

Narrative

Town of Natick Police Department

I. Main Purpose of the Department

The Natick Police Department is responsible for the protection of life and property for the residents and businesses of the community. In addition to law enforcement, the department provides traffic safety, animal control, and community services intended to improve the overall quality of life and sense of well-being for its citizenry.

II. Recent Developments

Using so-called "Byrne" grant funding from the Executive Office of Public Safety, the department contracted with a new records management/CAD vendor to improve data collection, increase production, and better deploy department resources. Part of this process included a department reorganization wherein a Lieutenant assumed command of a reorganized division known as Information Services and Communications with responsibility for the oversight of the records unit, the court liaison officer, and public safety communications (dispatch). Additionally the commander of this division has responsibility for report review and is the department's public information officer.

III. Current Challenges

As department members continue to develop a better understanding of their responsibilities as it pertains to this new records management system, the composition of the patrol force itself has undergone a radical transformation. Almost 25% of the patrol staff has been hired since November of 2003 due to vacancies resulting from retirements/promotions and other career opportunities. Our challenge is to continue to provide training to new and senior officers in a wide variety of disciplines to ensure professional responses to incidents reported and crimes being investigated.

IV. Significant Proposed Changes for the Upcoming Fiscal Year and Budget Impact

A recent reorganization of the department resulted in the conversion of a non-uniformed position to a uniformed position in the fiscal year 2006 budget. The fiscal year 2006 budget uses existing funding for a vacated civilian supervisory position to support appointment of a full-time school resource officer.

V. On the Horizon

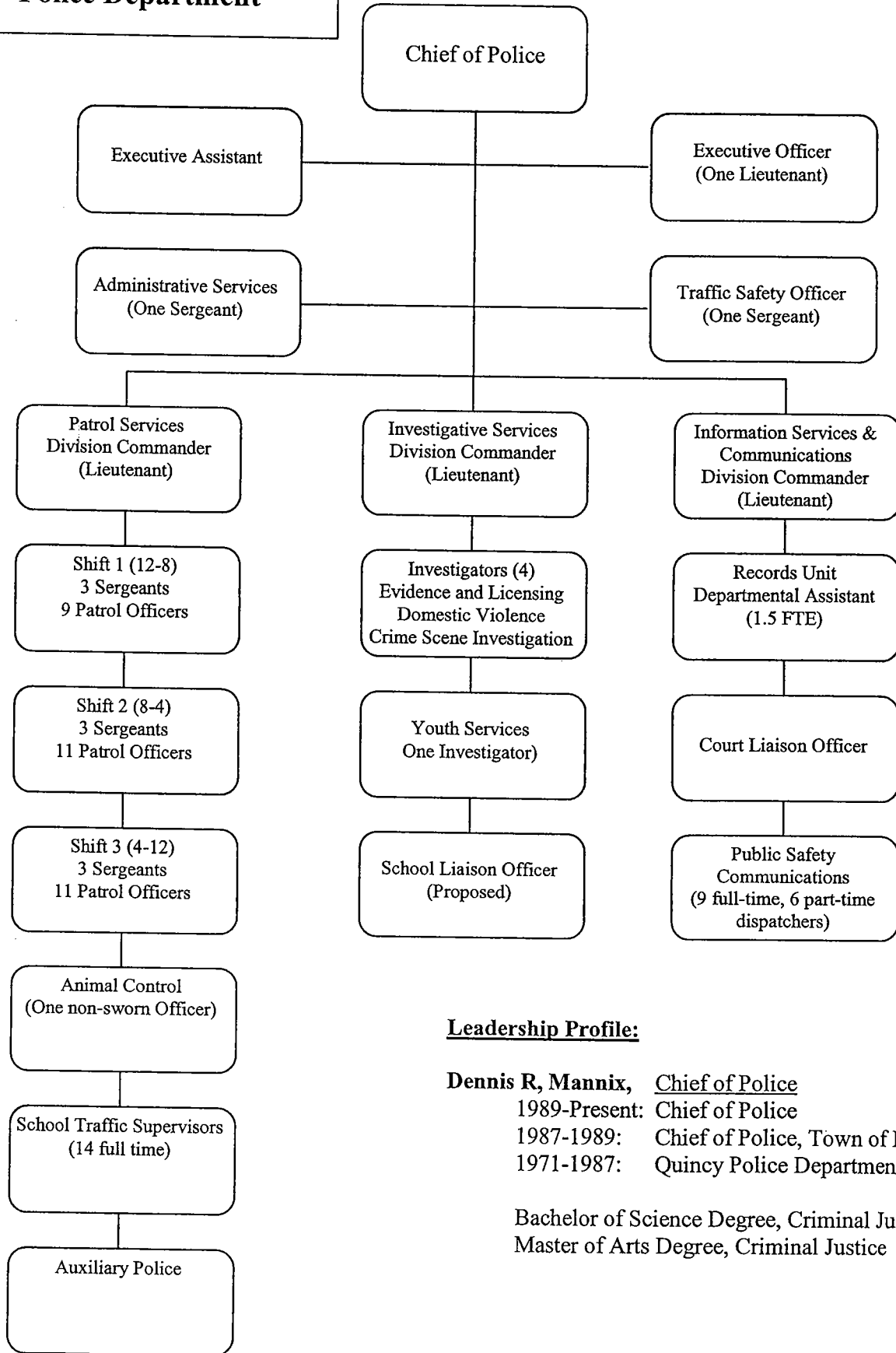
At the current time, none of the Patrol Officer, Superior Officer, or Dispatcher unions has settled contracts, all of which expired on June 30, 2003. New agreements, once settled, are expected to expire on June 30, 2007. The department will continue in its efforts to implement new rules, regulations, policies and procedures which will allow us to seek either national or state accreditation as a law enforcement agency.

