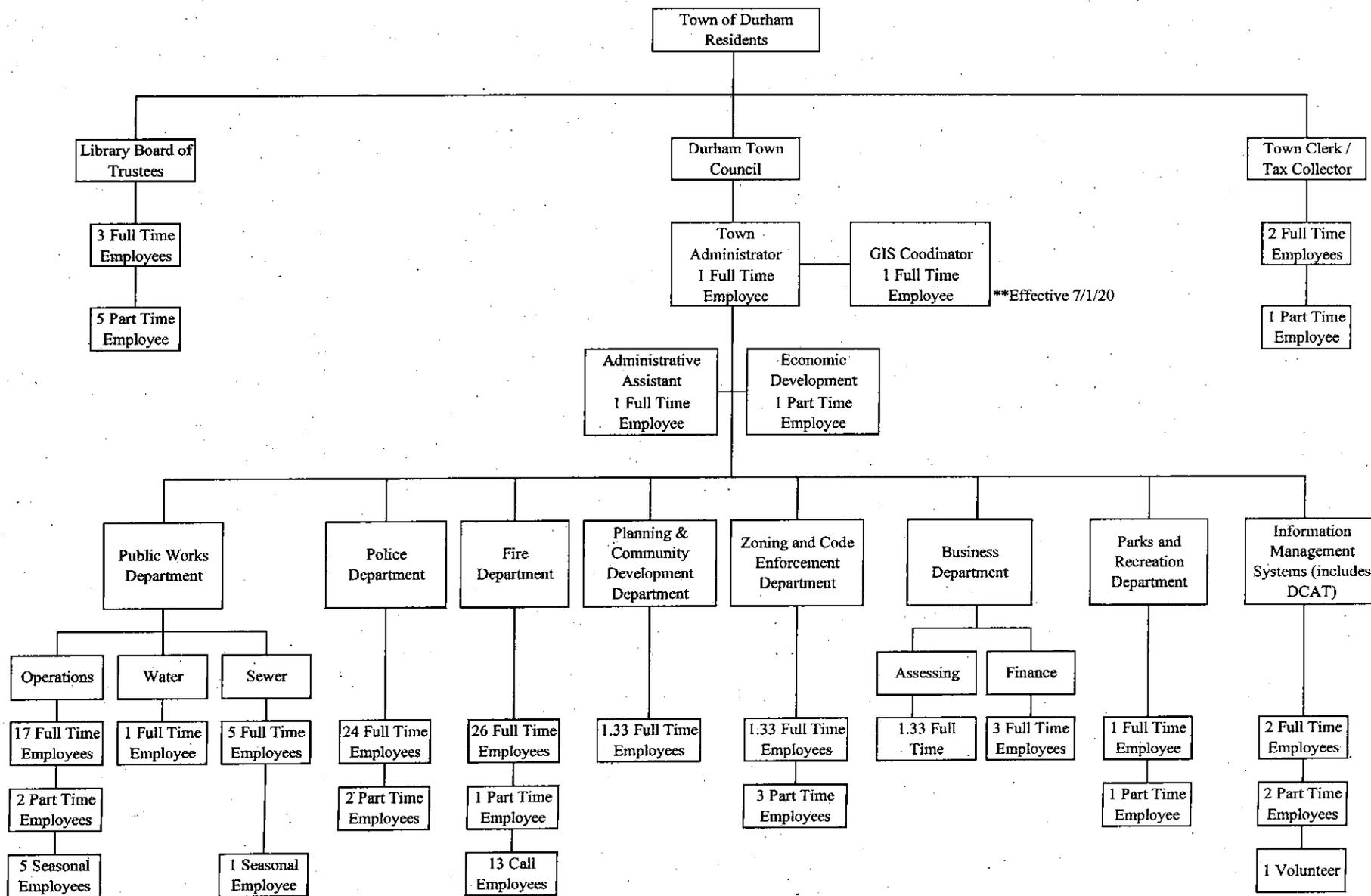


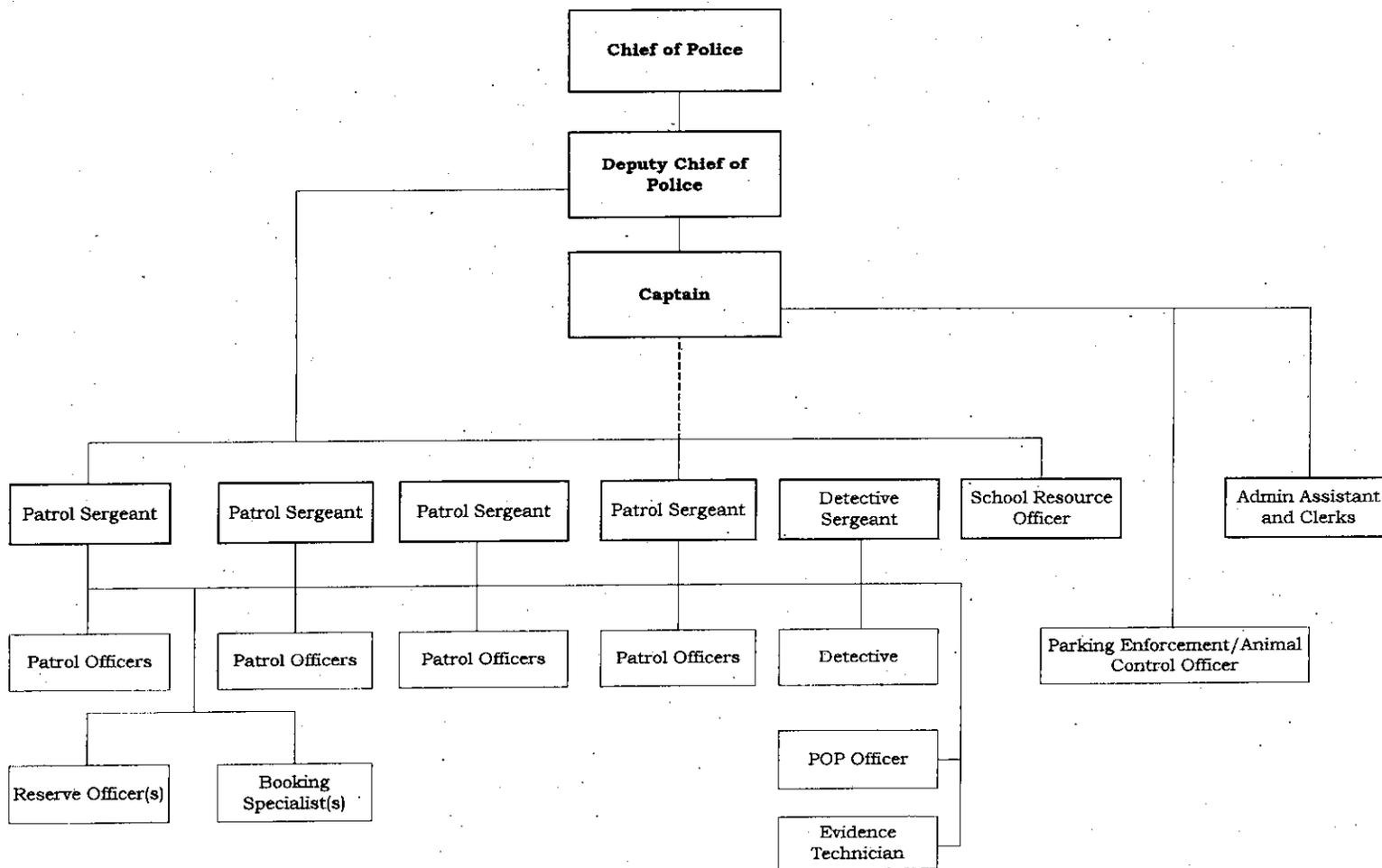
E PERSONNEL SUMMARY

Town Organizational Chart..... 132
Police Department Organizational Chart..... 133
Fire Department Organizational Chart..... 134
Public Works Department Organizational Chart..... 135
Personnel Changes 2013-2020..... 136
Position Listing 2011-2020..... 138

