



Durham Fire Department

51 College Road ■ Durham, New Hampshire 03824-3585

Phone 603-862-1426 ■ Fax 603-862-1513

durham.fire@unh.edu

Fire, Rescue and Emergency Medical Services

MEMORANDUM

To: Mr. Todd Selig, Town Administrator
Ms. Gail Jablonski, Business Manager

From: David F. Emanuel, Fire Chief

Re: FY26 Fire Department Operating Budget

Date: October 10, 2025

On behalf of our entire department, I present for your review and consideration the proposed FY26 Fire Department Budget.

The FY26 proposed budget is intended to ensure that Fire Department operations remain ready to perform fire suppression efforts quickly, efficiently, and safely; effect technical rescues; provide quality EMS patient care; and deliver public education, engineering, and enforcement through reliable inspections and fire prevention activities within the community.

The department consistently analyzes all budget line items thoroughly and bases projected expenditures on the average costs and expenditures over the past three years. Our staff strives to utilize the taxpayer's funds wisely and prioritizes spending based upon a risk-benefit analysis.

Per the Fire Protection Service Agreement between the Town of Durham and the University System of New Hampshire, the expenses and benefits of a professional fire department will be shared at 50% for each party. This cost sharing includes the fire department's operational and capital budgets.

In FY25, the Town Council approved hiring two additional firefighters effective July 1, 2025. The additional staffing allowed the department to increase on duty staffing to six members on two shifts and to implement a drop-down model when practical, whereby the first vacancy on the six-person shift is not backfilled with overtime, resulting in financial savings to the town. Increased staffing has also provided more flexibility in addressing fatigue by reducing extended shifts and mandatory overtime, all of which impact the safety and wellbeing of department members. Implementation of the drop-down model also allows one member on a six-person shift to attend offsite training while on duty, without additional overtime coverage costs.

The department experienced extended vacancies on two shifts this year due to members being out of work on long-term injuries. One of those members is currently assigned to a six-person shift and the increased staffing on that shift has allowed the department to implement the drop-down model during the extended vacancy, resulting in overtime savings to the town. The savings have also allowed the department the flexibility to "upstaff" to provide essential fire and EMS services during times of typically higher call volume.

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Mr. Todd Selig

Ms. Gail Jablonski

Re: FY26 Fire Department Operating Budget

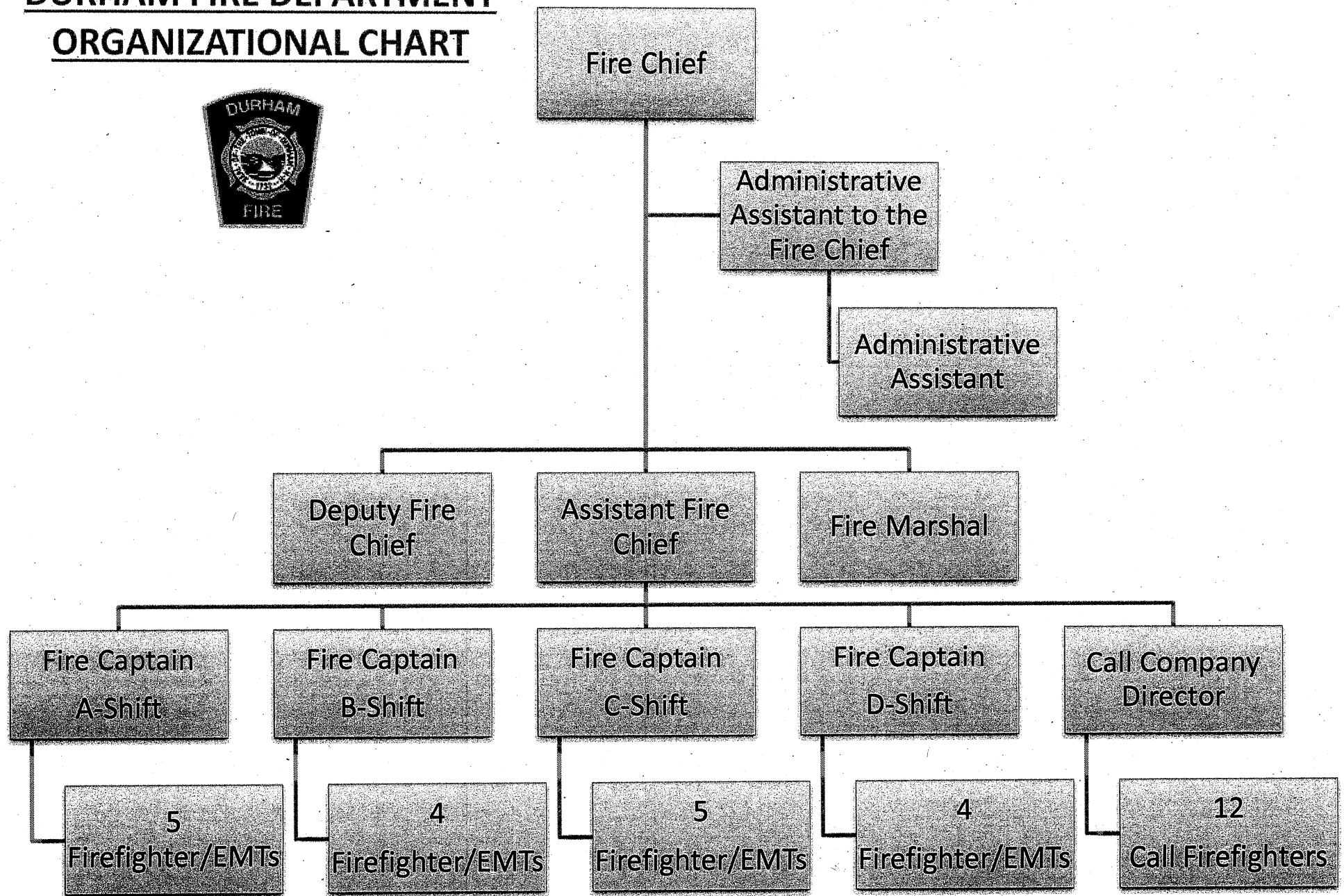
October 10, 2025

The FY26 operating budget includes the addition of two firefighter positions to round out the shifts with six person staffing across all four shifts. The department anticipates additional savings due to the implementation of the drop-down model when practical. The proposed budget also includes the additional of a part-time administrative assistant to support the fire department.

