



RENE KELLEY
Chief of Police

DURHAM POLICE DEPARTMENT

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JACK DALTON
Deputy Chief
JOHN LAVOIE
Captain

LETTER OF TRANSMITTAL

By way of this letter I would like to present the supporting documentation which comprises the proposed 2026 operating budget for the Durham Police Department. We remain committed to meeting the needs of the Durham community by responding to every call for service and satisfactorily addressing all issues we confront. Additionally, the organization strives to ensure that Durham remains a safe, desirous community where families want to live, prosper and raise their family without concern about crime. Part of our commitment is reflecting and reaffirming our purpose for existing and restating our commitment to a "guardian" approach in our delivery of law enforcement services to the community. While we have long embraced a policing philosophy that stresses ethics, commitment and consistency, we realize that there are cost implications, and we do our best to continue to deliver the best police services while being mindful of the financial implications to our residents. Our efforts to address quality of life issues that concern the citizens of Durham reinforces our commitment to be a proactive police agency addressing small issues before they become large and problematic and to maintain our close and personal relationships with the residents of Durham.

I have done my very best to present an operating budget that attempts to meet all the needs and demands of the Durham community. It remains that the police department budget is dominated by human resource expenditures, representing the largest segment of the 2026 budget. Approximately 92% of the budget supports personnel operating costs. Six percent (6%) support the mission of the police by purchasing gasoline, maintaining equipment and providing access to critical computerized data. The remaining 2% of the budget is distributed equally between training our employees and supporting community programs. Because of these realities, the entire agency is committed to challenging itself to search for, evaluate and implement innovative strategies that will enable the agency to perform in a cost-efficient manner.

I have requested that consideration be given to hiring a part-time, 24-hour per week, Accreditation Manager. For further information pertaining to this request please see the attached Memo of Captain John Lavoie, dated July 2025.

I want to emphasize that the entire department is committed to the development of a comprehensive suite of performance measures. Given the broad spectrum of tasks that police accomplish besides issuing citations and arresting offenders, Durham residents have appropriate expectations that we prevent crime, investigate motor vehicle

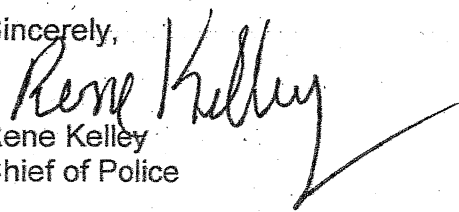
A NATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY



accidents, solve community problems, reduce disorder, and build lasting community relationships throughout our daily work.

Once again, I thank you for the opportunity of presenting this budget and want to convey my appreciation for the extraordinarily gifted staff of the Durham Police Department as we look forward to working with you and the Council during budget deliberations.

Sincerely,


Rene Kelley
Chief of Police

Durham Police Department

To: Chief Kelley
From: Captain Lavoie
Cc: Deputy Chief Dalton
Date: July 1, 2025
Re: CALEA Accreditation Manager Position

This memo is submitted to formally request consideration for adding a **staff position dedicated to managing CALEA accreditation responsibilities**. Over the past several years, significant additional duties—particularly related to accreditation, hiring, and supervision of the parking division—have substantially increased the workload of the Captain's position. The information below outlines these added responsibilities and why dedicated accreditation support has become necessary to maintain operational effectiveness and compliance.

1. Increased Hiring Demands

Since 2020, our agency has been in near-constant hiring mode. The Captain has overseen approximately 25–28 hiring processes over the past five years, resulting in the hiring of 18 full-time officers, one part-time officer, two administrative assistants, and several part-time parking enforcement officers. This number excludes processes where candidates were disqualified.

Each hiring cycle requires the Captain to manage an extensive range of tasks, including:

- Drafting and advertising job postings
- Continuous applicant communication (CALEA requirement)
- Coordinating fitness tests, oral boards, and written exams
- Processing conditional offers and background paperwork
- Liaising with background investigators, polygraph examiners, and psychological evaluators
- Scheduling medical, psychological, and polygraph exams
- Managing criminal record checks, academy applications (via Benchmark), field training materials, and swearing-in paperwork
- Working with Town officials on tax documentation and payroll setup

Given multiple concurrent processes and the detailed work required, each hiring cycle can span several months.

