

2026 TOWN ADMINISTRATOR PROPOSED

Town of Durham

	1	2	3	4	5	6	7	8	9
	2022	2023	2024	2025	2025	2026	2026	2025 vs 2026	2025 vs 2026
	ACTUAL	ACTUAL	ACTUAL	APPROVED	Expended	Dept Head	Town Admin	\$ Difference	% Difference
	As of December	As of December	As of Year End	BUDGET	Thru 9/30/2025	Proposed	Proposed		
					As of September				
Agricultural									
308 01-4619-431-00-000	Agricultural Committee	1,877.15	1,540.01	1,505.85	1,500.00	1,979.00	1,500.00	1,500.00	0.00
Narrative for Column # 6									
Annual Farm Day materials and promotion, and expenses associated with general education and outreach on additional Agricultural Commission public programs.									
Agricultural Total		1,877.15	1,540.01	1,505.85	1,500.00	1,979.00	1,500.00	1,500.00	0.00
									0%

2026 Budget Proposal to Create Full-Time Land Stewardship Manager Position

PROPOSAL

In the 2026 budget, establish the full-time position of Land Stewardship Manager to replace the current part-time position of Land Stewardship Coordinator (LSC).

BUDGETED COST

35 hours/week @ \$30.00/hour

Yearly cost with benefits: \$85,000

2025 Budget: \$32,000

Increase requested: \$53,000 (+/- \$5.00/resident/yr)

With reduced line items for 2026, the net budget increase is \$41,500

PREMISE

Durham needs a full-time Land Stewardship Coordinator/Manager. The quantity of public conserved land in Durham, the amount of work there is, and the number of hours needed to properly steward these properties exceeds the number of hours currently budgeted. The current LSC is paid for up to 20 hours/week, but works up to 13 *unpaid* additional hours weekly. *The basic requirements of the job are getting done only because the LSC is working unpaid hours due to her (and previous LSCs) dedication to the cause, and what would result if she didn't.*

The last two LSCs also reported that they were unable to accomplish the requirements of the job in the amount of time they were paid for. This was a contributing factor in their decision to leave.

Durham prides itself on its conserved public land. This is an important and unique characteristic of the Town. It is one of the reasons people choose to live here, raise their families here, and retire here. It's an important reason that many of the children of Durham residents decide to stay in Durham, or come back to raise their families.

Durham also advertises its natural resources and the qualities of those resources:

- From the Town website: *"Durham is a community with tremendous wealth of natural resources and a dynamic ecological diversity. It's also a beautiful community with spectacular open spaces and intimate quiet settings."*

- From "Why Choose Durham" webpage: "*(Durham has)...hundreds of acres of conservation land, parks and trails*"

These natural resources and spectacular open spaces can only be maintained properly by a dedicated Land Steward Manager able to devote the time to preserve our natural heritage for future generations to discover.

DURHAM HAS THE GREATEST PERCENTAGE OF CONSERVED PUBLIC LAND IN THE PISCATAQUA AND STRAFFORD REGIONS

By the numbers:

45.5%: Percentage of conserved land in Durham, minus

13.5%: Percentage owned by UNH, equals

32.0%: Percentage of Durham's conserved public land, or **5600 acres**

15.5%: Average percentage of preserved land in the 52-town Piscataqua Region

Fact: Durham has twice as much conserved land that requires stewarding than the average in our region.

Durham's Master Plan calls this out in Table 10, in which the percentage of conserved land is noted as almost twice as much as surrounding communities:

"Durham's conservation efforts rank highest in the Strafford region"

Number of conservation properties the LSC is responsible for: **18** (see appendix)

WHY THIS POSITION IS NEEDED

- The requirements and responsibilities of the job exceed the allotted paid hours.
- *With 5,500 preserved acres and 20 miles of trails, 15 - 20 hours/week is insufficient to properly maintain these town resources.*
- Number of PAID hours/week the LSC works: **20**
- Number of UNPAID hours/week the LSC often works: **10 to 13**

RESPONSIBILITIES OF THE LSC (from the job description)

Stewardship and Conservation Tasks

- Maintain existing trail systems including upgrades; establishing new or closing trails; identify where infrastructure improvements are needed; coordinate improvement projects.

- Coordinate wildlife habitat and forestry management based on current conditions, previously established stewardship plans, guidance from experts, and goals identified by the Subcommittee.
- Map areas of invasive plant species infestations and coordinate removal efforts.
- Monitor conservation easements held by the town and address any issues.
- Advise and support implementation of any new conservation projects.
- Act as liaison between the Town and UNH and other researchers.
- Assist in grant writing and fundraising efforts to support stewardship activities.
- Support the Land Stewardship Subcommittee in any matters that they direct.