The proposed FY26 Capital Improvements Program (CIP) budget includes: \$70k to replace the department's 2013 Chevrolet utility pickup; \$700k in funding to replace the department's Self-Contained Breathing Apparatus (SCBA) which has reached the end of its service life and must be replaced; and \$500k in fire station facility improvements. With respect to SCBA equipment, the fire department has submitted federal FEMA grant applications for each of the last four fiscal years requesting funding to replace the aging SCBA equipment but has been unsuccessful to date in being awarded funding. With respect to the fire station facility improvements, the department has identified necessary improvements to be made to the kitchen, living quarters, training area, and office spaces in the department's current location in the Service Building on the UNH campus.

Thank you for your consideration of the fire department's FY26 budget proposal. I am honored to serve the community with such a dedicated staff at the fire department and look forward to working with you, the Town Council, and the University of New Hampshire as the budget process continues.

DURHAM FIRE DEPARTMENT ORGANIZATIONAL CHART



2026 TOWN COUNCIL APPROVED

Town of Durham

		1 2021 ACTUAL	2 2022 ACTUAL	3 2023 ACTUAL	4 2024 ACTUAL	5 2025 APPROVED BUDGET	6 2026 Dept Head Proposed	7 2026 Town Admin Proposed	8 2026 Town Council Approved
		As of Year End	As of Year End	As of Year End	As of Year End	As of December			
Fire Administration									
431 01-4220-701-01-010	F-T Wages - Fire Admin	296,253.12	308,000.73	325,606.82	344,344.15	356,000.00	364,310.00	364,310.00	364,310.00
Narrative for Column # 6									
Wages for Fire Chief, Assistant Fire Chief, and Administrative Assistant to the Fire Chief.									
432 01-4220-701-01-020	P-T Wages - Fire Admin	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
433 01-4220-701-01-030	O-T Wages - Fire Admin	760.19	817.05	2,519.46	975.15	1,000.00	1,000.00	1,000.00	1,000.00
434 01-4220-701-01-090	Ins Buy-Out (Wages) - Fire Admin	24,335.74	25,241.32	26,726.70	16,964.05	14,700.00	16,240.00	16,690.00	16,690.00
435 01-4220-701-01-099	Wage Contingency - Fire Admin	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
436 01-4220-701-01-910	Wage Accrual - Fire Admin - Accrual	2,355.31	600.30	590.50	2,884.53	0.00	0.00	0.00	0.00
437 01-4220-701-02-310	Soc Sec - Fire Admin	4,869.22	4,934.20	5,215.02	5,430.86	5,600.00	5,690.00	5,690.00	5,690.00
438 01-4220-701-02-320	Medicare - Fire Admin	4,699.43	4,857.52	5,138.20	5,299.39	5,400.00	5,530.00	5,530.00	5,530.00
439 01-4220-701-02-330	Retirement - Fire Admin	82,030.27	89,355.98	90,564.97	93,388.79	93,700.00	94,090.00	94,090.00	94,090.00
440 01-4220-701-03-610	Health & Dental - Fire Admin	32,219.82	33,170.58	34,481.40	54,785.28	67,900.00	72,660.00	87,750.00	87,750.00
441 01-4220-701-03-630	Life - Fire Admin	342.00	342.00	342.00	324.00	300.00	310.00	310.00	310.00
442 01-4220-701-03-640	STD - Fire Admin	1,976.04	2,040.84	2,032.83	2,035.56	2,400.00	2,580.00	2,580.00	2,580.00
443 01-4220-701-04-010	S.U.T.A. - Fire Admin	60.00	60.00	30.00	20.00	100.00	130.00	30.00	30.00
444 01-4220-701-04-020	Workers Comp - Fire Admin	11,160.00	12,000.00	13,379.00	16,300.00	19,300.00	18,870.00	18,870.00	18,870.00
445 01-4220-701-05-000	Medical Testing - Fire Admin	1,210.35	2,781.35	2,187.00	1,237.00	1,800.00	2,500.00	2,500.00	2,500.00
Narrative for Column # 6									
NFPA 1582 Fit for Duty Occupational Physicals and Wellness Consultations for administrative staff.									
446 01-4220-701-06-000	Uniforms & Cleaning - Fire Admin	5,394.37	2,556.02	2,529.70	3,233.73	2,000.00	2,000.00	2,000.00	2,000.00
Narrative for Column # 6									
Annual clothing allowance for administrative staff.									
447 01-4220-701-08-000	Travel & Mileage Reimb - Fire Admin	2,976.75	7,658.36	7,067.96	4,486.95	5,000.00	5,000.00	5,000.00	5,000.00
Narrative for Column # 6									
Cost of mileage, meals, airfare, and hotel accommodations for conference and seminars attended by administrative staff.									
448 01-4220-701-09-000	Educ, Train, & Seminars - Fire Admin	3,662.00	2,100.00	2,730.00	247.00	5,800.00	5,800.00	5,800.00	3,800.00
Narrative for Column # 6									
Tuition for administrative staff to attend executive professional development programs.									
Narrative for Column # 8									
TOWN COUNCIL REDUCED BY \$2,000.									
449 01-4220-701-10-000	Accreditation / Licenses / Certifications - Fire	75.00	325.00	375.00	0.00	700.00	700.00	700.00	700.00
Narrative for Column # 6									
Fees for the Center of Public Safety Excellence Accreditation and Professional Credentialing (2).									
450 01-4220-701-12-000	Property / Liab Ins - Fire Admin	9,376.54	11,273.65	14,000.00	14,000.00	18,500.00	20,350.00	20,350.00	20,350.00
451 01-4220-701-17-000	Telephone / Fax - Fire Admin	18,890.29	20,053.07	19,919.65	21,466.14	22,000.00	26,400.00	26,400.00	14,400.00