2. Parking Division Oversight

In 2019, the Captain's job description did not include supervision of the parking division. Today, this responsibility accounts for an estimated 20% of the Captain's workload. Tasks include reviewing appeals, responding to complaints, designing parking layouts, updating ordinances, implementing new kiosks and pilot programs, and daily oversight of parking staff.

3. Expanded CALEA Accreditation Requirements

Since 2020, CALEA has introduced additional annual requirements for agencies with "Advanced" accreditation:

- Yearly CIMRS statistical reports (previously required only every four years)
- Public portals for 60-day public comment periods (replacing Year-4 public hearings)
- Additional virtual interviews requiring extensive preparation

These changes have significantly increased the administrative demands on the Captain, who serves as the department's Accreditation Manager.

4. Current Captain Responsibilities (from policy updated May 26, 2020)

In addition to the above, the Captain is responsible for:

- **Reports & Planning:** Strategic planning, administrative reporting, maintaining personnel files, and updating agency directives.
- **Personnel Management:** Recruiting, hiring, promotions, career development, training, and ensuring compliance with collective bargaining agreements and equal employment regulations.
- **Building & Equipment:** Conducting inspections, overseeing maintenance, managing inventories, and supervising vendor work.
- **Budget & Procurement:** Preparing bid requests, authorizing purchases, and monitoring budget compliance.
- **Internal Affairs:** Conducting confidential investigations and recommending corrective measures.
- **Regulatory Compliance:** Ensuring adherence to state and federal safety, training, and employment regulations, and preparing compliance reports.
- **Accreditation:** Reviewing policies and procedures, ensuring compliance with CALEA and NHPSTC standards, and maintaining accreditation files.
- **Risk Management:** Hazard identification, disaster planning, safety inspections, and participation in town safety committees.
- **Community Engagement:** Overseeing crime prevention programs, liaising with external agencies, and representing the department in public forums.
- **Acting Chief Duties:** Serving as Deputy Chief or Acting Chief when needed and participating in town executive meetings and committees.

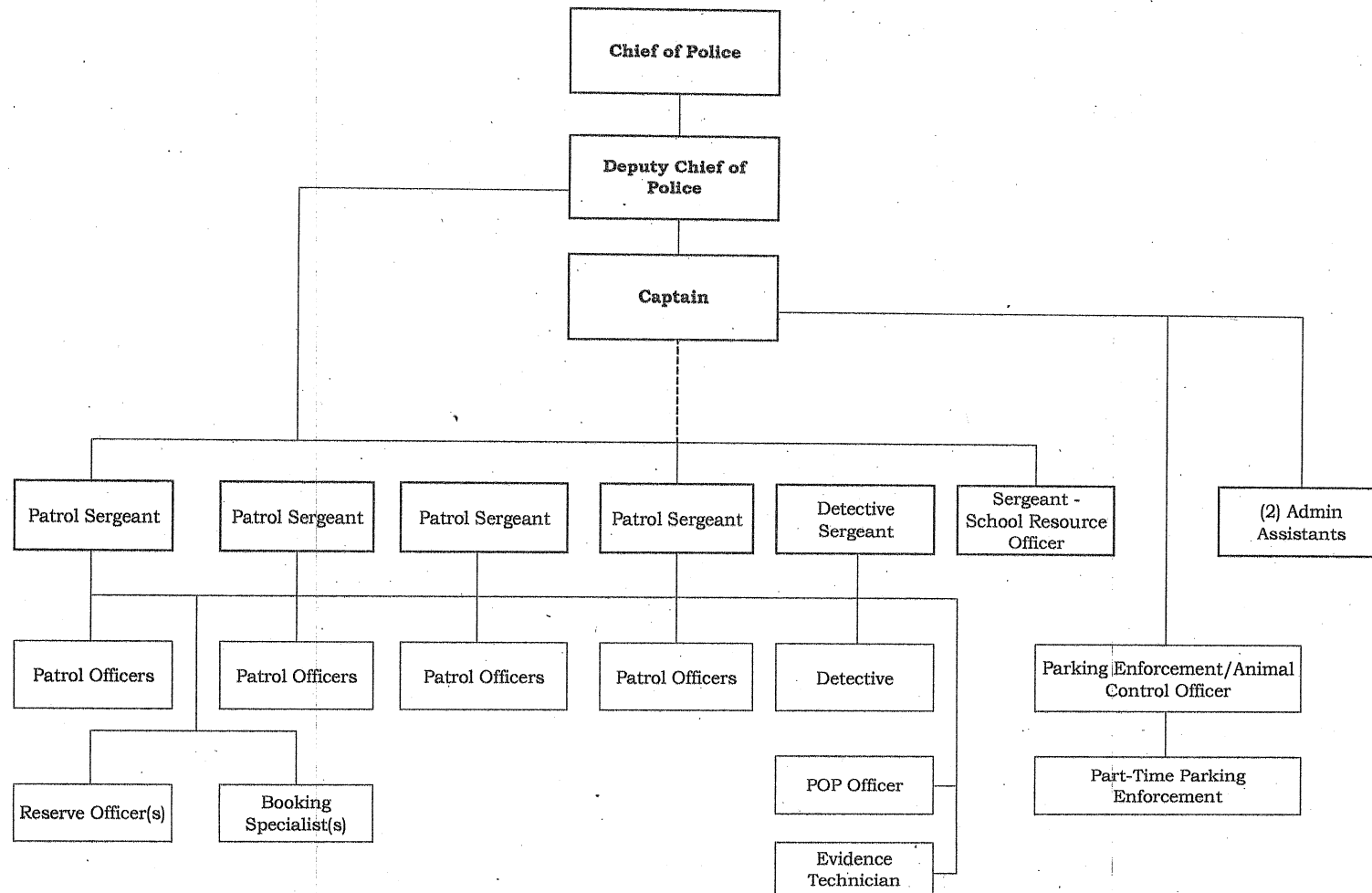
The Captain must also demonstrate expertise in law, leadership, community trends, and police practices, as well as proficiency with firearms, emergency vehicles, and essential technology.