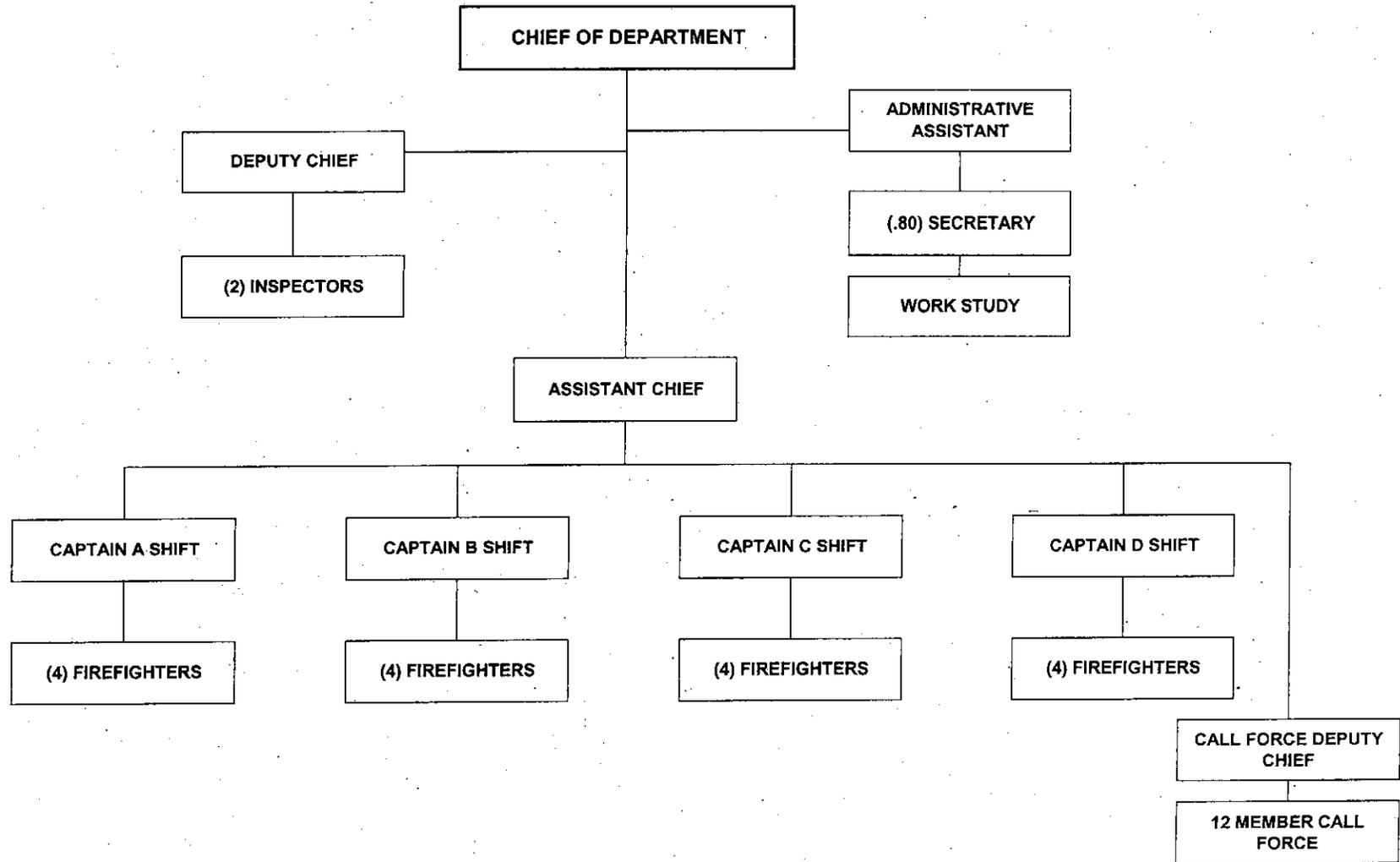
**TOWN OF DURHAM, NEW HAMPSHIRE
ORGANIZATIONAL CHART
PROPOSED 2020**