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<i>Narrative for Column # 6</i>								
Telephone services provided by UNH Telecom to include phone services, internet drop, and WiFi. Also includes Consolidated Communications and First Light services. The increase in this line is due to an increased cost from Consolidated Communications.								
<i>Narrative for Column # 8</i>								
TOWN COUNCIL REDUCED BY \$12,000.								
452 01-4220-701-18-000 Cell Phones - Fire Admin	2,771.38	2,087.97	4,013.27	2,907.73	3,100.00	3,100.00	3,100.00	3,100.00
<i>Narrative for Column # 6</i>								
Cellular and iPad service and equipment for the Chief and Assistant Chief.								
453 01-4220-701-25-000 Office & Computer Supplies - Fire Admin	1,614.10	1,699.15	1,608.14	3,070.62	3,000.00	3,000.00	3,000.00	3,000.00
<i>Narrative for Column # 6</i>								
General office supplies to support the administration, suppression, prevention, training, maintenance, and EMS divisions in their daily operations as well as to support presentations, projects, budgets, and special reports.								
454 01-4220-701-26-000 Postage - Fire Admin	114.85	130.85	51.36	10.76	200.00	200.00	150.00	150.00
<i>Narrative for Column # 6</i>								
Metered mail and shipping cost services provided by the University of New Hampshire. This line item also includes the cost of purchasing stamps and other postal services from the US Post Office, United Parcel Service, and/or Federal Express.								
455 01-4220-701-27-000 Printing - Fire Admin	1,929.44	499.73	157.06	672.18	1,200.00	1,200.00	850.00	850.00
<i>Narrative for Column # 6</i>								
Cost for the lease, maintenance, repairs, and supplies for the multi-function copier used by Administration, Suppression, Prevention, Training, Maintenance, and EMS. Also included in this line is the cost of printing for business cards and other business forms.								
456 01-4220-701-28-000 Professional / Staff Dev - Fire Admin	630.00	8,014.60	5,020.25	1,156.00	4,500.00	4,000.00	4,000.00	4,000.00
<i>Narrative for Column # 6</i>								
Tuition and registration fees for various classes, seminars, and conferences attended by the administrative staff such as the Center for Public Safety Excellence (CPSE), International Association of Fire Chiefs - Fire Rescue International (IAFC FRI), National Fire Protection Association (NFPA), Sixth Bugle Executive Assistants' Leadership Conference, and the Fire Department Instructors Conference (FDIC). The current Fire Chief is often a presenter at national conferences and as a presenter, the tuition fee for the conference is often waived.								
457 01-4220-701-29-000 Membership Dues - Fire Admin	1,420.00	1,435.00	1,040.00	1,944.57	2,600.00	2,600.00	2,200.00	2,200.00
<i>Narrative for Column # 6</i>								
This account pays for fees and dues for administrative staff to belong to professional organizations such as the International Association of Fire Chiefs, Seacoast Fire Officers Mutual Aid District, and the National Fire Protection Association. The value of interaction with a number of these organizations has greatly benefited the community and the delivery of fire services.								
458 01-4220-701-30-000 Books & Pubs - Fire Admin	1,024.12	832.02	784.33	623.44	600.00	500.00	500.00	500.00
<i>Narrative for Column # 6</i>								
Jones & Bartlett, National Fire Protection publications, RSA books, reference materials, and trade journals.								
459 01-4220-701-32-000 Adv / Legal Notices - Fire Admin	2,167.00	0.00	3,497.68	632.07	1,000.00	1,000.00	1,000.00	1,000.00
<i>Narrative for Column # 6</i>								
Cost of advertising Fire Department bid requests, requests for proposals, public hearing notices, and new hires.								
460 01-4220-701-35-000 Work study (non payroll wages) - Fire Admin	0.00	0.00	0.00	0.00	1,000.00	500.00	500.00	500.00
<i>Narrative for Column # 6</i>								
UNH work study students to assist with miscellaneous job functions in the administrative and prevention offices.								
461 01-4220-701-36-000 Contracted Services - Fire Admin	2,000.00	14,810.00	13,500.00	16,750.00	15,000.00	15,000.00	15,000.00	15,000.00
<i>Narrative for Column # 6</i>								
This cost is associated with outside consultants, promotional testing, and IT support.								
462 01-4220-701-37-000 Legal Fees / Services - Fire Admin	8,125.00	300.00	6,150.00	11,170.00	5,000.00	15,000.00	15,000.00	13,000.00

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<i>Narrative for Column # 6</i>								
Legal cost associated with contract negotiations with the Durham Professional Firefighters Association (DPFFA) and the Durham Professional Municipal Managers Association (DPMMA) as well as other legal services.								
<i>Narrative for Column # 8</i>								
TOWN COUNCIL REDUCED BY \$2,000.								
463 01-4220-701-50-000 Building Rent - Fire Admin	175,374.00	207,126.00	230,873.40	230,873.40	264,000.00	264,000.00	264,000.00	284,000.00
<i>Narrative for Column # 6</i>								
Rent for the Durham Fire Station and McGregor Memorial EMS. McGregor reimburses the Town of Durham for their portion of the rent.								
<i>Narrative for Column # 8</i>								
TOWN COUNCIL INCREASED BY \$20,000.								
464 01-4220-701-56-000 Fuel / Oil For Vehicles - Fire Admin	2,464.66	4,238.45	2,317.33	3,474.22	3,000.00	3,000.00	3,000.00	3,000.00
<i>Narrative for Column # 6</i>								
Fuel cost for administrative staff vehicles.								
465 01-4220-701-61-121 Public Education/Events - Fire Admin	490.10	5,905.55	1,626.78	10,536.11	3,000.00	5,000.00	5,000.00	5,000.00
<i>Narrative for Column # 6</i>								
This line is used to accommodate materials and costs associated with public education and Community Risk Reduction events. Also included in this line are fire department-sponsored events such as swearing-in, commissioning, and retirement programs.								
466 01-4220-701-88-000 Contingency - Fire Admin	0.00	0.00	0.00	0.00	0.00	52,030.00	152,000.00	152,000.00
467 01-4220-701-89-000 Miscellaneous - Fire Admin	299.85	2,940.90	366.98	1,315.85	500.00	500.00	500.00	500.00
<i>Narrative for Column # 6</i>								
This line is used to accommodate unanticipated administrative expenses occurring throughout the year.								
468 01-4220-701-90-006 IT: Hardware/Software - Fire Admin	27,725.66	51,716.54	38,264.53	56,740.14	50,000.00	50,000.00	50,000.00	50,000.00
<i>Narrative for Column # 6</i>								
This line is used to accommodate hardware and software purchases and upgrades.								
469 01-4850-701-00-000 Use of Donations/Grants - Fire	0.00	4,095.00	46,350.00	3,260.02	0.00	0.00	0.00	0.00
Fire Administration Total	730,796.60	833,999.73	911,077.32	932,559.69	979,900.00	1,064,790.00	1,179,400.00	1,183,400.00

