit/Specialty Expense	21,568	21,093	49,467	48,704	34,250	33,702.64	25,000	25,000	25,000	
5580 Uniforms	-	-	-	-	-	-	-	-	-	
5702 Travel	6,061	6,061	179	179	6,300	4,471.68	10,000	10,000	10,000	
5703 Dues and Memberships	12,833	12,833	14,543	14,543	14,540	14,158.00	14,540	14,420	14,420	
5790 Staff Development	25,277	25,277	27,586	27,297	37,293	36,938.70	45,700	46,200	46,200	
Total Operating	789,887	746,360	876,005	788,855	918,732	858,365	879,360	892,199	892,199	
<i>Capital Outlay</i>										
5833 Capital Outlay	303,475	301,306	447,893	346,851	400,186	397,746	318,867	411,737	358,204	
Total Capital Outlay	303,475	301,306	447,893	346,851	400,186	397,746	318,867	411,737	358,204	
TOTAL BUDGET	8,058,516	7,844,144	8,006,775	7,817,577	8,193,574	8,087,721	8,590,721	8,783,831	8,731,108	-

	FY2020 BUDGETED	FY2021 BUDGETED	FY2022 BUDGETED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2024 TM REC	FY2024 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	1	1	1	
Captain	0	0	0	0	0	0	
Lieutenants	6	6	6	6	8	8	
Sergeants	12	12	12	12	12	12	
Detective/Patrolman	10	10	10	10	8	8	
Patrolman Positions	32	33	33	33	37	37	
Dispatchers	9						
Civilian Staff	5	6	6	6	6	6	
Total Staffing	76	69	69	69	73	73	-

**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	
New Deputy Chief (promotion date 07-31-23)	Deputy Chief	6	07/31/23	106,063	25%	26,516	8.50%	11,269		6,639	150,488	
Admin Captain (Stipend)					0%	-	0.00%	-		-	-	
Alyvia Columbus	Lieutenant	2	01/08/00	92,557	25%	23,139	8.50%	9,834		5,794	131,324	
Patrick Connor	Lieutenant	2	06/14/10	92,557	25%	23,139	5.50%	6,363	9,154	6,056	137,270	
Brian Farnum	Detective Lieutenant	2	08/02/04	92,557	25%	23,139	8.50%	9,834		5,794	131,324	
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) (18	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) (18	Lieutenant	1	02/23/24	58,326	20%	10,000		5,833	4,812	3,183	72,154	
Lieutenant Vacancy (promotion date of 07-31-23)	Lieutenant	1	06/14/10	82,202	-	3,000		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	-	10,000		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	-	3,000		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 Trelogan	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 Vasconcelos	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 Bestano	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	-	10,000		6,691	2,760	3,524	79,884	
Nicholas Ciarellia	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	
Charrisa Edmonds (45 wks)	Patrolman	2	11/14/22	50,318		-		-	-	2,322	52,640	
Charrisa 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 Knops	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		3,000		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		8,500		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	

**FISCAL YEAR 2024
POLICE DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST**

Name	Position	Step	Ann. Date	Base Salary	%	Education		Longevity		Shift Diff.	Holiday		Total Salary
								%	PAY		Pay		
Sworn Personnel													
Ryan Columbus step increase	Chief	9	07/31/00	134,534	25%	33,634	10.00%	16,817			8,538		193,522
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
New Deputy Chief (promotion date 07-31-23)	Deputy Chief	6	07/31/23	106,063	25%	26,516	8.50%	11,269				6,639	150,488
Admin Captain (Stipend)					0%	-	0.00%	-				-	-
Alysia Columbus	Lieutenant	2	01/08/00	92,557	25%	23,139	8.50%	9,834				5,794	131,324
Patrick Connor	Lieutenant	2	06/14/10	92,557	25%	23,139	5.50%	6,363	9,154			6,056	137,270
Brian Farnum	Detective Lieutenant	2	08/02/04	92,557	25%	23,139	8.50%	9,834				5,794	131,324
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) (18 wks)	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) (Longevity 34.2wks)	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 Ciarelli	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
Charrisa Edmonds (45 wks)	Patrolman	2	11/14/22	50,318		-		-		-		2,322	52,640
Charrisa 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 Lindahl	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 Milano	Patrolman	4	09/27/04	66,909		-	8.50%	5,687		5,445		3,602	81,643

Name	Position	Step	Ann. Date	Education		Longevity		Holiday		Total Salary	
				Base Salary	%	PAY	%	PAY	Shift Diff.		Pay
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	-	-	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 Vasconcelos (10.4 wks)	Patrolman	4	09/11/13	13,331	20%	2,666	3.00%	480	1,236	817	18,530
Michael Vasconcelos (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	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
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			4,906,724		909,559		295,836	187,997	290,775	6,377,367
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			4,906,724		909,559		295,836	187,997	290,775	6,673,636
Temporary Part-Time:											
Name	Position	Step	Ann. Date	Base Salary	%	PAY	%	PAY	Shift Diff.	Holiday Pay	Total Salary
Carol Alari	Desk/Records Clerk	1/2	08/13/22	15,850							15,850
Elyse Tivnan	Desk/Records Clerk	1/2	08/20/22	15,850							15,850
Total Temporary Part-Time											31,700
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.											
										512,364	
Uniforms:											
<i>Custodian:</i> The funds in this account will provide for the purchase of uniforms for one custodian.											
Total Uniforms										540	
Training Overtime: This account is used to pay officers for the numerous mandatory training sessions (Firearms, Defense Tactics, Taser, Active Shooter and Officer Wellness)											
										200,000	
Terminal Leave:											
<i>Sick Leave Bonus:</i> An expenditure of \$3,555 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.											
										3,555	
All Other:											
<i>Fingerprint/Photography/Detectives/Training Stipends:</i> The funds in this account will be utilized to pay detectives for fingerprinting and photography duties as well as officers assigned to process gun permits in accordance with the Chapter 41, Section 108I of the Massachusetts General Laws. This account also provides stipends to detectives and lead training instructors as outlined in the collective bargaining agreements.											
										16,900	
<i>Temporary Assumption of Duties:</i> This provides the funds necessary to comply with Article 9 of the NEPBA and Article 10 of the Superior Officer's Contract											
										41,200	
Total All Other										58,100	
TOTAL SALARIES										7,479,895	