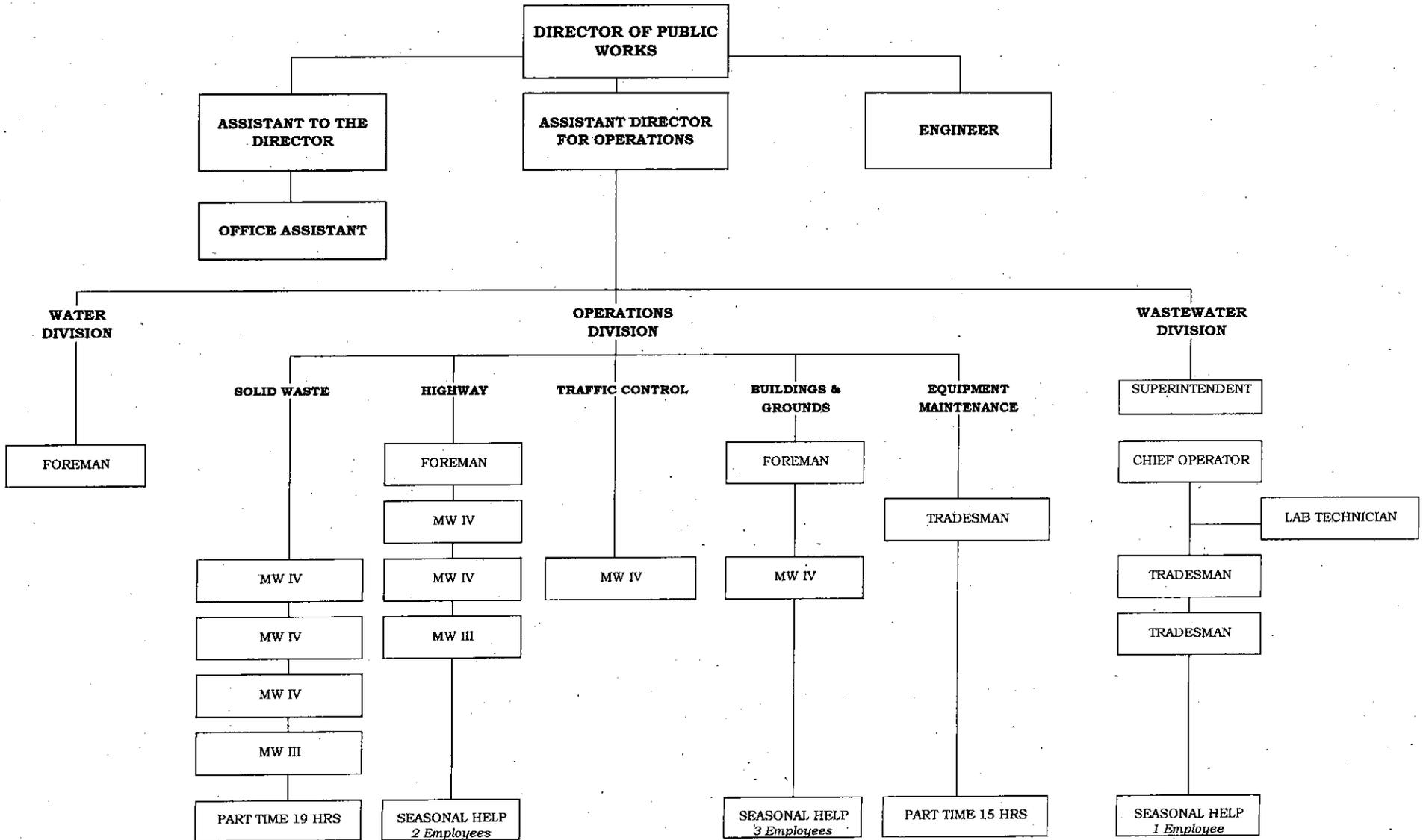
Police Department



FIRE DEPARTMENT



Public Works Department



PERSONNEL CHANGES 2013-2020

YEAR	DEPARTMENT	TITLE	FTEs ADDED/ REMOVED	ANNUAL COST IMPACT
2013	Parks and Recreation	Director (increased from part-time to full-time)	0.25	\$ 32,000
2013	Police	Patrol Officer	1.00	\$ 80,000
2013	Fire	Fire Prevention Officer	1.00	\$ 98,000
2013	Fire	Administrative Assistant	0.80	\$ 22,000
2013	DCAT	Coordinator (increased from part-time to full-time)	0.50	\$ 52,000
2013	Assessing	Assessor (previously contracted)	1.00	\$ 115,000
2013	Building Inspector	Assistant Inspector	0.40	\$ 30,000
2013	Library	Assistant Library Director (increased hours from 25 to 33)	0.20	\$ 3,000
2013	Library	Children's Librarian (increased hours from 25 to 33)	0.20	\$ 3,000
2013	Library	Library Assistants (increased total hours by 30)	0.77	\$ 9,000

2014	Building Inspector	Assistant Building Inspector	1.00	\$ 84,000
2014	Police	Patrol Officer	1.00	\$ 83,000
2014	Police	Parking Enforcement Officer	0.50	\$ 22,000
2014	Public Works	Office Assistant	0.50	\$ 12,000
2014	Economic Development	Director	0.60	\$ 46,000
