

STATE OF CONNECTICUT
MUNICIPAL ACCOUNTABILITY REVIEW BOARD (MARB)

REGULAR MEETING NOTICE AND AGENDA
West Haven Subcommittee of the MARB

Meeting Date and Time: Tuesday, April 26, 2022, 10:00 AM – 12:00 PM

Meeting Location: This will be a virtual meeting. Meeting materials may be accessed at the following website:
[Municipal Accountability Review Board \(ct.gov\)](https://www.ct.gov/marb)

Call-In Instructions: Meeting participants may use the following telephone number and access code

Telephone Number: (860) 840-2075

Meeting ID: 189 611 457

Agenda

- I. Call to Order & Opening Remarks
- II. Approval of minutes:
 - a. March 22, 2022 Regular Meeting
- III. Update: FY 2021 Audit
- IV. Review, Discussion and Possible Action: Labor Contract: West Haven Police Local #895, UPSEU-C.O.P.S.
- V. Review, Discussion and Possible Action: Mayor's FY 2023 Recommended Budget
- VI. Update: MOA Action Plans
 - a. Human Resources (Personnel Dept.)
 - b. Staffing Plan
 - c. Information Technology
 - d. Purchasing/Accounts Payable
 - e. Corrective Action Plan
- VII. Other Business
- VIII. Adjourn

DRAFT
STATE OF CONNECTICUT
MUNICIPAL ACCOUNTABILITY REVIEW BOARD (MARB)

REGULAR MEETING MINUTES
West Haven Subcommittee of the MARB

Meeting Date and Time: Tuesday, March 22, 2022, 10:00 AM – 12:00 PM

Meeting Location: This was a virtual meeting. Meeting materials may be accessed at the following website:
[Municipal Accountability Review Board \(ct.gov\)](https://www.ct.gov/marb)

Call-In Instructions:

Telephone Number: (860) 840-2075

Meeting ID: 694 293 308

Members in Attendance: Kimberly Kennison (OPM Secretary Designee), Christine Shaw (State Treasurer Designee), Stephen Falcigno, Thomas Hamilton, Robert White

City Officials in Attendance: Mayor Rossi, Scott Jackson, Pamela Alvino, Jumaine Samuels, Wilma Petro (procurement consultant), Neil Cavallaro, Matt Cavallaro, Stefania Larry

OPM Staff in Attendance: Julian Freund, Alexis Aronne

I. Call to Order & Opening Remarks

The meeting was called to order at 10:05 AM.

II. Approval of minutes:

a. February 22, 2022 Regular Meeting

Mr. Hamilton made a motion to approve the minutes with a second by Ms. Shaw. One typographical correction was noted to page 1, third paragraph. The minutes were approved unanimously with the correction.

III. Update: CohnReznick Audit

Ms. Kennison informed the subcommittee CohnReznick is drafting the report. They anticipate a final report available by month end. OPM Office of Intergovernmental Policy and Planning (IGPP) has not received final CRF expenditure details from the City. The IGPP office reached out to the Mayor for final data. Mr. Jackson stated the details would be transmitted to OPM IGPP division within a day.

IV. Review and Discussion: Board of Education FY 2023 Recommended Budget

Mr. Neil Cavallaro, Superintendent, updated the subcommittee on the budget. The proposed budget requests level funding from the General Fund. Mr. Cavallaro noted that Covid related grants have supported

school operations. When grant resources expire, the City may need to contribute more to the Education budget. Technology enhancements and investments have been largely funded through grant resources. Maintaining technology will require ongoing funding. Fifty support positions have been added to district staffing. Members discussed the potential future funding gap when non-recurring grant funds expire. Mr. Hamilton and Mr. White advised the Board of Education to prepare a detailed five-year financial plan to reflect the future funding gap and timing. Matt Cavallaro predicted that FY 2025 would be the first year in which additional financial support will likely be needed. Ms. Kennison asked about health insurance amounts projected and budgeted considering the transition to the State Partnership health plan. Matt Cavallaro said that the level funding in FY 2023 reflects the addition of employees and their premium costs. Mr. Falcigno asked about enrollment projections. Superintendent Cavallaro said that future projections show decreasing enrollment. Energy expenses may need to be amended in the final budget to reflect recent rises in cost. Matt Cavallaro indicated he would prepare a five-year projection that reflects all sources of funding including Covid related grants as well as other routine grant sources. Members also asked for data regarding the total number of students receiving special education services and the number or percentage of those that are outplaced for services.

V. Review and Discussion: Mayor's FY 2023 Recommended Budget

Mayor Rossi highlighted certain aspects of the proposed budget, such as the increased PILOT grant, additional positions in the procurement function and finance office, and the level mill rate for personal property and real estate. The motor vehicle mill rate is capped, consistent with the proposed mid-term State budget. Mr. Jackson said the overall cost of government increases from \$165.5 million to \$168.3 million. Mayor Rossi said that the budget includes 2% increases for most City employees and 2.5% for Police. In addition to the 2.5% increase for Police, a \$10,000 per employee increase is proposed as a retention incentive which would be supported using ARPA funds for the first two years. The mayor said that the updated 5-Year Plan would demonstrate the City could sustain this additional salary expense.

Mr. White asked about the impact of withheld Municipal Restructuring Funds from FY 2021 and the potential impact of having to restore misappropriated Covid Relief Funds. The City anticipated the FY 2021 results will show a surplus without the need for restructuring funds. The mayor does not know what the federal government will do regarding CRF. Ms. Kennison noted that the FY 2021 projections are still unaudited estimates.

Mr. Hamilton asked about new positions funded in the budget. New positions funded in the budget include the Director of Procurement, a Buyer and an administrative position in the procurement office. The Personnel Department includes a new Organization Development Specialist. The HR Generalist which remains vacant, was funded in FY 2022 and continues to be funded in FY 2023. A previously budgeted Payroll Specialist does not appear to be included in the FY 2023 budget. A Junior Financial Analyst is included in the Finance office. In addition to other positions discussed, a Police Captain, previously unfunded, has been funded in the budget.

Ms. Kennison noted that budget discussion would carry into the next Subcommittee meeting. Discussion of an updated 5-Year Plan is also still pending.

The Capital plan as included in the budget document has been revised. The City will provide an updated version after this meeting.

VI. Update: ARPA Funds Plan

Mayor Rossi informed the subcommittee the plan has been presented to City Council. The Council will be reviewing the plan at its next meeting. A Grants Administration position has been funded as part of the plan.

The Civilian Board has been formed to help facilitate projects. None of the ARPA funding has been expended yet. Mayor Rossi provided an overview of the proposed uses.

Mr. Falcigno and Mr. Hamilton cautioned against committing funds for projects or programs that will result in ongoing recurring expenses. When ARPA funding is depleted, the City will either need to absorb these costs in its operating budget, seek alternative funding sources, or eliminate or reduce services. The board suggested the plan be organized to show projects and expenses that are purely one-time, those that have ongoing financial implications that the City anticipates another entity to support, and those that are anticipated to be ongoing, such as the Police retention fund. The 5-Year Plan should reflect any expenses that will need to be sustained by the City.

VII. Update: MOA Action Plans

a. Human Resources (Personnel Dept.)

Ms. Alvino updated the subcommittee on Human Resources action plan. The ADP portal is being used as more of a recruitment and onboarding tool. Ms. Kennison asked about the Payroll position. It was to be a new position, but does not appear to have been included in the proposed budget.

b. Staffing Plan

Updates were provided on several positions being recruited.

c. Information Technology

Mr. Samuels informed the subcommittee on open items. The Sharepoint migration project will be closed once access permissions are updated. About 85% of server migrations have been completed. Remaining servers need to have certain applications removed before they can be migrated. Microsoft two-factor authentication has been activated.

d. Purchasing/Accounts Payable

Edits to the procurement ordinance have been forwarded to the Finance Director and new Procurement Director for their review. Mr. Hamilton asked about the process for setting up new vendors and the due diligence performed. Ms. Petro indicated the process is moving to the new Procurement Director.

e. Corrective Action Plan

None.

VIII. Other Business

None.

IX. Adjourn

Ms. Shaw made a motion to adjourn, with a second by Mr. Falcigno. The meeting adjourned at 12:05 PM.

MEMORANDUM
Municipal Accountability Review Board

To: Members of the Municipal Accountability Review Board
From: Julian Freund, OPM
Subject: Tentative Agreement Between City of West Haven and Police, Local #895
Date: April 22, 2022

Background

The existing collective bargaining agreement between the City of West Haven and West Haven Police, Local #895 is set to expire June 30, 2023. A Tentative Agreement for a two-year extension of the contract, through June 30, 2025, was signed by the City and union on February 7. It was subsequently ratified by the union and approved by the City Council.

According to the statute for Tier III municipalities, the MARB is to be provided with the same opportunity as the local legislative body to approve or reject the contract. The tentative agreement was submitted to the MARB on April 8th, after the statutory timeline provided for taking action on the agreement. The City's labor attorney requested a waiver of the timeline from the union in order to provide the MARB with its statutory right to act on the agreement. The union, in the attached email, responded that "the Union has no objection to providing the MARB additional time to review and consider the police tentative agreement. However, the Union has not and does not waive its rights under Connecticut General Statute 7-474."

The tentative agreement provides a \$10,000 increase in the base salary for all union members as of July 1, 2022. The salary increase is intended as a retention incentive. The City was asked to provide turnover and vacancy rates to illustrate the Police Department's staffing challenges. The information provided by the City is included in the attachments. The City has allocated \$2.4 million of ARPA funding to defray the cost of the proposal in FY 2023 and FY 2024.

Fiscal Impact

Salary

The cost of the retention incentive and the general wage increases is provided in the attached fiscal impact analysis. The analysis shows baseline FY 2022 salaries of \$8.14 million increasing to \$10.42 million by FY 2025. The operating budget will be required to absorb an additional salary expense in the third year of the agreement that could range from \$1.6 million to \$2.3 million depending on how the City budgets for salaries in the first two years of the agreement.

Pension

Although the Police pension plan is a closed plan, approximately 60 active employees are members of the defined benefit plan. In addition, cola increases for retirees are based on salary adjustments

awarded to active employees. The potential impact of the agreement on future ADEC requirements has been requested from the City.

Attachments

- E-mail from Union 4/20/22
- Tentative Agreement
- Legal Analysis of Use of ARPA Funds
- Financial Impact Analysis from Finance Department
- Redlined copy of contract
- Comparable contract provisions from other municipalities
- Vacancy rate information from City 4/19/22

From: [John Walsh](#)
To: [Freund, Julian](#); [Chris Hodgson](#)
Cc: [Lee Tiernan](#); [Kennison, Kimberly](#); [nrossi](#)
Subject: RE: West Haven Police
Date: Wednesday, April 20, 2022 2:00:08 PM

EXTERNAL EMAIL: This email originated from outside of the organization. Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Julian:

I want to clarify the Union's position. As you are aware, the City and the Union reached a tentative agreement concerning the police union that the parties believe to be in their mutual best interest. Therefore, the Union has no objection to providing MARB additional time to review and consider the police tentative agreement. However, the Union has not and does not waive its rights under Connecticut General Statute 7-474.

Should you have any questions, please do not hesitate to contact me.

John M. Walsh, Jr.



Licari, Walsh & Sklaver, LLC
322 East Main Street, Suite 2B
Branford, CT 06405
Telephone: (203)752-1450 x12
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Nicholas R. Bamonte
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Christopher R. Henderson
Herbert Z. Rosen
Matthew L. Studer
Tyler I. Williams

* - Also Admitted in FL
◊ - Also Admitted in IL
▶ - Also Admitted in MA
-- Also Admitted in NJ
◆ - Also Admitted in NY
* - Also Admitted in PA

**PLEASE REPLY TO
MILFORD OFFICE**

April 11, 2022

Via Email: Julian.Freund@ct.gov

Julian Freund
State of Connecticut, Office of Policy and Management
Municipal Accountability Review Board
450 Capitol Avenue
Hartford, CT 06106

Re: Tentative Agreement with West Haven Police, Local #895,
UPSEU – C.O.P.S.

Dear Mr. Freund:

The purpose of this letter is to summarize the provisions of a Tentative Agreement reached between the City and West Haven Police, Local #895, UPSEU – C.O.P.S. and to provide supporting cost data and comparative information.

The Tentative Agreement was ratified by the Union in February and by the West Haven City Council on March 14, 2022. The Tentative Agreement is attached (Exhibit A).

The agreement provides for a two-year extension of the current collective bargaining agreement which was set to expire on June 30, 2023. The term would now expire on June 30, 2025.

The parties agreed to reopen the current contract based upon the exigent and dire circumstances relative to police staffing. Effective July 1, 2022, the parties agree to increase the annual salary for each rank in effect on June 30, 2022, by Ten Thousand Dollars (\$10,000.00), using ARPA funds in year one and year two.

The legal opinion of Berchem Moses concerning the use of ARPA funds for worker retention is attached. (Exhibit B.)

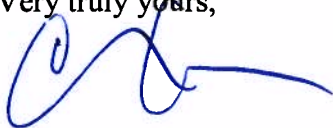
The City agrees to provide a 2.5% general wage increase effective July 1, 2022, (previously negotiated in the original contract), July 1, 2023 and July 1, 2024.

Julian Freund
April 11, 2022
Page 2

I also attach the salary cost data (Exhibit C), the draft red-lined contract (Exhibit D) and comparative area wages (Exhibit E).

Thank you for your consideration.

Very truly yours,

A handwritten signature in blue ink, appearing to read "CHODGSON", with a long horizontal flourish extending to the right.

Christopher M. Hodgson, Esq.

Attachments

cc: Lee Tiernan, Corporation Counsel
Beth Sabo, Director

EXHIBIT A

Tentative Agreement
Between The City of West Haven
and
West Haven Police Local #895, UPSEU-C.O.P.S.
to Resolve Police Reopener

February 4, 2022

The City of West Haven and West Haven Police Local #895, UPSEU-C.O.P.S. hereby reach a Tentative Agreement relative to the agreement of the parties to reopen the current collective bargaining agreement which expires on June 30, 2023, based upon the exigent and dire circumstances relative to police staffing. The negotiating committee for the City agrees to recommend that the Tentative Agreement be ratified by the City Council and by the State of Connecticut's Municipal Accountability Review Board ("MARB") as required by MARB's Policies and Procedures. The negotiating committee for the Union agrees to recommend that the Tentative Agreement be ratified by its members.

1. Article 30, Duration, Section 30.1. The parties agree to modify current language to provide that the agreement shall remain in effect through June 30, 2025.
2. Article 9, Rate of Pay, Section 9.4, Weekly and Annual Salaries effective 7/1/22-6/30/23 revised as follows:

Effective July 1, 2022, the parties agree to increase the annual salary for each rank in effect on June 30, 2022, by Ten Thousand Dollars (\$10,000.00). Example, Patrol Officer A will go from \$72,410.90 to \$82,410.90.

In addition to the \$10,000.00 increase, each rank will receive a general wage increase of Two and One Half Percent (2.5%) effective July 1, 2022.

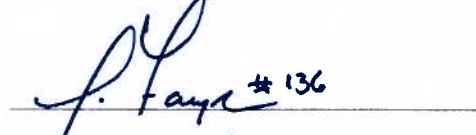
3. Article 9, Rate of Pay, add new Section 9.5, providing that effective 7/1/23-6/30/24, all ranks will receive a general wage increase of Two and One Half Percent (2.5%).
4. Article 9, Rate of Pay, add new Section 9.6, providing that effective 7/1/24-6/30/25, all ranks will receive a general wage increase of Two and One Half Percent (2.5%).
5. Article 9, Rate of Pay, eliminate Grade D.

FOR THE CITY



2/7/2022
Date

FOR THE UNION



2/07/2022
Date

EXHIBIT B



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PLEASE REPLY TO
MILFORD OFFICE

March 28, 2022

Via Email: nrossi@westhaven-ct.gov

The Honorable Nancy R. Rossi
West Haven City Hall
355 Main Street, 3rd Floor
West Haven, CT 06516

Re: Use of ARPA Funds for Police Retention

Dear Mayor Rossi:

You asked this firm to provide a legal opinion regarding whether American Rescue Plan Act (ARPA) funds could be used for police officer retention. Based on the U.S. Treasury Final Rule, and the considerable flexibility given to recipients, this type of expenditure is allowable.

I. FACTUAL BACKGROUND

In March 2021, the American Rescue Plan Act (ARPA) was signed into law and established the Coronavirus State and Local Fiscal Recovery Funds (SLFRF). The U.S. Treasury issued its Final Rule governing eligible uses of SLFRF funds under ARPA. Recipients may use these funds to: 1) replace lost revenue; 2) invest in water, sewer, and broadband infrastructure; 3) respond to public health and economic impacts of COVID-19; or 4) provide premium pay to eligible workers.

The City of West Haven proposes to use SLFRF to provide retention incentive pay to their uniformed Police Officers by increasing their base rate of pay by \$10,000 effective July 1, 2022, as approved by the City Council on March 14, 2022.

II. LEGAL ANALYSIS

Based on the Final Rule's text, police officers would be eligible for the benefits provided by the SLFRF. An employee needs to be 1) an eligible worker and 2) engaged in essential work. Both are broadly defined. 31 C.F.R. Part 35.3 (the Final Rule) defines eligible worker as, inter alia, a person engaged in "emergency response", and "any work performed by an employee of state, local, or tribal government." The same provision defines essential work as work which requires "regular in-person interactions with ... the public, or co-workers of the individual that is performing the work." A police officer clearly meets those definitions.

The regulation also provides a timeline for the use of funds, stating "a recipient may only use funds to cover costs incurred during the period beginning March 3, 2021, and ending December 31, 2024." 31 C.F.R. Part 35.5. The Final Rule takes effect on April 1, 2022, but the funds can be allocated now.

One of the eligible use categories, listed in Part 35.6., includes "responding to public health emergencies or its negative economic impacts." This broad category includes the subcategory, in Part 35.6(E), of "expenses to support public sector capacity and workforce." This subcategory includes "payroll, covered benefit, and other costs associated with programs or services to support public sector workforce and with the recipient." Part 35.6(E)(2). In addition, such expenses can include "costs associated with addressing administrative needs of recipient governments that were caused or exacerbated by the pandemic." Part 35.6(E)(4).

Textually this language does not explicitly provide for the possibility of worker retention incentives, but the preamble of the Final Rule, the Overview of the Final Rule¹, and the Compliance Statement of the Final Rule² does expressly allow for such payments.

Specifically, the Overview of the Final Rule states the following as an eligible use:

"Providing worker retention incentives, including reasonable increases in compensation to persuade employees to remain with the employer as compared to other employment options. Retention incentives must be entirely additive to an employee's regular compensation, narrowly tailored to need, and should not exceed incentives traditionally offered by the recipient or compensation that alternative employers may offer to compete for the employees. Treasury presumes that retention incentives that are less than 25 percent of the rate of base pay for an individual employee or 10 percent for a group or category of employees are reasonably proportional to the need to retain employees, as long as other requirements are met." (Overview of Final Rule at p. 28³) (emphasis added).

¹ <https://home.treasury.gov/system/files/136/SLFRF-Final-Rule-Overview.pdf>

² <https://home.treasury.gov/system/files/136/SLFRF-Compliance-Statement.pdf>

³ <https://home.treasury.gov/system/files/136/SLFRF-Final-Rule-Overview.pdf>

The Honorable Nancy R. Rossi
West Haven City Hall
March 28, 2022
Page 3

Moreover, the preamble to the Final Rule states that:

“All worker retention incentives must be narrowly tailored to need and should not exceed incentives traditionally offered by the recipient or compensation that alternative employers may offer to compete for the employees. Further, because retention incentives are intended to provide additional incentive to remain with the employer, they must be entirely additive to an employee’s regular rate of wages and other remuneration and may not be used to reduce or substitute for an employee’s normal earnings” (Final Rule at p. 184).

We believe that adding \$10,000/per officer to their base salary as retention incentive pay effective July 1, 2022, would meet the Treasury presumption as these amounts on a per year basis are less than 25 percent of an officer rate of base pay. This conclusion is based off of the rates of pay provided in Article 9.3 of the collective bargaining agreement.

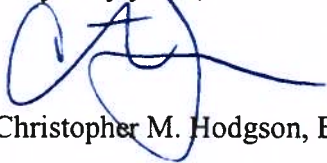
It is important to note that the use of these funds as articulated above is separate and apart from using SLFRF for employee premium or hazard pay.

III. CONCLUSION

The Final Rule will allow the City of West Haven to use SLFRF funds to provide police officers with retention incentive pay by increasing their base rate of pay by \$10,000 effective July 1, 2022.

Please let us know if we can provide any further information or analysis.

Very truly yours,



Christopher M. Hodgson, Esq.

cc: Lee Kennedy Tiernan, Corporation Counsel
Via Email: LTiernan@westhaven-ct.gov

EXHIBIT C

West Haven Police Impact Analysis - Wage Impact

Rank	Salary Account as of 7/1/21			7/1/2022 With \$10,000 plus 2.5% increase			7/1/2023 With 2.5% increase			7/1/2024 With 2.5% Increase		
	# FTE	Annual	Total \$	# FTE	Annual New	Total \$	# FTE	Annual New	Total \$	# FTE	Annual New	Total \$
Patrol Officer A	37	72,410.90	2,679,203.30	38	84,471.17	3,209,904.56	48 *	86,582.95	4,155,981.60	48	88,747.52	4,259,880.96
Patrol Officer B	1	66,072.79	66,072.79	16 *	77,974.61	1,247,593.76	18	79,923.97	1,438,631.46	18	81,922.07	1,474,597.26
Patrol Officer C	31	59,712.61	1,851,090.91	16	71,455.43	1,143,286.80	4	73,241.81	292,967.24	4	75,072.86	300,291.44
Detective A	15	75,952.32	1,139,284.80	16	88,101.13	1,409,618.05	16	90,303.66	1,444,858.56	16	92,561.25	1,480,980.00
Detective B		74,339.96			86,448.46			88,609.67			90,824.91	
Sergeant A	18	80,191.74	1,443,451.32	18	92,446.53	1,664,037.60	18	94,757.70	1,705,638.60	18	97,126.64	1,748,279.52
Sergeant B		78,596.71			90,811.63			93,081.92			95,408.97	
Det/SGT A	3	83,186.95	249,560.85	3	95,516.62	286,549.87	3	97,904.54	293,713.62	3	100,352.15	301,056.45
DET/SGT B		81,709.57			94,002.31			96,352.37			98,761.18	
Lieutenant A	5	86,726.80	433,634.00	5	99,144.97	495,724.85	5	101,623.59	508,117.95	5	104,164.18	520,820.90
Lieutenant B		84,957.40			97,331.34			99,764.62			98,761.18	
Captain A	3	93,742.95	281,228.85	3	106,336.52	319,009.57	3	108,994.94	326,984.82	3	111,719.81	335,159.43
Captain B		92,142.66			104,696.23			107,313.63			109,996.47	
Total Salary Account			8,143,526.82	9,775,725.06			10,166,893.85			10,421,065.96		
				% Difference 20.04%		% Difference 4.00%		% Difference 2.50%		% Difference 2.50%		
				\$ Difference 1,632,198.24		\$ Difference 391,168.79		\$ Difference 254,172.11		\$ Difference 254,172.11		

* 13 are for 6 months based on Date of Hire (DOH)

* 3 are for 3 months; 6 are for 6 months based on DOH

NOTES:

A. Projection is based on current manpower (70 officers) which can increase or decrease

B. Expected to leave before 12/31/22:

1 Detective/Sgt

2 Patrol A

1 Patrol C

EXHIBIT D

DRAFT
April 11, 2022

AGREEMENT

Between

THE CITY OF WEST HAVEN

and

THE WEST HAVEN POLICE LOCAL #895, UPSEU

July 1, ~~2018~~2022— June 30, ~~2023~~2025

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This Agreement is entered into by the City of West Haven, hereafter referred to as the "City", and the West Haven Police of the Local #895 United Public Service Employees Union, hereafter referred to as the "Union," for the establishment of an equitable and peaceful procedure for the resolution of disputes and differences and the establishment of rates of pay, hours of work, working privileges, and the benefits of any or other matters that come within the general meaning of the terms, working condition or conditions of employment.