Outreach and Engagement Tasks

- Engage community members on Town conservation lands by offering field trips and coordinating volunteer work events.
- Assist in the development of signs, maps, educational materials and web-based resources to improve users experience and reduce impacts on Town conservation lands.
- Manage the Trail Stewards volunteer program including training, maintaining regular communication, and keeping track of volunteer efforts and responding to reported issues.
- Provide educational opportunities for community members to learn about the Town's conservation lands and ecologically based stewardship practices.

Administrative Tasks

- Participate in Land Stewardship Subcommittee (LSSC) meetings and other Committees/Commissions of the Town.
- Coordinate stewardship activities with the DPW and other Town departments, committees, and commissions as necessary.
- Keep the Administrator apprised of efforts.

LAND STEWARDSHIP TASKS ACCOMPLISHED SO FAR THIS YEAR

- Attend LSSC meeting monthly (*2 hrs*) and prepare for it (*2-3hrs*); attend ConCom meeting monthly (*2.5hrs*) and prepare (*1hr*); attend Parks and Rec meeting (2hrs every other month); meet with Todd monthly (*1hr*) and prep for it (*1hr*).
Average 10hrs/month
- Walk trails weekly. Maintain the trail system; upgrade; establish new trails; brush in illegal trails; blaze or add trail markers.
Average 45hrs/month.

- Remove invasives; coordinate with partners like Rockingham County Conservation District and Doug Cygan (Department of Agriculture Invasives Species Coordinator for NH).
Average 20hrs/month
- Coordinate Volunteer and Trail Steward programs; plan work days; send emails, recruit and train new volunteers; respond to trail reports and communications.
Average 12hrs/month
- Coordinate stewardship activities with DPW and other Town departments.
Average 6hrs/month
- Coordinate with contractors for mowing and building infrastructure; wetland specialists and other partners such as The Nature Conservancy.
Average 3-8hrs/month
- Easement monitoring of seven properties and prepare by reading deed documents, walk with landowners and answer questions; check boundaries reports and mapping to provide to landowner yearly.
Average 3hrs/month
- Grant writing, summary, mapping, and photos. Currently working on a grant from Great Bay Resource Protection Partnership.
Average 8hrs/per grant
- Education and public outreach
 - Wrote articles for "Friday Updates"
 - Worked with ConCom to help plan weekly submissions
 - DPL presentation: *10hrs/prep, 2hrs/presentation*
 - Riverwoods: *2hrs*
 - Active Retirement Association: *2hrs*
 - Durham Day: *5hrs prep, 4 hrs event*
 - Farm Day: *5 hrs prep, 7hrs event*
 - Meet with conservation area abutters and residents to answer questions and strategize invasive removal efforts: *4 meetings this year, total 6hrs.*
 - Meet with HOAs who have requested knowledge about invasives (Canney Farm and Fitts Farm).
- Develop signs, maps, educational materials; update website and coordinate with DPL to display.
5hrs/month
- Help organize Discover Durham Trails walks.
4hrs prep and 2hrs event every 3 months
- Bioblitz organization: meetings, brainstorm, reading
20hrs so far this year
 - Mentoring Capstone students (*2hr/week for 4 months*)
 - Communication and meeting with Bioblitz committee (*1hr/week*)

- More organizational work January - May and week prior and event day.
- Professional development
 - Attending conferences (NHACC 8hrs)
 - UNH Cooperative Extension
 - Forestry Management for Climate Resilience (4hrs)
 - NH Women Landowners Conference (8hrs)
 - Conservation Easement Monitoring Series (4 classes, 8hrs)
 - Keeping up with publications (5hrs/month)

Average: +/- 33hrs/week to achieve the basic requirements of the job.

VOLUNTEER COORDINATION VALUE TO THE TOWN

As of 9/4/2025, the LSC has coordinated and managed **223.5 hours** of volunteer time. In addition, the LSC has managed over **100 hours** of volunteer Land Steward time:

- **\$35.76:** Value assigned to each volunteer hour in New Hampshire for 2025
- **\$11,568:** Total value to the Town in maintaining conservation land for 8 months
- **\$17,320:** Estimated value of volunteer hours for 2025

GRANT APPLICATIONS

The process of planning for, applying for, and managing Grants is time consuming, As noted below, a full-time LSC will bring more grant dollars to our conserved lands for infrastructure improvement, planning, maintenance, and preservation at no cost to the Town: Possibilities include:

- PREP Climate Impact Grant: \$25K
- NHSCC Moose Plate Grant: \$35K
- GBRPP Stewardship Grant: \$15K 2x/year
- Lamprey River Advisory Committee: \$\$ TBD

WHAT IS NOT GETTING ACCOMPLISHED DUE TO LACK OF TIME?