**FISCAL YEAR 2023
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	8	07/31/00	128,929	25%	32,232	9.75%	15,713			8,163	185,038
John Voto G12	Deputy Chief	10	10/23/96	124,358	25%	31,089	12.25%	19,042			8,053	182,543
John Voto G12 +3.5% wage deferral	Deputy Chief	10	10/23/21	4,353		1,088	12.25%	666			282	6,389
Admin Captain (Stipend)						0%	0.00%	-			-	-
Alysia Columbus	Lieutenant	2	04/22/08	73,179	25%	18,295	5.50%	5,031	-		4,454	100,959
Alysia Columbus (10 weeks long increase)	Lieutenant	2	04/22/23	17,341	25%	4,335	8.25%	1,788	-		1,083	24,548
Patrick Connor	Lieutenant	2	06/14/10	90,520	25%	22,630	5.50%	6,223	8,953		5,923	134,249
Brian Farnum	Detective Lieutenant	2	08/02/04	90,520	25%	22,630	8.25%	9,335			5,653	128,138
Robert Field	Lieutenant	2	10/23/96	90,520	25%	22,630	12.25%	13,861			5,862	132,873
Scott Gaynor	Lieutenant	2	05/22/95	90,520	25%	22,630	12.25%	13,861	4,763		6,082	137,856
Scott Gaynor + 3.5% wage deferral	Lieutenant	2	05/22/95	3,168	25%	792	12.25%	485		167	213	4,825
Patrick Harrington	Sergeant	2	02/24/03	58,960	25%	14,740	8.25%	6,080		5,983	3,958	89,721
Patrick Harrington (18.2 weeks long increase)	Sergeant	2	02/24/23	31,561	25%	7,890	9.75%	3,846	3,247		2,148	48,693
Robert Stephens	Lieutenant	2	10/23/96	90,520	25%	22,630	12.25%	13,861			5,862	132,873
Robert Stephens +3.5% wage deferral	Lieutenant	2	10/23/96	3,168	25%	792	12.25%	485			205	4,651
James Williams	Lieutenant	2	10/23/96	90,520	25%	22,630	12.25%	13,861			5,862	132,873
Thomas Cooke	Sergeant	2	03/18/02	76,945		-	9.75%	7,502		3,167	4,044	91,658
Matthew Donovan (47.2 weeks)	Patrolman	2	05/29/18	69,575	20%	13,915		-		3,131	3,998	90,619
Matthew Donovan (5 weeks long increase)	Patrolman	2	05/29/23	7,370	20%	1,474	3.00%	265		342		9,887
Michael Donovan	Detective Sergeant	2	04/22/08	62,205	20%	12,441	5.50%	4,106			3,635	82,386
Michael Donovan (10 weeks long increase)	Detective Sergeant	2	01/21/23	14,740	20%	2,948	8.25%	1,459			884	20,032
Shane Gallagher	Sergeant	2	01/13/14	76,945	25%	19,236	3.00%	2,885			4,572	103,639
Ryan Hunt (15.2 weeks)	Sergeant	1	10/30/17	21,553		-		-		1,616	1,069	24,239
Ryan Hunt (2.2 weeks step increase)	Sergeant	2	10/30/17	3,243		-		-		243	161	3,647
Ryan Hunt (34.8 weeks long increase)	Sergeant	2	10/30/22	51,297		-	3.00%	1,539		3,963	2,621	59,420
Joseph Kelley	Sergeant	2	02/23/04	76,945	25%	19,236	8.25%	7,935		7,809	5,166	117,091
Michael McLaughlin	Detective Sergeant	2	11/14/11	76,945	20%	15,389	5.50%	5,078		4,384	4,698	106,495
Michael Newcomb	Sergeant	2	06/14/10	76,945	25%	19,236	5.50%	5,290		3,805	4,859	110,136
Dennis Peterson, Jr.	Sergeant	2	02/23/04	76,945	20%	15,389	8.25%	7,618		7,496	4,959	112,407
Steve Torres	Sergeant	2	03/06/00	76,945	25%	19,236	9.75%	9,378			4,872	110,431
Colin Trelegan	Sergeant	2	05/02/16	76,945	25%	19,236	3.00%	2,885		3,715	4,744	107,526
Sworn Personnel												
Christopher Byrne	Detective	4	11/14/11	65,437	25%	16,359	5.50%	4,499	3,236		4,132	93,663
Michael Maccario	Detective	4	10/03/16	65,437	20%	13,087	3.00%	2,356			3,733	84,612
Joseph Mendonca	Patrolman	4	05/23/16	65,437	20%	13,087	3.00%	2,356		3,033	3,873	87,785
Peter Regan (34 weeks)	Detective	4	02/24/03	42,622	20%	8,524	8.25%	4,220		2,076	2,651	60,093
Peter Regan +3.5% wage deferral (34 weeks)	Detective	4	02/24/03	1,428	20%	286	8.25%	141		70	89	2,013
Peter Regan (18.2 weeks)	Detective	4	02/24/23	22,815	20%	4,563	9.75%	2,669		1,127	1,439	32,613
Peter Regan +3.5% wage deferral + longevity increase(18.2 weeks)	Detective	4	02/24/23	799	20%	160	9.75%	93		39	50	1,141
Andrew Richardson	Detective	4	06/06/11	65,437		-	5.50%	3,599		2,589	3,306	74,930
Matthew Rowe	Detective	4	06/03/14	65,437	25%	16,359	3.00%	2,454		3,159	4,034	91,443