The City and the Union agree that no individual or group of individuals shall change any part or deviate in any manner from the terms of this Agreement, nor shall individual arrangements be made covering this Agreement contrary to the terms hereto, unless such change or deviation is made in writing and signed by both the City and the Union.

The parties acknowledge that during negotiations which resulted in this Agreement, each party had the unlimited right and opportunity to make demands and proposals with respect to any subject matter not removed by law from the area of collective bargaining for municipalities, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

ARTICLE 1 **MANAGEMENT RIGHTS**

Except where such rights, powers and authority are specifically relinquished, abridged or otherwise limited by the provisions of this Agreement, the City has and will continue to retain, exercised or not, the sole and unquestioned responsibility and prerogative to manage the affairs of the City and direct the work force, including but not limited to the following:

- (a) To determine the care, maintenance and operation of City equipment and property.
- (b) To establish or continue policies, practices and procedures for the conduct of City business and, from time to time, to change or abolish such policies, practices or procedures.
- (c) To discontinue processes or operations or to discontinue their performance by employees.
- (d) To select and to determine the number and types of employees required to perform the City's operations.
- (e) To lay off, furlough or otherwise relieve employees from duty for lack of work or other legitimate reasons.
- (f) To prescribe and enforce reasonable work rules provided such rules are made known in a reasonable manner to the employees affected by them.

- (g) To create job descriptions and revise existing job descriptions as deemed necessary.
- (h) To transfer or reassign employees wherever the City's needs require, provided that the City shall give employees to be transferred or reassigned at least two weeks' notice, except in the case of an emergency. Such transfers or reassignments shall be made in a manner so that the employee(s) transferred or reassigned will not experience a reduction in their current regular hours and base wage.
- (i) To decide the staffing levels in all City operations, including but not limited to the number of employees assigned to City vehicles or work projects.
- (j) Take any action necessary in emergency situations regardless of prior commitments in order to carry out the responsibility of the City to the citizens of West Haven.

Nothing in this Article shall relieve the City of any obligation it may have to bargain over the impact of a managerial decision.

ARTICLE 2 **RECOGNITION**

2.1 The City recognizes **The United Public Service Employees Union, UPSEU/COPS** as a sole and exclusive bargaining agent for all full time regular and permanent investigatory and uniform members of the Police Department, with authority to exercise Police powers up to and including the rank of Captain.

2.2 For the purpose of this Article, full time employees are defined as personnel regularly scheduled to work sixty-five (65) days per year.

ARTICLE 3 **NON-DISCRIMINATION**

3.1 The provisions of this Agreement will apply to all employees in the Union without discrimination because of sex, race, creed, national origin, religious affiliation or political affiliations.

3.2 The City agrees that it will not discriminate against any employee covered under this Agreement because of said employee's membership in, or activity on behalf of the Union.

ARTICLE 4
UNION SECURITY AND DUES DEDUCTIONS

4.1 The City agrees to deduct each week the weekly membership dues uniformly required as a condition of retaining membership in the Union from the pay of those employees who shall have executed and furnished the City and the Union an authorization and assignment in the form agreed upon. The City also agrees to deduct regular weekly membership dues uniformly required as a condition of membership in the Union from the pay of employees who hereafter join the Union and execute a written authorization and assignment.

4.2 This agreement, authorization and direction shall be irrevocable for a period of not more than one (1) year from the effective date of this contract or until the termination of the agreement between the City and the Union, which is in force at the time of delivery of this authorization, whichever comes sooner. Notice of revocation shall be furnished to the City and to the Union, not less than twenty (20) or more than forty (40) days prior to the expiration of the one (1) year period, or the expiration of the contract, whichever comes sooner. The authorization payroll deduction card shall be certified by the Secretary or other authorized official of the Union as to the Union dues deductible. Deduction shall be made from the payroll periodically as specified, and the total dues shall be delivered to the Treasurer of the Union. Deductions shall be made every week, except where an employee is not on the payroll for that week. The City shall not be liable for any such member's deduction if he is not on the payroll during the specific deduction week. When such member returns to duty it shall be the responsibility of the City to reactivate the deduction of his current dues.

4.3 All present employees within the bargaining unit who are members of the Union on the effective date of this Agreement, and all future members of the Department shall as a condition of employment remain and/or become members of the Union in good standing.

ARTICLE 5
SENIORITY

5.1 Seniority with the West Haven Police Department shall commence from the date that the employee was hired as a regular member.

5.2 All new appointments to the Police Department will be made by the Commissioners from the top three (3) applicants rated first, second or third on the current eligibility list. When more than one appointment to the force is made on the same day the person who has the highest ranking on the eligibility list shall be deemed the senior person. When two or more appointments have the same ranking on the eligibility list, seniority shall be derived from the employee's date of birth with the oldest appointment being senior to the younger appointment.

5.3 Any officer who resigns from employment with the West Haven Police Department prior to certification by POST will forfeit all accumulated sick, vacation, holiday and personal time.

5.4 Seniority for Detectives, Sergeants, Detective Sergeants, Lieutenants, and Captains shall commence from the effective date of appointment to their respective ranks.

5.5 Patrol Officers and Sergeants shall select their shifts and beats according to seniority from the effective date of appointment to their respective ranks in accordance with the present selection plan and Section 13.4 of this Agreement. The selection period shall be fifty-six (56) days.

5.6 Detectives and Detective Sergeants shall pick their holidays and vacations according to seniority from the effective date of appointment to their respective ranks in accordance with the present selection plan and Section 13.4 of this Agreement. The selection period shall be fifty-six (56) days.

5.7 Lieutenants shall select their shifts and days off according to seniority from effective date of appointment to their respective ranks in accordance with the present selection plan and Section 13.4 of this Agreement. The selection period shall be fifty-six (56) days.

5.8 Seniority shall not be broken by vacation time, sick time, temporary lay-off or any call to military service for the duration, including service in the National Guard, or any suspension of less than 30 days duration. Any suspensions of thirty (30) days or more by the Board of Police Commissioners shall count as a loss of seniority for the time of suspension only in excess of thirty (30) days.

5.9 If an employee resigns voluntarily or is discharged for just cause he/she shall forfeit all seniority.

5.10 In the event of a reduction of the force, all layoffs shall be in inverse order of most recent hiring and any subsequent recall to work shall be made by seniority.

A layoff of a Humane Officer shall be affected separately from any reduction in the force of sworn police officers, and shall be in inverse order of seniority within their respective titles.

ARTICLE 6

GRIEVANCE PROCEDURE

6.1 Purpose:

The purpose of this grievance procedure shall be to discuss employee grievances and/or complaints in a manner which will insure efficiency and employee morale with the best interests of both parties involved in the settlement.

6.2 Scope:

A. A grievance within the meaning of this Agreement is defined to include any difference or disputes between the Union and/or an employee and the City involving any interpretation or application of any provision of this Agreement.

B. In addition to disputes or complaints involving interpretation or application of this Agreement, grievances shall be recognized as valid which shall have reference to interpretation or application of rules and regulations and policies of the Police Department, or which shall have reference to charges of favoritism or discrimination or which involve discharge, suspension or other disciplinary action.

6.3 Representation:

Any employee may use this grievance procedure with or without Union assistance. Should an employee process the grievance through one or more of the step provided herein prior to seeking Union aid, the Union shall process the grievance from the next succeeding steps following that which the employee has utilized.

6.4 Settlements:

No grievance settlement made as a result of any individually processed grievance shall contravene any of the provisions of this Agreement.

6.5 Steps of the Grievance Procedure:

Step 1 - An employee who has a grievance or complaint shall go to the senior officer in charge of that shift accompanied, if desired, by a Union representative to settle the dispute. The senior officer shall submit his answer in not less than three (3) working days. Any grievance must be filed within fifty (50) days from the date it occurred.

1a - When action is taken by the Chief of Police, the normal procedure shall be to file the grievance directly to Step 3.

1b - When action is taken by the Board of Police Commissioners the normal grievance procedure may be advanced to Step 4.

Step 2 - If the complainant and/or the Union is not yet satisfied, the complainant shall then reduce the complaint to writing and then submit it to the Chief or his/her designee. The Chief's or his/her designee's decision shall be rendered in writing within five (5) working days of receipt of the grievance.

Step 3 - If the complainant and his/her Union representative, if desired, are not satisfied with the decision rendered by the Chief or his/her designee, the employee or the Union representative, shall submit the grievance in writing to the Board of Police Commissioners within ten (10) days. All information pertaining to the grievance, including Internal Affairs reports shall be made available to the Commissioners and there shall be no disqualification of Commissioners. Whenever there is a grievance filed at this Step, the Commissioners will hear the grievance, not later than the third regularly scheduled meeting of the Board of Police Commissioners that follows the filing at Step 3. The grievance hearing will allow the Chief or his/her designee and the

union to argue the merits of the grievance. If the Commissioners do not hold a meeting on the grievance within this time, the Union shall have the right to bring it directly to the next Step. Said Board shall render its decision in writing within ten (10) working days following the Board of Commissioners' meeting with the Union.

Step 4 - If the complainant and/or his Union Representative are not satisfied with the decision rendered by the Board of Police Commissioners, said grievance shall be forwarded to the City Personnel Director who shall within ten (10) working days convene a hearing. The City Personnel Director shall render his/her decision within five (5) working days of said hearing.

Step 5 - (a) If a grievance has not been satisfactorily adjudicated in any of the prior steps, the Union may submit the matter to the Connecticut State Board of Mediation and Arbitration for review and hearing and the decision rendered by the arbitrator(s) shall be final and binding upon both parties.

(b) A letter of notification must be submitted by the initiating party to the other party, and a grievance not filed within a thirty (30) day time limit shall be deemed voided. The parties may also submit appropriate grievances to the State Board of Mediation and Arbitration for expedited arbitration, by mutual agreement.

6.6 General Provisions:

A. Mediation: The mediation service of the State Board of Mediation and Arbitration is to be used in fourth (4th) step matters provided both parties are mutually agreed on the desirability of this service and any cost shall be borne by the initiating party.

B. Meetings: If either party to the grievance process desires to meet for the purpose of oral review, a meeting shall be requested and scheduled not later than fifteen (15) days after receipt of the request.

C. Recording Minutes or Testimony: Either party shall have the right to employ a public stenographer or use a mechanical recording device at Step 3 or 4 in the procedure. Any cost incurred shall be borne by the initiating party.

D. Police Union as a Complainant: The Union shall be entitled to submit grievance(s) in the name of the Police Union in the same manner as provided for employees herein.

E. Time Extensions: Time extensions beyond those stipulated in this grievance procedure may be arrived at by mutual written agreement of the parties.

ARTICLE 7 **DISCIPLINE AND DISCHARGE**

7.1 No employee shall be disciplined, suspended or discharged except for just cause. Any employee who has been disciplined or discharged and who is subsequently exonerated shall be

reinstated with full rights and benefits and without prejudice, and shall be made whole for all losses incurred.

7.2 When an employee is ordered to report to the Chief of Police or his designee for any violation of any department rule and regulations, personal or otherwise; such employee shall have the right to be attended by the Local Union, if he/she so chooses.

7.3 The Union shall have the right to be in attendance at all disciplinary hearings before the Board of Police Commissioners. The accused will receive a letter advising him of the date of such hearing and copies of this letter shall be sent to the Union. At such hearings all witnesses shall be sworn. Mechanical equipment or stenographer can be used to record all testimony, with any cost to be borne by the party requesting same. The accused shall have the right and choice of representation. Such hearings shall be closed to the public and press unless the accused requests an open hearing.

7.4 An officer who is suspended without pay for a period of ten (10) days or less by the Chief of Police or his designee may appeal the suspension through the grievance procedure beginning at Step 3.

7.5 If the Chief recommends discipline greater than a suspension without pay of ten (10) working days, he shall refer the recommendation to the Board of Police Commissioners for a hearing. The Board shall notify the officer of a hearing date in writing within ten (10) days of receipt of the Chief's recommendation.

7.6 The Chief may suspend an employee with pay while an internal investigation is being conducted if the Chief decides that the employee is a detriment to the organization in his/her present capacity. Such suspension shall be at the Chief's discretion and shall be grievable. The Chief may suspend an employee pending the outcome of a disciplinary hearing under Section 7.5 above. Such suspension shall be at the Chief's discretion and shall not be grievable.

7.7 Whenever a civilian complaint against a member or group of members of the Police Department relating to his or their conduct as an officer(s) or the manner in which such officer(s) discharges his duties and such complaint results in a hearing or inquiry, said member shall be entitled to be represented by an attorney of his own choosing before the Board of Police Commissioners. The City agrees to pay said attorney according to the schedule established by the New Haven County Bar Association in effect at the time the attorney is engaged. Should the attorney's fee be higher than the aforementioned rate, the employee will assume the difference in cost. The maximum liability to the City will be five hundred dollars (\$500) per case. This section applies only to disciplinary hearings before the Board of Police Commissioners and does not apply to grievance hearings or meetings pursuant to the contractual grievance procedure.

7.8 Employees may be required to attend such hearings when off duty. Such witnesses who are required by the City to attend shall be compensated for such appearances by being paid a sum of money that is equal to the number of hours spent at such hearings. This section applies

only to disciplinary hearings before the Board of Police Commissioners and does not apply to grievance hearings or meetings pursuant to the contractual grievance procedure.

7.9 An officer suspended for ten (10) working days or less shall forfeit one accumulated holiday, vacation day or personal day for each day of suspension. If the officer has no accumulated holidays, vacation days or personal days left, he shall forfeit a day's pay for each day of suspension. Suspended days shall not count toward the forty (40) hour work week for overtime purposes.

7.10 Time extensions beyond those stipulated here regarding hearings may be arrived at by mutual written agreement of the City and the Union.

7.11 When an employee receives a written warning or letter of reprimand placed in his or her personnel file it shall be removed after three (3) years provided the employee has had no other discipline issues in that time period.

ARTICLE 8 **VACATIONS**

8.1 Each employee who has completed six (6) months of service but less than one (1) year, shall be entitled to a vacation with pay of one (1) week.

8.2 Employees who have completed one (1) year of service shall be entitled to a vacation with pay of two (2) weeks annually.

8.3 Employees who have completed five (5) years of service but less than ten (10) years of service shall receive three (3) weeks of paid vacation annually.

Employees who have completed ten (10) years of service but less than fifteen (15) years of service shall receive four (4) weeks of paid vacation annually.

Employees who have completed fifteen (15) years of service but less than twenty (20) years of service shall receive five (5) weeks of paid vacation annually.

Employees who have completed twenty (20) years of service or more shall receive six (6) weeks of paid vacation annually.

8.4 Vacation time shall be computed from day of hiring and not necessarily fiscal year.

8.5 Employees shall be entitled to take their vacation at the completion of service specified. No employee shall be "bumped" from a vacation that he/she has picked if said "bumping" is less than forty-five (45) calendar days prior to the starting day of said employee's vacation.

A request for vacation time by an Animal Control Officer or Humane Officer shall be submitted in writing to the Chief of Police or his designee not less than three (3) days prior to the requested vacation. The taking of vacation shall be subject to the demands of service of the

Department. In the event that the Animal Control Officer and Humane Officer request the same vacation, preference shall be granted to the more senior employee.

8.6 Vacation pay, prorated on the employee's service with the City, shall be granted the employee in the event his services are terminated with the City for any reason except discharge.

8.7 Number of Employees On Vacation:

A. There shall be one vacation schedule for Lieutenants which shall be apart from the vacation schedule for other employees. Only one such Lieutenant shall be allowed to take vacation time on the same shift. However, the Chief of Police, in his discretion, may grant additional personnel vacation time.

B. There shall be a separate vacation schedule for Sergeants and only one Sergeant in the manpower clause shall be allowed to take vacation time at the same time on the same shift. However, the Chief of Police, in his discretion, may grant additional personnel vacation time.

C. No more than two (2) Detective Investigators on the 8:00 a.m. to 4:00 p.m. shift shall take vacation leave at one time and no more than one (1) Detective Investigator on the 4:00 p.m. to 12 midnight shift shall take vacation leave at any one time. However, the Chief of Police, in his discretion, may grant additional personnel vacation time.

D. Vacation days may be taken at the discretion of the employee subject to no more than one (1) Shift Commander, one (1) Sergeant in the manpower clause and up to six (6) Patrol Persons in the manpower clause to be granted this privilege per shift subject to the provision that the number of Patrol Persons in the manpower clause who may be off on personal leave, holidays and vacation shall not exceed, in the aggregate, six (6) per shift (Appendix C). However, the Chief of Police, in his discretion, may grant additional personnel vacation time.

8.8 These provisions are also subject to a three (3) day advanced notice request to the Chief of Police or his designated authority. The three (3) day advance notice request for the Chief of Police or his designated authority is waived for the swing men.

8.9 No vacation day shall be granted to an employee on an enumerated holiday if said position(s) cannot be filled without ordering another man to "double though."

8.10 Seniority shall prevail for vacation days and holidays.

8.11 Full vacation weeks have priority.

8.12 All vacation time will be used or cashed in at any time prior to the employee’s anniversary date. Under no circumstance can vacation time be carried over past the employee’s anniversary date.

8.13 A full week vacation shall commence on the first scheduled day of work after the employee’s two (2) days off.

**ARTICLE 9
RATE OF PAY**

9.1 A. Probation A new city police officer shall be considered a probationary officer for three (3) years from the original date of hire. A new Humane Officer shall be considered a probationary employee for one (1) year from the original date of hire. Any absence for illness or injury in excess of five (5) consecutive working days shall not be counted toward completion of the probationary period and the probation shall be extended accordingly. During probation, a police officer shall be paid as a Grade “D” for three (3) years. For the next one (1) year following probation the officer shall be paid as a Patrol Officer “C” and the following one (1) year shall be paid as a Patrol Officer “B” before being advanced to grade “A”. During probation, a Humane Officer shall be paid at grade “B” and thereafter shall be advanced to grade “A”. During probation, the employee may be removed at any time during his/her probationary period if the employee is not performing to the level required. Removal during the probationary period shall not be subject to the grievance and arbitration procedures of this Agreement.

9.1 B. A new Detective, Sergeant, Detective Sergeant, Lieutenant or Captain shall be considered a Grade B officer at that rank for one (1) year from the date of promotion. The officer shall be paid as a Grade B Detective, Sergeant, Detective Sergeant, Lieutenant or Captain for the first year of that rank.

9.1 C. A Connecticut Post Certified Police Officer transferring from another Connecticut Police Department who has three years or more of continuous prior police experience shall be paid as a Patrol Officer “C”.

9.2 Weekly and Annual Salaries Effective 7/1/18-22 - 6/30/21-23 (\$10,000+02.50% GWI):

RANK		WEEKLY	ANNUALLY
Captain A		1,784.90 2,044.93	92,814.80 106,336.52
Captain B	1 yr	1,754.43 2,013.39	91,230.36 104,696.23
Lieutenant A		1,651.31 1,906.63	85,868.12 99,144.97
Lieutenant B	1 yr	1,617.62 1,871.76	84,116.24 97,331.34

Det/SGT A		1,583.911,836.86	82,363.3295,516.62
DET/SGT B	1 yr	1,555.781,807.74	80,900.5694,002.31
Sergeant A		1,526.881,777.82	79,397.7692,446.53
Sergeant B	1 yr	1,496.511,746.38	77,818.5290,811.63
Detective A		1,446.161,694.25	75,200.3288,101.13
Detective B	1 yr	1,415.461,662.47	73,603.9286,448.46
Patrol Officer A		1,378.731,624.45	71,693.9684,471.17
Patrol Officer B	1 yr	1,258.051,499.51	65,418.6077,974.61
Patrol Officer C	1 yr	1,136.951,374.14	59,121.4071,455.43
Patrol Officer D	3-yr	1,092.83	56,827.16
Humane Officer A		873.521,101.43	45,423.0452,274.20
Humane Officer B	1 yr	848.131,075.14	44,102.7655,907.38

9.3 Weekly and Annual Salaries Effective 7/1/21-23 - 6/30/22-24 (12.50% GWI):

RANK		WEEKLY	ANNUALLY
Captain A		1,802.752,096.06	93,742.95108,994.94
Captain B	1 yr	1,771.972,063.72	92,142.66107,313.63
Lieutenant A		1,667.821,954.30	86,726.80101,623.59
Lieutenant B	1 yr	1,633.801,918.55	84,957.4099,764.62
Det/SGT A		1,599.751,882.78	83,186.9597,904.54
DET/SGT B	1 yr	1,571.341,852.93	81,709.5796,352.37
Sergeant A		1,542.151,822.26	80,191.7494,757.70
Sergeant B	1 yr	1,511.481,790.04	78,596.7193,081.92
Detective A		1,460.621,736.61	75,952.3290,303.66
Detective B	1 yr	1,429.611,704.03	74,339.9688,609.67
Patrol Officer A		1,392.521,665.06	72,410.9086,582.95
Patrol Officer B	1 yr	1,270.631,537.00	66,072.7979,923.97
Patrol Officer C	1 yr	1,148.321,408.50	59,712.6173,241.81
Patrol Officer D	3-yr	1,103.76	57,395.43

Humane Officer A		882,261,128.96	45,877.2758,706.06
Humane Officer B	1 yr	856,611,102.02	44,543.7957,305.07

9.4 Weekly and Annual Salaries Effective 7/1/22-24 - 6/30/23-25 (2.50% GWI):

RANK		WEEKLY	ANNUALLY
Captain A		1,847.822,148.46	96,086.52111,719.81
Captain B	1 yr	1,816.272,115.32	94,446.23109,996.47
Lieutenant A		1,709.522,003.16	88,894.97104,164.18
Lieutenant B	1 yr	1,674.641,966.51	87,081.34102,258.74
Det/SGT A		1,639.741,929.85	85,266.63100,352.15
DET/SGT B	1yr	1,610.621,899.25	83,752.3098,761.18
Sergeant A		1,580.701,867.82	82,196.5397,126.64
Sergeant B	1 yr	1,549.261,834.79	80,561.6295,408.97
Detective A		1,497.141,780.02	77,851.1392,561.25
Detective B	1 yr	1,465.351,746.63	76,198.4690,824.91
Patrol Officer A		1,427.331,706.68	74,221.1788,747.52
Patrol Officer B	1 yr	1,302.401,575.42	67,724.6181,922.07
Patrol Officer C	1 yr	1,177.031,443.71	61,205.4375,072.86
Patrol Officer D	3-yr	1,131.35	58,830.32
Humane Officer A		904.311,157.19	47,024.2060,173.71
Humane Officer B	1 yr	878.031,129.57	45,657.3858,737.70

9.5 Shift Differential:

A. Every officer working the 3:00 p.m. to 11:00 p.m. and the 4:00 p.m. to 12:00 a.m. shift shall receive a shift differential of four percent (4%) in their weekly salary. Every officer working the 11:00 p.m. to 7:00 a.m. shift and 12:00 a.m. to 8:00 a.m. shift shall receive a shift differential of five percent (5%) increase over their earned weekly salary.

B. Shift differential shall be paid only when actively working that shift. (Shift differential is not paid on holidays, vacation or other leave.)

ARTICLE 10
LONGEVITY

10.1 **Eligibility and Amount:** Each employee in the bargaining unit who has or will have five (5) years but less than ten (10) years of service on June 30th of each fiscal year shall receive an annual longevity payment of seven hundred fifty (\$750) dollars. Each employee who has or will have ten (10) years of service but less than fifteen (15) years of service on June 30th of each fiscal year shall receive an annual longevity payment of eight hundred (\$800) dollars. Each employee who has or will have fifteen (15) years of service but less than twenty (20) years of service on June 30th of each fiscal year shall receive an annual longevity payment of nine hundred (\$900) dollars. Each employee who has or will have twenty (20) years or more of service on June 30th of each fiscal year shall receive an annual longevity increment of one thousand (\$1,000) dollars. Such payments are to be made on the last pay period in July of said fiscal year.

10.2 **Termination, Retirement or Death:**

A. In the event of the death of an employee who is entitled to such longevity payments, said payments shall be paid to his/her spouse. In the event the employee is not survived by a spouse, said payments of employee longevity increments are to be paid to the estate and/or children.