5. Benchmarking with Other Agencies

- Many CALEA agencies in the Northern New England Police Accreditation Coalition have a dedicated full- or part-time accreditation manager.
- UNH Police Department employs two full-time and one part-time staff for accreditation.
- Dover Police (an Advanced CALEA agency) has a sergeant focused solely on accreditation.
- In 2023, Newington Police created a Lieutenant position to alleviate accreditation duties from their Captain, even though they hold LE1 (the lowest accreditation level).
- Portsmouth Police Department recently advertised for a full-time, non-sworn Accreditation Manager, with a salary range of \$64,205–\$81,805 annually. Their former accreditation manager (whom Durham Police assisted in training) now serves in that capacity for the State of New Hampshire.

Given the substantial increase in responsibilities—particularly the growth of CALEA accreditation requirements, ongoing hiring demands, and added oversight of the parking division—I respectfully request the creation of a **staff position dedicated to managing the department's accreditation process**. This addition will help ensure we remain compliant with the rigorous standards of “Advanced” accreditation, while allowing the Captain to continue effectively overseeing essential operational, personnel, and community responsibilities. Thank you for your consideration of this request.

Police Department



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				
Police										
379 01-4210-601-01-010	F-T Wages - Police	1,630,639.72	1,816,909.39	1,779,175.78	2,169,000.00	1,577,076.29	2,284,290.00	2,284,290.00	115,290.00	5%
Narrative for Column # 6										
Wages for Chief, Deputy Chief, Captain, 6 Sergeants, 12 Officers, 2 Administrative Assistants and 16 hours per week for the Evidence Technician. Included is pay for longevity, merit (Captain), holidays and stipends as required by Collective Bargaining Agreements.										
380 01-4210-601-01-020	P-T Wages - Police	5,215.81	3,350.92	3,731.96	3,500.00	1,134.47	41,200.00	25,600.00	22,100.00	1,077%
Narrative for Column # 6										
This line pays for part-time employees to perform a variety of functions.										
By Durham Policy, only retired, full time police officers in good standing are eligible to become Part-Time Officers. They often fill in during challenging periods such as Homecoming and Cinco de Mayo as well as unpredictable events such as Red Sox or Patriots in national championship situations. We currently have two part-time officers, however we will be hiring a third.										
This year we are also adding a new position - Accreditation Assistant. This position would aid the Captain with the increasing workload of the Accreditation process. This would be a 24 hour per week position.										
Narrative for Column # 7										
Town Administrator delayed the start of the part-time Accreditation Manager to July 1, 2026.										
381 01-4210-601-01-030	O-T Wages - Police	252,320.06	221,128.22	262,358.90	200,000.00	174,136.03	246,500.00	246,500.00	46,500.00	23%
Narrative for Column # 6										
There are a host of significant demands placed upon the agency to perform tasks outside of "normal patrol duties." Additionally, patrol shift vacancies occur when an officer is away from duty due to yearly training, vacation leave, sick leave and court activities. Filling those vacancies and maintaining the schedule as designed, has a financial impact upon the budget. With all of that said, the administration is extremely diligent in how overtime is used and very often do not fill vacant patrol shifts instead using alternative methods to fill vacancies.										
The police administration has long viewed the use of overtime as a primary strategy to address the massive influx of students to the community. Durham's challenges are not year-round and are much better addressed by way of overtime to address those needs when they are urgently needed such as in the fall and spring semesters mirroring the UNH academic calendar.										
Training/Transition to the new pistols is also added into this line.										
382 01-4210-601-01-090	Ins Buy-Out (Wages) - Police	118,138.27	141,783.61	148,036.13	152,800.00	133,445.27	182,430.00	191,170.00	38,370.00	19%
383 01-4210-601-01-099	Wage Contingency - Police	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
384 01-4210-601-01-910	Wage Accrual - Police - Accrual	9,485.86	182.01	20,101.51	0.00	-114,446.54	0.00	0.00	0.00	
385 01-4210-601-01-990	Ins buy-out (wages) Accrual - Police	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
386 01-4210-601-02-310	Soc Sec - Police	9,471.76	9,470.00	10,378.12	10,900.00	7,509.01	14,180.00	13,220.00	2,320.00	30%
387 01-4210-601-02-320	Medicare - Police	29,347.32	31,686.64	32,134.11	33,700.00	26,437.74	36,360.00	36,140.00	2,440.00	8%
388 01-4210-601-02-330	Retirement - Police	612,722.91	630,306.24	614,437.93	646,700.00	504,505.09	673,960.00	673,960.00	27,260.00	4%
389 01-4210-601-03-610	Health & Dental - Police	164,917.45	175,195.68	186,932.66	287,400.00	188,749.97	271,420.00	285,780.00	-1,620.00	-6%
390 01-4210-601-03-630	Life - Police	2,375.00	2,527.00	2,248.00	2,500.00	1,912.50	2,240.00	2,240.00	-260.00	-10%
391 01-4210-601-03-640	STD - Police	14,116.18	15,113.76	13,789.58	18,500.00	13,871.50	20,410.00	20,410.00	1,910.00	10%
392 01-4210-601-04-010	S.U.T.A. - Police	200.00	244.00	300.00	1,000.00	266.66	970.00	290.00	-710.00	-3%
393 01-4210-601-04-020	Workers Comp - Police	24,000.00	28,255.00	35,000.00	47,900.00	38,690.52	42,000.00	42,000.00	-5,900.00	-12%
394 01-4210-601-05-000	Medical Testing - Police	15,768.64	58.10	130.00	300.00	0.00	300.00	300.00	0.00	
Narrative for Column # 6										
Due to a mandate, officers must pass a physical fitness test every three years. This line covers the physical prior to taking the fitness test.										