- Consistent and timely infrastructure improvement on the trails, such as boardwalks, bog bridges, benches, etc in need of repair or replacement.
- Regular liaison with UNH and researchers engaging on Town lands to coordinate conservation efforts on adjacent properties such as Oyster River Forest and Stevens Woods.
- Development of educational materials and web-based resources to improve ease of use and reduce negative impacts on our conservation lands.

- Creating more public programs in partnership with the Durham Public Library.
- Planning and organizing fundraising efforts.
- Researching and applying for more grants.
- Mapping of invasive species to better address the ongoing issue of controlling them.
- Working with DPW to create a more cohesive plan on invasives and erosion control, particularly at Wagon Hill, Stolworthy, Mill Pond, and Milne Sanctuary.
- Working with Town properties abutters and concerned residents to support them with the knowledge to control invasives, which impact our properties.
- Re-mapping certain trails to create more accurate maps for public use.

WHAT IS THE IMPACT OF THIS?

- The quality of Durham's trail network will deteriorate as the infrastructure components are not repaired or replaced in a timely manner, resulting in even more costly repairs when they are finally addressed.
- Town lands that neighbor UNH land will not have the opportunity to benefit from coordinated efforts and programs between the LSC and UNH Land Manager.
- Educational opportunities will be missed, including learning about Town properties, conservation, and the importance of keeping these lands pristine. Maximizing these opportunities has great potential to reduce or eliminate costly vandalism and littering, which must be cleaned and monitored.
- Additional grant money that could be available to fund infrastructure projects or other conservation efforts will be lost.
- Invasive plant species will continue to threaten native species on our conserved properties without the time to properly attack them, without a coordinated plan with DPW, and without abutting property owners knowing how invasives on their land will find their way onto Town conservation land. Over time they will become impossible to control without chemical treatment. *Invasive plants disrupt the ecosystem, leading to a decrease in plant and wildlife diversity.*
- Maps will become outdated on current properties or unavailable on new properties, impacting the quality of visits to our Town preserved lands.

POSSIBLE SHARED FUNDING OPTION

Since there is some overlap in Land Stewardship with the role of DPW in controlling invasive plant species, some of the \$41,500 cost increase could be shared by DPW, lessening their responsibility for mapping and eliminating invasives.

Additional Grant money obtained could be used to offset the cost of materials in the budget., further reducing the salary increase.

CONCLUSION

Durham's quantity and quality of conserved land has outgrown part-time stewardship. To continue this way is unsustainable, leading to certain decline in the quality, sustainability, and beauty of the natural resources of our treasured public lands, and continued turnover of Land Steward Coordinators. Since the part-time stewardship position was created, Durham has acquired hundreds of acres of conservation land and miles of trails requiring proper stewardship. To deny our lands a dedicated, full-time Steward is inconsistent with the Town's declared pride in its *"tremendous wealth of natural resources, dynamic ecological diversity, and spectacular open spaces."*

As the Town invests in the maintenance of "traditional" infrastructure, we must invest in the maintenance of our "green" infrastructure - our trails, conserved lands, open spaces, and parks, for the health and benefit of our residents.

Please do the right thing for future generations who will live, work, and raise their families in our beautiful Town of Durham.

Respectfully,

Dwight Trueblood, Chair Conservation Commission

Neil Slepian, Vice-Chair Conservation Commission

APPENDIX

Town Properties the Land Stewardship Coordinator is Responsible For

1. Doe Farm
2. Ellingwood Lot
3. Jackson's Landing
4. Longmarsh Preserve
5. The Meadows
6. Milne Nature Sanctuary
7. Oyster River Forest
8. Packers Falls Park
9. Pike Property
10. Spruce Hole Bog Conservation Area
11. Steven's Woods
12. Stolworthy Nature Sanctuary
13. Thompson Forest
14. Wagon Hill Park (in part, DPW handles the majority)
15. Wagon Hill North 40
16. Weeks Lot
17. Willey Property
18. Wiswall Dam