B. Any member who is otherwise eligible, and retires, shall receive longevity payments for the fiscal year in which he/she retires.

C. An employee who leaves the Department for other employment, or who is discharged, or otherwise released from the Department for disciplinary reasons shall not be eligible for longevity payments for the calendar year in which he/she leaves.

ARTICLE 11
EDUCATIONAL BENEFITS

11.1 Each member of the bargaining unit with one year of service possessing an Associate's Degree shall receive a yearly allowance during the term of this contract of \$1,182.27.

11.2 Each member of the bargaining unit with one year of service possessing a B.A. or B.S. Degree shall receive a yearly allowance during the term of this contract of \$1,520.06.

11.3 Each member of the bargaining unit with one year of service possessing a Master's Degree will receive a yearly allowance during the term of this contract of \$1,857.86

11.4 Each member of the bargaining unit who has the equivalent of an Associate's Degree in credit hours will be paid as though such member had obtained the degree, but only if after attaining the required credit hours, such member continues in school in a program directed toward a Bachelor of Arts or a Bachelor of Science Degree. Such member shall be allowed to take one full semester off between the time the necessary credit hours for an Associate's Degree is achieved and the time the Bachelor of Arts or Bachelor of Science Degree is obtained, without

losing the allowance. If, however, such member takes more than one semester off during said period of time, then he or she shall no longer be entitled to receive the allowance, as of ninety (90) days after the beginning of the second semester which is taken off unless such member produces an Associate's Degree within said period of ninety (90) days, in which case the allowance will continue. If such member leaves school during any semester after having already taken one semester off, he or she shall no longer be entitled to such allowance as of ninety (90) days after such time he or she leaves school, unless such member produces an Associate's Degree, within said period of ninety (90) days. Proof of compliance with the various requirements of Section 11.4 shall be submitted to the Chief of Police. All degrees must be from an accredited school.

11.5 Any employee who has a degree verified at any time during the year shall be paid the appropriate sum of money in either December or June.

11.6 Education Assistance

Eligibility - Applicants for educational assistance must have at least eighteen (18) months of continuous service at the time of application.

- a. All applicants for education assistance must be made to and approved by the Chief of Police prior to the time of registration; such approval shall not be unreasonably withheld. Applications not made in advance will be rejected.
- b. Course work for which assistance is being requested must be job related, or it must be of such a nature as to improve the employee's promotional opportunities, or it must be a requirement of a college or university degree program which is related to the employee's development as a City employee.
- c. Course work must be taken at an appropriately recognized and certified educational institution, technical school or training center within the State of Connecticut including an appropriately recognized on-line institution. Online courses shall be accepted and reimbursed. No reimbursement is available under this policy for association meetings, conventions, institutional programs, or other similar forms of extracurricular programs.

Reimbursement - The City will reimburse employees for actual allowable expenses incurred to a maximum of two thousand five hundred dollars (\$2,500.00) per fiscal year.

1. Allowable expenses include tuition, books, lab fees, registration and fees.
2. In order to be reimbursed, the employee must provide satisfactory evidence of completion of the course with a "B" or higher for undergraduate courses or a graduate course, or a marking equivalent, and proof of prior payment.

ARTICLE 12
EXTRA POLICE DUTY

12.1 Definition:

Extra Police Duty – The term extra police duty shall be defined as duty for which the employee is paid by some party other than the City itself.

Event – Something that occurs in a certain place during a particular interval of time, i.e. but not limited to – Carnivals, Races, Sporting events, Festivals, Dances, Board of Education.

Construction – Extra duty requested on city or state roadways, for traffic, public safety, worker safety. This is normally requested by the construction company.

12.2 Rates of Pay:

A. All extra duty shall be paid at the rate of time and one-half the hourly rate for the rank of Lieutenant. If the individual is filling a supervisor's assignment, the rate shall be time and one-half the hourly rate for the rank of Captain. All extra duty work relating to City parking lots shall be paid at time and one half of the position being filled.

B. Payment for extra duty jobs shall be at a minimum of six (6) hours, Board of Education and Notre Dame High School jobs shall remain at four (4) hours.

C. The Chief of Police or his/her designee will determine if a marked Police Vehicle is needed for safety at any outside job. Conditions to be considered will include but are not limited to: weather conditions, lighting conditions, visibility, roadway volume, time of day, roadway speed, effect on traffic pattern, roadway restrictions at the actual job location.

If a marked Police Vehicle is authorized, a per day fee will be billed to the party hiring the officer(s) for use of the vehicle. No vehicles will be used for extra duty assignments unless approved by the Chief of Police or his/her designee.

12.3 Access to Extra Duty Jobs:

A. All such assignments shall be made by the Chief of Police or designated person and shall be made on an equitable rotating basis with seniority as a governing factor and the Chief shall bear the sole responsibility for this.

B. All employees desiring extra duty assignments shall make their desire known in writing to the Chief of Police or his designee, with a copy of such notice supplied to the Union. Thereafter, a list shall be drawn up on a rotating basis which will include those available for this work. When a supervisor is required for an event, such assignment shall first be offered to a Sergeant, and then to Lieutenants/Captains. If no employee of these ranks is available, the supervisor assignment shall be offered to the most senior patrol officer who shall become acting Sergeant and shall be paid at the rate of Sergeant.

C. Any employee who accepts an extra duty assignment and cancels it for any reason with less than four (4) hours' notice shall not be eligible to be called for the next extra duty assignment when his/her card comes up.

D. Any employee who books off sick from the West Haven Police Department shall not be eligible to take an extra duty job for sixteen (16) hours from the end of the shift he/she booked off sick.

12.4 Manning for Extra Police Duty:

A. When three (3) or more patrol persons are assigned, one (1) supervisor (Sergeant, Lieutenant or Captain) shall be assigned. When a supervisor is required for an event, such assignment shall first be offered to a Sergeant, and then to Lieutenants/Captains. If no employee of these ranks is available, the supervisor assignment shall be offered to the most senior patrol officer who shall become acting Sergeant and shall be paid at the rate of Sergeant.

B. When twelve (12) or more patrol persons are assigned, two (2) supervisors shall be assigned. When a supervisor is required for an event, such assignment shall first be offered to a Sergeant, and then to Lieutenants/Captains. If no employee of these ranks is available, the supervisor assignment shall be offered to the most senior patrol officer who shall become acting Sergeant and shall be paid at the rate of Sergeant.

C. When fifteen (15) or more patrol persons are assigned, two (2) Sergeants and one (1) Lieutenant or Captain will be assigned, when a Lieutenant or Captain is not assigned in the above event the Senior Sergeant shall be paid the rate of Lieutenant.

12.5 Surcharges:

The City will bill a surcharge to employers utilizing extra duty police officers, to cover administrative costs. The amount of the surcharge shall be determined by the City. Any small charges will be collected on the day the service is rendered by the police officers. For larger jobs, the police Special Service charges are due and payable upon receipt of the invoice. A late charge, in an amount determined by the City, will be added to any account that is over ten (10) days old. If a bill is unpaid for over forty-five (45) days the vendor will be unable to hire police Special Services until the account is paid in full and will be subject to additional collection and legal expense. Upon full payment of the account the vendor will be eligible once again to hire police Special Services but must pay for services up front for the next two (2) times. All new clients will pay on an up-front basis for the first two (2) jobs regardless of the job size.

ARTICLE 13 **EXTRA DUTY FOR CITY AND STAFFING**

13.1 Filling Open Shifts:

A. When an opening on a shift exists, the same system of seniority shall exist. (The senior man is to be called first). All persons must be called or asked according to their seniority.

If after calling by phone or asking each person, according to his/her seniority, and the job or jobs cannot be filled, then the person with least amount of seniority must work the next shift, paid at the rate of time and one-half.

B. Any officer who works sixteen (16) consecutive hours for the City may be allowed to leave after fifteen (15) hours, if in the determination of the Shift Commander it is not busy.

C. No officers shall be allowed to work in excess of eighteen (18) hours during any twenty-four (24) hour period with the exception being any job in which the officer may be held over, due to circumstances beyond his/her control. It shall be the responsibility of each officer to notify the hiring authority of any violation of the eighteen (18) hour rule. An officer who fails to provide the notification required by this subsection shall be removed from the rotation for a period of three (3) days after the first violation, five (5) days after the second violation, and thirty (30) days after the third violation.

D. When there is overtime available for a Humane Officer, the available overtime shall be distributed using the current hiring system.

13.2 Minimum Staffing:

A. A full complement of officers shall be 10 patrol beats on the 4:00 p.m. to 12:00 a.m./3:00 p.m. to 11:00p.m. shift, 9 patrol beats on the 12:00 a.m. to 8:00 a.m./11:00 p.m. to 7:00 a.m. shift and 10 patrol beats on the 8:00 a.m. to 4:00 p.m./7:00 a.m. to 3:00 p.m. shift.

B. There will be a minimum of one (1) Detective Investigator and one (1) supervisor of Detectives working on the 4:00 p.m. to 12:00 a.m. shift.

C. There will be a minimum of two (2) Detective Investigators and one (1) supervisor of Detectives working on the 8:00 a.m. to 4:00 p.m. shift. A Detective Investigator for the purposes of this section is any Detective working the 8:00 a.m. to 4:00 p.m. shift.

D. One (1) uniformed Communications Sergeant and one (1) uniformed street Sergeant will work per shift at all times. The Communications Sergeant may be assigned by the Shift Commander to work as a second Street Sergeant, but at all times, there will be either a Shift Commander or a Communications Sergeant in the station.

E. Effective July 1, 2002, there shall be a single rank of Lieutenant. Lieutenants may serve as shift commanders. Captains can only cover the job of Shift Commander on an overtime basis. The one 8:00 a.m. to 4:00 p.m. opening in the current job schedule for Shift Commander which occurs on Sunday shall be offered first to the Captains. If no Captains are available to cover this job, it will then be offered to Lieutenants. All other Shift Commander overtime will be offered to Lieutenants first. If no Lieutenants are available, it will then be offered to the Captains.

F. Captains: Captains will predominantly work Monday through Friday, 8:00 a.m. to 4:00 p.m., but the Chief may assign the Captains of the Uniform Services Division and the Investigative Services Division to work other hours on occasion as necessary to maintain the good

order of their divisions. The Chief may reassign a Captain from one division to another. It is anticipated that division assignments for Captains shall be rotated periodically. The City will provide each Captain with a Departmental approved communication device (Nextel or similar) for use in connection with police business.

G. The Chief may assign a patrol officer to perform investigative assignments. Any such patrol officer so assigned shall be paid at the rate of pay they currently receive, during the time that he or she is holding such temporary assignment. Such temporary assignment shall not exceed a period of twelve months. No incumbent Detective shall be removed as a result of any such special assignment. This temporary assignment is not a promotion and shall not be interpreted as such.

H. The provisions of the manpower clause notwithstanding, up to three (3) officers sent to school need not be replaced. In addition, the City shall not be required to replace an officer who is attending a training session of less than four (4) hours within the City limits; this exception shall not be used for more than three (3) officers who are on patrol.

13.3 Payment for Extra Shift Work:

A. In order to receive the time and one-half rate for extra shift work, and extra police duty as defined in Section 12.1 the officer must have worked the full forty (40) hour work week during the week that the extra shift occurred. In the event of a recognized holiday or vacation, it will be considered as eight (8) working hours toward the full forty (40) hour week.

B. In order to receive the time and one-half rate for extra police duty as defined in Section 12.1, the officer must have worked the full forty (40) hour work week during that week that the extra police duty occurred. In the event that an officer takes Sick Leave as defined in Section 15.1, forty-eight (48) hours prior to or after working the extra police duty, it will be considered as eight (8) working hours toward the full forty (40) hour week. An approved holiday, vacation, personal or compensatory day will be considered as eight (8) working hours toward the full forty (40) hour week.

13.4 Shift Selection:

All employees shall be required to bid within the time limits established herein.

A copy of the upcoming pick sheet for bidding shall be distributed with employee paychecks prior to the fourth week preceding the start of the cycle. The bidding shall be done starting in the fourth week prior to the start of the fifty-six day cycle. If an employee is on duty and it is his/her turn to pick, the employee must pick prior to the end of the tour of duty. If an employee is on his/her regularly scheduled day off when it is his/her turn to pick, the employee must pick not later than the start of the first shift on which he/she is regularly scheduled to work following the day(s) off. If an employee is on vacation or absent due to illness or injury, the employee may call the hiring authority or, in his/her absence, the desk sergeant, to pick or may give a written proxy to the hiring authority.

Once the bidding has been completed, there shall be no rebids. An employee who does not bid at the designated time for bidding waives his/her right to bid for that cycle. An employee who does not bid shall be placed on an opening on the swing schedule; if there is more than one, it shall be done in seniority order.

13.5 Rebidding of Shifts Due to Reassignments: If an officer is reassigned after the date on which shifts are selected, and the majority of the bidding period remains, the officers junior to the officer reassigned shall rebid. No rebid shall be required if officers are not affected by the reassignment.

13.6 Compensatory Time

In lieu of cash payment for overtime, compensatory time at time and one-half may be given for the following assignments:

- a) SWAT training;
- b) night work by the Crime Prevention Officer after eight (8) hours of work, or after four (4) hours of work on a Saturday or Sunday;
- c) attendance at staff meetings by commanding officers;
- d) demonstrations by K-9 officers;
- e) attendance by the DARE Officer(s) at graduations or presentations;
- f) other assignments as mutually agreed by the Chief and the Union;
- g) Regularly scheduled officers working the midnight shift on the day of the time change to Eastern Standard Time in the fall of each year, shall receive one (1) hour of compensatory time.

Attendance at these assignments is voluntary. No compensatory time may be given for work required by the City.

The maximum amount of compensatory time which an officer may accumulate is forty (40) hours. The City may, at any time, at its option, eliminate all or a portion of any compensatory time balances by making payment to the officer(s) at his/her regular hourly rate of pay.

Compensatory time may be used as follows:

1. A full shift of compensatory time may be used in any situation where the City may grant the time off without having to hire overtime. If a compensatory day is approved-anticipating that a scheduled extra officer will replace the officer on a

compensatory day and another employee subsequently takes the day off, the approval of the compensatory day shall not be withdrawn

2. Up to four (4) hours of compensatory time may be used any time during a shift, in which case the City shall not be required to replace the officer.
3. Use of compensatory time is subject to approval of the Shift Commander based on staffing requirements.
4. Since compensatory time is not granted unless there is no overtime cost to the City, approval of compensatory time shall not normally be granted more than seventy-two (72) hours in advance of the time off requested.
5. An officer may not take compensatory time in order to work overtime/extra duty.
6. An officer shall be informed at the start of his shift, or at the time of the request if made during a shift, whether he may use compensatory time with the understanding that the decision may be rescinded later if an emergency occurs.

ARTICLE 14 **HOLIDAYS**

14.1 The following holidays shall be paid for whether worked or not:

New Year's Day	Labor Day
Martin Luther King's Birthday	Veterans' Day
Washington's Birthday	Columbus Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Employee's Birthday

For employees hired on or after July 1, 2015, holidays will be paid at the end of the quarter for holidays that fall within the quarter.

14.2 When a holiday falls on Sunday and is celebrated on a Monday, then the Monday shall be considered the holiday. When a holiday falls on Saturday and is celebrated on the preceding Friday, then, Friday shall be considered the holiday. Christmas, New Year's, and Independence Day will be celebrated on the actual day. In the event for any reason whatsoever, a holiday is created by order of the President of the United States or the Governor of the State of Connecticut such holiday shall be awarded to each member of the bargaining unit. If the member is required to work on the day that is designated as a holiday, he/she shall be compensated for the holiday by eight hours pay or holiday time off at the discretion of the employee. Such day shall be treated as all other holidays that are specified with this document.

14.3 An employee who is required to work on the above enumerated holidays shall receive regular rate of pay for the hours so worked. He shall be compensated for the holiday by eight (8) hours holiday pay or holiday time off at the discretion of the employee.

14.4 It is expressly understood and agreed between the parties to this contract that the holiday known as Washington's Birthday, Memorial Day and Columbus Day are now celebrated on the Mondays specified in Section 1-4 of the Connecticut General Statutes and those days shall be the holidays for the purpose of this Article rather than the traditional dates previously celebrated. If by statute any said holiday listed above is to be celebrated on a day other than the day on which said holiday normally fell then, and in such event, the day so specified by statute shall be the holiday for the purpose of this Article rather than the traditional dates previously celebrated.

14.5 All holidays must be used or cashed in at anytime during the fiscal year. Under no circumstances can they be carried over to the next year. If the officer works on said holidays, he shall be awarded one (1) holiday day off for each holiday so worked. Anyone wishing to work an extra beat job on Thanksgiving Eve, Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve and New Year's Day will be working as bonus job, on all shifts. The City's scheduled fireworks detail will also be considered a bonus job.

14.6 Scheduling:

A. Holiday(s) may be taken at the discretion of the employee subject to the present practice of permitting no more than one (1) Shift Commander, one (1) Sergeant in the manpower clause and up to six (6) patrol persons in the manpower clause to be granted this privilege per shift subject to the provision that the number of Patrol Persons in the manpower clause who may be off on personal leave, holidays and vacations shall not exceed, in the aggregate, six (6) per shift (Appendix C). However, the Chief of Police, in his discretion, may grant additional personnel holiday time. No more than two (2) Detective Investigators on the 8:00 a.m. to 4:00 p.m. shift shall take holiday leave at one time and no more than one (1) Detective Investigator of the 4:00 p.m. to 12:00 a.m. shift shall take holiday leave at any one time. However, the Chief of Police, in his discretion, may grant additional personnel holiday time.

B. No holiday shall be granted to an employee on an enumerated holiday or the eve of said holiday if said position(s) cannot be filled without ordering another officer to "double though".

C. These provisions are also subject to a three (3) day advanced notice request to the Chief of Police or his designated authority. The three (3) day advanced notice requested can be waived by the Chief of Police. The three (3) day advance notice request to the Chief of Police or his designated authority is waived for the swing men.

14.7 Any employee who books off sick the day before or the day after a holiday or compensatory day or before or after an enumerated holiday as outlined in 14.1 taken shall lose one compensatory day from his/her accumulation. If no compensatory days can be deducted, said employee shall lose one holiday. If neither holiday nor compensatory day is accrued, the

employee shall forfeit one day's pay. When a holiday is forfeited, the employee shall not lose more than one (1) days accumulation, under any circumstances, or one day's pay, if no accumulation. However, any employee who books off "injured" whether compensable or not shall not forfeit a holiday or compensatory day or pay and each employee shall furnish to the Department a doctor's excuse relating to said injury in that event.

14.8 No Holiday pay shall be paid to an employee who is out on suspension. If the suspension is overturned through the grievance procedure, the holiday will be restored.

ARTICLE 15 **SICK LEAVE**

15.1 Definition and Use:

A. Sick Leave defined: an absence from work for the following reasons during which an employee shall be compensated at his regular rate of pay.

1. Illness or injury to the employee not arising out of or during the performance of duty.
2. When the employee is required to undergo medical, optical, or dental treatment, and only when this cannot be scheduled on off-duty hours.
3. Illness, incapacity, or injury to the employee's spouse, child, or parent requiring the employee's personal attendance.

B. If any police officer leaves duty sick, for more than four (4) hours, he/she shall be charged the full amount of sick time i.e.: 5, 6, 7 hours.

C. When an officer leaves duty sick any time within the last four (4) hours of his/her tour of duty, he/she will be charged sick time. A replacement is not required under these circumstances.

D. If the officer is leaving duty sick for any time more than four (4) hours, a replacement will be hired.

15.2 Accrual, Maximum Accumulation, Retirement and Death:

A. Employees shall be entitled to fifteen (15) days of sick leave per fiscal year. Any employee hired during a fiscal year shall have sick time computed at one and one-quarter (1 ¼) days per month until July 1st of the said year.

B. Unused sick leave as accrued may be accumulated up to one hundred fifty (150) days. For employees hired on or after July 1, 2015, unused sick leave as accrued may be accumulated up to one hundred twenty (120) days.

C. Up to one hundred twenty (120) days of accumulated sick leave may be credited toward early retirement, or the employee shall receive one day of pay for each day of accumulated sick leave up to a maximum of one hundred twenty (120) days. For employees hired on or after July 1, 2015, the employee shall receive one day of pay for each day of accumulated sick leave up to a maximum of ninety (90) days on retirement.

D. Upon death of an employee, the amount of sick leave due to such employee shall be payable to his/her designated beneficiary at his/her going rate of pay.

15.3 Advance of Sick Leave: An employee who has exhausted his/her sick leave in any one year may request in writing, an advance of future sick days. Such employee shall be allowed to borrow, subject to the approval of the Board of Police Commissioners, an additional fifteen (15) days sick leave time. Such approved time shall be charged to the following year's sick leave. Upon his/her return to active duty, all earned sick leave credit shall be applied to his/her borrowed leave until repaid. Should for any reason an employee be terminated before the borrowed time is repaid, the days owed will be deducted from any moneys owed to said individual upon his/her termination of employment.

15.4 Sick Pool:

A sick pool shall be established by all members, with said members contributing one (1) sick day per year to said pool with a cap of two thousand four hundred (2,400) hours or three hundred (300) days. Members shall qualify for said pool after all holidays, vacation, sick time and sick time extensions have been exhausted. Said pool is to be utilized by officers with a legitimate extraordinary illness or injury which is not covered by workers' compensation or by the City.

The sick leave pool will be administered by a Sick Pool Committee of two (2) Union representatives and two management representatives. In the event of an impasse, the current Director of Personnel and Labor Relations will be the tiebreaker. An employee seeking access to the sick pool must submit a written request to the Committee, together with appropriate documentation of the illness or injury. In deciding whether to grant sick pool benefits and the extent of such benefits, the Committee shall consider such factors as:

- The nature and anticipated duration of the illness-or-injury.
- The employee's length of service with the Department.
- The employee's attendance record.

Sick pool benefits may only be granted upon a majority vote of the Committee.

The Committee's decision on whether to grant, in whole or in part, or to deny sick pool benefits shall not be subject to the grievance and arbitration provisions of this Agreement.

ARTICLE 16
OTHER LEAVES

16.1 Union Business Leave:

A. The City shall pay up to three hundred fifty (350) hours per year to members of the Union Executive Board and/or elected delegates to allow them to attend board or council meetings, conferences or conventions, or any other official union meetings. The President of the Union shall be allowed Union time to attend functions in his capacity as Union President. Total Union time shall not exceed three hundred fifty (350) hours as set forth in this Section. The Union shall notify the City at least one week in advance, when possible, of the need for invoking this provision and shall notify the City as to the names of the employees involved and the duration of the absence. The Union agrees that no more than three (3) employees shall be absent for these purposes at the same time. The City agrees that the above does not apply to time lost in bargaining, grievance or hearing sessions. An employee may not work overtime on the regularly scheduled shift on which he/she is scheduled to work and is on union leave time.

B. The number of Union people to attend arbitration hearings shall be two (2) Union representatives, plus the President.

16.2 Funeral Leave:

A. In the event of a death of an employee's parent, spouse, brother, sister, child, stepchild, stepfather and stepmother, an employee shall be granted up to five (5) days' pay in accordance with the following provisions. In the event of a death of an employee's current mother-in-law, current father-in-law, current brother-in-law, current sister-in-law, grandmother, grandfather or grandchild, Aunt or Uncle an employee shall be granted up to three (3) days' pay in accordance with the following provisions.

B. For any person domiciled in the officer's household other than the above, participation of the employee shall warrant two (2) days paid absence.

C. Members shall not be paid for any days that are their regular days off that occur between the date of death and the burial.