2026 TOWN ADMINISTRATOR PROPOSED

Town of Durham

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395	01-4210-601-06-000 Uniforms & Cleaning - Police <i>Narrative for Column # 6</i> This account pays for all uniforms, leather gear, shoes and/or other apparatus worn by the officers. Funding for dry cleaning the officer's uniforms is also supported by this account. Replacement of uniforms and update of equipment as negotiated via Collective Bargaining Agreements (\$24,750).	40,133.08	24,439.13	50,253.04	36,500.00	38,245.21	37,750.00	37,750.00	1,250.00	3%
396	01-4210-601-08-000 Travel & Mileage Reimb - Police <i>Narrative for Column # 6</i> This account pays for costs associated with travel to meetings, investigations and seminars. The International Association of Chiefs of Police annual meeting is scheduled to occur in Orlando, Florida. One member of the command staff along with a Sergeant will attend the conference and the accompanying training that has been so valuable to the efficient operation of the department. In addition, there are other meetings such as the Underage Drinking Conference and Community Policing Conference that offer staff opportunities to remain relevant to cost effective strategies that impact the Durham community. The Primex Annual Risk Management Symposium is providing the agency with exceptional training at an extremely attractive price point.	3,947.70	1,260.32	3,438.13	4,000.00	1,216.32	4,000.00	4,000.00	0.00	
397	01-4210-601-09-000 Educ, Train, & Seminars - Police <i>Narrative for Column # 6</i> All costs associated with training personnel originate from this account. Because of the variety of topics the department addresses and due to the diversity of personnel, there is a need to begin focusing upon a wider range of training topics. Our continuing association with the Oyster River Schools to provide a School Resource Officer (SRO) requires attending a number of specialized symposiums that focus upon such topics as cyber-bullying, detecting hazards in the educational environment and other legal issues surrounding schools. Training is a major component of the department's retention plan with the goal to ensure that the employee has an opportunity to interact with experts in the field and other police officers all designed to enhance their ability to employ modern techniques. Membership at White Birch, for firearms training will be taken from this account. PoliceOne, an online training platform has been highly beneficial to our department, will also come from this line.	20,603.64	28,492.37	37,719.42	43,000.00	16,096.01	49,000.00	49,000.00	6,000.00	14%
398	01-4210-601-10-000 Accreditation / Licenses / Certifications - Polic <i>Narrative for Column # 6</i> The department was first accredited in 1999 and subsequently reaccredited in 2002, 2005, 2008, 2011, 2014, 2017, 2021 and 2025 for the ninth time. Our goal remains to adhere to our established policies while maintaining appropriate files and supporting documentation that demonstrates compliance. At this juncture we are attending CALEA conferences to stay relevant to changes in format while preparing future leadership in the logistics of accreditation. \$4,100 Annual Fees \$5,013 PowerDMS Renewal (the Record Management Software for CALEA) \$6,000 Training	7,944.08	8,196.22	8,464.75	23,775.00	18,599.35	15,000.00	15,000.00	-8,775.00	-37%
399	01-4210-601-11-000 Recruiting & Hiring - Police <i>Narrative for Column # 6</i> This account more accurately reflects the expenditures associated with the testing of police officer candidates for vacant officer positions. Each applicant who successfully passes the initial oral board process is subjected to a medical exam, polygraph and psychological exam. The hiring process is done in conjunction with a thorough and extensive background investigation. This includes interviews with friends, neighbors, review of credit history and work references before an employment offer is tended. We have contracted this investigation out to save officer time and allow the private vendor, Larmonie Group, to offer their expertise while enabling an outside view of the candidate. As in previous years, there is hope that there will be no vacancies that would trigger expenses from this line. That said, normally, there is little warning of officers retiring or resigning to accept other employment.	0.00	2,350.00	16,252.90	2,000.00	9,512.63	5,000.00	5,000.00	3,000.00	150%
400	01-4210-601-17-000 Telephone / Fax - Police <i>Narrative for Column # 6</i> Ultimately, much of our agencies effectiveness rests with our ability to gather data and effectively communicate quickly and efficiently. Funds from this account support all police department telephone systems that comprise the communication system. Our monthly bills come in at \$2,440.00.	11,108.02	13,464.00	14,604.00	14,600.00	17,871.00	29,280.00	29,280.00	14,680.00	101%
401	01-4210-601-18-000 Cell Phones - Police <i>Narrative for Column # 6</i> Funds from this account support cell phone accounts for the department. These cell phones are for those required to have immediate access 24/7. Also included are phones for both the North and South sector vehicles and the Sergeant's vehicle. Often times officers will be asked to call complainants, witnesses, dispatch, etc. Officers have been using their personal cell phones while conducting department business which could potentially result in their personal cell phone records being subpoenaed for court proceedings or other department related activities.	3,133.23	4,587.20	4,076.40	5,000.00	2,545.19	5,000.00	5,000.00	0.00	