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EMS									
567 01-4220-707-01-030	O-T wages - EMS	6,916.59	4,197.38	1,320.91	0.00	3,200.00	4,000.00	4,000.00	4,000.00
Narrative for Column # 6									
Overtime wages covers EMS Committee meetings and EMS quarterly training delivery.									
568 01-4220-707-01-930	Wage Accrual - EMS	206.69	-102.20	-226.20	0.00	0.00	0.00	0.00	0.00
569 01-4220-707-02-310	Soc Sec - EMS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
570 01-4220-707-02-320	Medicare - EMS	103.94	59.86	16.06	0.00	50.00	60.00	60.00	60.00
571 01-4220-707-02-330	Retirement - EMS	2,254.97	1,351.02	350.19	0.00	1,000.00	1,170.00	1,170.00	1,170.00
572 01-4220-707-04-020	Workers Comp - EMS	574.00	0.00	281.00	300.00	100.00	100.00	100.00	100.00
573 01-4220-707-08-000	Travel & Mileage Reimb - EMS	0.00	0.00	0.00	0.00	2,500.00	2,500.00	2,500.00	2,500.00
Narrative for Column # 6									
Cost of mileage, meals, airfare, and hotel accommodations for EMS-related classes and conferences.									
574 01-4220-707-10-000	Accreditation/Licenses/Certifications	100.00	259.00	159.00	282.00	500.00	750.00	750.00	750.00
Narrative for Column # 6									
27 staff personnel - National Registry EMT.									
575 01-4220-707-28-000	Professional / Staff Dev - EMS	3,264.45	257.50	0.00	0.00	3,000.00	3,000.00	3,000.00	3,000.00
Narrative for Column # 6									
This line is to send department members to an EMS-related conference.									
576 01-4220-707-36-000	Contracted Services - EMS	3,857.62	5,799.94	9,909.91	8,258.92	6,500.00	8,800.00	8,800.00	8,800.00
Narrative for Column # 6									
This line items covers the funding for one department-wide EMS course. It also covers the cost of Airgas tank rentals and refills as well as the Lucas preventative maintenance agreement and Zoll Defibrillator/Monitor service contract.									
577 01-4220-707-45-000	General Supplies - EMS	9,019.74	9,904.20	7,433.90	6,731.00	10,000.00	10,000.00	9,000.00	9,000.00
Narrative for Column # 6									
This line covers the costs to maintain general EMS supplies for the fleet of vehicles. The fire department maintains medical equipment on all department vehicles as well as equipment for special events in Durham. Rescue 5 and the First Due Engine operate at the ALS level.									
578 01-4220-707-52-000	Equip Maint (AED- nonFireDept) - EMS	0.00	0.00	102.00	729.00	1,000.00	1,000.00	1,000.00	1,000.00
Narrative for Column # 6									
This line covers the cost of replacement batteries and AED pads for non-fire department AED's.									
579 01-4220-707-89-000	Miscellaneous - EMS	8,992.46	2,570.29	225.72	0.00	500.00	500.00	500.00	500.00
Narrative for Column # 6									
This line is used to accommodate unanticipated EMS expenses occurring throughout the year.									
580 01-4220-707-96-000	Capital - EMS	24,666.06	3,586.50	0.00	134.99	4,200.00	4,200.00	4,200.00	4,200.00
Narrative for Column # 6									
This line is also to cover the replacement of EMS equipment to include rescue harnesses and accessories									
EMS Total		59,956.52	27,883.49	19,572.49	16,435.91	32,550.00	36,080.00	35,080.00	35,080.00

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Fire Equipment Maintenance									
549	01-4220-706-01-020	P-T Wages - Fire Eq Maint	0.00	0.00	0.00	0.00	1,200.00	1,200.00	1,200.00
	<i>Narrative for Column # 6</i> Addition of part-time maintenance coordinator/mechanic.								
550	01-4220-706-01-030	O-T Wages - Fire Eq Maint	18,072.81	23,989.89	17,207.14	14,144.47	30,000.00	27,000.00	27,000.00
	<i>Narrative for Column # 6</i> Overtime wages for work performed by in-house Emergency Vehicle Technicians on all fire department apparatus, vehicles, general small equipment, and specialized equipment. Work performed on overtime includes aggressive preventive maintenance inspections and repairs on all the above-listed equipment along with emergency call backs for major equipment failures. This line also covers overtime wages for in-house maintenance of small equipment, SCBA, PPE, and radios.								
551	01-4220-706-01-930	Wage Accrual - Fire Eq Maint	989.63	-125.93	-232.54	-202.58	0.00	0.00	0.00
552	01-4220-706-02-310	Soc Sec - Fire Eq Maint	0.00	0.00	0.00	0.00	70.00	70.00	70.00
553	01-4220-706-02-320	Medicare - Fire Eq Maint	277.50	347.30	247.23	202.77	400.00	410.00	410.00
554	01-4220-706-02-330	Retirement - Fire Eq Maint	6,101.33	7,872.75	5,342.06	4,231.37	8,900.00	7,870.00	7,870.00
555	01-4220-706-04-020	Workers Comp - Fire Eq Maint	956.00	700.00	1,029.00	1,100.00	1,300.00	1,190.00	1,190.00
556	01-4220-706-08-000	Travel & Mileage Reimb - Fire Eq Maint	593.89	4,175.74	40.61	2,421.94	4,000.00	2,500.00	2,500.00
	<i>Narrative for Column # 6</i> This line is for travel and reimbursement for certification classes for Emergency Vehicle Technicians and/or any maintenance classes required to properly maintain our fleet of specialized apparatus. These certification classes are usually one-week long and include airfare, hotel accommodations, and meals.								
557	01-4220-706-28-000	Professional / Staff Dev - Fire Eq Maint	0.00	1,699.00	0.00	1,040.00	1,800.00	1,800.00	1,800.00
	<i>Narrative for Column # 6</i> This line is for the maintenance certifications and re-certifications to support Emergency Vehicle Technicians and factory-trained personnel. This ensures that we have certified mechanics servicing the fleet of apparatus thereby reducing the financial burden to the Town.								
558	01-4220-706-29-000	Membership Dues - Fire Eq Maint	0.00	70.00	0.00	0.00	100.00	100.00	100.00
	<i>Narrative for Column # 6</i> Line is used to pay fees and dues to memberships in relation to maintenance.								
559	01-4220-706-36-073	Contracted Services -Apparatus -FireEquipM	4,561.77	6,485.20	2,650.28	2,924.00	6,000.00	12,000.00	10,000.00
	<i>Narrative for Column # 6</i> This line includes third party testing and certification as required by the NFPA for the aerial device, pumps, etc. Vendors are certified to work on emergency vehicles. The increase in this line is due to labor fee increases and fuel mileage surcharges from vendors. Significant budget increase due to hourly rates charged by repair shops.								
560	01-4220-706-36-074	Contracted Services -Equipment -FireEquipM	6,496.02	22,437.18	14,162.07	13,195.17	20,500.00	18,000.00	18,000.00
	<i>Narrative for Column # 6</i> This line includes third-party testing and certification as required by the NFPA for ground ladders, extrication tools, SCBA, and hose.								
561	01-4220-706-45-073	General Supplies -Apparatus -FireEquipMaint	10,290.46	13,704.18	25,533.01	10,861.37	18,850.00	18,850.00	18,850.00
	<i>Narrative for Column # 6</i> This line includes parts and supplies necessary for preventive maintenance and repairs on all apparatus and vehicles. Examples of expenditures from this line include general cleaning/upkeep supplies used by shift personnel, batteries, filters, DEF fluid, replacement parts, etc.								
562	01-4220-706-45-074	General Supplies -Equipment -FireEquipMain	4,386.13	4,737.37	5,468.00	4,916.82	6,000.00	6,000.00	6,000.00
	<i>Narrative for Column # 6</i> This line includes parts and supplies necessary for preventive maintenance and repairs on small tools and equipment.								