16.3 Workers' Compensation:

A. An employee who shall become disabled in the line of duty or is unable to work because of illness incident to his/her police duty, shall receive full pay for the duration of such illness or disability or until he or she becomes eligible for retirement, or for a maximum of eighteen (18) months whichever comes first. This section applies to those officers who file State Compensation Forms within seven (7) days of the injury. If the Compensation Commissioner rules against an officer, said officer shall compensate the City for designated time, i.e. holiday, sick time, vacation and wages. Should the employer file a disclaimer within the time limits prescribed by the Workers Compensation Statute, then said injured employee must request a hearing before

the Workers' Compensation Commissioner within thirty (30) days following receipt of the disclaimer in order to continue to receive the benefits specified in this section. If a determination of compensability is not made during this eighteen (18) month period by the Workers' Compensation Commissioner, the officer's injured status will automatically revert to sick status and the appropriate sick, vacation, holiday, and personal time will be forfeited from the officer. If the Workers' Compensation Commissioner, at a formal hearing rules the injury compensable, the officer (if active) will be made whole.

B. If an employee loses time because of an injury sustained in the line of duty for which he or she is entitled to compensation under the Workers' Compensation Act, he or she shall receive benefits equal to normal full pay for the period of disability, with the City making up the difference in the amount of such compensation received and the normal amount of the weekly pay, for up to eighteen (18) months. He or she shall receive the amount of pay per week as prescribed by the Workers' Compensation Act after eighteen (18) months.

C. All sick or injured employees are prohibited from working during their last normal scheduled working hours. Any violator of this section shall be subject to discipline, up to and including termination. If the injured employee is working another job he is capable of doing during hours other than his scheduled hours, he must notify the Chief of said other job and present a note from his Doctor stating that the other job would not affect his injury. Upon receipt of said Doctor's note, the City shall have the right to have said injured employee examined by the City Doctor.

D. Whenever an employee suffers an injury for which workers' compensation is claimed, the City shall investigate whether there is work available temporarily for the employee during the period of the employee's rehabilitation. A "Temporary work assignment" will not be for more than six (6) months. It is understood that a temporary work assignment is provided as a precursor to returning to full duty status. There is no permanent light duty status. The current job description for the position held by the employee, and any other information concerning the essential functions of the job, will be forwarded to the employee's treating physician and the City's workers' compensation carrier. The physician will indicate which of the essential functions of the job the employee is and is not capable of performing, as well as any medical restrictions on the employee, so that the City can analyze whether alternative work assignments are available. The Chief of Police and the City's Risk Manager will review alternative work assignments that may be available for the employee.

If there is a suitable temporary assignment available, the employee will be asked to return to work. It is understood that employees have an obligation to accept suitable alternative work under the Workers' Compensation Act.

A temporary work assignment may not be available for the entire period of an employee's temporary disability. If the temporary assignment ends, the employee will be notified and will no longer be required to report to that assignment. An employee with a non-service connected injury is eligible for a temporary work assignment under this Section.

Assignments under this Section shall be distributed on a first-come, first-served basis. If two officers are eligible at the same time, then the officer out of work the longest shall be offered the job. In all cases, priority shall be given to officers with work related injuries.

E. Any employee sustaining a work related injury or disability as provided in this Article must use a health care provider in the City of West Haven's workers' compensation preferred provider network, as such may be modified from time to time by the Plan Administrator and approved by the Workers' Compensation Commissioner.

16.4 Military Leave:

Leave for time spent in any of the Armed Forces or for time spent in the National Guard, shall be considered as time accruing toward years of service with the Police Department.

16.5 Personal Leave:

A. Each employee with five (5) years or more of service with the Department shall be entitled to five (5) personal days per fiscal year at his/her discretion, (with at least eight (8) hours notice), except that they may not be taken on any designated holiday. Personal days may be taken at the discretion of the employee subject to the permitting of no more than one (1) Shift Commander, one (1) Sergeant in the manpower clause, one (1) Detective Investigator, and one (1) Patrol Person in the manpower clause to be granted this privilege per shift (subject to Appendix C). However, the Chief of Police, in his discretion, may grant additional personnel to take a personal day.

B. Seniority shall prevail on all personal days. The officer may request said personal day sixteen (16) hours in advance, but can be bumped by a senior officer up to eight (8)-hours prior to the start of said shift.

C. All personal days must be used or cashed in at any time during the fiscal year. Under no circumstances can they be carried over to the next year.

ARTICLE 17 **WORK WEEK**

17.1 The standard work week shall be forty (40) hours per week.

17.2 Any officer who is required to work over-eight (8) hours in one-working day, or who works in excess of the normal forty (40) hours in any week, will be paid for those hours worked in excess at the rate of time and one half of regular rate for all such hours. The term "regular rate" as used in this contract shall be the hourly rate agreed upon and incorporated in this contract. The working day shall be defined as a minimum of fifteen (15) hours time off before the next scheduled shift unless the officer voluntarily waives these rights. (Voluntary waiving of rights means picking the beats only.)

17.3 Any officer scheduled to work an extra job for the City, or otherwise, and reports to headquarters ready for duty and said job is canceled, shall receive a minimum of five (5) hours of work. For outside work, he/she shall receive four (4) hours pay.

17.4 Each officer will receive two (2) consecutive days off per week unless officer voluntarily waives the right. (Voluntary waiving of rights means picking beats only.)

17.5 Any officer required to work fifteen (15) minutes or more will be paid the next hourly rate.

17.6 All police personnel will take no lunch periods the last two (2) hours of any shift. All police personnel will be allowed to take their lunch periods at home, provided that said police personnel reside within the City of West Haven, with the exception of an officer assigned to a bicycle.

ARTICLE 18 **PROMOTIONS**

18.1 Examinations:

A. Examinations for promotion to the rank of Sergeant, Lieutenant and Captain shall be conducted at least every two (2) years. Promotional exams which shall consist of oral and written exams shall be conducted by a mutually agreed upon firm or agency and shall be valid for a two (2) year period as specified in Section 18.3 unless all eligible candidates are promoted prior to the expiration date. The firm or agency conducting said examinations shall be determined at least eight (8) months prior to the exam date.

Should a vacancy(ies) arise after the regular list of eligible candidates is exhausted, or when there is no list for some other reason, a special examination shall be given. The special examination shall be given by the testing firm or agency that gave the last regularly scheduled examination. Such examination shall be given as soon as practicable following the date on which the vacancy arises, and in no event more than ninety (90) days following the date on which the vacancy arises. The special examination list shall expire on the April 30 prior to the new list resulting from the next regularly scheduled examination.

Applicants shall be eligible to take the special examination if they met the time-in-grade requirements as of the April 30 cut-off date for the last regularly scheduled examination. Seniority points shall also be determined as of that date.

B. All appointments will be made in order from those ranking number one on the exam.

C. Promotional exams shall consist of two elements, a written examination and the Assessment Center Examination Process or oral board as determined by the City and announced eight (8) months prior to the exam date. Each officer must attain a mark of at least the same percentage as is required to pass the written examination for entry level officers, to pass the written portion of the examination. All written examinations and Assessment Center Examinations or oral board shall be held off-site of the West Haven Police Department.

D. For the Sergeant's examination, the written examination shall be worth fifty percent (50%) of the grade and the Assessment Center Examination or oral board shall be worth fifty (50%) of the grade before seniority points are added.

For the Lieutenant's and Captain's examinations, the written examination shall be worth fifty percent (50%) of the grade and the Assessment Center Examination or oral board shall be worth fifty percent (50%) of the grade before seniority points are added.

E. **Detective/Detective Sergeant Assignment**

When an opening exists in the Detective Bureau for a Detective and/or a Detective Sergeant, the process for selecting a Patrol Officer or Sergeant to fill the spot is as follows:

The Chief of Police will solicit input from his/her senior staff. The senior staff will provide a list of 3-5 candidates and rank them in order. From these individual's lists, a master list of the three (3) candidates is submitted by the Chief to the Board of Police Commissioners for review. The board will select one of the three candidates submitted from the master list.

18.2 Eligibility:

A. A patrol officer will be eligible to take the exam for the rank of Sergeant upon obtaining Grade "A" status. No Sergeant shall be deemed qualified to take the exam for Lieutenant until the Sergeant has completed three (3) years as Sergeant. No Lieutenant shall be deemed qualified to take the exam for Captain until the Lieutenant has completed three (3) years as Lieutenant.

B. Officers to be promoted to the position of Sergeant and above are strongly encouraged to hold an Associate's Degree, and preferably a Bachelor's Degree.

All police officers hired by the Department after September 1, 2005 do not need an Associate's degree to reach Grade "A" status. Officers hired after September 1, 2005, however, must have an Associate's degree in order to be promoted to Sergeant and above. The Department will accept an officer's E-4 rank in lieu of an Associate's degree in order to make Sergeant. An officer hired after September 1, 2005 with an E-4 rank, needs an Associate's degree in order to be promoted to Lieutenant and above.

18.3 Effective Dates of Lists: No promotional list shall be made effective prior to the expiration of an existing list. Beginning in 1995 and every two (2) years thereafter, the promotional list shall become effective May 1, and be valid for a two year period ending on April 30 subject to vendor availability, regardless of when the exam is given or the list is certified. Applicants will be eligible to take the exam if they have or will have, their time-in-grade by April 30. Seniority points will be computed for years of service completed on April 30.

18.4 Results: All results are to be posted within thirty (30) days following the completion of all phases of the examination. If there is a current list, a promotion caused by a vacancy shall be filled from the existing current list within thirty (30) days. If there is no current list, a promotion

caused by a vacancy shall be filled within thirty (30) days from the date of the posting of the results of the special examination.

ARTICLE 19
HEALTH AND LIFE INSURANCE BENEFITS

19.1 Health Benefits for Active Employees:

A. Effective January 1, 2020, the City will provide to eligible employees the State Partnership Plan 2.0 (the "SPP"). If an employee (or spouse or dependent(s)) does not comply with the wellness provisions/requirement of the SPP, known as the Health Enhancement Plan ("HEP"), the employee will be responsible for penalties issued for non-compliance in accordance with the SPP. In the event the City leaves the SPP, the City agrees that the starting point for negotiations with the Union shall be the Anthem PPO plan in effect as of November 1, 2019.

Effective upon ratification, employees shall contribute 15% of the premium cost. Effective July 1, 2020, employees shall contribute 15% of the premium cost. Effective July 1, 2021, employees shall contribute 16% of the premium cost. Effective July 1, 2022, employees shall contribute 16% of the premium cost. All employee contributions shall be under a Section 125 Premium Only Plan. The following health benefit plans for eligible employees and, unless otherwise provided, for their eligible dependents (which shall include an eligible employees spouse and unmarried dependents up to age 26, so long as required by law, otherwise to age 25).

B. Dental benefits comparable to the former Blue Cross Full Service Dental Plan with Riders A, B, C and D.

C. Vision care benefits for the employee only, comparable to the former Blue Cross Vision Care Rider.

19.2 Life Insurance:

For active employees, the City shall pay the full cost of the life insurance program of one hundred thousand dollars (\$100,000) for all present members of the Department.

19.3 Change of Carriers:

The City shall have the right to change insurance carriers or to self-insure provided that employee benefits are equal to or better than the benefits the employee now has in place.

19.4 Medicare Deductions

The City will deduct (withhold) Medicare tax from employees.

19.5 Insurance opt-out

The City shall provide a payment in lieu of health benefits for employees that waive such coverage, in the amount of four thousand dollars (\$4000) per year, payable to the employee in two installments. The first payment shall be made six (6) months following the employee's waiver. Employees not currently (as of January 31, 2013) receiving an insurance waiver payment may not receive an insurance waiver payment if they receive coverage under any City or Board of Education plan.

ARTICLE 20
MATERNITY AND FAMILY LEAVE

20.1 A female employee who becomes pregnant shall, as early as her condition is known, submit a written statement from her physician indicating her present physical condition, the expected childbirth date, and any limitations which may affect her ability to continue in her normal employment whether currently or in subsequent months.

20.2 Disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery therefrom, shall be treated as temporary disability for all job related purposes.

20.3 The date for leaving work shall be determined by the City, after review and after consultation with the officer, unless the officer's physician has determined that for medical reasons the officer must leave work on a date earlier than set by the City.

20.4 The City shall make a reasonable effort to transfer a pregnant officer to a suitable temporary position within the Police Department. The City shall have the sole discretion to determine if such assignment is available. An officer shall be granted maternity leave and be eligible to use any accrued paid leave to the officer's credit for that period of time that the individual's doctor or the City certify that the officer is medically incapable of performing the duties of the position.

20.5 There shall be no loss of seniority during said leave. Such officer shall have up to ninety (90) days from the date of the birth of the child to return to work. Upon signifying the officer's intent to return to normal duties, such officer shall be reinstated with equivalent pay, accumulated seniority, retirement credit and fringe benefits. In the event that the officer needs additional time, she shall submit an additional request to the Board of Police Commissioners.

20.6 An employee who becomes sick or disabled due to pregnancy or childbirth shall be entitled to leave in accordance with applicable state and federal statutes. An employee shall not be obligated to use vacation or other personal leave time in order to be granted a maternity leave. Employees shall not be precluded from using accrued vacation, personal time or sick time to extend periods of childbearing leave.

20.7 During the period of maternity leave, the City shall provide employee benefits seniority, insurances and pensions. The City does not have to grant additional sick time, holidays, vacations, and personal days during the leave.

20.8 A male employee shall be entitled to use up to twenty (20) accrued sick days for the birth or adoption of his child. Such employee shall also be entitled to unpaid leave in accordance with the Family and Medical Leave Act.

20.9 Employees may be granted a leave of absence when adopting a child.

20.10 This Article will not be precedent for light duty.

ARTICLE 21 **CLOTHING ALLOWANCE**

21.1 Clothing and Accessory Allowances:

A. Each regular member of the Police Department shall be granted a clothing allowance of one thousand and sixty-four dollars (\$1,064) for the fiscal year. Each member shall have the option of receiving a check for said amount issued on the first payday in July or remaining on the present voucher system. A written request to receive a check must be sent to the Chief of Police, on or before June 1st of each year.

B. A one hundred (\$100) dollar payment (separate check) will be paid to each officer on the first payday in July, to use for clothing and/or cleaning expenses.

C. Each member of the Department shall receive one hundred dollars (\$100) on the first payday in July, to be used for accessories, i.e., briefcases, clip boards, etc.

21.2 Equipment:

A. Police equipment shall be furnished to each sworn member of the Police Department as necessary to fulfill their job assignment within the agency. The City shall furnish each employee such equipment as it customarily furnished, and whenever reasonable possible shall furnish such additional equipment as is necessary to promote safety and welfare of the department members as well as aid in the efficient performance of their duties.

B. All issued equipment including bullet proof vests and duty weapons shall be returned upon separation from the department. Failure to return equipment upon separation will be cause to withhold any moneys owed.

21.3 Voucher System:

The voucher system in effect prior to the implementation of the 1996 contract shall remain in effect except that there shall be at least one catalogue company added as a source for purchases. Catalogue orders shall be processed through the designated office of the Police Department. Orders shall be sent to the catalogue company once a month.

21.4 Uniform Specifications:

If there is a change in uniform specifications, the Department shall confer with the Union concerning an appropriate wear-out period for prior purchases.

ARTICLE 22
GENERAL PROVISIONS

22.1 All side letters, memoranda of agreement, amendments and other written or oral agreements or assurances not expressly contained in this Agreement shall be invalid as of the effective date of this Agreement, with the exception of those which have continuing application, per the attached.

22.2 The City agrees to furnish to the Union an up-to-date seniority list for the bargaining unit, together with the classification and rates of pay for each employee on this list.

22.3 No employee covered by this Agreement shall be regularly required to perform any function normally done by another City Department or agency or by a private concern except in emergency situations.

22.4 The City agrees to recognize and meet with any accredited Representative of the Union, who is described in Article 2, Section 2.1.

22.5 The City and Union agree to a residency provision. Said provision allows personnel to reside outside the limits of West Haven in the State of Connecticut within a twenty (20) mile radius from the West Haven border.

ARTICLE 23
NO STRIKE OR LOCKOUT

23.1 During the course of this Agreement there shall be no strike, slowdown, suspension or stoppage of work in any part of the City's operation authorized by the Union, nor shall there be any lockout by the City in any part of the City's operation.

ARTICLE 24
PENSIONS AND RETIREE INSURANCE

24.1 Pension Plan:

A. The Pension Plan restatement of January 1, 1999, as negotiated and updated from time to time by the City and the Union shall govern all retirement benefits and pension matters for current full-time, permanent uniformed and investigatory employees of the West Haven Police Department. Retirement benefits and pension matters for individuals who are already retired shall be governed by the policies and procedures in effect at the time of their retirement. Any employee hired after November 1, 2009 will be enrolled into the City of West Haven's 401k plan, not the pension plan mentioned above. The City will provide disability insurance to members hired after November 1, 2009.

24.2 Retiree Health Insurance:

A. The City agrees to pay the full cost for the Medicare over 65 plan effective July 1, 1985, for those members retiring after said date, or equivalent. Retirees hired on or after January 27, 2020, shall pay 25% premium contribution percentage toward the cost of the plan and 50% for the spouse/dependent for the cost of the plan, for both pre-age 65 retirees and post-age 65 retirees. Retirees who are hired on or after November 1, 2009, must have 20 years of service to be eligible to receive the retiree medical benefits outlined in Section 24.2

B. 1) The City shall provide an employee who actually retires after this Agreement is ratified the Anthem PPO Plan (or a plan that is equal to or better as set forth in Section 19.4) until the retiree turns age 65. The Anthem PPO plan design is subject to change as determined by Anthem in its discretion. The City shall pay the cost of coverage for the retiree and his/her eligible dependents.

2) Pre-age 65 retirees hired prior to the union ratification vote on January 27, 2020 will pay the same premium share as active employees, which may increase as it increases for active employees as negotiated between the City and the Union, provided that pre-age 65 retirees will not pay more than twenty percent (20%) in premium cost share. Employees hired prior to the union ratification vote on January 27, 2020, will receive a side letter from the City confirming the 20% cap on pre-age 65 retiree medical premium share.

C. A retiree who is eligible for paid medical coverage from another source shall not be eligible for this benefit, provided that the coverage from the other source is substantially equivalent to that provided by the City. A retiree who loses his/her eligibility for paid medical coverage from another source shall be allowed to reenroll in the City's plan for retirees. Whether the other coverage is substantially equivalent shall be determined by a joint committee of the City and the Union. If the City and the Union disagree on whether the coverage is substantially equivalent, the dispute shall be submitted to a consultant selected by mutual agreement of the parties.

D. The City shall pay the full cost of Supplement 65 insurance for those members who qualify for Social Security.

E. For any employee hired on or after July 1, 1993, upon retirement, the retiree shall pay any contribution toward health and/or life insurance which is required of active employees.

24.3 Retiree Life Insurance:

For employees who retire from the Department, the City shall pay the full cost of the life insurance program of ten thousand dollars (\$10,000) upon retirement.

24.4 Deferred Compensation Program:

A. The City has established a deferred compensation program for employees in accordance with Conn. Gen. Stat. § 7-464(a), which program meets the requirements of Section 457 of the Internal Revenue Code. The program provides the opportunity for payroll deduction of voluntary contributions by employees, with pre-tax dollars, subject to the limitations set forth in Section 457 of the Code and related Regulations.

B. The deferred compensation plan shall be administered by a third party who is properly licensed and qualified. Said third party must also be insured or bonded. The selection of the third party shall be done by a joint committee, comprised of two representatives of the City and two representatives of the Union.

**ARTICLE 25
MOTORCYCLE**

25.1 The City and the Union agree that if the City feels it is necessary to employ the use of a motorcycle in full time police duty, the selection of the operator of said vehicle shall be by seniority from an eligibility list to be maintained by the City. In order to be on this eligibility list an officer must have a valid Connecticut Motorcycle License. If chosen an Officer must satisfactorily complete a Motorcycle Training Course.

**ARTICLE 26
HUMANE OFFICER**

26.1 All provisions of the collective bargaining agreement shall apply to the Humane Officer with the exception of Sections 5.2, 5.3, 5.4, 5.5, 5.6, , 8.9, 9.5, 12.1 through 12.5, 13.2, 13.4, 13.5, 18.1 through 18.4, 25.1, 27.1, 29, and any other article or section which, by its terms, is clearly applicable only to Post Certified Officers.

26.2 The Humane Officer shall work a forty (40) hour work week. The hours of work will be 8:00 a.m. to 4:00 p.m. The work schedule for the Humane Officer shall normally provide for two consecutive days off based on seniority, subject to change by mutual agreement between the employee and the Chief or his designee.

26.3 There shall be a three (3) hour minimum for Animal Control Officers who are called in to perform their regular Animal Control duties.

ARTICLE 27
K-9 SQUAD

27.1 The City and Union agree to the formation of a K-9 Squad with the following provisions:

- a. Canine to be owned by the City of West Haven.
- b. City to pay for canine food and veterinary cost. City must approve vet costs in advance for retired canine which exceed \$500, per fiscal year.
- c. City to pay for schooling required for state certification;
- d. City will provide insurance for canine.
- e. City will provide a specially equipped car for duty.
- f. Officer will be paid time and one-half if called to work when off duty.
- g. Must be able to pass State qualification test and be recommended by State Board.
- h. A Canine Officer may not pick the bicycle patrol or Beat 40. However, a Canine Officer may work Beat 40 as relief or as overtime. A Canine Officer working Beat 40 will still respond to a call for a Canine Officer.
- i. The City will allow the Canine Officer to leave his shift one (1) hour early on his regularly scheduled workdays in order to care for the animal. Normally, a Canine Officer shall take this hour at the start or end of his regular shift based on the concurrence of the Canine Officer and the Shift Commander. In addition, the City will pay each Canine Officer two (2) hours of regular pay per week at straight time for time spent off-duty in caring for the animal.

Criteria for Canine Handler

- a. Patrol person or Patrol Sergeant.
- b. Willing to have canine live in home.
- c. No family allergies connected to animals.
- d. Animal must be maintained in one or two family dwelling.
- e. Minimum of two (2) years on the Department.

- f. Shall work either the 8:00 a.m. to 4:00 p.m. shift; the 4:00 p.m. to 12 midnight or 7:00 p.m. to 3:00 a.m. shift(s); or the 12 midnight to 8:00 a.m. shift Officers who are designated canine handlers bid their shifts with other officers but the Chief may limit the number who bid for any one shift.
- g. Minimum commitment of three (3) years.
- h. Must pass the complete course (Patrol person and canine).
- i. All other provisions of the contract will be applicable.
- j. Must pass a special physical examination designed for the position of K-9 Officer conducted by a qualified physician selected by the City.

ARTICLE 28
WEIGHT PROGRAM

Following ratification of this agreement, the City and Union shall establish a joint committee, with three representatives from each party. The committee shall meet and confer in good faith regarding the establishment of a minimum physical fitness standard necessary for the performance of a police officer's duties.

ARTICLE 29
DETECTIVE BUREAU SCHEDULE AND STREET CRIME

29.1 Detective Bureau:

A. Detectives and Detective Sergeants shall have the right to bid shifts every fifty-six (56) days. Said shifts shall be either 8:00 a.m. to 4:00 p.m. or 4:00 p.m. to 12:00 midnight. All Detectives and Detective Supervisors shall work Monday through Friday with Saturday and Sunday off. Exceptions to the bid shall be the Property Room, Youth and Fraud who shall work 8:00 a.m. to 4:00 p.m.

B. The Chief, or his/her designee, shall have the right to change shifts of the Detectives to continue an investigation. Said change in shifts shall not exceed sixty (60) days.

29.2 Street Crime:

A. There will be a ranking Supervisor and three (3) officers, one of whom may be a detective assigned to the Street Crime Unit. The Chief shall have the right to add additional Police personnel whenever it warrants.

B. Hours of work will be the basic 4-12 shift. However, shifts may be flexible on case load.

C. Any officer, detective or supervisor, assigned to this unit will not be considered part of the manpower clause for either the Detective Bureau or Patrol Division, except as provided in

the Memorandum of Agreement on Reorganization as set forth in Appendix B and except that if the supervisor is a Detective Sergeant or Detective Lieutenant, he/she will be counted in the manpower clause for the Detective Bureau on the 4-12 Shift.

D. The City will not have to fill the vacancy for this unit when they are off.

E. There will be no replacement put on the job to replace these officers.

F. All personnel will have two consecutive days off.

G. Any overtime will be at time and one-half.

H. All other provisions of the contract will be applicable.

I. Any officer assigned to the Street Crime Unit, DEA, STNF or other drug interdiction unit will be drug tested no more than 6 times per calendar year, in addition to the random drug testing already provided under this agreement. The cost of testing will be paid for by the City.