Trends in Major Departmental Activities by Fiscal Year						
Activities	2001	2002	2003	2004	Approved 2005	Proposed 2006
1 Alarm Responses	2,283	2,101	2,181	2,071	1,070 (12-28-04)	
2 911 Hang-Up Responses	937	828	869	860	421 (12-28-04)	
3 Service at Natick Mall	1,517	1,439	1,371	*	*	
	86/	68/	72/	79/	48/	
4 OUI Arrests/Citations	8,003	6,717	7,372	8,452	2,547 (12-28-04)	
5 Crimes against Persons	44	29	26	51	**	
6 Crimes (Property)	826	758	682	703	**	

* Information in development

** Information is calendar year

Police Department



Leadership Profile:

Dennis R, Mannix, Chief of Police

1989-Present: Chief of Police

1987-1989: Chief of Police, Town of Bourne

1971-1987: Quincy Police Department

Bachelor of Science Degree, Criminal Justice

Master of Arts Degree, Criminal Justice

Police Department - Crime Prevention & Animal Control

	No of Staff	Tn Admin Recommendations	2006 Dept Requests	2005 Expended 12/31/04	2005 Appropriated	2004 Actual	2003 Actual	2002 Actual	2001 Actual
Salaries Management	5.0	316,614.00	316,614.00	155,961.67	317,613.50	341,486.58	318,871.53	308,374.04	299,375.96
Salaries Supervisory	11.0	572,230.00	572,230.00	266,289.87	574,822.00	591,171.77	584,769.26	563,259.55	538,639.51
Salaries Operational Staff	63.0	2,184,435.00	2,184,435.00	1,003,539.91	2,131,563.72	2,084,638.74	2,101,109.87	2,131,682.72	1,963,882.20
Salaries Non-Uniform Staff	3.0	105,868.00	105,868.00	52,057.81	147,659.08	122,291.25	146,432.12	142,638.14	125,902.99
Management Additional Comp		132,831.00	132,831.00	55,239.96	121,388.62	122,606.10	121,909.52	118,349.64	114,830.40
Supervisory Additional Comp		198,110.00	198,110.00	95,242.73	184,968.00	182,409.03	185,266.80	178,687.15	167,040.71
Operational Staff Additional Comp		522,419.00	522,419.00	268,876.71	551,401.53	515,387.15	504,414.49	542,722.91	397,623.65
Non-Uniform Staff Additional Comp		263.00	263.00	0.00	1,000.00	1,000.00	1,000.00	1,000.00	0.00
<u>Court Overtime</u>									
Supervisory Overtime		10,715.00	10,715.00	2,178.15	10,715.00	0.00	0.00	0.00	0.00
Operational Staff Overtime		45,968.00	45,968.00	16,526.03	45,968.00	0.00	0.00	0.00	0.00
<u>Regular Overtime</u>									
Management Overtime		10,000.00	10,000.00	8,969.33	10,000.00	16,286.78	8,603.42	9,035.83	9,612.07
Supervisory Overtime		73,285.00	73,285.00	41,666.35	73,285.00	125,417.42	79,916.38	80,868.19	78,434.90
Operational Staff Overtime		182,375.00	182,375.00	109,355.89	182,375.00	230,134.06	193,827.16	212,908.52	262,972.45
Non-Uniform Staff Overtime		2,500.00	2,500.00	1,009.05	2,500.00	5,638.10	2,141.89	2,278.82	1,049.33
Sick/Vacation Buy Back		35,947.47	35,947.47	21,539.19	42,860.00	0.00	0.00	0.00	0.00
PERSONAL SERVICES	82.0	4,393,560.47	4,393,560.47	2,098,452.65	4,398,119.45	4,338,466.98	4,248,262.44	4,291,805.51	3,959,364.17
Repairs & Maint Facilities		0.00	0.00	0.00	0.00	0.00	0.00	118.00	2,138.73
Repairs & Maint Equipment		10,500.00	10,500.00	6,730.80	10,500.00	8,493.85	10,372.33	11,818.02	9,933.54
In State Travel/Meetings		2,000.00	2,000.00	152.90	2,000.00	595.68	1,493.56	275.55	277.04
Out of State Travel		3,000.00	3,000.00	1,556.68	3,000.00	2,363.92	2,582.54	2,533.90	3,809.77
Communication Telephone		23,000.00	23,000.00	9,756.51	23,000.00	19,726.57	20,470.59	24,696.62	27,021.65
Dues & Subscriptions		3,500.00	3,500.00	2,153.70	3,500.00	3,461.97	3,297.48	2,836.25	1,989.25
Training & Education		27,500.00	27,500.00	12,610.60	27,500.00	24,987.11	22,114.65	25,427.35	19,878.66
Professional Services Selection		1,750.00	1,750.00	0.00	1,750.00	536.00	0.00	695.44	1,474.00
Communication Postage		2,000.00	2,000.00	545.31	2,000.00	1,794.65	1,577.17	1,808.95	1,687.65
Copy/Mail Center Fees		10,000.00	10,000.00	2,806.58	10,000.00	6,071.49	9,861.48	10,890.10	9,965.31
Maintenance Contract Radio's		20,000.00	20,000.00	18,703.61	20,000.00	19,209.19	2,310.10	20,591.30	18,736.31
Other Services: Misc.		1,000.00	1,000.00	1,080.45	1,000.00	1,806.74	2,346.34	3,367.47	2,886.51
PURCHASE OF SERVICES		104,250.00	104,250.00	56,097.14	104,250.00	89,047.17	76,426.24	105,058.95	99,798.42