2026 TOWN ADMINISTRATOR PROPOSED

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402	01-4210-601-25-000 Office & Computer Supplies - Police <i>Narrative for Column # 6</i> This account supports a variety of office products including toner, flares, pens, pencils and copious amounts of copy paper that the department uses throughout the year.	6,796.49	7,809.37	6,494.19	7,750.00	5,035.40	7,750.00	7,750.00	0.00	
403	01-4210-601-26-000 Postage - Police <i>Narrative for Column # 6</i> This line pays for all the postage associated with mailings from the department.	747.79	965.81	557.23	1,000.00	316.02	500.00	500.00	-500.00	-50%
404	01-4210-601-27-000 Printing - Police <i>Narrative for Column # 6</i> This account pays for costs associated with printing of letterhead, envelopes, business cards and other miscellaneous forms.	1,209.96	354.59	773.09	1,000.00	659.90	1,000.00	1,000.00	0.00	
405	01-4210-601-29-000 Membership Dues - Police <i>Narrative for Column # 6</i> This account pays for the fees and/or dues associated with the department, or members of the department, to belong to a variety of professional organizations. The value of interaction with a number of these organizations has greatly benefited the community and the delivery of police services. Some examples are Northern New England Police Accreditation Coalition, International Association of Chiefs of Police, New Hampshire Chiefs of Police Association, FBI National Academy Associates, New England State Police Information System, Strafford County Tactical Team, National School Resource Officers, among many others.	2,695.98	2,661.00	3,844.00	4,000.00	3,172.50	4,500.00	4,500.00	500.00	13%
406	01-4210-601-32-000 Adv / Legal Notices - Police <i>Narrative for Column # 6</i> Primarily for job advertisements, this account allows for the flexibility to purchase items from an established account. Our approach will focus upon those searches via online services such as Indeed or EmploymentNH.	250.00	0.00	3,020.98	1,000.00	931.35	1,500.00	1,500.00	500.00	50%
407	01-4210-601-35-000 Work study (non payroll wages) - Police <i>Narrative for Column # 6</i> Work study students are hired throughout the academic year to augment our office staff. They accomplish a host of tasks including developing arrest logs, demographic arrest data and other valuable information that enables the department to provide statistical analysis of arrests, the locations, days and times. We have been unable to find a work study student over the last few years. The interest has just not been there. We are keeping a low amount in this account to keep it active in hopes, in the future, we will be able to hire.	0.00	0.00	0.00	100.00	0.00	100.00	100.00	0.00	
408	01-4210-601-36-000 Contracted Services - Police <i>Narrative for Column # 6</i> This is an account created specifically to compensate police officers from outside jurisdictions for their work in Durham. A majority of the funding is used to secure Strafford County prisoner transport vans when needed. The Sheriff's office charges a very reasonable hourly rate for the van and officers. Their role is to retrieve arrested persons when a Durham officer has someone in custody and transport them to the Durham Police Facility where they are processed. This strategy ensures that experienced Durham officers remain on the street and are not overly consumed with the task of transporting prisoners or when at the booking room, completing paperwork associated with the arrest.	5,206.01	0.00	5,730.57	6,500.00	0.00	6,500.00	3,000.00	-3,500.00	
409	01-4210-601-37-000 Legal Fees / Services - Police <i>Narrative for Column # 6</i> This account compensates Attorney Hope Flynn for professional services associated with the prosecution of criminal cases brought forth by Durham police officers. A 3% wage adjustment is included in this budget for 12 monthly payments of \$2,840.11. The competent prosecution of those arrested is a critical element that contributes to quality of the offenses committed in Durham. When prosecutions are not successful, the ability of the officers to quickly enforce laws would be greatly diminished.	30,563.28	31,212.00	31,926.00	33,100.00	27,573.90	34,080.00	34,080.00	980.00	3%
410	01-4210-601-45-000 General Supplies - Police <i>Narrative for Column # 6</i> This account supports a variety of functions that the agency accomplishes. It allows for the purchase of such as items as batteries, weapon cleaning items, and ammunition. A demonstrative breakdown of some of the items that have been purchased in the past include, but are not limited to: ammunition, firearms supplies, defensive tactics items, and pepperball items.	16,161.91	18,097.51	16,379.08	27,530.00	22,045.26	27,650.00	25,000.00	-2,530.00	
411	01-4210-601-52-000 Equip Maint (Other Than Office) - Police <i>Narrative for Column # 6</i>	5,616.10	6,809.85	5,563.76	7,000.00	4,040.80	7,000.00	7,000.00	0.00	