Kaitlin Vasconcellos (48.2 weeks)	Detective	4	06/03/13	60,422	25%	15,106	3.00%	2,266		2,917	3,725	84,436
Kaitlin Vasconcellos (4 weeks longevity increase)	Detective	4	06/03/23	5,014	25%	1,254	5.50%	345		2,480	420	9,512
Christopher Adams	Patrolman	4	05/18/15	65,437	25%	16,359	3.00%	2,454			3,888	88,138
Joshua Barbera	Patrolman	4	05/20/19	65,437	25%	16,359		-			3,775	85,571
Christopher Bettano	Patrolman	4	11/18/19	65,440	20%	13,088		-		5,890	3,896	88,313
Robert Bjorkgren	Patrolman	4	10/20/03	65,437	20%	13,087	8.25%	6,478		3,188	4,070	92,260
Karen Capuano (34 weeks)	Patrolman	4	02/24/03	42,622		-	8.25%	3,516		1,730	2,209	50,077
Karen Capuano (18.2 weeks longevity increase)	Patrolman	4	02/24/03	22,815		-	9.75%	2,224		939	1,199	27,178
Nicholas Ciarenella (1.8 weeks)	Patrolman	3	01/13/20	2,172		-		-		163	108	2,442
Nicholas Ciarenella (50.4 weeks step increase)	Patrolman	4	07/13/22	63,180		-		-		4,739	3,135	71,053
Thomas Contalonis (36.6 weeks)	Patrolman	3	07/27/20	44,159		-		-		3,312	2,191	49,662
Thomas Contalonis (22 weeks step increase)	Patrolman	4	01/27/23	27,579		-		-		2,068	1,368	31,015
Andrew Donovan (36.6 weeks)	Patrolman	3	07/27/20	44,159	20%	8,832		-		3,974	2,629	59,594
Andrew Donovan (22 weeks step increase)	Patrolman	4	01/27/23	27,579	20%	5,516		-		2,482	1,642	37,218
David Duffy	Patrolman	4	11/14/11	65,437	25%	16,359	5.50%	4,499		6,472	4,282	97,048
Nicholas Gamble	Patrolman	4	06/07/21	65,437		-		-		4,908	3,247	73,591
Kayla Gordon (47.2 weeks)	Patrolman	4	05/29/18	59,169	20%	11,834		-			3,277	74,279
Kayla Gordon (5 weeks longevity increase)	Patrolman	4	05/29/23	6,268	20%	1,254	3.00%	226			358	8,105
Eric Hanley (10.2 weeks)	Patrolman	4	09/09/02	12,786	25%	3,197	8.25%	1,319			799	18,100
Eric Hanley (42 weeks longevity increase)	Patrolman	4	09/09/22	52,650	25%	13,163	9.75%	6,417			3,334	75,563
Dennis Kelleher	Patrolman	4	11/15/21	65,437	20%	13,087		-			3,624	82,148
Peter Knoops	Patrolman	4	11/16/20	65,437	20%	13,087		-		5,889	3,896	88,309
Dana LaPointe	Patrolman	4	04/10/17	65,437		-	3.00%	1,963		5,055	3,344	75,799
Christopher Lefebvre	Patrolman	4	06/14/10	65,437	20%	13,087	5.50%	4,319		3,107	3,967	89,916
Chy Lim (45.2 weeks)	Patrolman	2	11/16/20	49,429		-		-			2,281	51,711
Chy Lim (7 weeks step increase)	Patrolman	3	05/16/22	8,446		-		-			390	8,835
Justin Lindahl (47.2 weeks)	Patrolman	4	05/29/18	59,169	20%	11,834		-			3,277	74,279
Justin Lindahl (5 weeks)	Patrolman	4	05/29/23	6,268	20%	1,254	3.00%	226			358	8,105
Markus McMahon	Patrolman	4	11/26/01	65,437	20%	13,087	9.75%	7,656			3,978	90,157
David Miano	Patrolman	4	09/27/04	65,437		-	8.25%	5,399		5,313	3,515	79,662
Paul Morris	Patrolman	4	06/06/11	65,437		-	5.50%	3,599		5,178	3,425	77,638
Peter Murray (1.8 weeks)	Patrolman	3	01/13/20	2,172	20%	434		-		195	129	2,931
Peter Murray (50.4 weeks step increase)	Patrolman	4	07/13/22	64,183	20%	12,837		-		5,776	3,821	86,617
Sworn Personnel												
Paul Nicosia (1 week)	Patrolman	4	10/07/07	1,254	20%	251	5.50%	83			73	1,660
Paul Nicosia (51.2 weeks longevity increase)	Patrolman	4	10/07/22	64,183	20%	12,837	8.25%	6,354			3,848	87,222
Kimberly O'Keefe (10.2 weeks)	Patrolman	4	09/09/02	12,786	20%	2,557	8.25%	1,266			767	17,376
Kimberly O'Keefe (42 weeks longevity increase)	Patrolman	4	09/09/22	52,650	20%	10,530	9.75%	6,160			3,200	72,541
Michael Pelrine (46.2 weeks)	Patrolman	3	11/02/20	55,742	20%	11,148		-		5,017	3,319	75,225
Michael Pelrine (6 weeks step increase)	Patrolman	4	07/02/22	7,542	20%	1,504		-		677	448	10,151
Sangvarak Peou (22.6 weeks)	Patrolman	3	06/07/21	27,268	25%	6,817		-		1,278	1,632	36,995
Sangvarak Peou (29.6 weeks step increase)	Patrolman	4	12/07/22	37,106	25%	9,276		-		1,739	2,221	50,343
Arthur Piccolo (10.2 weeks)	Patrolman	4	09/09/02	12,786	10%	1,279	8.25%	1,160		571	729	16,525