2014	Library	Assistant Library Director (increased hours from 33 to 35)	0.05	\$ 26,000
2014	Library	Children's Librarian (increased hours from 33 to 35)	0.05	\$ 26,000

PERSONNEL CHANGES 2013-2020

YEAR	DEPARTMENT	TITLE	FTEs ADDED/ REMOVED	ANNUAL COST IMPACT
2015	Parks and Recreation	Recreation Assistant	0.50	\$ 12,000
2015	Library	Library Program Coordinator (12 hours per week)	0.30	\$ 9,000

2016	Building Inspector	Assistant Building Inspector - Eliminated	-1.00	\$ (84,000)
2016	Public Works	Assistant Engineer - Eliminated	-1.00	\$ (80,000)

2018	Building Inspector	Increase hours for Part-Time Inspectors for RiverWoods (offset with permit revenue)	0.35	\$ 147,000
2018	Recreation	Part-Time Assistant Director	0.50	\$ 37,400
2018	Public Works	Increase Office Assistant to full-time	0.50	\$ 26,450
2018	Police	Patrol Officer	1.00	\$ 96,000

2019	Public Works	Maintenance Worker IV	1.00	\$ 78,000
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PROPOSED (Fill in July 2020 with intent to become full-time January 2021)

2020	GIS	GIS Coordinator	0.50	\$ 47,800
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**TOWN OF DURHAM, NH
DEPARTMENT POSITION LISTINGS**