ARTICLE 30

DURATION

30.1 This Agreement shall become effective on the date of its signing, with the exception of those provisions for which a retroactive effective date is specified. This Agreement shall remain in effect through June 30, ~~2023~~2025.

**APPENDIX A
COST CONTAINMENT PROVISIONS**

The following utilization review provisions will become part of the group benefit package provided by the City:

1. PRE-ADMISSION CERTIFICATION/CONTINUED STAY REVIEW:

All hospital inpatient admissions will be subject to certification review. This includes both elective and emergency admissions. Elective admissions must be certified at least 48 hours in advance; emergency admissions must be certified within 48 hours after admission to the hospital.

The length of the admission will be subject to certification. Additional days beyond those certified during the pre-admission process must be approved to be treated as a covered expense.

If a hospital inpatient admission is not certified, there will be a \$200 penalty applied. This penalty may not be submitted as a Major Medical expense.

If an admission extends beyond the number of certified days, such additional days will not be considered a covered expense. Subject charges may not be submitted under Major Medical.

2. SECOND OPINION SURGERY:

For all elective surgical procedures, the Second Opinion "service line" must be contacted to determine if a Second Opinion is necessary. If deemed necessary, the Second Opinion will be covered at 100%, not subject to deductible. A Third Opinion will also be covered at 100%.

If a Second Opinion is deemed not necessary, you may still obtain one. Under these circumstances, the Second Opinion will be treated as any other expense subject to deductible and coinsurance. Third Opinions are also available, but reimbursed as any other expense.

If a Second Opinion is not obtained when required, reimbursement for the surgical procedure will be reduced by 20%.

3. PRE-ADMISSION TESTING:

The purpose of the Pre-Admission Testing feature is to encourage plan participants to have diagnostic tests done prior to Hospital confinement.

Costs for necessary tests done prior to Admission will be paid at 100%, with no deductible, when done on an outpatient basis prior to confinement. This provision applies to all elective, nonemergency admissions.

There is no need to contact the insurance carrier prior to the admission. However, as part of the scheduling process, you should ask your physician to request Pre-Admission Testing for necessary tests.

If pre-admission testing is not done for confinements which are not due to an Emergency illness or Accident, the normal coinsurance and deductible provisions may apply.

4. GENERIC DRUG ALTERNATIVE:

Many Prescriptions today may be properly filled with a “generic” alternative, rather than a “brand name” drug. The purpose of the Generic Drug alternative is to encourage you to use appropriate but less medication services for necessary treatment. The generic alternative is mandated unless the physician directs the use of a brand name drug.

You must request that your physician indicate on the prescription that it is to be filled with a Generic Drug, when available, to ensure proper reimbursement. The pharmacist will then note on the dispensed prescription that it is a Generic Drug alternative. The insurance carrier will then reimburse at 100%.

5. CASE MANAGEMENT:

An organized effort to identify, as early as possible, hospitalized patients who may have high-cost, complicated illnesses. It is specially designed to coordinate their health care benefits as efficiently and cost effectively as possible. It often provides for extended or expanded coverage for benefits normally limited by regular plan provisions.

If the case is determined appropriate for the program, a representative will work with the patient or patient’s representative, the patient’s physician, hospital and other health care providers to coordinate medical benefit resources. Exceptions and special plan arrangements will be identified and approved in advance of recommended treatment plans.

The program is intended to maximize member and physician choice and to promote the most efficient and appropriate use of available benefits.

The program is voluntary; a participant never has to accept the recommendations or alternative treatments offered by the program coordinator.

6. **PSYCHIATRIC AND SUBSTANCE ABUSE MANAGEMENT:**

The Psychiatric and Substance Abuse Case Management program assists employees and their dependents suffering from nervous, mental, drug or alcohol-related illnesses requiring hospitalization. It offers treatment alternatives when hospitalization may not be medically necessary.

Psychiatric, drug and alcohol-related admissions are subject to pre-admission review.

If you fail to notify us of the admission within the required time frame, benefits will be reduced as described above.

APPENDIX B ASSIGNMENTS

The following are the conditions of employment for the listed assignments. Nothing in this provision shall infringe on the City's right to eliminate one or more of these assignments and place the affected employee in another assignment suitable to his rank; or, if the elimination of the assignment results in a layoff, the layoff will be made in accordance with Section 5.9 of the contract.

Crime Prevention Officer

1. There shall be no set hours of work, but the schedule shall be predominately 7:00 a.m. to 3:00 p.m., forty hours per week. The hours are to be flexible, to meet the demands of work.
2. If eight (8) hours of work is done on Saturday or Sunday, a day off will be taken that week.
3. If night work after eight (8) hours of work or four (4) hours of work on Saturday or Sunday, the compensation time will be given at time and one half (1½) to be taken at the Crime Prevention Officer's convenience with notice to the Chief of Police.
4. All time worked pertaining to his schedule will be given to the Chief of Police.

Traffic Division

1. There shall be no set hours of work, but the schedule shall be predominately 7:00 a.m. to 3:00 p.m., forty hours per week. The hours are to be flexible, to meet the demands of work.

Training Officer

1. There will be a Training Officer in the West Haven Police Department.
2. The hours of work will be an 8-4, 4-12, and 12-8. They will be flexible by the week. The Training Officer's work schedule shall be approved by the Chief.
3. There will be two (2) consecutive days off.

Armorer

The duties of the Armorer shall be as follows:

1. Maintain control over all firearms equipment and supplies relating to this Department, and cleanliness and security of range.

2. Prepare and maintain for inspection, administrative records pertaining to police personnel, Police Department inventory and condition of all firearms and related equipment.
3. Maintain a running inventory of all ammunition and other related equipment used by this Department.
4. Have sole responsibility for ordering and maintaining adequate ammunition and other related equipment, upon approval of Chief of Police and/or his designee.
5. Prepare and maintain scheduling for firearms training for all Police Department personnel, working whatever shift necessary to accomplish this function and correlating with Department's training instructor.
6. Wear appropriate Police Department uniform and equipment when working.
7. Submit a monthly report to the Chief of Police on activity conducted by Division, along with a work schedule.

High School and other schools Assignment

Conditions of Employment:

1. Patrolman shall wear an approved school officer uniform.
2. Hours are 7 a.m. to 3 p.m. - Monday to Friday.
3. During school closings, the officer will report to the Crime Prevention Sergeant for the hours of 8 a.m. to 4 p.m.
4. The Officer will be accountable to the Crime Prevention Sergeant.
5. Officers assigned shall be selected by seniority.

Duties:

1. Provide in-house security.
2. Provide preventive measures to deter student disruption.
3. Provide services solely for West Haven High School and other schools during the school day. After school hours will be devoted to checks on residency, truancy, or other related matters.
4. Direct students to outside agencies for assistance.
5. Confer with parents when needed.

6. Channel referrals to the Youth Officer through the Vice-Principal's office.
7. Be available as a resource person, in and out of the classroom.

Property Officer

1. There will be a full time Property Officer.
2. The days off will be Saturday and Sunday.
3. The hours of work will be 8:00 an. to 4:00 p.m.
4. The job will not be filled when the Property Officer is off.
5. The Chief of Police will assign the Property Officer.
6. The Property Officer will not be utilized to investigate complaints unless an emergency exists.

Record Room Sergeant

1. There will be a full time Record Room Sergeant.
2. The Days off will be Saturday and Sunday.
3. The hours of work will be 8:00 a.m. to 4:00 p.m. unless needed to cover hiring Sergeant.
4. The job will not be filled when the Record Room Sergeant is off.
5. The Chief of Police will assign the Record Room Sergeant.

Hiring Sergeant

1. There will be a full time Hiring Sergeant.
2. The Days off will be Saturday and Sunday.
3. The hours of work will be 7:00 a.m. to 3:00 p.m.
4. The job will be filled only when both the Record room Sergeant and Hiring Sergeant are off.
5. The Chief of Police will assign the Hiring Sergeant.

Special Assignments

The Chief of Police and or his/her designee shall have the right to assign Department personnel to special assignments.

1. A special assignment shall be defined as a temporary assignment of fifteen (15) working days or less. Where it is critical to have continuity of assignment, the assignment may be extended by an additional fifteen (15) days. Additional time shall require mutual agreement. The Union shall not unreasonably withhold its agreement.
2. A special assignment shall be voluntary.
3. Notification of special assignments shall be made to such person accepting the assignment at least three (3) days in advance if possible.
4. If applicable the City shall attempt to hire three (3) days in advance any position that is required to be hired for by the minimum manpower clause.
5. There shall be no re-pick for beats left vacant by special assignments.
6. All new Officers including transfer Officers shall work as Patrol Officer and be off probation prior to being considered for a specialized assignment (I.E., SCU, SRO, Dare, Traffic, Training, Accreditation, Shore patrol, K9 Unit, crime prevention, etc.), unless there are no other qualified officers who express interest.

**APPENDIX C
ADDITIONAL SIDE AGREEMENTS**

NUMBER OF EMPLOYEES OFF

Any other provision of the contract notwithstanding, the number of Patrol Persons in the manpower clause who may be off on personal leave, holidays and vacation shall not exceed, in the aggregate, six (6) per shift.

ETHICS COMMISSION

Members of the bargaining unit shall be subject to investigation and hearings by the Chief of Police and the Board of Police Commissioners for violation of ethical standards, and not subject to investigation or discipline by the Ethics Committee.

INTERNAL AFFAIRS AND TRAINING ASSIGNMENTS

1. The Union waives the hours, days off and the fifteen hours between shifts. Once the instructor or Internal Affairs officer is assigned to their special duties and an opening occurs on his regular shift, the job will be filled at time and one half pay.
2. For Officers going to training and school for the department, the Union also waives the hours, days off and the fifteen (15) hours between shifts.
3. There shall be no required advance notice for commencement or termination of an Internal Affairs assignment.
4. For training, the Union agrees that two weeks' notice need not be given if the training opportunity was not available that far in advance. However, an employee who receives less than two (2) weeks' notice to attend training and who has previously approved leave time shall not be mandated to attend on the day(s) of such approved leave.
5. Officers attending mandated and/or non-mandated training will be given compensatory time for "driving time" to and from school farther than 20 miles away from the border of West Haven. Training at POST in Meriden will not qualify for compensatory time under this section. This section applies to automotive travel time. No other travel time is compensatory (i.e.: train, bus, airplane). If an officer is required to leave for training on their scheduled day-off they shall be granted a day allowed for travel purposes.
6. Employees, while out of work due to job-related injury, shall be required to report to work for mandated training sessions as scheduled by the Department, provided they are not prohibited from attending such sessions for medical reasons.

ASSIGNMENTS OF COMMAND AND SUPERVISORY PERSONNEL

1. Shift Commanders will have full responsibility for the running of their shifts and will answer to the Captain of Patrol or, in that Captains absence, the Captain or other officer designated by the Chief of Police. When in the event that there are two Lieutenants on any given shift, the swing Lieutenant, regardless of seniority, will all under the command of the regular Shift Commander.
2. The Communications Sergeant will notify all street supervisors and commanding officers of important messages and calls. Street sergeants on any given shift, upon reporting for duty shall conduct line-up and after obtaining appropriate orders and/or information proceed to street patrol and supervision of personnel, remaining in the street until Communications Sergeant is relieved for lunch.

SPLIT SHIFT HIRING

When hiring for beat work, after exhausting the cards, said job may be broken into 2 jobs, e.g. 12:00 a.m. to 4:00 a.m. and 4:00 a.m. to 8:00 a.m. and offered to the officers before ordering an officer through the shift. In addition, the current practice, of holding over an officer for approximately one hour and offering the job to an officer available for the remainder of the shift, shall continue.

BEAT JOBS

No officer shall be taken off of a beat job for the purpose of filling another beat job in lieu of another officer being ordered through. An officer working an outside special service job may voluntarily remove himself/herself from said job for the purpose of working a beat job in lieu of an officer being ordered through, provided that the job from which the person is coming off, does not itself have to be filled by ordering another officer.

PUBLIC SERVICE OFFICERS

Public Service Officers will be utilized for:

- Church traffic on Sunday.
- Halloween Patrol - reporting of incidents in designated patrol areas, will not use marked police vehicles and will not be dispatched from Headquarters.
- July 3rd - Fireworks - for perimeter control/information.
- Parades.
- Band Concerts - Council of the Arts.
- Walk-a-Thons - Except money guard.

- **Bike-A-Thons.**
- **Municipal functions where no money is charged.**
- **Emergency - natural disasters, total mobilization. National emergencies.**
- **And any other duties mutually agreed upon between the Chief of Police and the Union Executive Board.**
- **Public Service Officers will not use marked police vehicles.**

APPENDIX D
SUBSTANCE ABUSE TESTING

All employees shall be required, as a condition of continued employment, to participate in testing for controlled substances, including but not limited to drugs and alcohol, in accordance with this Appendix.

SCREENING

The administration of screening tests to detect the presence of drugs or alcohol in members of the Department will be performed in the following instances:

- 1) upon reasonable suspicion that a member is using or is under the influence of illegal drugs, is abusing legal drugs or alcohol, or is reporting for duty under the influence of drugs or alcohol;
- 2) with respect to drugs, on a random basis.

TESTING BASED UPON REASONABLE SUSPICION

A member-of the Department may be required to undergo testing based on “reasonable suspicion” when objective facts and observations are brought to the attention of a superior officer and, based upon the reliability and weight of such information, the superior officer can reasonably infer or suspect that the member is using illegal drugs, is abusing legal drugs or alcohol, or is reporting for duty under the influence of drugs or alcohol. Reasonable suspicion must be supported by specific facts which may include, but are not limited to: reports and observations of the member’s drug related activities, such as purchase, sale or possession of drugs, associations with known drug dealers or users, observations of the member at known drug or drug related locations; an otherwise unexplained change in the member’s behavior or work performance; an observed impairment of the member’s ability to perform his or her duties.

A superior officer shall report the basis for his/her reasonable suspicion to the Chief of Police or his/her designee. The Chief shall decide whether to direct the member to testing. Prior to so deciding, the Chief or his/designee may meet with the member. If such a meeting is held, the member may request Union representation. However, the meeting shall not be delayed for the purpose of having a representative of the member’s choice.

If the employee is ordered to submit to a drug and/or alcohol test, the employee shall be given a brief verbal statement of the basis for reasonable suspicion. A verbal directive to submit to a drug and/or alcohol test shall be confirmed in writing within twenty-four (24) hours, but the testing shall not be delayed pending issuance of such written directive.

Prior to implementation of any testing based on reasonable suspicion, the City shall provide training for Sergeants, Lieutenants, Captains and Chiefs on the appropriate basis for methods for determining reasonable suspicion of drug and/or alcohol use.

RANDOM TESTING

The Chief of Police or his/her designee (which may be an outside testing agency) shall be responsible for administration of a random selection system. Not more than twenty-five (25) employees shall be selected in each random drawing. The random selection of a member will not result in that member's name being removed from any future selection process. Any member randomly selected will be ordered to report during the first available tour of duty.

Members selected for testing must appear unless they are on previously approved or scheduled leave. Those missing a scheduled test due to previously approved or scheduled leave will be rescheduled for testing as soon as possible.

A request for use of any leave or compensatory time off shall not be granted if the employee has, at the time of such request, already been directed to submit to random testing as provided above. A member who calls in sick after notification of the assigned test date will be required to report for the test unless a physician directs that he is unable to do so.

REFUSAL TO SUBMIT

The refusal by a member of the Department to submit to a drug or alcohol screening test pursuant to the provisions of this Appendix will result in the member's immediate suspension without pay (for the maximum number of days permitted by current contract and regulations) and subsequent action for dismissal from the Department.

TESTING PROCEDURES

1. The member shall provide a urine sample for purposes of testing for drugs or controlled substances other than alcohol: The employee shall provide a sufficient amount of the sample to allow for initial screening, a confirmatory test, and for later testing if requested by the employee.
2. If the employee is ordered to submit to testing for alcohol, the employee shall submit to a breathalyzer test to be administered by an officer designated by the Police Chief or Assistant Chief. If the initial breathalyzer tests positive for the presence of alcohol, a confirming test shall be by one of the following methods, at the option of the Chief or his designee:
 - a) a second breathalyzer test; or
 - b) a blood or urine test, whichever the employee elects.
3. Initial drug screening will be done by Enzyme Multiple Immunoassay Testing (EMIT). No sample will be further tested upon a negative screening for controlled substances, including marijuana. After the negative screening, the second sample will be destroyed.
4. Each member of the Department being tested on the basis of reasonable suspicion may consult with and be accompanied by a representative of the Union. The Union representative may confer with and advise the member before and after the testing process, but shall not

participate in the process in any way, except as an observer. The testing process will not be delayed because the Union representative is unable to be present.

5. During the testing process, the member shall cooperate with requests for information concerning use of medications, and with other requirements of the testing process such as acknowledgment of giving of a urine or blood specimen.

6. The integrity of the testing process will be maintained with the utmost consideration for the privacy of the person being tested. Only one person, of the same sex as the person being tested, may be present during the collection of a urine specimen. If the necessary precautions to ensure legitimacy of the sample can be arranged without undue cost, an observer will not be required.

7. Prior to testing for thugs, two separate containers, supplied by the laboratory conducting the testing, shall be prepared for each member being tested. Each container shall a code number and the date of collection. The code numbers shall be recorded, together with the member's name and signature. Two (2) specimens will be taken at the time of collection and shall be sealed in the presence of the member being tested. The first specimen shall be used for the initial screening and confirmatory test. The second specimen shall be preserved so that if the employee tests positive, the second specimen may be used for retesting in accordance with paragraph 11 below.

8. The laboratory supervising the test shall ensure that the appropriate chain of custody is maintained in order to verify the identity of each sample being tested.

9. Each and every positive EMIT test will be confirmed using a Gas Chromatography - Mass Spectrometry test. Only if confirmed will a test result in a positive report.

10. Drug testing or blood alcohol testing will be performed by a laboratory licensed or certified by the Connecticut Department of Health Services.

11. Any member whose drug or alcohol test results in a positive report may, within five (5) days of receiving notification of such result, request in writing to the Director of Personnel that the second sample be made available for retesting at a licensed or certified laboratory of the member's choosing. The second specimen taken from the employee under paragraph 7 above shall be used for the retesting. This specimen shall be delivered to a licensed or certified laboratory designated by the employee in such manner as to assure the chain of custody. The employee shall pay for the second testing; provided, however, that should such test result in a negative report, the employee shall be reimbursed by the Department.

RESULTS OF DRUG SCREENING TESTS

Members of the Department will be notified of the results of all screening tests at the earliest appropriate time (to be determined by particular facts and circumstances). Those test

results which do not indicate the presence of a drug or alcohol will be sealed and there will be no indication of testing in the member's personnel file.

POSITIVE TEST RESULTS

Any test resulting in a positive report will be referred to the Police Chief for a complete investigation. Upon completion of such investigation, if it is found that a member has used any drug which has not been legally prescribed and/or dispensed, or has abused a legally prescribed drug or has reported for duty under the influence of drugs or alcohol, a report of such shall be prepared. Upon service, the member against whom such report has been made shall receive a copy of the laboratory test results, and will be immediately suspended from duty with pay or, at the Chief's discretion, reassigned, pending disciplinary action. The employee shall be subject to disciplinary action which may include discharge, except as provided in the section below concerning rehabilitation. During the suspension with pay pending disciplinary action, the employee shall not be allowed to cash in any vacation, holiday or personal leave benefits. If the employee is discharged, the employee shall forfeit accrued vacation, holiday and personal leave pay. (If the employee is not discharged, the employee's carryover date shall be extended so that the time is not forfeited because of the date of the disciplinary action.)

The consequences of a positive test shall be as follows:

1. For use of an illegal drug - discharge.
2. For abuse of a legally prescribed drug - one opportunity for rehabilitation, as provided below, then discharge.
3. For alcohol (at the level of .05 or above) - one opportunity for rehabilitation as provided below, then discharge.

OPPORTUNITY FOR REHABILITATION

The opportunity for rehabilitation (rather than discipline) shall be granted once for any officer who is not involved in any drug/alcohol related criminal activity and either:

- (a) voluntarily admits to alcohol or legally prescribed drug abuse prior to testing, or
- (b) tests positive for alcohol or abuse of legally prescribed drugs for the first time.

Any member who voluntarily admits to the Chief of Police his/her use of or dependence upon legal drugs or alcohol shall be afforded the opportunity to participate in a mutually acceptable rehabilitation program. The first time a member is found to have abused legally prescribed drugs or tests positive for alcohol in the course of random testing, he/she shall have the same opportunity for rehabilitation as does a member who voluntarily seeks rehabilitation. The opportunity for rehabilitation will only be provided prior to any allegation of impropriety by the public or another member or prior to initiation of an investigation of the member's use or sale of a controlled substance by any competent state or federal authority.

The member shall use accumulated sick or vacation leave for the period of absence for the purpose of obtaining treatment. All treatment will be at the sole expense of the member, to the extent not covered by the member's health benefits plan.

As part of any rehabilitation program, the member may be required to undergo periodic screening for drugs or alcohol. If, after screening the member has tested positive, he will be immediately suspended and will be subject to discharge.

ADMINISTRATIVE PROVISIONS

1. Time spent by an employee undergoing tests required by this Agreement shall be compensated at his/her regular hourly rate of pay for time spent in testing.
2. Any alteration, switching, substituting or tampering with a sample or test given under this Agreement by any employee shall be grounds for immediate suspension with pay or, at the Chief's discretion, reassignment, and subsequent disciplinary action which may include dismissal from the Department. During the suspension with pay pending disciplinary action, the employee shall not be allowed to cash in any vacation, holiday or personal leave benefits. If the employee is discharged, the employee shall forfeit accrued vacation, holiday and personal leave pay. (If the employee is not discharged, the employee's carryover date shall be extended so that the time is not forfeited because of the date of the disciplinary action.)
3. All files concerning drug testing shall be deemed medical files, maintained as confidential by the City. The only information concerning testing which shall be disclosable is the A positive test result(s) used as the basis for disciplinary action.
4. The City shall make every effort to have the testing service perform testing for Police Department employees on site.

**APPENDIX E
BENEFITS AT A GLANCE**



Visit www.osc.ct.gov/ctpartner [click "provider networks"] to search the list of network providers.

Administered by
UnitedHealthcare/Oxford

IN NETWORK	CT Partnership Plan 2.0 w/ Health Enhancement Program
Medical Office Visit	\$15 Co-pay
Specialist Office Visit	\$15 Co-pay
Vision Exams (one per calendar year)	\$15 Co-pay
Inpatient Hospital	\$0 Co-pay
Outpatient Surgical	\$0 Co-pay
Emergency Room	\$35 Co-pay (waived if admitted)
Urgent Care	\$15 Co-pay
Walk In	\$15 Co-pay
Lab/ X-Ray High Cost Radiological & Diagnostic Tests	\$0 Co-pay
Deductible	Individual: \$350 Family: \$350 each member (\$1,400 maximum). Waived for HEP-compliant members.
Coinsurance	Not applicable
Max out of pocket	\$2,000 Individual / \$4,000 family
PREVENTIVE SERVICES	CT Partnership Plan 2.0 w/ Health Enhancement Program
Primary Care (Adult and Child Wellness Exams)	\$0 Co-pay
Gynecologist Wellness	\$0 Co-pay
Mammogram	\$0 Co-pay
Lifetime Maximum	Unlimited
OUT OF NETWORK	CT Partnership Plan 2.0 w/ Health Enhancement Program
Annual Deductible	\$300 Individual/\$900 family
Coinsurance	20% of allowable UCR charges
Max Out-of-Pocket	\$2,300 Individual / \$4,900 family
Lifetime Maximum	Unlimited

CONNECTICUT PARTNERSHIP PLAN 2.0

MEDICAL BENEFIT SUMMARY

Visit www.osc.ct.gov/ctpartner [click "provider networks"] to search the list of network providers.