**FISCAL YEAR 2022
POLICE DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED**

Name	Position	Step	Ann. Date	Education		Longevity		Shift Diff.	Holiday Pay	Total Salary	
				Base Salary	%	%	PAY				
Sworn Personnel											
Ryan Columbus step increase	Chief	7	07/31/00	123,064	25%	30,766	9.25%	14,229	7,110	175,169	
John Voto G12	Deputy Chief	9	10/23/96	36,834	25%	9,209	9.25%	4,259	2,128	52,430	
John Voto G12 longevity increase	Deputy Chief	9	10/23/21	81,854	25%	20,464	11.25%	11,511	4,816	118,644	
John Voto G12 +3.5% wage deferral	Deputy Chief	9	10/23/96	1,289	25%	322	9.25%	149	74	1,835	
John Voto G12 +3.5% wage deferral/longevity increase 10/23/96	Deputy Chief	9	10/23/96	2,865	25%	716	11.25%	403	169	4,153	
Admin Captain (Stipend)					0%	-	0.00%	-	-	-	
Alysia Columbus	Lieutenant	5	04/22/08	57,745	25%	14,436	5.50%	3,970	5,711	85,640	
Alysia Columbus step increase	Lieutenant	6	03/07/22	28,492	25%	7,123	5.50%	1,959	2,818	42,256	
Brian Farnum	Det Lieutenant	5	08/02/04	46,326	20%	9,265	7.75%	4,308	2,765	62,664	
Brian Farnum Step increase	Det Lieutenant	6	01/17/22	40,363	20%	8,073	7.75%	3,754	2,409	54,599	
Robert Field	Lieutenant	6	10/23/96	27,813	20%	5,563	9.25%	3,087	2,735	41,007	
Robert Field longevity increase	Lieutenant	6	10/23/21	60,715	20%	12,143	11.25%	8,196	6,079	91,155	
Scott Gaynor + 3.5% wage deferral	Lieutenant	6	05/22/95	91,627	25%	22,907	11.25%	12,885	5,881	133,299	
Robert Stephens +3.5% wage deferral	Lieutenant	6	10/23/96	28,787	25%	7,197	9.25%	3,328	1,474	42,669	
Robert Stephens longevity increase	Lieutenant	6	10/23/21	62,840	25%	15,710	11.25%	8,837	3,277	94,848	
James Williams	Lieutenant	6	10/23/96	27,814	20%	5,563	9.25%	3,087	-	1,683	38,146
James Williams longevity increase	Lieutenant	6	10/23/21	60,715	20%	12,143	11.25%	8,197	-	3,741	84,795
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #1	4	03/01/21	349	20%	70	5.50%	23	33	497	
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #1 st	5	09/01/21	6,527	20%	1,305	5.50%	431	620	9,293	
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #2	4	03/01/21	349	20%	70	5.50%	23	33	497	
Lieutenant new position (the difference/eliminate Sgt.)	Lieutenant Position #2 st	5	09/01/21	6,527	20%	1,305	5.50%	431	620	9,293	
Patrick Connor	Sergeant	5	06/14/10	75,252	20%	15,050	5.50%	4,967	7,145	107,141	
Thomas Cooke	Sergeant	6	03/18/02	54,781	-	-	7.75%	4,246	2,214	64,067	
Thomas Cooke longevity increase	Sergeant	6	03/18/22	20,471	-	-	9.25%	1,894	839	24,274	
Michael Donovan	Sergeant	5	04/22/08	38,829	25%	9,707	5.50%	2,669	3,840	57,587	
Michael Donovan step increase	Sergeant	6	01/21/22	35,464	25%	8,866	5.50%	2,438	3,508	52,596	
Patrick Harrington	Sergeant	6	02/24/03	75,252	25%	18,813	7.75%	7,290	4,678	106,033	
Joseph Kelley	Sergeant	6	02/23/04	75,252	20%	15,050	7.75%	6,998	3,649	105,609	
Michael McLaughlin	Sergeant	5	11/14/11	26,903	25%	6,726	3.00%	1,009	-	36,236	
Michael McLaughlin longevity increase	Sergeant	5	11/14/21	13,035	25%	3,259	3.00%	489	-	17,558	
Michael McLaughlin step increase	Sergeant	6	01/19/22	33,734	25%	8,433	5.50%	2,319	1,668	48,285	
Michael Newcomb	Sergeant	6	06/14/10	75,252	25%	18,813	5.50%	5,174	7,443	111,605	
Dennis Peterson, Jr.	Sergeant	5	02/23/04	38,552	20%	7,710	7.75%	3,585	-	52,148	
Dennis Peterson, Jr. step increase	Sergeant	6	01/20/22	35,175	20%	7,035	7.75%	3,271	-	47,581	
Steve Torres	Sergeant	6	03/06/00	75,252	25%	18,813	9.25%	8,701	7,707	115,572	
Sergeant Vacany #1 (Sgt. Jop replacement) (9.8 weekS)	Sergeant	4	03/01/21	297	20%	59	5.50%	20	28	422	
Sergeant Vacany #1 step increase (42.4 weeks)	Sergeant	5	09/01/21	5,532	20%	1,106	5.50%	365	525	7,877	
Sergeant Vacany #2 (Sgt. Columbus replacment)(9.8 week)	Sergeant	4	03/01/21	297	20%	59	5.50%	20	28	422	
Sergeant Vacany #2 step increase (42.4 weeks)	Sergeant	5	09/01/21	5,532	20%	1,106	5.50%	365	525	7,877	
Sergeant Vacany #3 (Sgt. T. Kelly replacement)(9.8 week)	Sergeant	4	03/01/21	297	20%	59	5.50%	20	28	422	
Sergeant Vacany #3 step increase (42.4 weeks)	Sergeant	5	09/01/21	5,532	20%	1,106	5.50%	365	525	7,877	
Christopher Byrne	Detective	4	11/14/11	23,784	20%	4,757	3.00%	856	1,102	31,907	
Christopher Byrne longevity increase	Detective	4	11/14/21	40,212	20%	8,042	5.50%	2,654	1,909	55,256	
Shane Gallagher increase to Masters Degree	Detective	4	01/13/14	63,997	25%	15,999	3.00%	2,400	3,090	89,431	
Sworn Personnel											
Michael Maccario	Detective	4	10/03/16	16,428	20%	3,286	-	-	910	20,624	
Michael Maccario longevity increase	Detective	4	10/03/21	47,568	20%	9,514	3.00%	1,712	2,714	61,508	
Peter Regan +3.5% wage deferral	Detective	4	02/24/03	66,237	20%	13,247	7.75%	6,160	3,212	92,956	
Andrew Richardson	Detective	4	06/06/11	63,997	-	-	5.50%	3,520	2,532	73,281	
Kaitlin Sullivan	Detective	4	06/03/13	63,997	25%	15,999	3.00%	2,400	-	86,199	
Christopher Adams	Patrolman	4	05/18/15	63,997	25%	15,999	3.00%	2,400	6,180	92,663	
Joshua Barbera	Patrolman	3	05/20/19	24,072	25%	6,018	-	-	2,257	33,839	
Joshua Barbera step increase	Patrolman	4	11/20/21	38,986	25%	9,747	-	-	3,655	54,806	
Christopher Bettano	Patrolman	3	11/18/19	54,279	20%	10,856	-	-	4,885	73,252	
Christopher Bettano step increase	Patrolman	4	05/18/21	7,601	20%	1,520	-	-	684	10,258	
Robert Bjorkgren	Patrolman	4	10/20/03	63,996	20%	12,799	7.75%	5,952	3,103	89,812	
Karen Capuano	Patrolman	4	02/24/03	63,996	-	-	7.75%	4,960	2,586	74,844	
John Casey + 3.5 % wage deferral (7/1/21-08/21/2)	Patrolman	4	05/12/03	9,643	-	-	7.75%	747	390	11,278	
Nicholas Ciaremella	Patrolman	2	01/13/20	1,711	20%	342	-	-	154	2,309	
Nicholas Ciaremella step increase	Patrolman	3	07/13/21	59,707	20%	11,941	-	-	5,374	80,577	
Thomas Contaloni	Patrolman	2	07/27/20	32,085	20%	6,417	-	-	2,888	43,300	
Thomas Contaloni step increase	Patrolman	3	01/27/22	26,196	20%	5,239	-	-	2,358	35,352	

Total Civilian Personnel	5			261,658		-		3,100	-	-	270,639
Total Regular Salaries	68			4,538,214		808,429		271,501	209,059	252,012	5,871,573

DESCRIPTION/DETAIL

POLICE EXPENSES

5210 Energy Utilities

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
87,281	87,281	92,533	92,533	102,190	91,486	111,595	111,595	111,595

5210-001	Electric	76,772	76,772
5210-002	Heat (Gas)	34,823	34,823

DESCRIPTION/DETAIL

POLICE EXPENSES

5240 *Repairs and Maintenance*

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
118,628	108,470	147,895	117,654	161,741	158,829	71,500	71,725	71,725

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

5240-002 FACILITY AND EQUIPMENT MAINTENANCE AND SUPPLIES 65,000 65,000
 Based upon the size of the facility, the age, and the amount of activity that is generated (operational 24/7, 365 days a year), these funds are necessary to provide basic facility maintenance. These funds will insure that we maintain a good working environment while ensuring the safety of our officers and guests. This account also provides funds for the repair of damaged and non-functioning equipment, which is not covered by any maintenance contract. The funds in this account will also be used to purchase paper products, cleaning agents, surface deicer, light bulbs, spotlights, etc.