POSITION TITLE	2011 # OF POSITIONS	2012 # OF POSITIONS	2013 # OF POSITIONS	2014 # OF POSITIONS	2015 # OF POSITIONS	2016 # OF POSITIONS	2017 # OF POSITIONS	2018 # OF POSITIONS	2019 # OF POSITIONS	2020 PROPOSED # OF POSITIONS
TOWN CLERK'S OFFICE										
TOWN CLERK/TAX COLLECTOR	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
DEPUTY TOWN CLERK/TAX COLLECTOR	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
SECRETARY (ASST. TOWN CLERK/TAX COLLECTOR)	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60	0.60
TOWN ADMINISTRATOR'S OFFICE										
TOWN ADMINISTRATOR	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
ECONOMIC DEVELOPMENT DIRECTOR	0.00	0.00	0.00	0.60	0.60	0.60	0.60	0.60	0.60	0.60
GIS COORDINATOR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50
ADMINISTRATIVE ASSISTANT	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
BUSINESS DEPARTMENT										
BUSINESS MANAGER	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
FINANCIAL ANALYST	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
ADMINISTRATIVE ASSISTANT	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
ASSESSOR	0.00	0.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
INFORMATION TECHNOLOGY										
COMPUTER INFO TECHNOLOGY MANAGER	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
DCAT COORDINATOR	0.50	0.50	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
PLANNING DEPARTMENT										
PLANNING DIRECTOR	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
ADMINISTRATIVE ASSISTANT (shared w/Building & Assessing)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
BUILDING INSPECTOR/CODE ENFORCEMENT										
BUILDING INSPECTOR/CODE ENFORCEMENT OFFICER	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
ASST. ZONING/CODE ENFORCEMENT OFFICER	0.00	0.00	0.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00
INSPECTORS	0.00	0.00	0.40	0.40	0.40	0.40	0.40	0.75	0.75	0.75
RECREATION DEPARTMENT										
RECREATION DIRECTOR	0.50	0.75	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
RECREATION ASSISTANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.50	0.50
TOTAL TOWN OFFICE PERSONNEL	12.60	12.85	15.00	16.60	16.60	15.60	15.60	16.45	16.45	16.95
POLICE DEPARTMENT										
CHIEF OF POLICE	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
DEPUTY CHIEF OF POLICE	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
LIEUTENANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAPTAIN	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
SERGEANT	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00
PATROL	11.00	10.00	11.00	12.00	12.00	12.00	12.00	13.00	13.00	13.00
ADMINISTRATIVE ASSISTANT	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
PARKING ENFORCEMENT OFFICER/EVIDENCE TECHNICIAN	1.00	1.00	1.00	1.50	1.50	1.50	1.50	1.50	1.50	1.50
PARKING ENFORCEMENT SECRETARY	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
TOTAL POLICE DEPARTMENT PERSONNEL	22.50	21.50	22.50	24.00	24.00	24.00	24.00	25.00	25.00	25.00