Police Department - Crime Prevention & Animal Control

	Tn Admin Recommendations	2006 Dept Requests	2005 Expended 12/31/04	2005 Appropriated	2004 Actual	2003 Actual	2002 Actual	2001 Actual
Clothing Allowance Management	3,875.00	3,875.00	2,706.00	3,875.00	3,386.75	4,268.90	4,214.66	3,027.29
Clothing Allowance Supervisory	8,525.00	8,525.00	5,708.40	8,525.00	8,154.92	8,746.28	7,479.70	8,258.86
Clothing Allowance Operational	46,425.00	46,425.00	30,030.38	45,225.00	40,470.61	40,495.83	44,456.54	36,414.27
OTHER SERVICES MISC.	58,825.00	58,825.00	38,444.78	57,625.00	52,012.28	53,511.01	56,150.90	47,700.42
Communication Photocopying	2,000.00	2,000.00	462.00	2,000.00	1,995.84	1,727.40	1,967.00	1,215.24
Communication Teleprocessing	15,550.00	15,550.00	4,356.96	15,550.00	10,899.13	18,324.68	11,637.68	23,188.52
TECHNICAL/PROFESSIONAL SVS	17,550.00	17,550.00	4,818.96	17,550.00	12,894.97	20,052.08	13,604.68	24,403.76
Office Supplies: Stationary	13,000.00	13,000.00	4,328.85	13,000.00	15,587.37	13,526.00	14,669.08	11,338.29
SUPPLIES	13,000.00	13,000.00	4,328.85	13,000.00	15,587.37	13,526.00	14,669.08	11,338.29
Supplies Public Safety	15,000.00	15,000.00	8,465.77	15,000.00	15,852.36	12,423.60	14,530.35	8,348.71
Supplies Photographic	4,000.00	4,000.00	38.00	4,000.00	684.05	3,476.67	5,126.69	3,630.62
Supplies Prisoners	1,200.00	1,200.00	479.36	1,200.00	575.53	1,033.40	1,392.34	437.33
Supplies Safety Equipment	1,000.00	1,000.00	0.00	1,000.00	266.19	984.67	826.82	1,426.69
Supplies Other	2,500.00	2,500.00	827.85	2,500.00	2,254.75	2,108.63	2,461.37	0.00
OTHER SUPPLIES	23,700.00	23,700.00	9,810.98	23,700.00	19,632.88	20,026.97	24,337.57	13,843.35
Care of Stray Animals	12,000.00	12,000.00	4,359.00	12,000.00	8,040.96	8,922.68	13,072.41	15,768.36
Lease Purchase Police Motorcycles	10,500.00	10,500.00	0.00	10,500.00	3,800.00	7,000.00	7,000.00	0.00
Motorcycle Repairs/Maint	2,500.00	2,500.00	0.00	0.00	0.00	0.00	0.00	0.00
--- Motor Vehicle Excise Tax	700.00	700.00	0.00	0.00	713.76	0.00	0.00	0.00
OTHER CHARGES/EXPENDITURES	25,700.00	25,700.00	4,359.00	22,500.00	12,554.72	15,922.68	20,072.41	15,768.36
BUDGET TOTAL	\$4,636,585.47	\$4,636,585.47	\$2,216,312.36	\$4,636,744.45	\$4,540,196.37	\$4,447,727.42	\$4,525,699.10	\$4,172,216.77