2026 TOWN COUNCIL APPROVED

Town of Durham

		1	2	3	4	5	6	7	8
		2021	2022	2023	2024	2025	2026	2026	2026
		ACTUAL	ACTUAL	ACTUAL	ACTUAL	APPROVED	Dept Head	Town Admin	Town Council
						BUDGET	Proposed	Proposed	Approved
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563	01-4220-706-46-073 Vendor Maintenance -Apparatus -FireEquipM:	63,639.15	62,442.92	36,732.14	34,329.83	29,000.00	29,000.00	29,000.00	29,000.00
	Narrative for Column # 6								
	This line includes maintenance and repairs on all apparatus and vehicles from vendors. Examples of expenditures from this line include any services completed by facilities other than in-house services; for example, NH State Inspections and repairs made by the manufacturer.								
564	01-4220-706-46-074 Vendor Maintenance -Equipment -FireEquipM	570.96	880.22	1,019.00	414.40	1,000.00	2,000.00	1,000.00	1,000.00
	Narrative for Column # 6								
	This line includes general maintenance and repairs on all small tools and equipment.								
565	01-4220-706-89-000 Miscellaneous - Fire Eq Maint	8.00	40.55	66.98	0.00	100.00	100.00	100.00	100.00
	Narrative for Column # 6								
	This line is used to accommodate for unanticipated maintenance expenses occurring throughout the year.								
566	01-4220-706-96-000 Capital - Fire Eq Maint	8,977.15	199.05	758.52	215.83	4,500.00	4,500.00	2,500.00	2,500.00
	Narrative for Column # 6								
	Purchase/maintain maintenance equipment such as engine, transmission, and ABS diagnostic software upgrades. Also included are funds for replacement of broken mechanics tools and the purchase of specialty tools.								
Fire Equipment Maintenance Total		125,920.80	149,655.42	110,023.50	89,795.39	132,550.00	137,420.00	127,590.00	127,590.00

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		1	2	3	4	5	6	7	8
		2021	2022	2023	2024	2025	2026	2026	2026
		ACTUAL	ACTUAL	ACTUAL	ACTUAL	APPROVED	Dept Head	Town Admin	Town Council
						BUDGET	Proposed	Proposed	Approved
		As of Year End	As of Year End	As of Year End	As of Year End	As of December			
Fire Prevention									
499 01-4220-703-01-010	F-T Wages - Prevention	129,192.06	136,117.01	148,398.11	157,457.51	162,800.00	166,510.00	166,510.00	166,510.00
Narrative for Column # 6									
Full-time wages for the Fire Marshal and Administrative Assistant.									
500 01-4220-703-01-020	P-T Wages - Prevention	1,272.00	0.00	0.00	0.00	0.00	26,520.00	0.00	0.00
Narrative for Column # 6									
Fire Department proposes addition of a part-time assistant.									
Narrative for Column # 7									
Town Administrator removed addition of part-time assistant.									
501 01-4220-703-01-030	O-T Wages - Prevention	13,722.42	20,479.05	13,224.36	12,255.30	14,000.00	15,000.00	15,000.00	15,000.00
502 01-4220-703-01-090	Ins Buy-Out (Wages) - Prevention	2,838.54	3,219.32	3,495.18	3,815.11	4,200.00	0.00	0.00	0.00
503 01-4220-703-01-099	Wage Contingency - Prevention	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
504 01-4220-703-01-910	Wage Accrual - Prevention	871.31	859.88	-257.32	1,341.52	0.00	0.00	0.00	0.00
505 01-4220-703-01-990	Ins Buy-Out (Wages) Accrual - Prevention	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
506 01-4220-703-02-310	Soc Sec - Prevention	2,787.97	3,208.28	3,701.52	3,949.53	4,100.00	5,700.00	4,050.00	4,050.00
507 01-4220-703-02-320	Medicare - Prevention	2,154.71	2,343.05	2,424.74	2,541.11	2,600.00	3,020.00	2,630.00	2,630.00
508 01-4220-703-02-330	Retirement - Prevention	37,337.85	41,901.10	40,505.37	40,996.63	42,300.00	52,910.00	52,910.00	52,910.00
509 01-4220-703-03-610	Health & Dental - Prevention	27,639.95	28,500.30	29,317.02	23,983.22	25,100.00	68,560.00	71,480.00	71,480.00
510 01-4220-703-03-630	Life - Prevention	313.50	228.00	228.00	216.00	300.00	200.00	200.00	200.00
511 01-4220-703-03-640	STD - Fire Prevention	1,239.70	1,151.22	1,178.22	1,140.90	1,400.00	1,490.00	1,490.00	1,490.00
512 01-4220-703-04-010	S.U.T.A. - Prevention	60.00	40.00	30.00	20.00	100.00	40.00	10.00	10.00
513 01-4220-703-04-020	Workers Comp - Prevention	8,596.00	9,000.00	5,426.00	6,200.00	7,700.00	7,000.00	7,000.00	7,000.00
514 01-4220-703-05-000	Medical Testing - Prevention	1,248.15	619.15	649.00	627.00	1,000.00	1,800.00	1,800.00	1,800.00
Narrative for Column # 6									
NFPA 1582 Fit for Duty Occupational Physicals and Wellness Consultations for the prevention staff.									
515 01-4220-703-06-000	Uniforms & Cleaning - Prevention	2,769.39	572.23	798.31	927.76	1,400.00	1,000.00	1,000.00	1,000.00
Narrative for Column # 6									
This line item pays for annual clothing allowance in order to purchase uniforms worn on duty for prevention staff. The annual clothing allowance is a contractual requirement.									
516 01-4220-703-08-000	Travel & Mileage Reimb - Prevention	0.00	4,225.21	322.80	866.24	2,500.00	8,000.00	4,500.00	4,500.00
Narrative for Column # 6									
Cost of mileage, meals, airfare, and hotel accommodations for conferences and seminars attended by prevention staff.									
517 01-4220-703-18-000	Cell Phones - Prevention	1,721.76	973.24	1,824.25	974.55	1,500.00	1,100.00	1,100.00	1,100.00
Narrative for Column # 6									
Cellular and iPad service and equipment for the Fire Marshal. Also included in this line are repairs as needed and purchase of protective covers and chargers.									