Additional Properties

The LSC has also done trail work and clearing at:

- Beaudette Easement
- Merrick Easement

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					BUDGET	Thru 9/30/2025	Proposed	Proposed		
		As of December	As of December	As of Year End		As of September				
Conservation Commission										
292 01-4611-421-01-010	F-T Wages - Conservation Commission	0.00	0.00	0.00	0.00	0.00	56,700.00	43,590.00	43,590.00	100%
Narrative for Column # 6										
The Conservation Commission is requesting the establishment of a full-time Land Stewardship Coordinator/Manager position (35 hours per week). It has been found by previous individuals in the Land Stewardship position that the amount of work that needs to be completed exceeds the number of hours currently budgeted.										
See Budget Proposal presented by the Conservation Commission for additional justification.										
Narrative for Column # 7										
Town Administrator recommends hiring of full-time Land Stewardship Coordinator beginning July 1, 2026.										
293 01-4611-421-01-020	P-T Wages - Conservation Commission	2,705.67	971.27	2,441.29	3,200.00	23,030.67	3,200.00	11,790.00	8,590.00	
Narrative for Column # 6										
This line includes wages for the minute taker at Conservation Commission meetings.										
294 01-4611-421-01-910	Wage Accrual - Conservation Commission	-421.88	0.00	1,156.88	0.00	-1,156.88	0.00	0.00	0.00	
295 01-4611-421-02-310	Soc Sec - Conservation Commission	141.62	60.23	223.10	200.00	1,356.18	3,700.00	3,420.00	3,220.00	1,750%
296 01-4611-421-02-320	Medicare - Conservation Commission	33.12	14.09	52.19	50.00	317.20	900.00	800.00	750.00	1,700%
297 01-4611-421-02-330	Retirement - Conservation Commission	0.00	0.00	0.00	0.00	0.00	7,200.00	5,540.00	5,540.00	100%
298 01-4611-421-03-610	Health & Dental - Conservation Commission	0.00	0.00	0.00	0.00	0.00	15,000.00	15,000.00	15,000.00	100%
299 01-4611-421-03-630	Life - Conservaton Commission	0.00	0.00	0.00	0.00	0.00	100.00	100.00	100.00	100%
300 01-4611-421-03-640	STD - Conservation Commission	0.00	0.00	0.00	0.00	0.00	300.00	260.00	260.00	100%
301 01-4611-421-04-010	S.U.T.A. - Conservation Commission	0.00	0.00	0.00	0.00	0.00	100.00	10.00	10.00	100%
302 01-4611-421-04-020	Workers Comp - Conservation Commission	0.00	0.00	0.00	0.00	0.00	700.00	700.00	700.00	100%
303 01-4611-421-28-000	Professional/Staff Dev - Conservation Commi	0.00	0.00	0.00	0.00	0.00	700.00	700.00	700.00	100%
Narrative for Column # 6										
Funding for the Land Stewardship Coordinator to attend conferences.										
304 01-4611-421-29-000	Membership Dues - Conservation Commissio	0.00	700.00	0.00	700.00	650.00	700.00	700.00	0.00	
Narrative for Column # 6										
Membership in the NH Association of Conservation Commissions.										
305 01-4611-421-36-000	Contracted Services - Conservation Commissi	27,540.00	33,132.37	36,058.89	59,000.00	12,426.27	13,500.00	5,500.00	-53,500.00	-77%
Narrative for Column # 6										
\$ 3,000 Field Mowing - Thompson Forest and Pike Property										
\$ 2,500 Trail Mowing - Oyster River and Thompson Forest (5 times per year)										
\$ 8,000 Surveys - Weeks and North 40										
In addition, various Conservation Trust accounts will be used to perform projects proposed for 2026 at the Doe Farm, Jackson's Landing, Longmarsh Preserve, Milne Nature Sanctuary/Mill Pond Park, Stevens Woods and Wagon Hill Farm. The majority of projects are performed by volunteers and with grant funding.										
Narrative for Column # 7										
Administrator recommends postponing surveys until 2027.										
306 01-4611-421-45-000	General Supplies - Conservation	26.49	448.80	70.33	5,000.00	1,052.89	5,000.00	5,000.00	0.00	
307 01-4611-421-66-000	Use of Grants - Conservation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Conservation Commission Total		30,025.02	35,326.76	40,002.68	68,150.00	37,676.33	107,800.00	93,110.00	24,960.00	58%