TOWN OF NATICK
EMPLOYEE JOB/PAY

Note: Actual Fiscal 04 Earnings do not include Paid Detail Earnings

Emp #	First	Last	Actual	Budgetary	Pay Type	Level- Step	Wks	Rate	Hours	Amount	Night	Funding	Total Appropriation	Lngvty	EDU (Q)	Other	Supervisory	CS/Tech	Holiday	In Service	Comm Service	Total	Total Add'l Comp	
			FY'04	FY'05								(52.2 Wks)												FY2005
Management																								
3018	DENNIS	MANNIX	\$117,961.58	\$117,341.91	BASE	M4-Perf		40.8118	40	\$1,632		\$85,214.93		\$3,396	\$25,467		\$4,244		\$3,591	\$2,292		\$38,989.91		
453	PETER	MASON	\$89,705.27	\$82,963.44	BASE	622 - 5		28.2250	40	\$1,129		\$58,933.80		\$2,348	\$14,677		\$2,935		\$2,484	\$1,585		\$24,029.64		
409	NICHOLAS	MABARDY	\$88,978.31	\$83,003.44	BASE	622 - 5		28.2250	40	\$1,129		\$58,933.80		\$2,348	\$14,677		\$2,935		\$2,484	\$1,585		\$24,029.64		
470	STEVEN	PAGLIARULO	\$72,689.78	\$68,876.54	BASE	622 - 4	19.2	27.1000	40	\$1,084		\$20,812.80		\$824	\$5,149		\$1,030		\$867			\$7,869.84		
					BASE	622 - 5	33.0	28.2250	40	\$1,129		\$37,257.00		\$1,490	\$9,314		\$1,863		\$1,581	\$1,585		\$15,833.10		
2610	BRIAN	GRASSEY	\$87,311.31	\$74,855.89	BASE	622 - 3	21.6	25.8000	40	\$1,032		\$22,291.20		\$681	\$5,676		\$1,135		\$1,032			\$8,524.32		
					BASE	622 - 4	30.6	27.1000	40	\$1,084		\$33,170.40	\$316,614	\$976	\$8,130		\$1,626		\$1,301	\$1,522		\$13,554.34	\$132,831	
Supervisory																								
410	DANIEL	O'CALLAGHAN	\$77,446.86	\$64,501.69	BASE	622 - 5		24.5500	40	\$982		\$51,260.40		\$2,043	\$5,106		\$2,553		\$2,357	\$1,379		\$13,437.69		
450	THOMAS	LAMONT	\$99,995.80	\$75,366.53	BASE	622 - 5		24.5500	40	\$982	\$59	\$54,336.02		\$2,043	\$12,766		\$2,553		\$2,498	\$1,379		\$21,238.70		
452	PAUL	THOMPSON	\$83,434.65	\$69,608.09	BASE	622 - 5		24.5500	40	\$982		\$51,260.40		\$2,043	\$10,213		\$2,553		\$2,160	\$1,379		\$18,347.69		
456	LAWRENCE	FLEMING	\$91,399.44	\$72,357.69	BASE	622 - 5		24.5500	40	\$982	\$59	\$54,336.02		\$2,043	\$12,766		\$2,553		\$2,498	\$1,379		\$21,238.70		
2597	ROBERT	DUNLOP	\$74,184.92	\$67,196.29	BASE	622 - 5		24.5500	40	\$982		\$51,260.40		\$1,532	\$10,213		\$2,553		\$2,160	\$1,379		\$17,837.05		
457	ROBERT	DAVIS	\$90,339.79	\$69,608.09	BASE	622 - 5		24.5500	40	\$982		\$51,260.40		\$2,043	\$10,213		\$2,553		\$2,160	\$1,379		\$18,347.69		
3421	BRIAN	LAUZON	\$101,281.54	\$75,064.08	BASE	622 - 5		24.5500	40	\$982	\$59	\$54,336.02		\$1,532	\$12,766		\$2,553		\$2,290	\$1,379		\$20,519.87		
3306	MARK	ST HILAIRE	\$76,875.74	\$69,845.52	BASE	622 - 4	15.8	23.1500	40	\$926	\$56	\$15,508.65		\$444	\$3,704		\$741		\$589			\$5,478.22		
					BASE	622 - 5	36.4	24.5500	40	\$982	\$59	\$37,889.49		\$1,061	\$8,838		\$1,768		\$1,665	\$1,379		\$14,710.36		
3881	LEO	FITZPATRICK	\$58,742.41	\$57,968.65	BASE	622 - 4	19.2	23.1500	40	\$926		\$17,779.20		\$130	\$1,759		\$880		\$741			\$3,509.54		
					BASE	622 - 5	33.0	24.5500	40	\$982		\$32,406.00		\$648	\$3,241		\$1,620		\$1,375	\$1,379		\$8,262.55		
3610	CARA	ROSSI-CAFARELLI	\$66,501.75	\$64,464.56	BASE	622 - 3	21.6	22.1250	40	\$885	\$53	\$20,262.96		\$389	\$4,868		\$974		\$938			\$7,168.50		