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		ACTUAL	ACTUAL	ACTUAL	ACTUAL	APPROVED	Dept Head	Town Admin	Town Council
						BUDGET	Proposed	Proposed	Approved
		As of Year End	As of Year End	As of Year End	As of Year End	As of December			
518 01-4220-703-28-000	Professional / Staff Dev - Prevention	3,314.00	4,661.30	4,668.49	475.00	1,500.00	3,700.00	3,700.00	3,700.00
Narrative for Column # 6									
Tuition and registration fees for various classes, seminars, and conferences attended by the prevention staff such as the International Code Council (ICC), National Fire Protection Association (NFPA), NH Fire Academy, National Fire Academy, International Association of Fire Chiefs - Fire Rescue International (IAFC FRI), Vision 20/20 Community Risk Reduction Symposium, and First Due/Record Management System.									
519 01-4220-703-29-000	Membership Dues - Prevention	810.00	731.12	708.00	723.00	850.00	800.00	800.00	800.00
Narrative for Column # 6									
This account pays for fees and dues for the Fire Marshal to belong to professional organizations such as the National Fire Protection Association (NFPA), International Association of Fire Chiefs (IAFC), NH Association of Fire Chiefs (NHAFC), NH Building Officials Association, and NH Fire Prevention Society. The value of interaction with a number of these organizations has greatly benefited the community and the delivery of fire services.									
520 01-4220-703-30-000	Books & Pubs - Prevention	1,556.50	2,283.51	0.00	1,778.13	1,500.00	1,500.00	1,500.00	1,500.00
Narrative for Column # 6									
This account covers costs associated with the online NFPA National Fire Code Subscription as well as code books.									
521 01-4220-703-52-000	Equip Maint (Other Than Office) - Prevention	0.00	0.00	0.00	0.00	250.00	250.00	250.00	250.00
Narrative for Column # 6									
Costs associated with inspections & investigations.									
522 01-4220-703-56-000	Fuel / Oil For Vehicles - Prevention	1,149.49	1,944.75	1,109.83	1,267.94	1,700.00	1,300.00	1,300.00	1,300.00
Narrative for Column # 6									
Fuel cost for prevention vehicles.									
523 01-4220-703-89-000	Miscellaneous - Prevention	327.22	216.80	105.58	285.72	500.00	300.00	300.00	300.00
Narrative for Column # 6									
This line is used to accommodate unanticipated Fire Prevention-related expenses. This line also covers propane extinguisher props.									
524 01-4220-703-96-000	Capital - Prevention	0.00	0.00	0.00	0.00	500.00	500.00	500.00	500.00
Narrative for Column # 6									
This line covers office tools and equipment.									
Fire Prevention Total		240,922.52	263,274.52	257,857.46	261,842.17	277,800.00	367,200.00	338,030.00	338,030.00

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		ACTUAL	ACTUAL	ACTUAL	ACTUAL	APPROVED	Dept Head	Town Admin	Town Council
						BUDGET	Proposed	Proposed	Approved
		As of Year End	As of Year End	As of Year End	As of Year End	As of December			
Fire Spec Events									
542 01-4230-705-01-060	Special Details - Wages - Fire	70,051.41	23,497.35	36,716.38	23,909.29	25,000.00	25,000.00	25,000.00	25,000.00
543 01-4230-705-01-960	Special Details - Wage Accrual - Fire	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
544 01-4230-705-02-310	Soc Sec - Special Details - Fire	62.56	70.45	7.88	0.00	0.00	0.00	0.00	0.00
545 01-4230-705-02-320	Medicare - Special Details - Fire	1,017.28	335.10	535.92	341.98	400.00	360.00	360.00	360.00
546 01-4230-705-02-330	Retirement - Special Details - Fire	19,249.40	4,615.66	6,955.68	3,520.29	5,200.00	5,100.00	5,100.00	5,100.00
547 01-4230-705-04-020	Workers Comp - Special Details - Fire	3,343.27	1,000.00	842.00	900.00	1,100.00	1,000.00	1,000.00	1,000.00
548 01-4230-705-36-000	Contracted Services - Special Details - Fire	1,178.75	5,736.25	12,146.79	6,522.24	7,000.00	7,000.00	7,000.00	7,000.00
Fire Spec Events Total		94,902.67	35,254.81	57,204.65	35,193.80	38,700.00	38,460.00	38,460.00	38,460.00

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Fire Suppression									
470 01-4220-702-01-010	F-T Wages - Suppression	1,248,343.18	1,321,340.87	1,347,736.16	1,531,300.28	1,658,400.00	1,888,990.00	1,767,760.00	1,767,760.00
	Narrative for Column # 6								
	Wages for Deputy Chief of Operations, Captains (4); and Firefighters (18). For FY '26 also includes an additional two new firefighter positions to bring shift staffing to six on duty. Wages also include longevity, sick leave incentives, merit pay, and holiday pay.								
471 01-4220-702-01-020	P-T Wages - Suppression	4,228.00	6,482.00	4,375.00	3,351.00	6,000.00	12,000.00	35,240.00	12,000.00
	Narrative for Column # 6								
	Wages for a 13 member call force for emergency call backs and bi-monthly training meetings.								
	Narrative for Column # 8								
	TOWN COUNCIL REDUCED BY \$23,240 (BUDGETING ERROR).								
472 01-4220-702-01-030	O-T Wages - Suppression	540,891.21	509,079.69	559,719.69	592,701.07	550,000.00	500,000.00	500,000.00	460,000.00
	Narrative for Column # 6								
	There are a host of significant demands placed upon the department in order to perform tasks outside of routine fire department duties. Additionally, shift vacancies occur whenever a member is away from duty due to training, injury leave, vacation leave, sick leave, or utilization of personal days. Filling those vacancies and maintaining the schedule as designed necessitates using overtime to fill vacancies which has a financial impact upon the budget.								
	Narrative for Column # 8								
	TOWN COUNCIL REDUCED BY \$40,000.								
473 01-4220-702-01-090	Ins Buy-Out (Wages) - Suppression	103,097.11	112,922.68	113,651.74	118,819.66	119,600.00	115,360.00	118,460.00	118,460.00
474 01-4220-702-01-098	Vacation and Sick Buy-out Wages - Suppress	0.00	0.00	0.00	0.00	53,000.00	37,760.00	37,760.00	37,760.00
	Narrative for Column # 6								
	Two retirements anticipated in 2026.								
475 01-4220-702-01-910	Wage Accrual & Sick Buy Back - Suppr	-9,510.92	-34,906.55	-21,970.34	-42,885.41	0.00	0.00	0.00	0.00
476 01-4220-702-01-930	O-T Wages - Suppression - Accrual	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
477 01-4220-702-01-990	Ins Buy-Out (Wages) Accrual - Suppression	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
478 01-4220-702-02-310	Soc Sec - Suppression	262.14	401.87	271.23	207.76	400.00	740.00	740.00	740.00
479 01-4220-702-02-320	Medicare - Suppression	27,760.97	28,545.65	29,687.65	32,837.03	33,800.00	37,030.00	35,240.00	35,240.00
480 01-4220-702-02-330	Retirement - Suppression	563,179.18	601,745.76	597,259.75	641,590.34	656,700.00	702,040.00	665,630.00	665,630.00
481 01-4220-702-03-610	Health & Dental - Suppression	236,427.40	243,868.74	255,656.14	288,622.82	369,600.00	587,860.00	514,700.00	514,700.00
482 01-4220-702-03-630	Life - Suppression	3,857.00	4,104.00	3,952.00	3,782.50	4,800.00	4,590.00	4,200.00	4,200.00
483 01-4220-702-03-640	STD & LTD - Fire Suppression	12,264.08	13,316.04	12,841.03	12,994.80	17,100.00	20,160.00	18,200.00	18,200.00
484 01-4220-702-04-010	S.U.T.A. - Suppression	400.00	500.00	281.00	200.00	1,000.00	1,090.00	300.00	300.00
485 01-4220-702-04-020	Workers Comp - Suppression	81,191.73	81,535.00	93,934.00	105,000.00	146,400.00	130,500.00	127,500.00	127,500.00
486 01-4220-702-05-000	Medical Testing - Suppression	19,120.60	15,859.15	17,467.00	17,092.00	24,000.00	50,000.00	40,000.00	40,000.00
	Narrative for Column # 6								
	NFPA 1582 Fit for Duty Occupational Physicals and Wellness Consultations for career and call company staff. This line items also includes pre-employment medical and psychological screening. In FY26 this line also covers pre-employment medical and psychological screening for proposed 2 additional personnel.								