AMOUNTS SPENT IN FY22

Car Wash for Police Vehicles	1940
Professional Cleaning	7717
D&D Lock	202.50
Bio-Hazzard Cleaning	2317.5
Ambient Temperature	14313.02
Petty Cash	2462
Fire Safety Equipment	4546.09
Pest Control & Grounds Maintenance	3722.2
Misc. Cleaning Supplies	5719
Total:	42,939.31

5240-003 IRRIGATION SYSTEM Increased 275.00 1,725 1,725
 This account will provide for service and supplies associated with the maintenance of the irrigation system.

Total 5240 Repairs and Maintenance: 71,725 71,725

DESCRIPTION/DETAIL

POLICE EXPENSES

5270 *Leases and Contracts*

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
185,389	181,296	200,034	196,316	192,105	184,749	204,756	213,249	213,249
5270-001	BAPER (Remote Line and Maintenance Radio System)							
5270-002	SOFTWARE PURCHASE/MAIN. CONTRACTS-(TriTech (IMC)-Callyo-Delphi/DHQ-DTS-Lexipol-Guardian)							
							14,440	14,440
							6,867	6,867
							2,489	2,489
							3,540	3,540
							3,945	3,945
							8,311	8,311
							4,388	4,388
							1,379	1,379
5270-003	COMMONWEALTH OF MASSACHUSETTS(Boiler Inspection) Increased 50.00 300 300							
5270-004	INTEGRATION PARTNERS CORPORATION (CJIS Firewall Protection Contract) 730 730							
5270-005	WHELAN FLEET MANAGER (GPS for Cruisers) 4,836 4,836							
5270-006	FIRE ALARM/SPRINKLER SYSTEM (Service/Inspection) Increased 200.00 3,800 3,800							
5270-007	GROUNDS MAINTENANCE (Lawn Fertilization/Insect Control) 1,400 1,400							
5270-008	ELEVATOR MAINTENANCE (Service/Inspection) Increased 900.00 2,900 2,900							
5270-009	WATER TREATMENT (Testing and Treatment) Increased 210.00 910 910							
5270-010	EMERGENCY GENERATOR SERVICE CONTRACT Increased 130.00 580 580							
5270-011	DELPHI TECHNOLOGY SOLUTIONS (Network Admin and Maintenance Agumentation Agreement) Increased 5,702 87,165 87,165							
5270-012	HUNTER SYSTEMS GROUP (Booking Camera Service Contract) 299 299							
5270-013	ALL TRAFFIC SOLUTIONS (Speed Trailer Maintenance Contract) 10,500 10,500							
5270-014	ENPOINT TECHNOLOGIES (ECN CodeRED Maintenance) 18,592 18,592							
5270-015	BEHAVIORAL HEALTH SERVICES (Mental Health/Substance Use Collaboration) 9,900 9,900							
5270-016	PROJECT LIFESAVER (GPS Devices and Battery Replacement) 5,000 5,000							
5270-017	EQUATURE (Phone line recording. Year 2 of 5 for Maintance and Eequipment) New for Budget 6,696 6,696							
5270-018	COMPREHENSIVE GATEWAY SECURITY SUITE BUNDLE NSA 250M SERIES (Firewall) 1,294 1,294							
5270-019	EVIDENCE ROOM AUDIT 6,200 6,200							
5270-020	DATA SHRED (Shredding company that comes on site for sensitive documents in compliance with regulations) 2,000 2,000							
5270-021	PUBLIC RELATIONS FIRM (Assists with Press Releases and Communications - John Guilfoiul Public Relations) 4,788 4,788							

Total 5270 Leases and Contracts: 213,249 213,249

DESCRIPTION/DETAIL

POLICE EXPENSES

5310 Professional Services

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
9,141	9,141	29,574	29,191	8,700	8,107	61,700	8,700	8,700

5310-001 LEGAL AND PROFESSIONAL PUBLICATIONS

This account provides funds for the purchase and maintenance of the Department's law books and publications that are utilized in the day to day operations as well as court costs for pursuing outstanding detail balances.

2,500 2,500

5310-002 MEDICAL

This account provides funding for medical screening, physicals, psychological testing, fitness for duty testing, alcohol and drug screening.

5,000 5,000

5310-003 PARKING AND POLICE IDENTIFICATION COSTS

This account provides funding to pay for parking fees associated with training and court appearances.

1,200 1,200

Total 5310 Professional Services:

8,700 8,700

DESCRIPTION/DETAIL

POLICE EXPENSES

5340 Communications

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
91,528	80,960	87,816	85,265	90,248	87,945	97,919	97,349	97,349

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	Increase of 88.00	1,100	1,100
2. Department Phones	Increase of 555.00	15,390	15,390
3. Comcast Cable	Increase of 1834.00	3,658	3,658
4. Detective TLO Search		1,535	1,535
5. Verizon cell phone bill and wireless modems for the cruisers		31,055	31,055

5340-002 RADIO SYSTEM

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

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

Total 5340 Communications: 97,349 97,349

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DESCRIPTION/DETAIL

POLICE EXPENSES

5381 Computer Repairs and Maintenance

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
67,589	65,115	68,969	60,650	74,660	56,404	81,962	90,708	90,708
5381-001 PHOTOCOPY & FAX MACHINE								
1) Maintenance/Supplies Photocopy and Fax Machines					Increased 1,117.00		9,617	9,617
2) Photocopier Replacement (7 Photocopiers @ 1 Per Year=6 Yr. Cycle)							7,500	7,500
5381-002 MONITORING SYSTEM/SECURITY LOCKING MECHANISMS								
This account provides for maintenance of the camera surveillance equipment/locking mechanisms for the station and the prisoner holding facility.							3,500	3,500
5381-003 COMPUTER ACCOUNT								
1) Hardware Maintenance-PC's, Printers, Monitors, Servers					Increase of 2,000		5,000	5,000
2) Mobile Computers/Software & Hardware Maintenance							3,500	3,500
3) Battery Back-up Maintenance							1,000	1,000
4) Computer Supplies (Toner, Ink Cartridges, Repairs)							11,586	11,586
5) Computer Replacement (41 Computers @ 8 Per Year=5 Yr. Cycle)					Increase of 2,800		10,800	10,800
6) Monitor Replacement (40 Monitors @ 16 Per Year=5 Yr. Cycle)							3,440	3,440
7) Mobile Computer Replacement (18 Computers @ 5 Per Year=6 Yr. Cycle)							26,840	26,840
8) Replacement of Laptop Computers (9 Computers @ 2 Per Year 3 Yr. Cycle)					Increase of 238		2,000	2,000
9) Replacement of Computer Cameras (5 Cameras @ 1 Per Year 3 Yr. Cycle)							425	425
10. Carbonite Server (Back-up Server)					Increase of 2,591		5,500	5,500

POLICE EXPENSES

5420 Office Supplies

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
12,050	11,733	12,286	11,422	13,864	13,844	14,000	15,600	15,600

5420-001 POSTAGE

This account provides funds to allow the department to conduct essential correspondence with persons and agencies in both the public and private sector.