					BASE	622 - 4	30.6	23.1500	40	\$926	\$56	\$30,035.74		\$556	\$6,945		\$1,389		\$1,178	\$1,300		\$11,367.58		
3572	RICHARD	VIEIRA	\$69,751.01	\$62,527.82	BASE	622 - 3	21.6	22.1250	40	\$885	\$53	\$20,262.96		\$584	\$3,894		\$974		\$938			\$6,389.70		
					BASE	622 - 4	30.6	23.1500	40	\$926	\$56	\$30,035.74	\$572,230	\$833	\$5,556		\$1,389		\$1,178	\$1,300		\$10,256.38	\$198,110	
Operational Staff																								
434	JAMES	LINTON	\$56,139.09	\$53,036.78	BASE	NPPOA-7		21.1250	40	\$845		\$44,109.00		\$1,758				\$879	\$2,197	\$3,383	\$880.00	\$9,096.78		
438	EDWARD	KERRISSEY	\$61,127.50	\$60,199.00	BASE	NPPOA-7		21.1250	40	\$845		\$44,109.00		\$1,758	\$8,788				\$879	\$2,028	\$1,758	\$880.00	\$16,090.00	
447	ARTHUR	PEROS	\$61,602.81	\$55,805.00	BASE	NPPOA-7		21.1250	40	\$845	\$51	\$46,755.54		\$1,758				\$879	\$2,329	\$3,383	\$880.00	\$9,228.60		
459	HOWARD	HARPER	\$65,907.41	\$62,967.22	BASE	NPPOA-7		21.1250	40	\$845	\$51	\$46,755.54		\$1,758	\$8,788				\$879	\$2,329	\$1,758	\$880.00	\$16,390.82	
468	JOSEPH	HAYES	\$72,660.88	\$62,967.22	BASE	NPPOA-7		21.1250	40	\$845	\$51	\$46,755.54		\$1,758	\$8,788				\$879	\$2,329	\$1,758	\$880.00	\$16,390.82	
780	LEONARD	JENNINGS	\$53,384.15	\$53,036.78	BASE	NPPOA-7		21.1250	40	\$845		\$44,109.00		\$1,758				\$879	\$2,197	\$3,383	\$880.00	\$9,096.78		
1990	THOMAS	VITALE	\$61,390.40	\$55,805.00	BASE	NPPOA-7		21.1250	40	\$845		\$44,109.00		\$1,758	\$4,394				\$879	\$2,197	\$1,758	\$880.00	\$11,865.00	
1993	ROBERT	WHITE	\$54,473.49	\$53,036.78	BASE	NPPOA-7		21.1250	40	\$845		\$44,109.00		\$1,758					\$879	\$2,197	\$3,383	\$880.00	\$9,096.78	
2439	RONALD	RICHARDSON	\$64,360.37	\$52,597.38	BASE	NPPOA-7		21.1250	40	\$845		\$44,109.00		\$1,470					\$879	\$2,028	\$3,383	\$880.00	\$8,640.48	
2181	WILLIAM	GEISSLER	\$55,745.85	\$55,924.99	BASE	NPPOA-7		21.1250	40	\$845		\$44,109.00		\$1,758	\$4,394				\$879	\$2,028	\$1,758	\$880.00	\$11,696.00	
2129	RICHARD	HALLORAN	\$69,173.69	\$62,723.51	BASE	NPPOA-7		21.1250	40	\$845		\$44,109.00		\$1,758	\$8,788	\$2,560.00			\$879	\$2,028	\$1,758	\$880.00	\$18,650.00	
3357	ALLAN	GRAHAM	\$69,987.81	\$62,125.60	BASE	NPPOA-7		21.1250	40	\$845		\$44,109.00		\$1,318	\$10,985				\$879	\$2,028	\$1,758	\$880.00	\$17,847.60	
2605	JAMES	ORDWAY	\$60,014.90	\$57,925.60	BASE	NPPOA-7		21.1250	40	\$845		\$44,109.00		\$1,318	\$4,394	\$2,560.00			\$879	\$2,028	\$1,758	\$880.00	\$13,816.60	
2927	ROBERT	MURPHY	\$67,519.69	\$62,125.60	BASE	NPPOA-7		21.1250	40	\$845		\$44,109.00		\$1,318	\$10,985				\$879	\$2,028	\$1,758	\$880.00	\$17,847.60	
2676	JOHN	HASWELL	\$67,821.24	\$64,516.60	BASE	NPPOA-7		21.1250	40	\$845		\$44,109.00		\$1,318	\$10,985	\$2,560.00			\$879	\$2,028	\$1,758	\$880.00	\$20,407.60	
2995	ROBERT	HOFFMAN	\$79,503.90	\$65,115.21	BASE	NPPOA-7		21.1250	40	\$845	\$51	\$46,755.54		\$1,758	\$10,985				\$879	\$2,150	\$1,758	\$880.00	\$18,408.68	
3525	DANIEL	BROGAN	\$79,452.18	\$64,285.42	BASE	NPPOA-7		21.1250	40	\$845	\$51	\$46,755.54		\$879	\$10,985				\$879	\$2,329	\$1,758	\$880.00	\$17,709.02	