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					As-of September				
Energy Committee									
204 01-4199-304-00-000	Energy Committee	0.00	0.00	0.00	2,000.00	0.00	2,000.00	500.00	-1,500.00
Narrative for Column # 6									
Purchase of Infrared cameras, supplies and materials									
Energy Committee Total		0.00	0.00	0.00	2,000.00	0.00	2,000.00	500.00	-1,500.00 0%

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		1 2022 ACTUAL As of December	2 2023 ACTUAL As of December	3 2024 ACTUAL As of Year End	4 2025 APPROVED BUDGET	5 2025 Expended Thru 9/30/2025 As of September	6 2026 Dept Head Proposed	7 2026 Town Admin Proposed	8 2025 vs 2026 \$ Difference	9 2025 vs 2026 % Difference
Historic District Commission										
283 01-4191-415-01-020	P-T Wages - H.D.C.	2,131.93	1,154.39	2,373.79	2,300.00	1,203.80	2,250.00	2,250.00	-50.00	-2%
<i>Narrative for Column # 6</i>										
This line includes wages for the minuté taker of the Historic District Commission meetings.										
284 01-4191-415-01-910	Wage Accrual - H.D.C.	-90.00	5.62	174.38	0.00	-219.38	0.00	0.00	0.00	
285 01-4191-415-02-310	Soc Sec - H.D.C.	126.60	71.93	157.99	100.00	61.03	140.00	140.00	40.00	40%
286 01-4191-415-02-320	Medicare - H.D.C.	29.60	16.82	36.95	100.00	14.27	30.00	30.00	-70.00	-70%
287 01-4191-415-26-000	Postage - H.D.C.	83.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
288 01-4191-415-28-000	Professional / Staff Dev - H.D.C.	0.00	260.00	75.50	800.00	0.00	800.00	500.00	-300.00	
<i>Narrative for Column # 6</i>										
Specific professional development for HDC members on topics within their purview and areas of attention as noted by local and state statutes.										
289 01-4191-415-36-000	Contracted Services - H.D.C.	315.00	3,500.00	1,432.44	4,000.00	1,161.50	4,000.00	4,000.00	0.00	
<i>Narrative for Column # 6</i>										
Retaining of professional and expert assistance for reviewing certain applications, assisting with grant applications, and providing specific expertise as needed.										
290 01-4191-415-45-000	General Supplies - H.D.C.	165.00	217.72	1,253.83	3,500.00	0.00	4,500.00	3,500.00	0.00	29%
<i>Narrative for Column # 6</i>										
One or two signs and ancillary expenses, possibly related to the Wagon Hill Bickford Chesley House and other measures necessary to preserve our historic building and sites.										
291 01-4191-415-90-000	Revolution 1774	0.00	0.00	3,290.88	0.00	0.00	0.00	0.00	0.00	
Historic District Commission Total		2,761.92	5,226.48	8,795.76	10,800.00	2,221.22	11,720.00	10,420.00	-380.00	9%

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Integrated Waste Man Committee

375 01-4321-530-00-000	Integrated Waste Management Committee - S	1,100.00	1,839.75	594.26	2,500.00	220.84	7,500.00	7,500.00	5,000.00	200%
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Narrative for Column # 6

We envision these funds will be utilized to purchase educational materials such as posters, brochures and movies that highlight the goals and advantages of reuse and recycling.

Replacement of any signs that are damaged or go missing.

Videotaping testimonials with citizens that highlight their methods of recycling, composting, etc.

Fees for members to attend conferences that present ideas and information on how to further efforts. This will allow us to gather information on what other municipalities are utilizing to convey the message of the benefits of Reuse, Recycling, Repair.

These funds will also be used for any new initiatives that come forward.

Funding to assist with public roll out of volume based collection program over the coming year.

\$5,000 is requested to perform a composting pilot program for 50 households using a curbside pickup by a commercial vendor.