4,000 4,000

5420-002 PRINTING / REPRODUCTION

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.

4,000 4,000

5420-003 MISC. OFFICE SUPPLIES

Increase of 1,600

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.

7,600 7,600

Total 5420 Office Supplies:

15,600 15,600

DESCRIPTION/DETAIL

POLICE EXPENSES

5423 All Other Supplies

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
147,043	132,001	139,407	115,188	176,872	162,034	135,188	172,653	172,653

5423-001	FIRST AID EQUIPMENT							
	1) Patrol vehicles assigned to the fleet are currently equipped with the necessary first aid supplies essential for emergency response to traffic accidents and other medical emergencies. The requested funds will be used to replenish supplies in the cruiser first aid kits and defibrillators kits which include newly deployed nasal Naloxone/Narcan. The funds will also provide equipment for annual CPR/AED/1st Responder certification.						10,000	10,000
	2) AED Defibrillator Replacement(20 Defibrillator @ 4 Per Year=5 Yr. Cycle) Cost per unit \$1,786					Increased 219,000	7,143	7,143
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						1,000	1,000
	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						3,000	3,000
	The funds in this account provide food for prisoners held in custody and for Department meetings/trainings.							
5423-007	COMMUNITY POLICING EQUIPMENT AND MATERIALS:							
	1) This fund is for community policing events and and supplies. (Junior Academy, Ice Cream Truck, Public Safety Night)						15,000	15,000
	2) Substance Use Prevention and Education Program Annual Expenses						10,000	10,000
5423-008	VEHICLE UPFITTING AND TRANSFERS OF EQUIPMENT						17,529	17,529
	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						5,000	5,000
	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	RANGE, AMMUNITION, EQUIPMENT, AND SUPPLIES						94,231	94,231
	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 4 of the Department's 5 year contract with Axon Enterprise/Taser.					Increased of 9,063		
	1. Taser annual contract	56,400						
	2. Ammunition for annual training	35,971	Increase of 8,571					
	3. Range supplies	1,860	Increase of 492					
		94,231						

Total 5423 All Other Supplies: 172,653 172,653

DESCRIPTION/DETAIL

POLICE EXPENSES

5510 K-9

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
5,500	5,102	5,718	5,249	5,969	5,696	5,500	15,000	15,000

5510-001 K-9 CARE AND EQUIPMENT 12,000 12,000

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

This fund has increased from 1 K9 to 3. Our second patrol K-9 was covered by a 3 year grant which is ending in FY24. This account is also for our Comfort Dog which is deployed in the schools.

5510-002 BOSTON POLICE IN-SERVICE TRAINING (2 Patrol K-9's) 3,000 3,000

Total 5510 K-9: 15,000 15,000

DESCRIPTION/DETAIL

POLICE EXPENSES

5538 Recruit/Specialty Expense

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
21,568	21,093	49,467	48,704	34,250	33,703	25,000	25,000	25,000

5538-001 NEW RECRUITS/SPECIALTY UNIT UNIFORMS AND EQUIPMENT

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

25,000 25,000

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

POLICE EXPENSES

5703 Dues and Memberships

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
12,833	12,833	14,543	14,543	14,540	14,158	14,540	14,420	14,420

F.B.I. National Academy Assoc.	120	120
International Chiefs of Police	150	150
Legal Defense Fund (this provides legal defense for the Deputy Chief)	310	310
Police Executive Research Forum	200	200
MA Chiefs of Police Assoc.	1,400	1,400
MA Juvenile Office Assoc. (3)	150	150
NESPIN (NE State Police Information Systems)	200	200
RAD Systems Instructor Certification	1,000	1,000
Middlesex Chief of Police Assoc.	250	250
N.E.M.L.E.C. Compact(Annual Membership Dues)	5,500	5,500
MA Police Accreditation Program(Annual Membership Dues)	1,900	1,900
MA Safety Officer Assoc. (Welch)	350	350
NASRO (SRO J. Ryser, R. Bjorkgren, E. Hanley)	150	150
Tewksbury Rod & Gun Club	500	500
Greater Boston Police Council (BAPERD Dues)	1,000	1,000
Safe Kids Worldwide(Welch, O'Keefe, Nicosia, Scott- Car seat recertification)	200	200
Annual FAA Licence Renewal and Testing Fees	900	900
Crisis Intervention Team National Membership	100	100
MA Crime Analysis	40	40

Total 5703 Dues and Memberships: 14,420 14,420

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

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
-	-	-	-	-	-	-	-	-

DESCRIPTION/DETAIL

POLICE EXPENSES

5702 Travel

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
6,061	6,061	179	179	6,300	4,472	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

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
25,277	25,277	27,586	27,297	37,293	36,939	45,700	46,200	46,200

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

5790-002 IN-SERVICE TRAINING Increased 500.00 6,200 6,200
 This account provides for the MPTC in-service training requirement for all officers.

Total 5790 Staff Development: 46,200 46,200

DESCRIPTION/DETAIL

POLICE EXPENSES

5822 Capital Outlay

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
303,475	301,306	447,893	346,851	400,186	397,746	318,867	411,737	358,204

NEW VEHICLES

The funds provided in this account will provide the Department with five new police vehicles that will ensure we maintain our vehicles that have excessive wear and mileage. The cost is attributed to the price of the vehicles and the purchase/transfer of all necessary equipment (lights, cages, gun vaults, sirens). The funds provided will also purchase extended warranties.