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487 01-4220-702-06-000	Uniforms & Cleaning - Suppression	16,264.93	12,999.20	18,171.21	23,255.20	34,000.00	28,100.00	22,500.00	22,500.00
	<i>Narrative for Column # 6</i>								
	This line item pays for an annual clothing allowance in order to purchase uniforms worn on duty. The annual clothing allowance is a contractual requirement. This line item also includes an initial set of uniforms for new hires, repairs/alterations for uniforms as needed, and the purchase of a Class A Uniform for funerals and special events. In FY26 this line also includes initial issue for proposed 2 additional career personnel.								
488 01-4220-702-07-000	Protective Clothing - Suppression	41,252.07	51,292.11	52,534.97	59,405.87	58,000.00	63,000.00	60,000.00	50,000.00
	<i>Narrative for Column # 6</i>								
	This line item covers initial issue and end of life replacement of Personal Protective Equipment (PPE) to include items such as turnout gear as well as supplemental PPE (hoods, gloves, helmets, boots, suspenders, flashlights, and forestry items, etc). This item also covers repairs and alterations as well as miscellaneous cleaning and supplies. Included in this line is third party gear inspections for approximately 50 sets of gear to ensure the PPE gear is in compliance with NFPA 1851 requirements. The increase in this line is due to anticipated industry price increases as well as compliance with presumptive cancer policy standards. Additional PPE funded through the Capital Improvement Program.								
	<i>Narrative for Column # 8</i>								
	TOWN COUNCIL REDUCED BY \$10,000.								
489 01-4220-702-18-000	Cell phones - Suppression	3,487.90	3,507.04	4,253.67	4,754.07	3,800.00	5,100.00	5,100.00	5,100.00
	<i>Narrative for Column # 6</i>								
	Cellular and iPad service and equipment for Deputy Chief, Shift Captain, and apparatus. This item also covers repairs as needed to the cell phones and iPads as well as protective covers and chargers.								
490 01-4220-702-29-000	Membership Dues - Suppression	896.00	954.00	840.00	1,063.00	1,200.00	1,600.00	1,600.00	1,600.00
	<i>Narrative for Column # 6</i>								
	Annual dues for the NH State Firefighters Association for career and call company members. This account also pays for dues for the Deputy Chief to belong to professional organizations such as the International Association of Fire Chiefs, Seacoast Fire Officers Mutual Aid District, and the NH Association of Fire Chiefs. The value of interaction with a number of these organizations has greatly benefited the community and the delivery of fire services.								
491 01-4220-702-36-000	Contracted Services - Suppression	6,145.07	8,910.35	15,827.00	10,068.00	24,000.00	24,000.00	16,000.00	16,000.00
	<i>Narrative for Column # 6</i>								
	This line currently includes contracted services such as the START Haz-Mat Response Team, Employee Assistance Program, Member Recognition Program, Water Filtration System, Milton Cat Generator Testing, and Flexible Spending Plan Admin Fee.								
492 01-4220-702-51-000	Building Maintenance - Suppression	95,083.54	114,099.63	77,458.11	15,975.83	18,000.00	23,000.00	23,000.00	23,000.00
	<i>Narrative for Column # 6</i>								
	This line includes maintenance and repairs to equipment and appliances onsite, such as ice machine, air conditioners, washer, dryer, dishwasher, and refrigerator as well as the cost of supplies to clean the station and laundry gear. This line also includes PPE racks, wardrobes, and beds, as well as a service contract for a vehicle exhaust extraction system.								
493 01-4220-702-56-000	Fuel / Oil For Vehicles - Suppression	10,618.85	14,722.15	14,166.10	15,195.14	14,000.00	14,000.00	14,000.00	14,000.00
	<i>Narrative for Column # 6</i>								
	Fuel cost for suppression vehicles and apparatus.								
494 01-4220-702-70-000	Communications / Dispatch - Suppression	6,769.71	6,769.70	6,769.70	7,108.19	7,500.00	7,500.00	7,500.00	7,500.00
	<i>Narrative for Column # 6</i>								
	Fire dispatch services provided by Strafford County Dispatch Center.								
495 01-4220-702-73-000	Radios - Suppression	16,109.54	14,509.70	4,320.43	13,229.40	16,000.00	15,000.00	15,000.00	15,000.00
	<i>Narrative for Column # 6</i>								
	This line provides for communications software, hardware, and maintenance.								
496 01-4220-702-89-000	Miscellaneous - Suppression	3,779.72	9,046.51	6,400.80	5,204.54	2,500.00	2,500.00	2,500.00	2,500.00
	<i>Narrative for Column # 6</i>								
	This line provides for miscellaneous expenses such as rehabilitation (food & drink) for long-duration incidents, refreshments for monthly staff meetings, annual department-wide meetings and events, as well as pre-employment criminal and motor vehicle record checks and background investigations.								
497 01-4220-702-90-020	Probationary Dues - Suppression	204.00	272.00	646.00	1,372.75	1,400.00	4,000.00	4,000.00	4,000.00
	<i>Narrative for Column # 6</i>								