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This account funds all of the maintenance costs associated with such items as the copy and fax machines, as well as the in-house video system and the cruiser radar units, IMC control maintenance, miscellaneous equipment maintenance, Visual EdgeIT (for both copiers in the building).										
412	01-4210-601-54-000	Vehicle Maint - Police	32,956.47	29,640.33	19,707.16	32,500.00	20,795.52	32,500.00	32,500.00	0.00
		Narrative for Column # 6								
This account funds all repairs to the department's 14 vehicles including routine maintenance such as oil and lubrication changes, tires and other wearable items.										
Additionally, car washing of all vehicles to maintain a professional image is funded through this account.										
413	01-4210-601-55-000	Equip / Vehicle Rental - Police	0.00	0.00	0.00	100.00	0.00	100.00	100.00	0.00
		Narrative for Column # 6								
This account allows for periodic rental of equipment which is used infrequently enough as to not warrant the purchase or the item is so costly it is prohibitive to purchase it.										
Annually this account has been used minimally, if at all.										
414	01-4210-601-56-000	Fuel / Oil For Vehicles - Police	27,384.14	22,945.12	22,464.69	25,000.00	15,245.12	25,000.00	25,000.00	0.00
		Narrative for Column # 6								
Over the years we have instituted a host of strategies that strive to provide preventative patrol while still maximizing fuel efficiency. Due to activity demands on the department, we have not been able to use the bicycle program as much as we would like. Regardless, we will continue to monitor to our best pricing options.										
415	01-4210-601-61-070	School Resource Program	1,022.38	859.91	798.68	1,200.00	909.50	1,200.00	1,200.00	0.00
		Narrative for Column # 6								
The School Resource Officer (SRO) continues to be a critical component of the agency offering assistance to youth at so many levels. The ability to interact with our school children in a positive, proactive manner, coupled with enforcement of applicable laws in an expedient manner, as well as forming close relationships with the school department has proved to be very successful. The SRO has been proactive in dealing with a number of relevant issues facing today's youth. Some of the topics are associated with very dangerous issues such as alcohol, drugs, tobacco, anger management and bullying both in person and cyber.										
The department has provided pizza for incoming freshmen on their orientation day, which is paid from this line.										
416	01-4210-601-61-090	C.O.P. Program	0.00	104.42	0.00	200.00	340.65	200.00	200.00	0.00
		Narrative for Column # 6								
The Community Oriented Policing line is designed to create opportunities that allow interaction and partnerships with the Durham community.										
Economic realities coupled with a demand for police to be elsewhere and do other tasks has curtailed the program dramatically. Years ago there were plentiful federal grants that supported a variety of initiatives that have disappeared.										
This year's budget remains status quo from previous years due to this not being one of the periods when a community survey would be accomplished.										
417	01-4210-601-66-090	Gifts and Donations - Police	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
418	01-4210-601-73-000	Radios - Police	12,067.37	6,233.36	9,180.16	17,000.00	16,085.58	20,000.00	12,000.00	-5,000.00
		Narrative for Column # 6								
This fund pays for maintenance and repairs of all radio equipment utilized by the department.										
\$.900 Replacement batteries for portable radios										
\$9,600 T-3 data line charges from Consolidation Communications										
\$9,500 2 handheld radios										
		Narrative for Column # 7								
Town Administrator delayed the purchase of new portable radios.										
419	01-4210-601-74-000	Investigations - Police	1,346.00	1,209.33	1,228.80	2,500.00	1,644.40	2,500.00	2,000.00	-500.00
		Narrative for Column # 6								
This account's original design was to stock the Criminal Investigations Division (CID) with the necessary equipment and tools to ensure that criminal investigations can be adequately investigated. Although the department is designed to function on the "generalist" principle whereby each officer is charged with bringing an investigation to its successful conclusion, many cases such as rapes and other major events require specialized implements and equipment. Items purchased by funds in this line assure that a competent and professional conclusion is possible.										
420	01-4210-601-89-000	Miscellaneous - Police	6,665.86	5,501.78	3,959.13	6,500.00	5,768.47	6,500.00	6,500.00	0.00