Administered by
UnitedHealthcare/Oxford

OTHER SERVICES	CT Partnership Plan 2.0 w/ Health Enhancement Program
Deductible	Not applicable*
Acupuncture (20 visits/year)	\$15 Co-pay
Chiropractic	\$0 Co-pay
Nutritional Counseling (3 visits/year)	\$0 Co-pay
Physical/Occupational Therapy	\$0 Co-pay
Durable Medical Equipment	\$0 Co-pay
Routine Hearing Screening (as part of an exam)	\$15 Co-pay

PRESCRIPTION COVERAGE	MAINTENANCE DRUGS	NON-MAINTENANCE DRUGS	HEP/CHRONIC CONDITION DRUGS
Generic	\$5	\$5	\$0
Preferred/Listed Brand Name	\$10	\$20	\$5
Non-Preferred/Non-Listed Brand Name	\$25	\$35	\$12.50
Annual Maximum	Unlimited		
Max out of pocket	\$4,600 Individual / \$9,200 family		

UnitedHealthcare/Oxford Contact Information

Live, knowledgeable customer service representatives are available for current State of Connecticut Partnership members toll-free at 800-385-9055 from 8am to 6pm EST, Monday through Friday.

If you prefer, you may also visit <http://partnershipstateofct.welcometouhc.com> to search for a participating physician or facility, to learn about your health plan, to find the status of claims, or obtain additional information about discount programs offered to State of Connecticut Partnership members.

UnitedHealth Allies: This health discount program helps you, and your family, save money on many health and wellness purchases not included in your standard health benefit plan.

Visit
www.osc.ct.gov/ctpartner
to search the list of
network providers.

CONNECTICUT PARTNERSHIP PLAN 2.0

DENTAL BENEFIT SUMMARY

Administered by Cigna

	Unlimited Maximum Plan	\$750 Annual Maximum Plan	\$1,000 Annual Maximum Plan	\$1,500 Annual Maximum Plan	Dental HMO Plan
	IN/OUT NETWORK	IN/OUT NETWORK	IN/OUT NETWORK	IN/OUT NETWORK	
Annual Deductible	\$0	\$0	\$25 Indiv/\$75 family	\$0	\$0
Annual Maximum	NONE	\$750	\$1,000	\$1,500	none
Lifetime Orthodontia Max	N/A	N/A	\$1,500	\$1,500	covered*
DEDUCTIBLE WAIVED					
Preventive	Yes	Yes	Yes	Yes	N/A
Basic	N/A	N/A	No	N/A	N/A
Major	N/A	N/A	No	N/A	N/A
PREVENTATIVE					
X-Ray	100%	100%	100%	100%	100%
Cleanings	100%	100%	100%	100%	100%
Oral Exam	100%	100%	100%	100%	100%
Flouride	80%	100%	80%	100%	100%
BASIC					
Fillings	80%	0%	80%	80%	covered*
Endodontics	80%	0%	80%	80%	covered*
Periodontics	80%/50%	0%	80%/50%	80%	covered*
Simple Extractions	80%	100%	80%	80%	covered*
Dentures (Repair Only)	80%	0%	80%	80%	covered*
Bridges (Repair Only)	80%	0%	80%	80%	covered*
MAJOR					
Crown	67%	0%	50%	67%	covered*
Inlays	67%	0%	50%	67%	covered*
Onlays	67%	0%	50%	67%	covered*
Dentures	0%	0%	0%	67%	covered*
Bridges	0%	0%	0%	67%	covered*
Space Maintainers	67%	100%	50%	100%	covered*
Oral Surgery	67%	0%	50%	67%	covered*
ORTHODONTIA					
Braces (Adult & Child)	N/A	N/A	50%	50% Child Only	covered*

* visit www.osc.ct.gov/CTPartner to view full Dental HMO Benefit Plan

CONNECTICUT PARTNERSHIP PLAN 2.0 HEALTH ENHANCEMENT PROGRAM PREVENTIVE CARE REQUIREMENTS

Preventive Service	Birth – age 5	Age 6 - 17	Age 18 – 24	Age 25 – 29	Age 30 – 39	Age 40 – 49	Age 50+
Preventive Visit	Once per year	Once every other year	Every 3 years	Every 3 years	Every 3 years	Every 2 years	Every year
Vision Exam	N/A	N/A	Every 7 years	Every 7 years	Every 7 years	Every 4 years	50 - 64 - Every 3 years 65 and Over - Every 2 years
Dental Cleanings*	N/A	At least 1 per year	At least 1 per year	At least 1 per year	At least 1 per year	At least 1 per year	At least 1 per year
Cholesterol Screening	N/A	N/A	Every 5 years starting at 20	Every 5 years	Every 5 years	Every 5 years	Every 2 years
Breast Cancer Screening (Mammogram)	N/A	N/A	N/A	N/A	One screening between the ages of 35 and 39. Otherwise as recommended by physician	As recommended by physician	As recommended by physician
Cervical Cancer Screening (Pap Smear)	N/A	N/A	Every 3 years starting at age 21	Every 3 years	Every 3 years	Every 3 years	Every 3 years to age 65
Colorectal Cancer Screening	N/A	N/A	N/A	N/A	N/A	N/A	Colonoscopy every 10 years or Annual FIT/FOBT to age 75

These requirements meet compliance with the HEP Preventive Program as outlined in the SEBAC agreement and have not changed from 2012.

As is currently the case under the State Health plan, any medical decisions will continue to be made by you and your physician

SIGNATURES

IN WITNESS WHEREOF, the parties have caused their names to be signed this ____ day of ~~March, 2020~~ **April, 2021**.

CITY OF WEST HAVEN

WEST HAVEN POLICE LOCAL #895,
UPSEU

By: _____
Nancy R. Rossi
Mayor

By: _____
Sean Faughnan
President

By: _____
Joseph S. Perno
Chief of Police

By: _____
Ron Suraci
Regional Director

By: _____
Beth A. Sabo
Director of Personnel &
Labor Relations

By: _____

By: _____

By: _____

EXHIBIT E

The City of West Haven and The West Haven Police Local #895, UPSEU

2021-22 Wage Comparison

	Captain		Lieutenant		Sergeant		Detective		Patrol Officer		Detective Sergeant	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
West Haven	\$92,143	\$93,743	\$84,957	\$86,727	\$78,597	\$80,192	\$74,340	\$75,952	\$57,395	\$72,411	\$81,710	\$83,187
Ansonia					89,045	89,045	87,443	87,443	71,323	80,226	91,437	91,437
Bridgeport	104,356	114,312	93,850	99,398	83,641	86,434	80,999	84,936	57,195	75,163		
Danbury	108,735	118,733	100,699	108,906	93,356	99,491	75,939	92,125	62,337	88,974	96,409	102,746
Derby			95,597	95,597	91,229	91,229	87,069	87,069	67,184	83,138		
East Hartford			87,477	94,498	79,446	85,780	76,385	80,736	62,541	75,693		
Meriden	108,784	113,922	98,883	103,542	89,856	94,120	89,856	89,856	56,243	85,592	94,120	98,883
Milford	98,253	101,104	91,660	94,899	78,435	83,581			63,679	77,292		
New Haven	107,443	107,443	97,873	97,873	87,813	87,813	83,173	86,531	60,259	78,050		
New London	117,798	117,798	89,834	103,728	82,640	91,111	81,168	81,903	63,581	76,551		
Norwalk	115,441	119,786	105,919	110,260	95,615	100,053	89,098	93,134	68,944	83,905		
Norwich	104,548	107,228	95,936	98,396	85,141	89,563			59,991	80,730		
Orange			96,304	96,304	90,522	90,522			64,605	80,974		
Stamford	128,460	128,460	113,263	113,263	98,070	98,070			68,452	85,994		
Torrington	103,722	103,722	94,191	94,191	84,906	84,906	79,253	79,253	63,623	75,421		
Waterbury	104,841	104,841	96,408	96,408	88,545	88,545	83,189	83,189	62,392	78,859		
AVERAGE	\$109,307	\$112,486	\$96,992	\$100,519	\$87,884	\$90,684	\$83,052	\$86,016	\$63,490	\$80,437	\$93,989	\$97,689
WEST HAVEN	\$92,143	\$93,743	\$84,957	\$86,727	\$78,597	\$80,192	\$74,340	\$75,952	\$57,395	\$72,411	\$81,710	\$83,187
% DIFFERENCE	-15.7%	-16.7%	-12.4%	-13.7%	-10.6%	-11.6%	-10.5%	-11.7%	-9.6%	-10.0%	N/A	N/A

From: [Joseph Perno](#)
To: [Freund, Julian](#)
Cc: [Pamela A. Alvino](#); [Scott D. Jackson](#)
Subject: Re: Police Dept: Officer Rank - Vacancies
Date: Tuesday, April 19, 2022 1:29:19 PM

EXTERNAL EMAIL: This email originated from outside of the organization. Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Mr. Freund,

The chart indicates the budgeted number meaning what the PD would be if fully staffed. The number listed to the right represents the number of Officers who left WHPD for the specific reason of lack of a pension and low pay.

The Department attained full staffing for a two month period in 2019. Soon after that resignations (and retirements) brought the number down.

Excluding the two month period mentioned, the average staffing level was 112 Officers. This number does not take into consideration those Officers who were unavailable for duty such as injury, academy training, military leave and injury. Which brings the number of available Officers much lower.

Also not included in the number to the right of the chart are those Officers that took a normal retirement.

I hope this gives a better understanding of the staffing and retention problem that we have faced over the past ten plus years.

If I can be of any further assistance please feel free to contact me.
Cell. 203-537-0367

Joe Perno
Chief
West Haven Department of Police Service.

On Apr 19, 2022, at 11:44, Freund, Julian <Julian.Freund@ct.gov> wrote:

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thank you Pam,

The Police contract will be on the Subcommittee agenda for next Tuesday's meeting. In the table you provided below, what is included in "Terminations"? Does that include resignations and retirements?

See the attached sample that was provided by the Hartford Police Chief as supporting information for a similar proposal last year. To the extent that the data in the

attachment could be replicated, it would help to make the case (providing the data in table format would be just as effective i.e. doesn't have to be in graphs).

Can you provide the average actual headcount by year also? Knowing the average number of vacancies at any given point would quantify the gap between authorized/funded headcount and headcount that is actually available.

Anything the chief provided to the City Council to justify the proposal would likely be helpful also.

Thanks again.
-Julian

From: Pamela A. Alvino <palvino@westhaven-ct.gov>
Sent: Wednesday, April 13, 2022 2:01 PM
To: Freund, Julian <Julian.Freund@ct.gov>
Cc: Scott D. Jackson <sjackson@westhaven-ct.gov>; Joseph Perno (WHPD) <jperno@whpd.com>
Subject: Police Dept: Officer Rank - Vacancies

EXTERNAL EMAIL: This email originated from outside of the organization. Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Hello Julian,

The headcount data to compute an attrition rate for each of the five years requested is not readily available given the conversion from MUNIS to ADP last March. The data provided is as follows:
According to the PD local records, they have not been fully staffed over the last 5 years.

	Budgeted Hdcnt.	# Terminations
2017	120	5
2018	120	9
2019	120	13
2020	120	7
2021	121	8
2022	121	4

OPM Review of West Haven Recommended FY 2023 Budget

General Fund

Revenues

Overall General Fund revenues increase by \$2.8 million, or 1.7%, in the recommended FY 2023 budget. The most significant changes in revenues are reflected in the Intergovernmental category which now recognizes the formula change for the PILOT grant from last fiscal year as well as the effects of the proposed reduction to the motor vehicle mill rate cap.

Revenue Summary

Category	FY 2022 Budget	FY 2023 Recommended	Change vs FY 2021	Percent Change
Property Taxes	\$104,494,040	\$103,818,631	(\$675,409)	-0.6%
Intergovernmental	\$54,310,954	\$57,582,530	\$3,271,576	6.0%
Licenses & Permits	\$1,761,396	\$1,732,107	(\$29,289)	-1.7%
Fines, Forfeits, Penalties	\$276,847	\$246,491	(\$30,356)	-11.0%
Use of Money/Property	\$67,700	\$80,611	\$12,911	19.1%
Charges for Services	\$1,600,400	\$1,980,400	\$380,000	23.7%
Other Revenue	\$2,282,577	\$2,274,435	(\$8,142)	-0.4%
Other Financing Sources	\$748,785	\$624,004	(\$124,781)	-16.7%
Total Revenue	\$165,542,699	\$168,339,209	\$2,796,510	1.7%

Property Taxes

Grand List: Overall changes in the October 2021 Grand List are shown in the table below. Some adjustment to the Net Taxable Grand List may be needed after the Board of Assessment Appeals concludes its work.

Grand List

	FY 2022 Oct. 2020	FY 2023 Oct. 2021	Change	Percent Change
Real Estate	2,575,534,936	2,579,943,883	4,408,947	0.2%
Motor Vehicles	287,802,252	367,793,440	79,991,188	27.8%
Personal Property	168,292,475	177,889,090	9,596,615	5.7%
Total Net Assessment	3,031,629,663	3,125,626,413	93,996,750	3.1%

Note: Values before Board of Assessment Appeals

The majority of the Grand List increase of 3.1% is attributable to the increase in motor vehicle valuations, which is consistent with state-wide trends.

OPM Review of West Haven Recommended FY 2023 Budget

Mill rates: The Recommended FY 2023 Budget maintains a mill rate of 34.00 mills for Real Estate and Personal Property (RE/PP). The mill rate for motor vehicles (MV) is lowered from the current mill rate of 37.00 mills to 26.00 mills in FY 2023. The MV mill rate responds to the proposal in the Governor’s mid-term budget to cap MV mill rates at 29.00 mills. When combined with the proposed MV mill rates for the Allingtown Fire Department and the independent fire districts (3.00 mills each), the overall MV mill rate complies with the proposed cap.

Mill Rates	General Fund	Capital Fund	Combined
FY 2022			
RE/PP	33.87	0.13	34.00
MV	36.87	0.13	37.00
FY 2023			
RE/PP	33.85	0.15	34.00
MV	25.85	0.15	26.00

Current and Non-Current Taxes: Current Property Taxes decrease by approximately \$683,000, or -0.7% in the recommended budget as the combined effect of grand list growth and the reduction to the motor vehicle mill rate. Growth in the Real Estate and Personal Property portions of the Grand List generate more than \$400,000 in additional property tax revenue. The increase in the Motor Vehicle portion of the Grand List is offset by the reduction of the Motor Vehicle mill rate to comply with the lowered Motor Vehicle mill rate cap as proposed in the Governor’s mid-term budget. The resulting net effect on Motor Vehicle taxes is a decrease of -\$1.09 million compared to the current year.

Non-Current Property Taxes are budgeted in the same amount as FY 2022 (\$1.77 million). Interest and Lien Fees show a small increase of less than ten thousand dollars.

Tax Collection Rate: The proposed budget assumes a collection rate of 98.4%. This rate has been used for budgeting purposes for the last several years. Actual collection rates for the last three audited fiscal years are shown below:

- FY 2020: 97.85%
- FY 2019: 98.35%
- FY 2018: 98.43%

* FY 2021 audited statements not yet available

Assumptions in 5-Year Plan:

Total revenues in the proposed budget as compared to the updated 5-Year Plan are shown in the following table.

Revenue Category	Updated 5-Yr Plan FY 2023	Proposed Budget FY 2023
Property Taxes	\$105,454,051	\$103,818,631
Intergovernmental (not incl. MRF)	\$53,340,876	\$57,582,530
All Other Revenue	<u>\$6,464,676</u>	<u>\$6,938,048</u>
Total Revenue	\$165,259,603	\$168,339,209

OPM Review of West Haven Recommended FY 2023 Budget

Grand List: The updated 5-Year Plan assumed that minimal growth in the Grand List would be offset by certain properties related to development projects coming off of the taxable property list temporarily, resulting in a flat taxable Grand List.

Mill Rates: The 5-Year Plan assumed the RE/PP mill rate would increase by 0.21 mills to 34.21 with no change to the MV mill rate.

Current and Non-Current Taxes: Current Property Taxes in the 5-Year Plan were projected to increase by about \$1 million, attributable to the modest mill rate plus increases in collections on non-current taxes.

Tax Collection Rate: The 5-Year Plan assumed a tax collection rate of 98.4% in each year of the plan.

Intergovernmental: State and Federal Aid

Sources of State and Federal Aid are grouped together in the From Other Agencies category in the City's budget document. Funding in this category increases by \$3.27 million, or 6.0% in FY 2023 compared to FY 2022. The increase is the net effect of the shifts shown in the following table and further explained below.

Major Changes in Intergovernmental Revenues	FY 2022 Budget	FY 2023 Recommended	Change vs FY 2021
Payment In Lieu of Taxes (PILOT)	5,527,988	8,741,348	3,213,360
Motor Vehicle Tax Reimbursement	0	1,632,114	1,632,114
American Recovery Plan Act (ARPA)	1,575,000	0	(1,575,000)
Cumulative Impact of Major Changes in Intergovernmental	7,102,988	10,373,462	3,270,474

State Aid – Recurring sources of State Aid in the proposed budget represent 34% of total General Fund revenues. The amounts included for FY 2023 reflect the tiered PILOT grant which increased substantially as a result of the revised formula in FY 2022. Since the revisions to the PILOT formula were adopted by the State after the City's budget adoption, the FY 2022 budget did not include the additional revenue. The FY 2023 budget now recognizes the enhanced funding level.

The FY 2023 budget also includes reimbursement from the State related to the cap on motor vehicle mill rates. The calculation of the FY 2023 amount is based on the October 2020 grand list and on the difference between a capped mill rate at 29.00 mills and the City's mill rate for Real Estate/Personal Property at 34.00 mills.

The budgeted amounts for State Aid are generally consistent with the Governor's mid-term budget. One potential exception is the \$181,198 for Pilot-State Owned Property. This item may need to be removed from the budget as it appears the amount budgeted in a separate Pilot account has already accounted for State Owned Property.

Municipal Restructuring Funds – No Municipal Restructuring Funds are included in either the FY 2022 or FY 2023 budget.

OPM Review of West Haven Recommended FY 2023 Budget

American Rescue Plan Act (Federal) – The City had originally included a portion of its expected ARPA funding as a revenue source in the FY 2022 budget. When the State adopted budget included considerably more tiered PILOT funding than had been anticipated, the City no longer had a need to use ARPA funds as an operating revenue. ARPA funding is not projected as a General Fund revenue in FY 2022 nor budgeted as revenue in FY 2023.

Assumptions in 5-Year Plan: The 5-Year Plan assumed level funding of most sources of State Aid. A conservative assumption regarding the increased revenue from the tiered PILOT formula was included in the plan (additional \$500,000 per year).

Other Revenues and Financing Sources

All other revenues and financing sources, including fees, licenses, fines, investment income and transfers from other funds make up 4.1% of General Fund revenues. In the aggregate, these sources increase by \$200,343, or 3.0% in the FY 2023 budget. The most significant change in these categories is a \$500,000 increase in projected land recording fees as a result of updates to the fee schedule. This increase is partially offset by reductions in projected Parks and Recreation fees and a reduction in the transfer from the Sewer Fund (based on scheduled debt service payments).

Assumptions in 5-Year Plan: Other Revenue Sources in the 5-Year Plan were generally assumed to increase by 1-2% per year. Total revenues for this group of revenue sources totaled \$6.5 million in the 5-Year Plan compared to \$6.9 million in the Recommended FY 2023 Budget. The single largest source of the variance is the increase in land recording fees.

OPM Review of West Haven Recommended FY 2023 Budget

Expenditures

Overall expenditures increase by \$2.8 million, or 1.7% in the proposed FY 2023 budget. The budgeted expenditures include a set-aside of \$150,000 for fund balance. This is essentially a budgeted surplus, but is treated as an expense in the budget document. Absent the set aside for fund balance, all other expenditures increase by 1.8% in the proposed budget.

Expenditure Summary

Category	FY 2022 Budget	FY 2023 Recommended	Change vs FY 2022	Percent Change
General Government	\$2,230,036	\$2,535,651	\$305,615	13.7%
Planning & Development	\$1,126,953	\$1,311,885	\$184,932	16.4%
Finance	\$2,664,389	\$2,961,124	\$296,735	11.1%
Public Safety	\$16,307,767	\$17,275,915	\$968,148	5.9%
Public Works	\$11,367,762	\$12,601,134	\$1,233,372	10.8%
Human Resources (Human Services)	\$2,260,778	\$2,465,623	\$204,845	9.1%
Library	\$1,521,544	\$1,575,374	\$53,830	3.5%
Board of Education	\$89,960,421	\$89,960,421	\$0	0.0%
Operating Charges	\$18,714,103	\$21,456,887	\$2,742,784	14.7%
Debt Service	\$17,900,579	\$14,628,695	-\$3,271,884	-18.3%
Contingency	\$1,188,367	\$1,416,500	\$228,133	19.2%
Total Expenditures	\$165,242,699	\$168,189,209	\$2,946,510	1.8%
<i>Set-aside for Fund Balance adjustment</i>	<i>\$300,000</i>	<i>\$150,000</i>	<i>-\$150,000</i>	<i>-50.0%</i>
Expenditures with Fund Balance adjustment	\$165,542,699	\$168,339,209	\$2,796,510	1.7%

Payroll/Personnel Services

Regular salaries increase by approximately \$1.16 million, or 5.95% in the proposed budget. More than half of this increase is a result of the net increase in the number of positions funded. The accompanying table depicts the addition of new or previously unfunded positions as well as eliminated positions and the resulting net increase of nine funded positions.

The net increase of nine positions is estimated to account for approximately \$628,000 of the increase in regular salaries in the budget. Most of the remaining increase appears to be attributable to budgeted salary adjustment based on labor contracts and labor negotiations.

The Recommended Budget also increases funding for Police overtime expenses by approximately \$430,000 and an additional \$33,000 in other departments.

Change in Funded Full Time Positions	
<u>Additions</u>	<u>FTE</u>
Organization Development Specialist (HR/Personnel)	1.0
Grant Writer	1.0
Jr. Accountant/Budget Analyst	1.0
Procurement Director	1.0
Procurement Administration	1.0
IT Network Security Engineer	1.0
Police Captain	1.0
Traffic Records Clerk (Police Dept.)	1.0
Parks and Recreation Admin. Secretary	1.0
Health Educator	1.0
Sanitarian (Health Dept.)	1.0
<u>Deletions</u>	
Printer	(1.0)
Computer Operator (Police Dept.)	(1.0)
Net Change in Funded Full Time Positions	9.0

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Assumptions in 5-Year Plan: The 5-Year Plan assumed one new hire in FY 2023 (Police Department) plus contractually required wage increases.

Employee Benefits

Health Insurance – Overall, the budget for health insurance benefits for City active and retirees increases by \$1.3 million, or 12.9%. The table below depicts the funding for active employees covered in the State Partnership Plan and for retirees who continue to be covered in the self-insured Anthem Plan or receiving Medicare supplemental benefits through the Zenith Plan. The funding increase for active employees in the Partnership plan would represent the combined effect of changes in premiums as well as the cost of benefits for new positions.

	FY 2022 Budget	FY 2023 Recommended	Change vs FY 2022	Percent Change
Health Insurance				
CT Partnership	5,526,392	6,415,486	889,094	16.1%
Retirees	<u>4,755,117</u>	<u>5,189,928</u>	<u>434,811</u>	<u>9.1%</u>
Total Health Insurance	10,281,509	11,605,414	1,323,905	12.9%

Police Pension – The recommended budget provides an additional \$1.2 million toward the Police pension plan, based on an actuarial valuation (as of 7/1/21) in the process of being finalized.

Other Benefits – Changes in Other Benefits accounts include increases of about 8% for both the City’s FICA contribution and for employees’ defined contribution plan, and appears to be driven in part by the increase in the number of funded positions. The remaining accounts in this category increase by a net \$10,100.

Assumptions in 5-Year Plan:

Health Insurance - The 5-Year Plan based health insurance costs on a 7.0% increases in the State Partnership Plan (active employees) and 15% in self-insured rates for retirees. This assumption yielded a projected health insurance cost that was approximately \$573,000 lower than the amount in the proposed budget.