**TOWN OF DURHAM, NH
DEPARTMENT POSITION LISTINGS**

POSITION TITLE	2011 # OF POSITIONS	2012 # OF POSITIONS	2013 # OF POSITIONS	2014 # OF POSITIONS	2015 # OF POSITIONS	2016 # OF POSITIONS	2017 # OF POSITIONS	2018 # OF POSITIONS	2019 # OF POSITIONS	2020 PROPOSED # OF POSITIONS
FIRE DEPARTMENT										
FIRE CHIEF	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
ASSISTANT FIRE CHIEF	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
DEPUTY FIRE CHIEF	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
DIVISION CHIEF OF OPERATIONS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
DIVISION CHIEF OF PREVENTION AND SAFETY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ADMINISTRATIVE ASSISTANT	1.00	1.00	1.80	1.80	1.80	1.80	1.80	1.80	1.80	1.80
CAPTAIN	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
FIREFIGHTER	16.00	16.00	16.00	16.00	16.00	16.00	16.00	16.00	16.00	16.00
FIRE INSPECTOR	1.00	1.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
TOTAL FIRE DEPARTMENT PERSONNEL	25.00	25.00	26.80							
PUBLIC WORKS DEPARTMENT										
PUBLIC WORKS DIRECTOR	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
ENGINEER	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
ASST. TO THE PW DIRECTOR	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
OFFICE ASSISTANT	0.00	0.00	0.00	0.50	0.50	0.50	0.50	1.00	1.00	1.00
ASST. DIRECTOR OF OPERATIONS	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
HIGHWAY FOREMAN	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
HIGHWAY TRADESMAN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00
HIGHWAY MAINTENANCE WORKER IV	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.00	2.00	2.00
HIGHWAY MAINTENANCE WORKER III	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
TRADESMAN (mechanic)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
ASST. TRADESMAN (asst. mechanic)	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
BUILDINGS & GROUNDS FOREMAN	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
BUILDINGS & GROUNDS MAINTENANCE WORKER III	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
TRAFFIC CONTROL MAINTENANCE WORKER IV	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
SANITATION MAINTENANCE WORKER IV	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
SANITATION MAINTENANCE WORKER III	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
SANITATION MAINTENANCE WORKER	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
WATER DIVISION										
WATER TRADESMAN	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
WATER MAINTENANCE WORKER IV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WASTEWATER DIVISION										
SUPT. OF WASTEWATER	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
WASTEWATER LAB TECHNICIAN	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
WASTEWATER MAINTENANCE WORKER V	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
WASTEWATER MAINTENANCE WORKER IV	1.00	1.00	1.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00
WASTEWATER TRADESMAN	1.00	1.00	1.00	1.00	1.00	2.00	2.00	2.00	2.00	2.00
TOTAL PUBLIC WORKS DEPARTMENT PERSONNEL	22.90	22.90	22.90	23.40	23.40	22.40	22.40	22.90	23.90	23.90
LIBRARY										
DIRECTOR	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
ASSISTANT DIRECTOR	0.63	0.63	0.83	1.00	1.00	1.00	1.00	1.00	1.00	1.00
CHILDREN'S AND YOUNG ADULT LIBRARIAN	0.63	0.63	0.83	1.00	1.00	1.00	1.00	1.00	1.00	1.00
LIBRARY ASSISTANTS	1.48	1.48	2.25	2.25	2.55	2.55	2.85	2.85	2.85	2.85
TOTAL LIBRARY PERSONNEL	3.73	3.73	4.90	5.25	5.55	5.55	5.85	5.85	5.85	5.85

**TOWN OF DURHAM, NH
DEPARTMENT POSITION LISTINGS**

POSITION TITLE	2011 # OF POSITIONS	2012 # OF POSITIONS	2013 # OF POSITIONS	2014 # OF POSITIONS	2015 # OF POSITIONS	2016 # OF POSITIONS	2017 # OF POSITIONS	2018 # OF POSITIONS	2019 # OF POSITIONS	2020 PROPOSED # OF POSITIONS
CHURCHILL RINK										
RINK MANAGER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
TOTAL CHURCHILL RINK PERSONNEL	0.00	1.00								
TOTAL NUMBER OF PERSONNEL	86.73	85.98	92.10	96.05	96.35	94.35	94.65	97.00	98.00	99.50
	0.00	(0.75)	6.12	3.95	0.30	(2.00)	0.30	2.35	1.00	1.50
		Recreation +0.25	Recreation +0.25	Bldg Insp +1.0	Library +0.30	Bldg Insp (-1.0)	Library +0.30	Bldg Insp +0.35	DPW +1.0	GIS +0.5
		Police (-1.00)	Police +1.00	Police +1.50		Engineer (-1.0)		Recreation +0.5		Rink +1.0
			Fire +1.80	DPW +0.50				DPW +0.5		
			DCAT +0.50	Econ Dvl +0.60				Police +1.0		
			Assessor +1.0	Library +0.35						
			Bldg Insp +0.40							
			Library +1.17							

IN ADDITION THE TOWN OF DURHAM HAS THE FOLLOWING SEASONAL/TEMPORARY/WORK STUDY POSITIONS:

- PLANNING DEPARTMENT - Work Study Office Assistant when available
- POLICE DEPARTMENT - Work Study Office Assistant when available
- FIRE DEPARTMENT - Work Study Office Assistant when available
- FIRE DEPARTMENT - 13 Call Firefighters
- PUBLIC WORKS DEPARTMENT - 2-5 Seasonal Laborers
- RECREATION DEPARTMENT - Seasonal Camp Counselors and UNH Interns when available
- CHURCHILL RINK - Seasonal Employees
- LIBRARY - Work Study Students and Substitute Librarians