TOWN OF NATICK
EMPLOYEE JOB/PAY

Note: Actual Fiscal 04 Earnings do not include Paid Detail Earnings

Emp #	First	Last	Actual	Budgetary	Pay Type	Level- Step	Wks	Rate	Hours	Amount	Night	Funding	Total Appropriation	Lngvty	EDU (Q)	Other	Supervisory	CS/Tech	Holiday	In Service	Comm Service	Total	Total Add'l Comp	
			FY'04	FY'05								(52.2 Wks)												FY2005
2436	EDWARD	ARENA	\$79,754.74	\$64,285.42	BASE	NPPOA-7		21.1250	40	\$845	\$51	\$46,755.54		\$879	\$10,985			\$879	\$2,329	\$1,758	\$880.00	\$17,709.02		
3611	ELIZABETH	BLANCHARD	\$67,061.01	\$64,077.20	BASE	NPPOA-7		21.1250	40	\$845		\$44,109.00		\$879	\$10,985	\$2,560.00		\$879	\$2,028	\$1,758	\$880.00	\$19,968.20		
3609	JAMES	KEOHANE	\$68,496.23	\$62,088.42	BASE	NPPOA-7		21.1250	40	\$845	\$51	\$46,755.54		\$879	\$8,788			\$879	\$2,329	\$1,758	\$880.00	\$15,512.02		
3608	JOHN	DOHERTY JR	\$66,456.52	\$57,486.20	BASE	NPPOA-7		21.1250	40	\$845	\$51	\$46,755.54		\$879		\$2,560.00		\$879	\$2,329	\$3,383	\$880.00	\$10,909.80		
2012	DIANE	MORRILL	\$59,486.88	\$55,805.00	BASE	NPPOA-7		21.1250	40	\$845		\$44,109.00		\$1,758				\$879	\$2,028	\$3,383	\$880.00	\$8,927.78		
3810	BRIAN	INGHAM	\$70,631.33	\$61,544.24	BASE	NPPOA-7		21.1250	40	\$845	\$51	\$46,755.54		\$879	\$8,788			\$879	\$2,150	\$1,758	\$880.00	\$15,332.88		
40019	ELIZABETH	HEFFLER	\$59,675.95	\$61,388.76	BASE	NPPOA-7		21.1250	40	\$845	\$51	\$46,755.54			\$8,788			\$879	\$2,150	\$1,758	\$880.00	\$14,454.08		
41173	KEVIN	DELEHANTY	\$66,544.11	\$57,873.56	BASE	NPPOA-7		21.1250	40	\$845	\$51	\$46,755.54		\$879	\$4,394			\$879	\$2,150	\$1,758	\$880.00	\$10,938.88		
41417	JAMES	QUILTY	\$65,498.18	\$59,895.19	BASE	NPPOA-7		21.1250	40	\$845	\$51	\$46,755.54			\$8,788			\$879	\$2,150	\$1,758	\$880.00	\$14,454.08		
41665	VINCENT	FORDE	\$72,533.14	\$61,209.62	BASE	NPPOA-7		21.1250	40	\$845	\$51	\$46,755.54			\$8,788			\$879	\$2,329	\$1,758	\$880.00	\$14,633.22		
41708	S C	SALIS	\$72,834.51	\$52,581.43	BASE	NPPOA-5	12.8	19.6500	40	\$786	\$47	\$10,664.45			\$2,044			\$204	\$333			\$2,581.22		
					BASE	NPPOA-6	39.4	20.3250	40	\$813	\$49	\$33,954.13			\$634	\$1,724	\$1,691		\$634	\$1,724	\$1,691	\$880.00	\$11,270.14	
41706	BRIAN	BOSELMAN	\$52,383.54	\$50,046.79	BASE	NPPOA-5	12.8	19.6500	40	\$786	\$47	\$10,664.45			\$2,555			\$204	\$333			\$3,092.12		
					BASE	NPPOA-6	39.4	20.3250	40	\$813	\$49	\$33,954.13			\$7,927			\$634	\$1,724	\$1,691	\$880.00	\$12,855.49		
41408	CHRISTIAN	RODRIGUEZ	\$34,020.49	\$48,780.28	BASE	NPPOA-5	46.6	19.6500	40	\$786		\$36,627.60						\$739	\$1,729			\$2,468.04		
					BASE	NPPOA-6	5.6	20.3250	40	\$813		\$4,552.80						\$81	\$163	\$3,255	\$880.00	\$4,379.15		