Police Pension – Police Pension in the 5-Year Plan was based on the long-term projections of the ADEC from the August 2019 valuation report. The preliminary projections provided to the City based on the valuation currently being completed are considerably higher than those from the prior valuation. The budgeted Police Pension contribution for FY 2023 is approximately \$1.18 million higher than was contemplated in the 5-Year Plan.

Other Benefits – Other Benefits are in line with the figures included in the 5-Year Plan.

Non-Payroll Expenses

Significant year-over-year changes in non-payroll expenses include the following:

- An increase of \$55,000 for outside legal and other consulting services in the Corporation Counsel office.

OPM Review of West Haven Recommended FY 2023 Budget

- An addition of \$50,000 for a records digitization project in the City Clerk's Office.
- An additional \$50,000 for economic development consulting bringing the total amount for this purpose to \$100,000.
- An increase of about \$200,000 in the cost of maintaining fleet vehicles.
- An increase of approximately \$573,000 in solid waste collection and disposal costs.
- An increase of \$92,400 in various building maintenance expenses.
- Increases totaling about \$216,000 across Public Works highways and parks services.

Debt Service

Debt Service expenses in the proposed budget decline by \$3.27 million as expected as a result of the final payments on previously issued pension obligation bonds.

Assumptions in 5-Year Plan: Debt Service for FY 2023 in the 5-Year Plan totaled \$12.4 million. Additional analysis is needed to determine whether the variance compared to the recommended budget is attributable to the Fall 2021 bond issuance, planned future borrowing by the City, or some other factor.

Education

The proposed FY 2023 budget level funds the General Fund contribution for Education at \$89,960,421. The Board of Education has provided an all-funds summary for FY 2023 that outlines all sources of funding and related expenditures. The all-funds summary reflected an Education budget totaling \$106 million.

Assumptions in 5-Year Plan: The updated 5-Year Plan includes an increase of 0.4% to the General Fund contribution to Education in FY 2023, and in subsequent years.

Contingency Items

The City budgets a wide range of expenditures within the Contingency category. Of the \$1.57 million budgeted in the Contingency category for FY 2023, \$600,000 is budgeted as a true contingency account that would provide a buffer against revenue shortfalls or unanticipated, but necessary, expenditures. This amount equates to less than four tenths of one percent of overall expenditures.

Significant changes in the funding provided in the Contingency category in FY 2022 include:

- A reduction in the set-aside for Fund Balance (i.e. budgeted surplus) from \$300,000 in FY 2022 to \$150,000 in FY 2023.
 - Note: The line item for Fund Balance Adjustment makes reference to WHPD-Restricted. It is not clear if this is meant to indicate an assignment, commitment, or restriction within Fund Balance for a specific purpose, and if so, for what purpose.
- A new item for Uncashed Check Reserve in the amount of \$250,000.

OPM Review of West Haven Recommended FY 2023 Budget

Assumptions in 5-Year Plan: The 5-Year Plan included \$4.68 million in the Contingency category for FY 2023. The main variances between the Recommended Budget and the 5-Year Plan include the following:

- The 5-Year Plan anticipated a contribution of \$3.95 million to Fund Balance, compared to the \$150,000 in the recommended budget.
- The recommended budget includes \$600,000 for true contingency compared to \$400,000 in the 5-Year Plan.
- The recommended budget includes \$160,000 in continued expense related to the outsourcing of payroll, which was not included in FY 2023 in the 5-Year Plan.
- The Uncashed Check Reserve did not appear in the 5-Year Plan.

Capital Funding

The recommended FY 2023 budget funds a modest increase of \$73,595 to the Capital Fund, resulting in a total contribution of \$462,045. The City provides a list of proposed uses for this funding on page 114 of the budget document. In the pages that follow the proposed uses of the FY 2023 General Fund contribution to the Capital Fund is a summary 5-year capital improvement plan for fiscal years 2023-2027.

The proposed Capital funding for FY 2023 includes several expenditures previously identified as needed Information Technology investments, including:

- \$45,000 for firewalls
- \$10,000 for wireless access points
- \$75,000 for core network switches
- \$60,000 I.P. Phone
- \$6,845 for uninterrupted power supply
- \$15,000 for Security Maglock System

Assumptions in 5-Year Plan: The 5-Year Plan projected a funding level of \$350,000 for the Capital Fund in FY 2023.

OPM Review of West Haven Recommended FY 2023 Budget

Sewer Fund

Revenues

Overall Sewer Fund revenues increase by 5.7% in the recommended FY 2023 budget. The Sewer user charge is increased from \$426 per housing unit to \$453 per housing unit, an increase of 6.3%. An uncollectible rate of 1.5% is assumed. No significant changes are made to collections on prior years billing. Charges to the Town of Orange, which are comprised of a combination of consumption charges and a share of Sewer Fund debt service, are unchanged. A reduction in Other Revenues is attributable to reduced Nitrogen credits.

Revenue Summary

Category	FY 2022 Budget	FY 2023 Recommended	Change vs FY 2022	Percent Change
Sewer Use Fees	11,181,636	11,892,022	710,386	6.4%
Town of Orange	576,200	576,200	0	0.0%
Other Revenues	70,000	30,000	(40,000)	-57.1%
Total Revenue	11,827,836	12,498,222	670,386	5.7%

Expenditures

Overall expenditures in the Sewer Fund increase by \$670,386, or 5.7% overall. Expenses in Administration are driven primarily by an almost doubling of funding for budgeted equipment maintenance and repairs costs, which appears to better align with prior years actuals. Funding for equipment repairs is partially offset by a reduction in scheduled debt service expenses (which is transferred to the General Fund).

Operations expenses include a \$200,000 increase in heating oil costs, or 20%. Claims expenses are budgeted at \$250,000, an increase of \$75,000 over the FY 2022 original budget. Though not shown in the budget document, current year claims expenses have exceeded \$690,000 as of the latest monthly report provided. A 20%, or \$112,000, increase in overtime expense is also provided in the FY 2023 budget.

Expenditure Summary

Category	FY 2022 Budget	FY 2023 Recommended	Change vs FY 2022	Percent Change
Administration	\$5,023,560	\$5,178,377	\$154,817	3.1%
Operations	\$6,804,276	\$7,319,845	\$515,569	7.6%
Total Expenditures	\$11,827,836	\$12,498,222	\$670,386	5.7%

Assumptions in 5-Year Plan: The 5-Year Plan assumed sewer use fees would remain at \$426/housing unit in FY 2023. Overall expenditures in the 5-Year Plan were assumed to increase by approximately \$70,000, or less than 1%.

OPM Review of West Haven Recommended FY 2023 Budget

Allingtown Fire Fund

Revenues

Overall Fire Fund revenues increase by \$525,492, or 6.1%, in the recommended FY 2023 budget. This is the cumulative result of recognizing additional PILOT grant revenues which were not included in the FY 2022 budget, offset partially by an adjustment to the MV mill rate reflecting the proposed new cap.

Revenue Summary

Category	FY 2022 Budget	FY 2023 Recommended	Change vs FY 2022	Percent Change
Property Taxes	7,121,696	6,906,177	(215,519)	-3.0%
Intergovernmental	1,316,525	2,073,136	756,611	57.5%
Other Revenues	219,600	204,000	(15,600)	-7.1%
Other Financing Sources	0	0	0	
Total Revenue	8,657,821	9,183,313	525,492	6.1%

Property Taxes

Grand List: The FY 2023 (October 2021) net taxable grand list for the Allingtown Fire tax district grew by approximately \$20.7 million, or 3.3% over the prior year's grand list largely as the result of appreciation in motor vehicle values.

Allingtown Fire Fund Grand List

Net Assessment	FY 2022 Oct. 2020	FY 2023 Oct. 2021	Change	Percent Change
Real Estate	528,003,381	530,430,807	2,427,426	0.5%
Motor Vehicles	62,385,230	77,526,620	15,141,390	24.3%
Personal Property	40,603,190	43,780,607	3,177,417	7.8%
Total Net Assessment	630,991,801	651,738,034	20,746,233	3.3%

Note: Values before Board of Assessment Appeals

Mill rates: The Recommended Budget maintains the mill rate at 11.61 mills for RE/PP and lowers the mill rate for motor vehicles to 3.0 mills (which, when combined with the General Fund MV mill rate, totals 29.0 mills).

Current and Non-Current Taxes: The modest increase in the RE/PP grand list generates about \$60,000 in additional revenue. The jump in motor vehicle values is more than offset by the adjusted MV mill rate, resulting in a decrease of \$266,000 in MV taxes. Non-current taxes decline slightly.

Tax Collection Rate: The proposed budget assumes a collection rate of 98.4%, the same rate that is assumed for the General Fund.

OPM Review of West Haven Recommended FY 2023 Budget

Non-Tax Sources

Non-tax sources in the Fire Fund include the motor vehicle tax reimbursement from the State, shown in the budget at \$960,525, and the PILOT payment, shown in the budget at \$770,501. Both of these figures conflict with the figures published in the proposed mid-term State budget, resulting in revenues potentially overstated by a combined \$212,000.

Assumptions in 5-Year Plan:

Grand List: The previously approved 5-Year Plan assumed growth of 1.4% in the Allingtown District Grand List.

Mill Rates: The 5-Year Plan held the MV mill rate constant in FY 2023 at 8.0 and provided for a modest increase to 11.66 for RE/PP.

Revenue Category	Updated 5-Yr Plan	Proposed Budget
	FY 2023	FY 2023
Property Taxes	\$7,228,819	\$6,906,177
All Other Revenue	<u>\$1,212,025</u>	<u>\$2,277,136</u>
Total Revenue	\$8,440,844	\$9,183,313

Current and Non-Current Taxes: Revenues from Property Taxes were projected to increase by \$107,123.

Tax Collection Rate: The 5-Year Plan assumed a tax collection rate of 98.4% in each year of the plan.

Non-Tax Sources: The 5-Year Plan did not include PILOT grant revenue or proceeds from a FEMA grant in FY 2023.

Expenditures

Overall expenditures in the Fire Fund increase by \$525,492 or 6.1% in the proposed FY 2023 budget. Major expenditure increases include a contribution of \$680,000 for capital projects. The specific capital expenditures are not listed and do not appear to be included in the Capital Plan that begins on page 115 of the budget document. Other expenditure increases include a \$165,000 increase in funding allocated for trucks and a \$75,000 increase in budgeted overtime.

Partially offsetting these increases is a reduction in health insurance expense, which declines by about \$62,000. Total contributions to the Allingtown Fire Pension Fund also decreases by \$496,785. While the total pension contribution does exceed the ADEC for FY 2023 based on the 7/1/2021 valuation, it does not align with the previously presented strategy for accelerating progress on the plan's funded ratio.

The latest pension valuation modified both the discount rate (downward) and the assumed amortization period (extended by three years). The net effect of those changes resulted in a significantly reduced ADEC when compared to the projected ADEC in prior valuation reports. The plan presented to the MARB in June 2021 (attached) was to continue to fund the pension plan at the previously projected ADEC levels plus the additional contributions that had been built into recent budgets. According to that plan, the combined funding level for FY 2023 would total \$2,945,000. The budgeted contribution for FY 2023 falls short of that plan by more than \$500,000.

OPM Review of West Haven Recommended FY 2023 Budget

Expenditure Summary

Category	FY 2022 Budget	FY 2023 Recommended	Change vs FY 2022	Percent Change
Administration	2,762,552	2,662,879	(99,673)	-3.6%
Operations	2,850,073	3,272,023	421,950	14.8%
Unallocated Contingency	155,000	175,000	20,000	12.9%
Set-aside for Capital	0	680,000	680,000	
Set-aside for Pension Liability	2,890,196	2,393,411	(496,785)	-17.2%
Total Expenditures	8,657,821	9,183,313	525,492	6.1%

Assumptions in 5-Year Plan: Total expenditures in the 5-Year Plan were projected to be \$8440,844 in FY 2023. As noted above, the pension contribution is well below the contribution programmed into the 5-Year Plan.

Appendix: Preliminary Analysis of Impact of Assumption Changes to Fire Pension Fund ADEC

Background: The Allingtown Fire Fund 5-Year Plan pension contributions are based on the long range ADEC forecast in the most recent actuarial valuation as of 7/1/19. The City's actuary firm is in the process of updating the pension valuation as of 7/1/21. The City anticipates the updated actuarial valuation will adjust the assumed discount rate from 6.75% to 6.5%. The amortization period used in the actuarial valuation may also be adjusted from the current 12 years as of 7/1/21 to 15 years.

Preliminary Analysis: For estimating purposes only, the City's actuary firm indicated that the potential impact of the reduction to the discount rate would be an approximately 8% increase to the annual ADEC. The potential impact of the extended amortization period would be a reduction to the ADEC of approximately 15%. The actual impact of the changes to these assumptions cannot be known with certainty until the actuarial valuation is complete. These estimates are for the purpose of preliminary analysis only.

Estimate of Impact on ADEC Funding in 5-Year Plan	FY 2022	FY 2023	FY 2024	FY2025	FY 2026
Long Range Forecast of ADEC (7/1/19 Valuation)	\$2,489,000	\$2,595,000	\$2,704,000	\$2,769,000	\$2,831,000
Preliminary estimate of impact of 0.25% reduction to discount rate	<u>\$199,120</u>	<u>\$207,600</u>	<u>\$216,320</u>	<u>\$221,520</u>	<u>\$226,480</u>
Preliminary estimate of ADEC after reduction to discount rate only	\$2,688,120	\$2,802,600	\$2,920,320	\$2,990,520	\$3,057,480
Preliminary estimate of impact of amortization period extended from 12 to 15 years	<u>(\$373,350)</u>	<u>(\$389,250)</u>	<u>(\$405,600)</u>	<u>(\$415,350)</u>	<u>(\$424,650)</u>
Preliminary estimate of ADEC after reduction to discount rate and extended amortization period	\$2,314,770	\$2,413,350	\$2,514,720	\$2,575,170	\$2,632,830
5-Year Plan Pension Contributions					
ADEC Projections in 5-Year Plan	\$2,540,196	\$2,595,000	\$2,704,000	\$2,769,000	\$2,879,760
Additional Contributions in 5-Year Plan	<u>\$350,000</u>	<u>\$350,000</u>	<u>\$350,000</u>	<u>\$350,000</u>	<u>\$350,000</u>
Total Pension Contributions in 5-Year Plan	\$2,890,196	\$2,945,000	\$3,054,000	\$3,119,000	\$3,229,760
Total Pension Contributions in 5-Year Plan Compared to Estimated ADEC After Assumption Changes					
A) vs. Est. of ADEC after reduction to discount rate only	\$202,076	\$142,400	\$133,680	\$128,480	\$172,280
B) vs. Est. of ADEC after red. to discount rate and adj. amortization	\$575,426	\$531,650	\$539,280	\$543,830	\$596,930

As indicated above, the pension fund contributions currently programmed into the 5-Year Plan would be sufficient to absorb the impact of the change in discount rate even if that were the only assumption change made (A).

If both the change in discount rate and extension of amortization period are taken into consideration, the net impact would annual pension contributions that exceed the projected ADEC by more than \$500,000 per year (B). Note, while not shown in the above projections, the City has made a supplementary contribution of \$650,000 to the pension fund in the current fiscal year (FY 2021).

**Questions/Comments from OPM re: City of West Haven FY 2023 Recommended Budget
Submitted to City 4/18/22**

1. The Recommended Budget does not include year-to-date actuals or projected revenues for the current fiscal year as required by City Charter.
2. The Recommended Budget does not include year-to-date actuals or projected expenditures for the current fiscal year as required by City Charter.
3. What is the \$250,000 expense in the Contingency section identified as “Uncashed Check Reserve” (page 97)?
4. What is the reference to “WHPD Restricted” in the Fund Balance Adjustment line within the Contingency section (p. 97)?
5. The Sewer Use Fee calculation has been based on an estimated 26,500 households for at least the last four years (p.23). What has been the actual number of housing units billed in each of the last four years?
6. Describe what comprises the \$122,000 budgeted revenue from Miscellaneous State/Fed Grants (p.4) and how the budgeted amount was determined.
7. The amended formula and grant amount for PILOT includes both state owned property as well as private colleges and hospitals. It appears the amount of \$181,198 in account 45237 (p. 4) may be double-counted (i.e. already reflected in the 45231 account).
8. Based on the City’s 5-Year Plan for FY22-FY26, and taking into consideration the September 2021 bond issuance, General Fund debt service was expected to total \$12.44 million. The FY 2023 budget recommends \$14.63 million. What is the difference attributable to?
9. Explain the level of programming and other assumptions that are the basis for the amount of FY 2023 revenues budgeted for Misc – Parks & Recreation charges (p. 4).
10. Explain the assumptions used for budgeting Telephone Access Grant (p. 4).
11. The scheduled Transfers In to the General Fund from the Sewer Fund as reimbursement for Sewer-related Debt Service is \$548,785 in FY 2022 and \$424,004 in FY 2023 (p. 5). The related Transfers Out from the Sewer Fund appear to be split between the Clean Water P&I account (54640 on p. 107) and the Miscellaneous account (56990 on p. 107). Confirm that this is the case and indicate what other expenses are budgeted in this account.
12. How is the Residual Equity Transfer (p. 5) calculated and what have been the last 5 years of actuals?
13. Why are Parking Tags revenues reduced in FY 2023 (p. 4)?
14. What assumptions were used in budgeting for Telephone Administration (p.34)? The amount budgeted for FY 2023 is more than 15% higher than either of the actual expenditures for FY 2020 or FY 2021 as shown.

15. What are the assumptions for Election Day Expenses (p. 36) which exceeds the amount for both FY 2020 and FY 2021?
16. What is the status of the Economic Development Consultant budgeted in FY 2022 (p. 42)? What is driving the doubling of the expense in FY 2023?
17. As of the last monthly financial report, the City had expended \$0 on Engineering Cost Plan & Dev (p. 42). What is included in this expense and what is driving the need for a 33% increase in FY 2023 over the FY 2022 budgeted amount?
18. Itemize the expenses included in Financial Services (p. 46) with a year over year comparison.
19. What is included in the Other Repairs & Main/Upgrade account (p. 46)? Budget documents show that a total of \$0 has been expended from this account over the past three fiscal years.
20. Why are Software Licenses (p. 50) budgeted at \$0?
21. What expenses are included in Tax Assessment Other Professional Services (p. 54)? Current and prior year actuals indicate minimal expenditures from this account. What is driving the need for the increase in this account?
22. What expenses are included in ERS Computer Software (p. 58)? As of the last monthly report, year to date expenditures were below \$1,000. What is driving this account above either of the two prior year actuals?
23. What expenses are included in Town Clerk Other Professional Services (p. 36)?
24. Explain the proposed changes in the Grants Administration division. The existing position for Grants Coordinator increases by 23%. Does this reflect changes in the duties of the position and, if so, do the new duties include grants compliance and monitoring? How are grants compliance and monitoring addressed in the proposed budget for Grants Administration? Who will the two positions in the Grants Administration division report to?
25. What expenses are included in Other Contractual Services in Police Administration (p. 60) and what is causing this account to exceed the current year budget (based on the latest monthly report)?
26. What are the last five years' actuals for Workers Comp Pay and Separation Pay in Police Operations (p. 62)?
27. Why does the Salary account in the Animal Control Division increase by more than 16% over the prior year actual (p. 64)?
28. What is the Bag Pickup budgeted in Solid Waste (p. 74)? Is this leaf bags and yard waste? Is this a new program?
29. What was the cause of the dramatic swing in Electricity expenses from FY 2020 to FY 2021 (p. 76)?
30. What is driving Highways & Parks Temporary Payroll (p. 78) to increase by \$46K over the FY 2020 actual and by \$67K over the FY 2021 actual?
31. What is included in the Snow Removal (51550 p. 78) account? What is the need for funding this account at \$80,000? The total expended over the last three fiscal years was \$364 combined.

32. What assumptions are used for budgeting Streetlight expenses (p. 78)? What is driving the FY 2023 budget to be \$121,000 more than the prior year actual?
33. What is the Special Projects account in Highways & Parks (p. 78)? How will those funds be used?
34. What is driving the need for Part Time staffing in the Elderly Services division (p. 84)?
35. The latest monthly financial report indicated the current year budget for liability and other claims (p. 93) had already been exceeded. What assumptions were used to level budget this group of accounts in FY 2023? What is the five-year claims history?
36. Provide the detail that was used to develop the employee and retiree health benefits budgets (p. 94, p. 58 for ERS, p. 108 for Sewer). The exhibit should indicate the number of enrollments in the Partnership by coverage level (i.e. single, double, family), the premium at each level, gross cost, employee contribution and the City's net cost after employee contribution. For retirees, the exhibit should include the same fields, but reflect the self-insured rate (as opposed to the Partnership rate).
37. What Primary Expenses and Election Expenses are included in the Contingency portion of the budget (p. 97) that are not already included in the Town Clerk or Registrar of Voters sections?
38. Each of the previously approved 5-Year Plans included a major increase in the set-aside for Fund Balance in FY 2023. The most recently approved 5-Year Plan included a set-aside that would increase the City's Fund Balance by \$3.95 million. The recommended budget includes only \$150,000 as set-aside for Fund Balance (which appears to be committed specifically for Police salaries). What is the City's plan for compensating for this deviation from the 5-Year Plan? How will the City budget for Fund Balance set-asides in subsequent years given that the reduction in Debt Service has been absorbed largely into the operating budget?