376 01-4850-530-00-000	Use of Donations/Grants - IWMC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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Integrated Waste Man Committee Total		1,100.00	1,839.75	594.26	2,500.00	220.84	7,500.00	7,500.00	5,000.00	200%
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Joint Loss Management Comm									
378 01-4194-536-00-000 Joint Loss Management Committee	0.00	0.00	0.00	500.00	0.00	500.00	500.00	0.00	
Joint Loss Management Comm Total	0.00	0.00	0.00	500.00	0.00	500.00	500.00	0.00	0%

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Parks & Recreation Committee										
377	01-4520-532-00-000	Parks & Rec Committee	2,132.99	1,419.50	1,295.07	1,500.00	0.00	1,500.00	1,500.00	0.00
Narrative for Column # 6										
These funds will be used for the expansion of current events, new events or unforeseen expenses due to program creation, expansion or necessary maintenance of existing Parks & Recreation properties.										
Recent uses include the purchase of a portable Gaga Pit, and a higher end sound system to be used at community events, etc.										
Parks & Recreation Committee Total		2,132.99	1,419.50	1,295.07	1,500.00	0.00	1,500.00	1,500.00	0.00	0%

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Planning Board										
233 01-4191-402-01-010	F-T Wages - Planning Board	610.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
234 01-4191-402-01-020	P-T Wages - Planning Board	14,785.00	11,420.00	14,801.00	18,700.00	9,977.00	18,650.00	18,650.00	-50.00	
Narrative for Column # 6										
This line includes semi-annual compensation to Planning Board members as well as wages for the minute taker to the Planning Board.										
235 01-4191-402-01-030	O-T Wages - PlanningBoard	377.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
236 01-4191-402-01-920	Wage Accrual - Planning Board	57.82	-200.00	-200.00	0.00	0.00	0.00	0.00	0.00	
237 01-4191-402-02-310	Soc Sec - Planning Board	981.51	695.64	905.29	1,200.00	618.58	1,160.00	1,160.00	-40.00	-3%
238 01-4191-402-02-320	Medicare - Planning Board	229.62	162.79	211.74	300.00	144.69	270.00	270.00	-30.00	-10%
239 01-4191-402-02-330	Retirement - Planning Board	44.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
240 01-4191-402-26-000	Postage - Planning Board	2,543.26	802.89	525.87	1,500.00	615.42	1,500.00	1,500.00	0.00	
241 01-4191-402-28-000	Professional / Staff Dev - Planning Board	140.00	0.00	0.00	500.00	0.00	500.00	500.00	0.00	
242 01-4191-402-32-000	Adv / Legal Notices - Planning Board	2,068.30	1,495.36	1,268.61	1,500.00	0.00	1,500.00	300.00	-1,200.00	
243 01-4191-402-36-000	Contracted Services - Planning Board	9,585.90	0.00	70.34	0.00	0.00	0.00	0.00	0.00	
Planning Board Total		31,423.29	14,376.68	17,582.85	23,700.00	11,355.69	23,580.00	22,380.00	-1,320.00	-1%

2026 TOWN ADMINISTRATOR PROPOSED

Town of Durham

		1	2	3	4	5	6	7	8	9
		2022	2023	2024	2025	2025	2026	2026	2025 vs 2026	2025 vs 2026
		ACTUAL	ACTUAL	ACTUAL	APPROVED	Expended	Dept Head	Town Admin	\$ Difference	% Difference
		As of December	As of December	As of Year End	BUDGET	Thru 9/30/2025	Proposed	Proposed		
						As of September				
Zoning Board										
274 01-4191-413-01-020	P-T Wages - Zoning Board	950.00	375.00	340.75	2,000.00	262.50	2,000.00	2,000.00	0.00	
Narrative for Column # 6										
This line includes wages for the minute taker of the Zoning Board of Adjustment meetings.										
275 01-4191-413-01-030	O-T Wages - Zoning Board	72.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
276 01-4191-413-01-920	Wage Accrual - Zoning Board	0.00	0.00	89.25	0.00	-89.25	0.00	0.00	0.00	
277 01-4191-413-02-310	Soc Sec - Zoning Board	63.42	23.25	26.65	100.00	10.74	140.00	140.00	40.00	40%
278 01-4191-413-02-320	Medicare - Zoning Board	14.83	5.46	6.23	100.00	2.51	30.00	30.00	-70.00	-70%
279 01-4191-413-02-330	Retirement -ZoningBoard	10.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
280 01-4191-413-26-000	Postage - Zoning Board	1,332.18	382.67	128.39	1,000.00	604.75	1,000.00	1,000.00	0.00	
281 01-4191-413-28-000	Professional / Staff Dev - Zoning Board	0.00	0.00	0.00	250.00	0.00	100.00	100.00	-150.00	-60%
282 01-4191-413-32-000	Adv / Legal Notices - Zoning Board	1,827.64	1,545.94	1,302.37	1,500.00	615.76	1,500.00	1,500.00	0.00	
Zoning Board Total		4,271.08	2,332.32	1,893.64	4,950.00	1,407.01	4,770.00	4,770.00	-180.00	-4%