2026 TOWN ADMINISTRATOR PROPOSED

Town of Durham

	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
<i>Narrative for Column # 6</i> This account is comprised of all items that are difficult to categorize. During public forums or the hiring process we provide coffee and other accoutrements from businesses within Durham. Additionally, cable ready television and bottled water are examples of items paid for from this account. \$ 150 The Works/Breaking New Grounds/Hannaford \$3,200 Ready Refresh - water cooler \$1,000 Xtreme Bio-hazard cleaning (10 events) \$ 500 NHSPCA \$ 650 Miscellaneous \$ 750 Trophies/plaques for awards \$ 250 Cable									
421 01-4210-601-90-014 Bicycle Patrol - Police	0.00	882.38	672.94	1,100.00	0.00	1,500.00	1,500.00	400.00	36%
<i>Narrative for Column # 6</i> Our bicycle patrol remains an important initiative for this agency due to a number of considerations including fuel consumption/pricing and as a proactive approach that provides patrol resources. We currently have four bicycles which require annual maintenance. \$1,000 Annual Maintenance \$ 500 Replacement Equipment									
422 01-4210-601-90-015 Explorer Program - Police	0.00	0.00	0.00	100.00	0.00	100.00	100.00	0.00	
<i>Narrative for Column # 6</i> Unfortunately, this continues to be a casualty of an agency that is simply too busy to devote the time necessary to fulfill the demands of overseeing a viable Explorer Post. This will be the last place holding mechanism for this line as the interest in this initiative is not very strong within the community.									
423 01-4210-601-90-016 Comfort Animal Expense - Police	0.00	0.00	0.00	0.00	0.00	5,000.00	5,000.00	5,000.00	100%
<i>Narrative for Column # 6</i> Welcome to Durham, Jett, our first Comfort Dog! Jett will be handled by Officer CJ Young. His training is currently being done by Dianne Ellis (Durham resident). Dianne has generously donated her time. He will soon complete the American Kennel Club's K9 Good Citizen Program. Other items needed for Jett: Veterinary care, grooming, food, training treats, vests and other miscellaneous items.									
424 01-4210-601-96-000 Capital - Police	23,134.76	26,108.04	22,333.59	20,600.00	17,662.72	22,600.00	22,600.00	2,000.00	10%
<i>Narrative for Column # 6</i> This account supports more costly items that have a longer use for the agency but less than warranting entry into the Capital Improvement Program. \$12,300 Taser Replacement Plan (4th year) \$ 3,800 Honor Guard Uniform \$ 5,000 Replacement equipment for SRT members \$ 400 Drug destruction \$ 1,200 Taser training cartridges									
Police Total	3,149,413.23	3,320,394.61	3,398,197.37	3,898,855.00	2,799,601.31	4,169,070.00	4,160,060.00	261,205.00	7%

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
					BUDGET	Thru 9/30/2025	Proposed	Proposed		
		As of December	As of December	As of Year End		As of September				
Police Special Details										
425 01-4230-605-01-060	Special Details - Wages - Police	56,590.25	88,864.69	66,761.52	60,000.00	44,313.57	65,000.00	65,000.00	5,000.00	8%
426 01-4230-605-01-960	Special Details - Wage Accrual - Police	840.89	-790.59	891.64	0.00	-941.94	0.00	0.00	0.00	
427 01-4230-605-02-310	Soc Sec - Special Details - Police	516.34	806.31	591.15	1,200.00	310.85	1,200.00	1,200.00	0.00	
428 01-4230-605-02-320	Medicare - Special Details - Police	827.79	1,273.31	963.71	900.00	618.69	940.00	940.00	40.00	4%
429 01-4230-605-02-330	Retirement - Special Details - Police	8,434.08	7,476.84	7,779.51	9,300.00	4,609.24	10,060.00	10,060.00	760.00	8%
430 01-4230-605-04-020	Workers Comp - Special Details - Police	1,400.00	468.00	900.00	900.00	726.96	900.00	900.00	0.00	
431 01-4230-605-36-000	Contracted Services - Special Details - Police	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Police Special Details Total		68,609.35	98,098.56	77,887.53	72,300.00	49,637.37	78,100.00	78,100.00	5,800.00	8%