42330	ANTHONY	GAIESKI	\$12,376.15	\$43,956.36	BASE	NPPOA-2	7.4	17.4000	40	\$696	\$42	\$5,459.42			\$974			\$97	\$148			\$1,219.39		
					BASE	NPPOA-3	26.2	18.1000	40	\$724	\$43	\$20,106.93			\$3,765			\$376	\$1,381			\$5,522.67		
					BASE	NPPOA-4	18.6	18.8750	40	\$755	\$45	\$14,885.58			\$2,869			\$287	\$320	\$1,256	\$880.00	\$5,612.34		
<u>Operational Staff Continued</u>																								
42329	BRETT	CONAWAY	\$12,376.15	\$43,956.36	BASE	NPPOA-2	7.4	17.4000	40	\$696	\$42	\$5,459.42			\$487			\$97	\$148			\$732.19		
					BASE	NPPOA-3	26.2	18.1000	40	\$724	\$43	\$20,106.93			\$1,882			\$376	\$1,381			\$3,640.27		
					BASE	NPPOA-4	18.6	18.8750	40	\$755	\$45	\$14,885.58			\$1,435			\$287	\$320	\$1,256	\$880.00	\$4,177.84		
41263	KENNETH	FITZGERALD	New Hire		BASE	NPPOA-1	9.6	16.6750	40	\$667	\$40	\$6,787.39			\$667			\$133	\$283			\$1,083.21		
					BASE	NPPOA-2	25.8	17.4000	40	\$696	\$42	\$19,034.21			\$1,740			\$348	\$1,180			\$3,268.42		
					BASE	NPPOA-3	16.8	18.1000	40	\$724	\$43	\$12,892.99			\$1,231			\$246	\$307	\$1,205	\$880.00	\$3,868.67		
42558	KEVEN	KELLEY	New Hire		BASE	NPPOA-1	15.4	16.6750	40	\$667	\$40	\$10,888.11						\$200	\$424			\$624.31		
					BASE	NPPOA-2	26.0	17.4000	40	\$696	\$42	\$19,181.76						\$362	\$1,180			\$1,542.34		
					BASE	NPPOA-3	10.8	18.1000	40	\$724	\$43	\$8,288.35						\$159	\$153	\$2,899	\$880.00	\$4,091.66		
42559	GREGORY	LANOUE	New Hire		BASE	NPPOA-1	15.4	16.6750	40	\$667	\$40	\$10,888.11			\$2,001			\$200	\$424			\$2,625.31		
					BASE	NPPOA-2	26.0	17.4000	40	\$696	\$42	\$19,181.76			\$3,619			\$362	\$1,180			\$5,161.54		
					BASE	NPPOA-3	10.8	18.1000	40	\$724	\$43	\$8,288.35			\$1,593			\$159	\$153	\$1,205	\$880.00	\$3,990.30		
42560	JASON	SUTHERLAND	New Hire		BASE	NPPOA-1	15.4	16.6750	40	\$667	\$40	\$10,888.11						\$200	\$424			\$624.31		
					BASE	NPPOA-2	26.0	17.4000	40	\$696	\$42	\$19,181.76						\$362	\$1,180			\$1,542.34		
					BASE	NPPOA-3	10.8	18.1000	40	\$724	\$43	\$8,288.35						\$159	\$153	\$2,899	\$880.00	\$4,091.66		
*	37TH	POSITION			BASE	NPPOA-1	26.0	16.6750	40	\$667	\$40	\$18,382.52						\$347	\$990			\$1,336.67		
					NPPOA-2	26.2	17.4000	40	\$696	\$42	\$19,329.31							\$362	\$738	\$2,787	\$880.00	\$4,766.46		
*	38TH	POSITION			BASE	NPPOA-1	26.0	16.6750	40	\$667	\$40	\$18,382.52						\$347	\$990			\$1,336.67		
					NPPOA-2	26.2	17.4000	40	\$696	\$42	\$19,329.31							\$362	\$738	\$2,787	\$880.00	\$4,766.46		
<u>Civilian Dispatchers:</u>																								
2714	PAUL	CURTIS	\$43,496.03	\$43,322.10	BASE	R1-204-5		18.9073	40	\$756		\$39,478.44		\$1,180					\$1,815	\$1,000		\$3,994.92		
2716	DONNA	SCOTT	\$43,496.03	\$43,322.10	BASE	R1-204-5		18.9073	40	\$756		\$39,478.44		\$1,180					\$1,815	\$1,000		\$3,994.92		