Increase of 53,176

358,204 358,204

HEART HEALTH EXAMS (\$799.00 X 67)

Regular physicals are not able to conduct these checks and with a life expectancy of a police officer significantly lower

53,533 -

of the regular population we can prevent someone from having a serious issue or passing away by making an investment in this exam for our officers “The average age of a police officer who suffers a heart attack is 46, and the life expectancy of men and women in uniform is more than 20 years less than the general population. Published data shows that, between the ages of 55 and 60, the chance of a civilian dying from a heart attack is 1.6%. However, within populations of police officers and fire fighters, it is 56%”

Total 411,737 358,204

Tewksbury Police Department											
Fleet Spreadsheet Updated November 2022											
Unit #	Plate	Model	Year	VIN	Mileage	Hours	Reg Expires	Inspection Due Date	Gateway Car Wash Sticker #	Control Head Type	Cruiser #
15	D445	Pickup Truck	2017	1F17W2B67HEE27877	10,985	913	NEXPD	Apr-23	41637-417262	Control	15
16	H794	Utility Inter	2021	1F5K8AB4MGC31667	2,939	612	NEXPD	Jun-23	NONE	Wecan X	16
17	B308	Utility Inter	2017	1F5K8AR5HGD26693	106,905	19,126	NEXPD	Nov-23	84754-867774	Control	17
18	B310	Utility Inter	2017	1F5K8AR9HGD60250	74,534	11,954	NEXPD	Apr-23	64687-748940	Sapphire	18
19	E247	Utility Inter	2018	1F5K8AR4JGC75094	80,343	12,093	NEXPD	Dec-22	31838-743864	Control	19
20	B839	Utility Inter	2017	1F5K8AR6HGA24376	92,049	13,671	NEXPD	Jan-23	31352-204590	Sapphire	20
21	E454	Utility Inter	2019	1F5K8AR7KGB45876	72,025	12,176	NEXPD	Sep-22	11738-080558	Control	21
22	H345	Utility Inter	2021	1F5K8AB8MGA18334	39,962	6,557	NEXPD	Mar-23	59430-523950	Wecan X	22
23	E455	Utility Inter	2019	1F5K8AR0KGB45914	87,071	13,681	NEXPD	Oct-23	84771-634990	Control	23
24	H344	Utility Inter	2021	1F5K8AB1MGA18336	46,985	9,152	NEXPD	Mar-23	60580-452664	Wecan X	24
25	E213	Utility Inter	2019	1F5K8AR2KGB45879	65,624	10,028	NEXPD	Feb-23	24805-189422	Control	25
26	H342	Utility Inter	2021	1F5K8ABXMGA18335	37,784	6,975	NEXPD	Mar-23	60563-675438	Wecan X	26
27	H369	Utility Inter	2021	1F5K8AB9MGC32037	6,923	1,146	NEXPD	Aug-23	NONE	Wecan X	27
28	F202	Utility Inter	2020	1F5K8AB0LGC93436	49,657	9,215	NEXPD	Nov-23	24855-524070	Control	28
29	F222	Utility Inter	2020	1F5K8AB1LGC99830	39,393	8,221	NEXPD	Nov-22	34872-298286	Control	29
30	E208	Utility Inter	2019	1F5K8AR2KGB45915	59,811	12,381	NEXPD	Nov-22	52889-075502	Control	30
K9-1	H795	Utility Inter	2022	1F5K8AB6NGA03719	4,531	849	NEXPD	Jun-23	NONE	Wecan X	K9-1
K9-2	F722	Utility Inter	2021	1F5K8AB3MGB61501	17,268	2032	NEXPD	Sep-23	33029-860654	Wecan X	K9-2
K9-3	E246	Utility Inter	2018	1F5K8AR2JGC75093	78,609	10,655	NEXPD	Dec-22	50546-898222	Control	K9-3
S1	4AW883	Utility Inter	2017	1F5K8AR6HGA24378	124,900	12,571	Mar-23	Apr-23	50530-124006	Control	S1
T1	B271	Econoline Van	2007	1FTNE14W98DA17038	11,465		NEXPD	Apr-23	74419-343454	Switches	T1
31	7AD125	Explorer	2019	1F5K8AR9KGB24804	51,017	2,653	May-24	Nov-22	61972-961582	Control	31
32 (SWAT)	8EC833	Chevy Tahoe	2016	1GNSKDKC3GR262156	84,639		Mar-23	Mar-22	82023-293230	Code 3 Handheld	32 (SWAT)
33	8LF166	Utility Inter	2019	1F5K8AR1KGB45825	23,984	3,190	Jun-23	Jan-23	74966-184366	Control	33
34	5HW967	Explorer	2017	1F5K8AR9HGE15263	47,424	6,840	Jul-23	Aug-23	40513-343790	Control	34
35 (OIC)	B836	Utility Inter	2017	1F5K8AR1HGA24379	103,389	17,000	NEXPD	Mar-23	92640-498790	Control	35 (OIC)
36 (DLT)	1NCL75	Chevy Tahoe	2020	1GNSKFKC1LR274036	33,462		May-24	Oct-23	74989-738798	Wecan X	36 (DLT)
40 (CHIEF)	3YNG19	Chevy Tahoe	2021	1GNSKLED7MR337354	2,605	108	Feb-23	Mar-23	11704-591662	Wecan X	40 (CHIEF)
41 (DEPUTY)	2EWV25	Chevy Tahoe	2021	1GNSKLED9MR333841	7,143	335	Mar-23	Mar-23	NONE	Wecan X	41 (DEPUTY)
42 (Accred LT)	D450	Utility Inter	2017	1F5K8AR2HGD60249	93,377	15,472	NEXPD	Feb-23	24821-966638	Control	42 (Accred LT)
43 (Detail LT)	D691	Utility Inter	2019	1F5K8AR9KGA63311	52,740	8,749	NEXPD	Oct-23	71721-303342	Sapphire	43 (Detail LT)
44 (Pros.)	B274	Utility Inter	2015	1F5K8AR5FGA28674	103,811	14,375	NEXPD	Sep-23	30496-566574	Sapphire/Control	44 (Pros.)
45 (DET)	4JTJ80	Explorer	2014	1F5K8D82EGB27566	121,275		Oct-23	Mar-23	53113-746734	Control	45
46 (DSGT)	5YZ929	Chevy Tahoe	2019	1GNSKDKC3KR123373	44,439	2,593	Sep-24	Jan-23	72006-516044	Wecan X	46 (DSGT)
Det	4TS699	Lexus ES300	2001	JT18BF28G710323255	154,203		Sep-23	Dec-22	94247-986862	Switches	Det
Det		Ford Bronco	2023							Sequential SW.	Det
Det	2JWH94	Toyota Tacoma	2022	3TMCZ5AN5NM471091	5,033		Apr-23	Apr-23	92040-070446	Sequential SW.	Det
Det	1VDN36	Honda Civic	2014	2HGF2F99EH514181	38,959		Jun-23	Dec-22	11721-368878	None	Det
Det	1VDN96	Honda Accord	2008	1HGCP2689A101191	156,836		Jun-23	Dec-22	11738-146094	Switches	Det
Det	2ZHA47	Chevy Malibu	2012	1G1ZA5E08CF285731	132,749		Jun-23	Reject 23	41385-759022	Sequential SW.	Det
CBI	8CS876	Toyota Camry	2008	4T1BK46K78U063454	151,766		Jun-23	Dec-22	62090-402094	Switches	CBI
51 (Detail)	B272	Utility Inter	2015	1F5K8AR0FGA28677	109,989	20,416	NEXPD	Nov-22	64664-194478	Sapphire	51 (Detail)
52 (Detail)	B275	Utility Inter	2015	1F5K8AR9FGA28676	96,254	17,318	NEXPD	Feb-23	74704-526126	Sapphire	52 (Detail)