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					BUDGET	Proposed	Proposed	Approved
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Probationary dues per agreement with the Durham Professional Firefighters Association.								
498 01-4220-702-96-000 Capital - Suppression	30,422.98	17,020.86	27,808.88	2,387.52	16,000.00	24,000.00	22,500.00	22,500.00
Narrative for Column # 6								
This line provides for suppression equipment such as replacement hoses, thermal imaging cameras and chargers, trench rescue equipment, scaffolding deck, shovels, escape ropes, and supplies.								
Fire Suppression Total	3,062,545.99	3,158,898.15	3,244,058.92	3,464,633.36	3,837,200.00	4,299,920.00	4,059,430.00	3,986,190.00

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		ACTUAL	ACTUAL	ACTUAL	ACTUAL	APPROVED	Dept Head	Town Admin	Town Council
						BUDGET	Proposed	Proposed	Approved
		As of Year End	As of Year End	As of Year End	As of Year End	As of December			
Fire Training and Safety									
525 01-4220-704-01-010	F-T Wages - Train & Safety	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
526 01-4220-704-01-030	O-T Wages - Train & Safety	15,483.77	36,589.36	30,546.23	21,656.49	90,000.00	84,200.00	84,200.00	75,200.00
Narrative for Column # 6									
\$ 4,000 Hands-on training by off duty personnel or outside instructor (4 hours per shift for 20 people = 80 hours)									
\$25,000 Pro-time coverage for department training									
\$ 6,600 National Fire Academy (4 24-hour shifts at officer OT rate)									
\$ 6,600 Officer Development Program (4 24-hour shifts at officer OT rate)									
\$10,000 Coverage for attendees at one of the following: FDIC, Firehouse, Fire-Rescue International, and PPE Coordinator Professional Development (6 24-hour shifts covered at captain rate)									
\$12,000 Technical rescue technician-level courses (16 hours) for 16 members to attend certification class									
\$12,000 OT coverage technical rescue technician-level courses (16 hours) for 16 members to attend certification class									
\$ 4,400 OT expense for annual physicals and wellness checks - (22 members at estimated 4 hours of time)									
\$ 3,600 Safety committee meetings (2 hours for 3 members 12 times per year)									
Narrative for Column # 8									
TOWN COUNCIL REDUCED BY \$9,000.									
527 01-4220-704-01-930	Wage Accrual - Train & Safety	0.00	0.00	838.61	-535.31	0.00	0.00	0.00	0.00
528 01-4220-704-02-310	Soc Sec - Train & Safety	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
529 01-4220-704-02-320	Medicare - Train & Safety	225.86	533.42	457.52	315.62	1,300.00	1,220.00	1,220.00	1,220.00
530 01-4220-704-02-330	Retirement - Train & Safety	4,952.13	12,070.83	10,223.70	6,568.89	26,800.00	24,540.00	24,540.00	24,540.00
531 01-4220-704-03-640	STD & LTD - Train & Safety	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
532 01-4220-704-04-020	Workers Comp - Train & Safety	2,132.00	1,200.00	2,994.00	3,400.00	4,100.00	3,800.00	3,800.00	3,800.00
533 01-4220-704-08-000	Travel & Mileage Reimb - Train & Safety	681.45	3,942.38	6,328.21	934.85	11,500.00	14,000.00	14,000.00	14,000.00
Narrative for Column # 6									
Cost of mileage, meals, airfare, and hotel accommodations for classes and conferences (4 to 6 department members).									
534 01-4220-704-10-000	Accreditation / Licenses / Certifications - Train	0.00	210.00	205.00	125.00	250.00	500.00	500.00	500.00
Narrative for Column # 6									
Renewal of CDL driver's licenses.									
535 01-4220-704-28-000	Professional / Staff Dev - Train & Safety	23,543.48	12,472.33	12,891.75	6,339.21	26,500.00	26,500.00	26,500.00	26,500.00
Narrative for Column # 6									
Tuition and registration fees for various classes, seminars, and conferences attended by the deputy chief, 4 captains, and 18 firefighters such as FDIC, Firehouse, CPSE, Fire Rescue International, Call Member Training, and Officer Development. Annual training in the amount of \$400 is a contractual requirement as part of the Collective Bargaining Agreement.									
536 01-4220-704-30-000	Books & Pubs - Train & Safety	593.72	99.39	1,182.90	512.06	800.00	800.00	800.00	800.00
Narrative for Column # 6									
This line covers the cost of technical manuals and reference books.									
537 01-4220-704-36-000	Contracted Services - Train & Safety	0.00	7,046.00	13,430.00	2,400.00	11,000.00	35,000.00	25,000.00	25,000.00
Narrative for Column # 6									
Funding for outside sources to conduct trainings at the Durham Fire Department. Technical rescue, firefighter skills, specialty, leadership, and management.									
538 01-4220-704-45-000	General Supplies - Train & Safety	0.00	57.86	0.00	0.00	800.00	500.00	500.00	500.00
Narrative for Column # 6									
Cost of materials and supplies used during training.									

2026 TOWN COUNCIL APPROVED

Town of Durham

		1	2	3	4	5	6	7	8
		2021	2022	2023	2024	2025	2026	2026	2026
		ACTUAL	ACTUAL	ACTUAL	ACTUAL	APPROVED	Dept Head	Town Admin	Town Council
						BUDGET	Proposed	Proposed	Approved
		As of Year End	As of Year End	As of Year End	As of Year End	As of December			
539 01-4220-704-52-000	Equip Maint (Other Than Office) - Train & Saf	0.00	0.00	0.00	321.76	800.00	500.00	500.00	500.00
	<i>Narrative for Column # 6</i>								
	Equipment provided or repairs to equipment used for training.								
540 01-4220-704-89-000	Miscellaneous - Train & Safety	413.75	1,026.73	580.84	1,549.03	1,500.00	1,500.00	1,500.00	1,500.00
	<i>Narrative for Column # 6</i>								
	Supplies, food, and drinks provided during department-wide training.								
541 01-4220-704-96-000	Capital - Train & Safety	10,180.87	5,987.95	20,752.00	6,456.99	2,000.00	1,000.00	1,000.00	1,000.00
	<i>Narrative for Column # 6</i>								
	Props for training.								
Fire Training and Safety Total		58,207.03	81,236.25	100,430.76	50,044.59	177,350.00	194,060.00	184,060.00	175,060.00