TOWN OF NATICK
EMPLOYEE JOB/PAY

Note: Actual Fiscal 04 Earnings do not include Paid Detail Earnings

Emp #	First	Last	Actual	Budgetary	Pay Type	Level- Step	Wks	Rate	Hours	Amount	Night	Funding	Total Appropriation	Lngvty	EDU (Q)	Other	Supervisory	CS/Tech	Holiday	In Service	Comm Service	Total	Total Add'l Comp
			FY'04	FY'05								(52.2 Wks)											
3612	NORMA JEAN	GARVIN	\$44,851.32	\$45,397.37	BASE	R1-204-5		18.9073	40	\$756	\$45	\$41,847.15		\$787					\$1,924	\$1,000		\$3,710.55	
3732	GARY	DUBINSKY	\$44,851.32	\$45,379.22	BASE	R1-204-5		18.9073	40	\$756	\$45	\$41,847.15		\$787					\$1,924	\$1,000		\$3,710.55	
41492	DEBRA	BARNES	\$40,321.14	\$41,574.61	BASE	R1-204-4	2.4	17.5560	40	\$702	\$42	\$1,786.50							\$149	\$1,000		\$1,148.87	
41598	TRACY	ROURKE	\$38,889.44	\$40,716.89	BASE	R1-204-5	49.8	18.9073	40	\$756	\$45	\$39,923.14							\$1,764			\$1,763.67	
41707	MARK	STERLING	\$40,077.35	\$41,330.94	BASE	R1-204-4	35.8	17.5560	40	\$702	\$42	\$26,648.60							\$1,340	\$1,000		\$2,339.87	
42092	CHRISTOPHER	BIUSO	\$25,663.07	\$38,007.23	BASE	R1-204-5	16.4	18.9073	40	\$756	\$45	\$13,147.38							\$321			\$320.67	
3869	ALAN	GLICKMAN	\$31,287.17	\$42,293.54	BASE	R1-204-4	12.2	17.5560	40	\$702	\$42	\$9,081.37							\$298	\$1,000		\$1,297.75	
*	10TH	POSITION			BASE	R1-204-5	40.0	18.9073	40	\$756	\$45	\$32,066.78							\$1,443			\$1,443.01	
					BASE	R1-204-2	37.6	16.4063	40	\$656		\$24,675.08							\$1,181	\$1,000		\$2,181.25	
					BASE	R1-204-3	14.6	16.9813	40	\$679		\$9,917.08							\$272			\$271.70	
					BASE	R1-204-5	52.2	18.9073	40	\$756	\$45	\$41,847.15							\$1,924	\$1,000		\$2,924.01	
					BASE	R1-204-0	52.2	15.2570	40	\$610	\$37	\$33,768.01							\$1,553	\$1,000		\$2,552.55	
3488	<u>Animal Control Officer</u> KEITH TOSI		\$36,910.79	\$36,341.08	BASE	PB-5		16.2235	40	\$649		\$33,874.67				\$3,374.49						\$3,374.49	
9025	<u>Crossing Guards</u> GLADYS BLINN		\$6,242.00	\$6,242.00	BASE					\$6,369		\$6,369.00										\$0.00	
9002	MARY	BROWN	\$6,242.00	\$6,242.00	BASE					\$6,369		\$6,369.00										\$0.00	
9003	MARJORIE	BURROWS	\$6,242.00	\$6,242.00	BASE					\$6,369		\$6,369.00										\$0.00	
9040	MARY	CASEY	\$6,242.00	\$6,242.00	BASE					\$6,369		\$6,369.00										\$0.00	
9042	CHERYL	CHAGNON	\$6,242.00	\$6,242.00	BASE					\$6,369		\$6,369.00										\$0.00	
9006	BARBARA	CONNOLLY	\$6,242.00	\$6,242.00	BASE					\$6,369		\$6,369.00										\$0.00	
9045	DANA	CONNOLLY	\$6,242.00	\$6,242.00	BASE					\$6,369		\$6,369.00										\$0.00	
9010	DONALDA	GLUTTING	\$6,242.00	\$6,242.00	BASE					\$6,369		\$6,369.00										\$0.00	
9027	LISA	HASTINGS	\$6,242.00	\$6,242.00	BASE					\$6,369		\$6,369.00										\$0.00	
8501	LISA	HOLMES	\$6,516.75	\$6,242.00	BASE					\$6,369		\$6,369.00										\$0.00	
9033	CAROLE	FLYNN	\$3,745.20	\$6,242.00	BASE					\$6,369		\$6,369.00										\$0.00	
9017	ANGELA	WHITE	\$6,242.00	\$6,242.00	BASE					\$6,369		\$6,369.00										\$0.00	
9047	LAURENE	INGHAM	New Hire	\$6,242.00	BASE					\$6,369		\$6,369.00										\$0.00	
42532	CAROLYN	COLLINS	New Hire	\$6,242.00	BASE					\$6,369		\$6,369.00	\$2,184,435									\$0.00	\$522,419
41624	<u>Non Uniformed Personnel</u> FLORENCE AZZARITI		\$36,106.20	\$39,776.40	BASE	B6 - 3	40.6	20.7323	37.5	\$777		\$31,564.93										\$0.00	
42388	MARY	CARNEY	\$4,132.80	\$35,548.20	BASE	B6 - 4	11.6	21.3487	37.5	\$801		\$9,286.68										\$0.00	
3982	MARSHA	KELLY	\$33,863.86	\$30,334.46	HRLY	B4 - 1	44.6	16.7539	37.5	\$628		\$28,020.90										\$0.00	
					BASE	B4 - 2	7.6	17.9867	37.5	\$675		\$5,126.21										\$0.00	
					HRLY	BC - 4		19.0790	32	\$611		\$31,869.56	\$105,868	\$263								\$262.53	\$263
			<u>\$3,843,622.92</u>										<u>\$3,179,147.91</u>										<u>\$853,622.61</u>