Radio Type	Computer Type	Radar Installed?	E-Citation Installed?	Whelen Cloud GPS	FY Budget Order or Proposed	Cruiser Notes
APX 6500 Hand	None	No	No			
APX 4500	Ptrl PC M1 Doc	Yes	Yes		New FY 22'	
APX 4500	Ptrl PC M1 Doc	Yes	Yes		Ordered FY 23'	Arrived MHQ 10/2022
Old Style	Patrol PC Old	Yes	No			
APX 4500	Patrol PC Old	Yes	No			
APX 4500	Patrol PC Old	No	No			
APX 4500	Ptrl PC M1 (MDM)	Yes	Yes	Yes	Ordered FY 23'	Arrived MHQ 10/2022
APX 4500	Ptrl PC M2 Doc	Yes	Yes	Yes	New FY 21'	
APX 4500	Ptrl PC M1 (MDM)	Yes	Yes	Yes	Proposed FY 24'	
APX 4500	Ptrl PC M2 Doc	Yes	Yes	Yes	New FY 21'	
APX 4500	Ptrl PC M2 Doc	Old Style	No	Yes	Proposed FY 24'	
APX 4500	Ptrl PC M1 Doc	Yes	No	Yes	New FY 21'	
APX 4500	Ptrl PC M1 Doc	Yes	Yes	Yes	New FY 22'	
APX 4500	Ptrl PC M2 Doc	No	No	Yes	New FY 21'	
APX 4500	Ptrl PC M2 Doc	Yes	No	Yes	New FY 21'	
APX 4500	Ptrl PC M1 Doc	Yes	No	Yes	Ordered FY 23'	Arrived MHQ 10/2022
APX 4500	Ptrl PC M1 Doc	Yes	Yes		New FY 22'	
APX 4500	Ptrl PC M1 Doc	Yes	Yes	Yes	New FY 22'	
APX 4500	M1 Dock Only	Yes	No			
APX 4500	None	No	No			
Old Style	None	No	No		Approved FY 23'	
APX 6500 Hand	None	No	No			Transfer FY24'
APX 6500 Hand	None	No	No			
APX 6500 Hand	None	No	No			
APX 6500 Hand	None	No	No			
APX 4500	Ptrl PC M2 Doc	No	No		Transfer FY 23'	Proposed FY 24'
APX 6500 Hand	None	No	No			
APX 6500 Hand	None	No	No		New FY 22'	Proposed FY 24'
APX 6500 Hand	None	No	No		New FY 22'	
APX 4500	None	No	No			
Old Style	None	No	No			
Old Style	None	No	No			
APX 6500 Hand	None	No	No		Ordered FY 23'	Est. Arrival MHQ 12/2022
APX 6500 Hand	None	No	No			Transfer FY24'
None	None	No	No			
None	None	No	No			
None	None	No	No		Ordered FY 23'	Arrived MHQ 10/2022
None	None	No	No		New FY 22'	
None	None	No	No			
None	None	No	No			
None	None	No	No			
None	None	No	No			
None	None	No	No			
Old Style	M1 Dock Only	Yes	Yes			
APX 4500	M1 Dock Only	Old Style	No			

Comparison Report

	2017	2018	2019	2020	2021	2022	% Change
Arrest	836	785	736	550	671	579	-14%
Citations	4563	4367	3816	1797	2661	1537	-42%
Alarms	1176	1015	856	804	844	918	9%
Building Checks	24356	26362	20271	18810	14681	14163	-4%
Accidents	977	933	859	434	529	610	15%
Front Line Referrals				828	1207	1095	-9%
Warrants/Criminal Apps	401	365	437	380	521	524	1%
Total Calls for Service	48615	49473	49179	40747	52382	47798	-9%
Offense Type	2017	2018	2019	2020	2021	2022	% Change
Kidnapping / Abduction	3	4	4	1	1	4	300%
Forcible Rape	20	20	20	8	14	15	7%
Robbery	11	10	7	13	4	12	200%
Assault Simple	206	211	174	172	252	219	-13%
Assault Intimidation	53	64	57	84	61	59	-3%
Burglary / B & E	60	35	22	29	31	29	-6%
Shoplifting	55	94	106	121	117	144	23%
Theft from Building	49	54	28	35	40	28	-30%
Theft from Vehicle	60	54	33	29	33	24	-27%
Thefts All Other	180	129	149	161	172	178	3%
Theft Vehicle	21	22	20	26	26	17	-35%
Counterfeiting / Forgery	37	27	23	16	20	33	65%
False Pretense	77	105	62	86	65	67	3%
Embezzlement	9	3	2	3	2	2	0%
Destruction of Property	117	132	79	98	82	78	-5%
Drug / Narcotics Violations	137	145	102	170	244	202	-17%
Disorderly Conduct	21	17	14	10	11	9	-18%
Driving Under the Influence	57	64	69	66	85	73	-14%
Drunkenness	114	84	77	34	33	25	-24%
Trespass	7	15	12	6	9	19	111%
Liquor Law Violations	14	5	1	2	3	14	367%

ALL OTHER OFFENSES	483
TRAFFIC - TOWN BY-LAW	779
FAMILY OFFENSES - NON VIOLENT	3
HUMAN TRAFFICING	0
WEAPON VIOLATION	68
ASSISTING PROSTITUTION	0
PROSTITUTION	1
PORNOGRAPHY	5
STATUTORY RAPE	5
STOLEN PROPERTY OFFENSES	17
IDENTITY THEFT	67
WIRE FRAUD	0
IMPERSONATION	48
CREDIT CARD/ATM	6
PURSE SNATCHING	2
PICK POCKETING	3
ARSON	1
AGGRAVATED ASSAULT	86
FORCIBLE FONDLING	8

Overdoses

	2015	2016	2017	2018	2019	2020	2021	2022	Average	21-22
OD	67	95	98	91	74	72	69	47	77	-32%
FATAL	7	15	14	7	3	14	9	6	9	-33%
Narcan Used-life saving	2	11	28	34	42	43	29	30	27	3%
Narcan Used non-life saving	4	3	2	2	1	4	2	1	2	-50%