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	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
101 GENERAL FUND							
10112542 CITY CLERK LICENSES							
10112542 42150 ANIMAL LICENSES	-15,400	0	-15,400	-2,955.00	.00	-12,445.00	19.2%
10112542 42160 MARRIAGE LICENSE	-3,800	0	-3,800	-23,071.00	.00	19,271.00	607.1%
10112542 42170 SPORTING LICENSE	-250	0	-250	281.00	.00	-531.00	-112.4%
TOTAL CITY CLERK LICENSES	-19,450	0	-19,450	-25,745.00	.00	6,295.00	132.4%
10112546 CITY CLERK MISC CHARGES							
10112546 46940 RECORD LEGAL INS	-1,150,000	0	-1,150,000	-1,349,646.78	.00	199,646.78	117.4%
TOTAL CITY CLERK MISC CHARGES	-1,150,000	0	-1,150,000	-1,349,646.78	.00	199,646.78	117.4%
10119042 PLANNING/DEVELOP LICENSES							
10119042 42210 BUILDING PERMITS	-1,210,017	0	-1,210,017	-695,318.87	.00	-514,698.13	57.5%
10119042 42220 ELECTRICAL PERMI	-189,324	0	-189,324	-198,206.62	.00	8,882.62	104.7%
10119042 42230 EXCAVATION PERMI	-10,496	0	-10,496	-10,480.87	.00	-15.13	99.9%
10119042 42240 PLUMBING & HEATI	-95,168	0	-95,168	-56,249.04	.00	-38,918.96	59.1%
10119042 42250 ZONING PERMITS	-126,641	0	-126,641	-89,838.13	.00	-36,802.87	70.9%
TOTAL PLANNING/DEVELOP LICENSES	-1,631,646	0	-1,631,646	-1,050,093.53	.00	-581,552.47	64.4%
10119045 FEDERAL GRANTS							
10119045 45190 FEDERAL MISCELLA	-1,575,000	0	-1,575,000	.00	.00	-1,575,000.00	.0%
TOTAL FEDERAL GRANTS	-1,575,000	0	-1,575,000	.00	.00	-1,575,000.00	.0%
10120044 TREASURERS INVESTMENT INCOME							
10120044 44100 INVESTMENT INCOM	-50,000	0	-50,000	-42,924.14	.00	-7,075.86	85.8%

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<u>10120044 44210 RENT FROM CITY F</u>	-17,700	0	-17,700	-24,500.00	.00	6,800.00	138.4%
TOTAL TREASURERS INVESTMENT INCOME	-67,700	0	-67,700	-67,424.14	.00	-275.86	99.6%
<u>10120045 STATE GRANTS</u>							
<u>10120045 45211 EDUCATIONAL COST</u>	-45,140,487	0	-45,140,487	-20,699,652.00	.00	-24,440,835.00	45.9%
<u>10120045 45219 HEALTH SERVICES</u>	-60,000	0	-60,000	-73,776.00	.00	13,776.00	123.0%
<u>10120045 45231 PILOT-COLLEGES &</u>	-5,527,988	0	-5,527,988	-8,693,468.43	.00	3,165,480.43	157.3%
<u>10120045 45233 MUNI REV SHR (MF)</u>	-147,516	0	-147,516	.00	.00	-147,516.00	.0%
<u>10120045 45235 MASHENTUCKET PEO</u>	-807,097	0	-807,097	-538,064.66	.00	-269,032.34	66.7%
<u>10120045 45236 PROP TAX RELIEF-</u>	-5,000	0	-5,000	-4,030.59	.00	-969.41	80.6%
<u>10120045 45237 PILOT-STATE OWNE</u>	-181,198	0	-181,198	.00	.00	-181,198.00	.0%
<u>10120045 45238 PROPERTY TAX REL</u>	-127,400	0	-127,400	-114,482.23	.00	-12,917.77	89.9%
<u>10120045 45248 TOWN AID ROAD</u>	-617,268	0	-617,268	-618,370.22	.00	1,102.22	100.2%
<u>10120045 45290 STATE MISCELLANE</u>	-122,000	0	-122,000	-172,566.13	.00	50,566.13	141.4%
<u>10120045 45310 TELEPHONE ACCESS</u>	-95,000	0	-95,000	-65,491.21	.00	-29,508.79	68.9%
<u>10120045 45340 SCCRWA- PILOT GR</u>	-301,100	0	-301,100	-284,756.70	.00	-16,343.30	94.6%
TOTAL STATE GRANTS	-53,132,054	0	-53,132,054	-31,264,658.17	.00	-21,867,395.83	58.8%
<u>10120046 MISCELLANEOUS CHARGES</u>							
<u>10120046 46950 MISCELLANEOUS PU</u>	-37,900	0	-37,900	-485.00	.00	-37,415.00	1.3%
<u>10120046 46952 MISCELLANEOUS -</u>	-56,000	0	-56,000	-75,101.12	.00	19,101.12	134.1%
<u>10120046 46956 MISC. - PARKS &</u>	-340,000	0	-340,000	-63,044.50	.00	-276,955.50	18.5%
TOTAL MISCELLANEOUS CHARGES	-433,900	0	-433,900	-138,630.62	.00	-295,269.38	31.9%
<u>10120047 MISCELLANEOUS REVENUE</u>							
<u>10120047 43300 PARKING METER RE</u>	-62,000	0	-62,000	-69,934.41	.00	7,934.41	112.8%
<u>10120047 47200 PROP SALE(Bayvie</u>	0	0	0	-675,800.00	.00	675,800.00	100.0%
<u>10120047 47350 PILOT - HOUSING</u>	-146,600	0	-146,600	-135,688.00	.00	-10,912.00	92.6%
<u>10120047 47360 SEWER FEE COLLEC</u>	-55,200	0	-55,200	-55,166.00	.00	-34.00	99.9%
<u>10120047 47380 INSURANCE REIMBU</u>	-26,400	0	-26,400	-4,728.00	.00	-21,672.00	17.9%
<u>10120047 47800 yale contributio</u>	-445,000	0	-445,000	-466,715.06	.00	21,715.06	104.9%
<u>10120047 47900 MISCELLANEOUS</u>	-195,300	0	-195,300	-53,595.45	.00	-141,704.55	27.4%

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10120047 47904 QUIGLEY/YALE PAR	-43,603	0	-43,603	-32,702.22	.00	-10,900.74	75.0%
TOTAL MISCELLANEOUS REVENUE	-974,103	0	-974,103	-1,494,329.14	.00	520,226.18	153.4%
10120048 OPERATING TRANSFERS IN							
10120048 48300 RESIDUAL EQUITY	-200,000	0	-200,000	.00	.00	-200,000.00	.0%
10120048 48500 TRANSFER FROM SE	-548,785	0	-548,785	-548,785.00	.00	.00	100.0%
TOTAL OPERATING TRANSFERS IN	-748,785	0	-748,785	-548,785.00	.00	-200,000.00	73.3%
10121054 OPERATING TRANSFER OUT							
10121054 54390 OPERATING TRANSF	0	0	0	388,450.00	.00	-388,450.00	100.0%
TOTAL OPERATING TRANSFER OUT	0	0	0	388,450.00	.00	-388,450.00	100.0%
10124041 PROPERTY TAXES							
10124041 41100 CURRENT PROPERTY	-101,896,440	0	-101,896,440	-99,810,530.59	.00	-2,085,909.43	98.0%
10124041 41101 PA 76-338 MOTOR	-1,261,000	0	-1,261,000	-1,648,418.56	.00	387,418.56	130.7%
10124041 41200 PRIOR YEARS TAX	-412,000	0	-412,000	-537,540.47	.00	125,540.47	130.5%
10124041 41300 SUSPENSE TAXES	-100,000	0	-100,000	-135,979.26	.00	35,979.26	136.0%
10124041 41610 CURRENT PROPERTY	-476,100	0	-476,100	-324,821.40	.00	-151,278.60	68.2%
10124041 41620 PRIOR YEARS TAX	-220,500	0	-220,500	-256,901.63	.00	36,401.63	116.5%
10124041 41630 SUSPENSE INTERES	-128,000	0	-128,000	-115,059.84	.00	-12,940.16	89.9%
TOTAL PROPERTY TAXES	-104,494,040	0	-104,494,040	-102,829,251.75	.00	-1,664,788.27	98.4%
10124043 FINES AND PENALTIES							
10124043 43200 FINES & PENALTIE	-42,315	0	-42,315	-60,245.36	.00	17,930.36	142.4%
10124043 43250 BLDG CODE VIOLAT	-13,600	0	-13,600	.00	.00	-13,600.00	.0%
TOTAL FINES AND PENALTIES	-55,915	0	-55,915	-60,245.36	.00	4,330.36	107.7%
10130047 MISC-OTHER AGENCIES							
10130047 47310 FIRE DEPT SHARE	-901,774	0	-901,774	-460,970.56	.00	-440,803.44	51.1%

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	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
TOTAL MISC-OTHER AGENCIES	-901,774	0	-901,774	-460,970.56	.00	-440,803.44	51.1%
<u>10131042 LICENSES</u>							
10131042 42110 ALCOHOLIC BEVERA	-600	0	-600	-700.00	.00	100.00	116.7%
10131042 42130 POLICE&PROTECT L	-22,900	0	-22,900	-22,515.00	.00	-385.00	98.3%
TOTAL LICENSES	-23,500	0	-23,500	-23,215.00	.00	-285.00	98.8%
<u>10131043 PARKING TAGS</u>							
10131043 43100 PARKING TAGS	-220,932	0	-220,932	-139,849.19	.00	-81,082.81	63.3%
TOTAL PARKING TAGS	-220,932	0	-220,932	-139,849.19	.00	-81,082.81	63.3%
<u>10131046 POLICE SERVICE CHARGES</u>							
10131046 46710 POLICE CHARGES	-13,500	0	-13,500	-8,161.62	.00	-5,338.38	60.5%
TOTAL POLICE SERVICE CHARGES	-13,500	0	-13,500	-8,161.62	.00	-5,338.38	60.5%
<u>10132042 MISCELLANEOUS FEES</u>							
10132042 42910 CITY CLERK FEES	-6,200	0	-6,200	-4,887.00	.00	-1,313.00	78.8%
10132042 42920 DOG POUND RELEAS	-300	0	-300	-1,395.00	.00	1,095.00	465.0%
TOTAL MISCELLANEOUS FEES	-6,500	0	-6,500	-6,282.00	.00	-218.00	96.6%
<u>10140046 MISCELLANEOUS CHARGES</u>							
10140046 46953 ALL OTHER-PUBLIC	-3,000	0	-3,000	-4,539.00	.00	1,539.00	151.3%
TOTAL MISCELLANEOUS CHARGES	-3,000	0	-3,000	-4,539.00	.00	1,539.00	151.3%
<u>10145047 MISC-OTHER AGENCIES</u>							

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	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
<u>10145047 47340 ORGANIC RECYCLIN</u>	-10,600	0	-10,600	-2,925.00	.00	-7,675.00	27.6%
TOTAL MISC-OTHER AGENCIES	-10,600	0	-10,600	-2,925.00	.00	-7,675.00	27.6%
<u>10153042 LICENSES</u>							
<u>10153042 42120 HEALTH LICENSES</u>	-80,300	0	-80,300	-91,556.58	.00	11,256.58	114.0%
TOTAL LICENSES	-80,300	0	-80,300	-91,556.58	.00	11,256.58	114.0%
GRAND TOTAL	-165,542,699	0	-165,542,699	-139,177,858.44	.00	-26,364,840.54	84.1%

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	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
101 GENERAL FUND							
10121054 OPERATING TRANSFER OUT	0	0	0	388,450.00	.00	-388,450.00	100.0%
11000010 CITY COUNCIL	103,492	0	103,492	58,786.77	.00	44,705.23	56.8%
11050010 MAYOR	331,810	0	331,810	224,840.81	.00	106,969.19	67.8%
11100010 CORPORATION COUNSEL	695,869	0	695,869	440,008.59	28,699.37	227,161.04	67.4%
11150010 PERSONNEL DEPARTMENT	287,387	0	287,387	173,865.37	946.00	112,575.63	60.8%
11209910 TELEPHONE ADMINISTRATION	336,336	0	336,336	174,199.54	.00	162,136.46	51.8%
11250010 CITY CLERK	318,702	0	318,702	250,118.43	161.81	68,421.76	78.5%
11300010 REGISTRAR OF VOTERS	147,640	0	147,640	103,251.79	.00	44,388.21	69.9%
11650010 PROBATE COURT	8,800	0	8,800	6,013.33	.00	2,786.67	68.3%
11900010 PLANNING & DEVELOPMENT	452,341	0	452,341	253,335.86	14,266.50	184,738.64	59.2%
11900012 GRANTS ADMINISTRATION	76,276	0	76,276	71,242.13	.00	5,033.87	93.4%
11900013 BUILDING DEPARTMENT	598,336	0	598,336	306,927.01	600.63	290,808.36	51.4%
12000010 TREASURER	7,600	0	7,600	5,699.97	.00	1,900.03	75.0%
12100010 COMPTROLLER	874,384	0	874,384	495,652.51	161,193.37	217,538.12	75.1%
12100020 PURCHASING DEPARTMENT	139,680	0	139,680	151,373.34	.00	-11,693.34	108.4%
12200022 DATA PROCESSING DEPARTMENT	539,232	0	539,232	408,912.48	1,657.28	128,662.24	76.1%
12200023 CENTRAL SERVICES	201,649	0	201,649	77,417.72	.00	124,231.28	38.4%
12300010 ASSESSMENT	452,512	0	452,512	321,598.42	.00	130,913.58	71.1%
12300025 BOARD OF TAX APPEALS	3,600	0	3,600	3,505.63	.00	94.37	97.4%
12400010 TAX COLLECTOR	445,732	0	445,732	287,978.73	.00	157,753.71	64.6%
13000010 EMERGENCY REPORT SYSTEM DE	2,125,943	0	2,125,943	1,333,488.94	.00	792,454.14	62.7%
13100010 POLICE DEPARTMENT ADMIN.	954,579	0	954,579	842,182.57	31,915.53	80,480.90	91.6%
13100030 OPERATIONS	11,961,729	0	11,961,729	9,269,922.49	3,510.80	2,688,295.71	77.5%
13100031 POLICE DEPARTMENT SUPPORT	966,868	0	966,868	668,960.18	35,740.61	262,167.21	72.9%
13202010 ANIMAL CONTROL	284,450	0	284,450	198,219.21	1,045.02	85,185.77	70.1%
13300010 CIVIL PREPAREDNESS	14,198	0	14,198	11,041.56	.00	3,156.44	77.8%
14000010 PUBLIC WORKS ADMINISTRATIO	555,182	0	555,182	374,695.56	28,490.75	151,995.69	72.6%
14100010 ENGINEERING	440,466	0	440,466	258,063.25	.00	182,402.75	58.6%
14404072 VEHICLE MAINTENANCE	1,286,935	0	1,286,935	826,904.61	240,018.72	220,011.67	82.9%
14505071 COMPOST SITE	40,200	0	40,200	35,443.98	.00	4,756.02	88.2%
14509971 SOLID WASTE	3,535,724	0	3,535,724	2,513,348.32	476,926.56	545,449.12	84.6%
14606074 GROUNDS MAINTENANCE	30,000	0	30,000	13,916.81	.00	16,083.19	46.4%
14606075 BUILDING MAINTENANCE	1,272,814	0	1,272,814	1,117,700.97	13,657.97	141,455.06	88.9%
14704010 HIGHWAYS & PARKS ADMIN.	3,762,747	0	3,762,747	2,600,878.66	3,640.53	1,158,227.81	69.2%
14706010 HIGHWAYS & PARKS	3,858	0	3,858	1,953.82	.00	1,904.18	50.6%
14706076 PARKS MAINTENANCE	197,336	0	197,336	124,066.55	20,682.05	52,587.40	73.4%
14706077 OUTSIDE CONTRACTORS	55,000	0	55,000	30,126.02	1,030.85	23,843.13	56.6%
14706078 TREES	187,500	0	187,500	173,896.77	57.27	13,545.96	92.8%
15000010 HUMAN RESOURCES	444,222	0	444,222	290,127.41	623.00	153,471.59	65.5%
15100010 ELDERLY SERVICES	460,989	0	460,989	234,511.70	27,554.00	198,923.30	56.8%

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15202050 RECREATIONAL SERVICES	646,287	0	646,287	410,139.30	3,534.71	232,612.99	64.0%
15202051 DAY CAMP PROGRAM	160,405	0	160,405	114,585.36	.00	45,819.64	71.4%
15202552 BENNETT RINK PROGRAMS	25,000	0	25,000	25,000.00	.00	.00	100.0%
15202553 AQUATIC PROGRAMS	149,197	0	149,197	40,405.24	299.36	108,492.40	27.3%
15300010 HEALTH DEPARTMENT	374,678	0	374,678	255,880.67	.00	118,797.33	68.3%
16001060 MAIN LIBRARY	1,521,544	0	1,521,544	1,198,858.47	.00	322,685.53	78.8%
18009980 CITY INSURANCE - PREMIUMS	485,977	0	485,977	492,984.71	.00	-7,007.71	101.4%
18009981 CITY INSURANCE - RETENTION	315,000	0	315,000	718,362.54	.00	-403,362.54	228.1%
18109982 CITY GRANTED BENEFITS	15,794,747	0	15,794,747	10,846,686.90	.00	4,948,060.10	68.7%
18109983 STATE MANDATED BENEFITS	2,076,200	0	2,076,200	2,045,872.16	.00	30,327.84	98.5%
18209984 DEBT SERVICE - PAYMENTS	17,900,579	0	17,900,579	17,427,505.14	.00	473,073.72	97.4%
18309910 C-MED	42,179	0	42,179	.00	.00	42,179.00	.0%
19009990 UNALLOCATED EXPENSES	1,488,367	0	1,488,367	697,080.17	.00	791,286.83	46.8%
A01A00UR TUITION - REG. ED	0	0	0	2,641.52	.00	-2,641.52	100.0%
A01A28UN TUITION	8,246,037	0	8,246,037	4,269,267.17	546,892.70	3,429,877.13	58.4%
A01A28US TUITION	0	0	0	1,560,452.49	.00	-1,560,452.49	100.0%
B04A72TR CONTRACTED BUS SERVICE - P	3,110,372	0	3,110,372	410,088.68	.00	2,700,283.32	13.2%
B04B72TR CONTRACTED BUS SERVICES	0	0	0	13,883.00	2,863.00	-16,746.00	100.0%
B04C72TR CONTRACTED BUS SERVICE - P	0	0	0	1,931.74	.00	-1,931.74	100.0%
B04L72TR CONTRACTED BUS SERVICE-PUB	0	0	0	26,001.38	.00	-26,001.38	100.0%
B04Y72TR CONTRACTED BUS SERVICE - P	0	0	0	1,234,483.79	54,362.37	-1,288,846.16	100.0%
B06N72TN BUS SERVICE: NON PUBLIC- S	278,537	0	278,537	81,730.26	.00	196,806.74	29.3%
B08Y17TR TRANSPORTATION: REGIONAL V	238,850	0	238,850	138,572.82	.00	100,277.18	58.0%
B10Y01TR TRANSPORTATION: REGIONAL V	75,364	0	75,364	46,918.26	.00	28,445.74	62.3%
B12A72RN TRANSPORTATION: PHYSIC. HN	1,546,672	0	1,546,672	20,400.00	.00	1,526,272.00	1.3%
B12A72TR TRANSPORTATION: PHYS. HNDC	0	0	0	10,185.50	.00	-10,185.50	100.0%
B12A72UC TRANSPORTATION: PHYS. HNDC	0	0	0	1,277,334.85	11,668.00	-1,289,002.85	100.0%
B16B18AC TRANSPORTATION: STUDENT AC	0	0	0	9,000.00	.00	-9,000.00	100.0%
B16I02AC TRANSPORTATION: STUDENT AC	0	0	0	90.46	.00	-90.46	100.0%
B16I18AC TRANSPORTATION: STUDENT AC	0	0	0	4,560.00	.00	-4,560.00	100.0%
B16L11AC TRANSPORTATION: STUDENT AC	0	0	0	980.00	.00	-980.00	100.0%
B16L18AC TRANSPORTATION: STUDENT AC	0	0	0	812.00	.00	-812.00	100.0%
B16L90AC TRANSPORTATION: STUDENT AC	109,717	0	109,717	3,554.00	.00	106,163.00	3.2%
B16L91TB TRANSPORTATION: STUDENT AC	0	0	0	14,947.00	.00	-14,947.00	100.0%
B16L92TB TRANSPORTATION: STUDENT AC	0	0	0	14,962.00	.00	-14,962.00	100.0%
B16L92TG TRANSPORTATION: STUDENT AC	0	0	0	1,495.00	.00	-1,495.00	100.0%
B16L93TB TRANSPORTATION: STUDENT AC	0	0	0	1,624.00	.00	-1,624.00	100.0%
B16L93TG TRANSPORTATION: STUDENT AC	0	0	0	1,237.00	.00	-1,237.00	100.0%
B16L94TB TRANSPORTATION: STUDENT AC	0	0	0	9,798.00	.00	-9,798.00	100.0%
B16L95TG TRANSPORTATION: STUDENT SC	0	0	0	4,421.00	.00	-4,421.00	100.0%
B16L96TB TRANSPORTATION STUDENT ACT	0	0	0	10,597.00	.00	-10,597.00	100.0%
B16L96TG TRANSPORTAITON: STUDENT AC	0	0	0	3,613.00	.00	-3,613.00	100.0%
B16L99TB TRANSPORTAITON: STUDENT AC	0	0	0	2,994.00	.00	-2,994.00	100.0%
B16L99TC TRANSPORTAITON: STUDENT AC	0	0	0	1,184.00	.00	-1,184.00	100.0%

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B16L99TG TRANSPORTATION: STUDENT AC	0	0	0	2,570.00	.00	-2,570.00	100.0%
C04A51EA SALARY - SUPERINTENDENT	187,337	0	187,337	173,692.50	.00	13,644.50	92.7%
C06A54EA SALARY - ASST. SUPERINTEND	152,466	0	152,466	.00	.00	152,466.00	.0%
C07A51EA SALARY - CLERICAL ADMIN.	0	0	0	278,750.58	.00	-278,750.58	100.0%
C07A53FS SALARY - CLERICAL ADMIN.	516,604	0	516,604	.00	.00	516,604.00	.0%
C07A54EA SALARY - CLERICAL ADMIN.	0	0	0	159,916.80	.00	-159,916.80	100.0%
C07A61MS SALARY - CLERICAL ADMIN.	0	0	0	46,034.83	.00	-46,034.83	100.0%
C10B52OP SALARY - INSTRUCTIONAL LEA	1,081,083	0	1,081,083	82,450.28	.00	998,632.72	7.6%
C10C52OP SALARY - INSTRUCTIONAL LEA	0	0	0	82,130.28	.00	-82,130.28	100.0%
C10F52OP SALARY - INSTRUCTIONAL LEA	0	0	0	83,182.60	.00	-83,182.60	100.0%
C10H52OP SALARY - INSTRUCTIONAL LEA	0	0	0	82,314.92	.00	-82,314.92	100.0%
C10K52OP SALARY - INSTRUCTIONAL LEA	0	0	0	81,994.92	.00	-81,994.92	100.0%
C10L52OP SALARY INSTRUCTIONAL LEADE	0	0	0	85,948.68	.00	-85,948.68	100.0%
C10M52OP SALARY - INSTRUCTIONAL LEA	0	0	0	124,307.77	.00	-124,307.77	100.0%
C10P52OP SALARY - INSTRUCTIONAL LEA	0	0	0	83,176.52	.00	-83,176.52	100.0%
C10W52OP SALARY - INSTRUCTIONAL LEA	0	0	0	45.00	.00	-45.00	100.0%
C12B52OP SALARY - ASST. ADMIN.	0	0	0	122,595.08	.00	-122,595.08	100.0%
C12C52OP SALARY - ASST. ADMIN.	0	0	0	68,649.64	.00	-68,649.64	100.0%
C12L52OP SALARY - ASST. ADMINISTRAT	929,234	0	929,234	224,309.72	.00	704,924.28	24.1%
C14A05OS SALARY - COORDINATORS & SU	1,114,632	0	1,114,632	.00	.00	1,114,632.00	.0%
C14A11OS SALARY - COORDINATORS & SU	0	0	0	298,403.80	.00	-298,403.80	100.0%
C14A28SE SALARY - COORDINATORS & SU	0	0	0	238,583.68	.00	-238,583.68	100.0%
C14A53DA SALARY - COORDINATORS & SU	0	0	0	87,152.28	.00	-87,152.28	100.0%
C14A88OS SALARY-COORDINATORS & SUPE	0	0	0	67,609.40	.00	-67,609.40	100.0%
C16112RI SALARY - REGULAR CLASSRM T	0	0	0	350.72	.00	-350.72	100.0%
C16253FS SALARY - REG CLASSRM/ADP E	0	0	0	-59.86	.00	59.86	100.0%
C16B02RI SALARY - REGULAR CLASSRM T	0	0	0	117,943.98	.00	-117,943.98	100.0%
C16B05RI SALARY - REGULAR CLASSRM T	27,063,377	0	27,063,377	929,526.73	.00	26,133,850.27	3.4%
C16B06RI SALARY - REGULAR CLASSRM T	0	0	0	108,194.00	.00	-108,194.00	100.0%
C16B07RI SALARY - REGULAR CLASSRM T	0	0	0	52,138.28	.00	-52,138.28	100.0%
C16B08RI SALARY - REGULAR CLASSRM T	0	0	0	193,508.36	.00	-193,508.36	100.0%
C16B10RI SALARY - REGULAR CLASSRM T	0	0	0	162,035.00	.00	-162,035.00	100.0%
C16B11RI SALARY - REGULAR CLASSRM T	0	0	0	598,137.64	.00	-598,137.64	100.0%
C16B12RI SALARY - REGULAR CLASSRM T	0	0	0	45,936.28	.00	-45,936.28	100.0%
C16B13RI SALARY - REGULAR CLASSRM T	0	0	0	464,658.16	.00	-464,658.16	100.0%
C16B15RI SALARY - REGULAR CLASSRM T	0	0	0	449,526.02	.00	-449,526.02	100.0%
C16C00RI SALARY - REGULAR CLASSRM T	0	0	0	2,752,568.45	.00	-2,752,568.45	100.0%
C16C07RI SALARY - REGULAR CLASSRM T	0	0	0	55,345.36	.00	-55,345.36	100.0%
C16F00RI SALARY - REGULAR CLASSRM T	0	0	0	1,357,009.06	.00	-1,357,009.06	100.0%
C16H00RI SALARY - REGULAR CLASSRM T	0	0	0	1,129,462.45	.00	-1,129,462.45	100.0%
C16K00RI SALARY - REGULAR CLASSRM	0	0	0	1,446,394.69	.00	-1,446,394.69	100.0%
C16L02RI SALARY - REGULAR CLASSRM T	0	0	0	52,135.36	.00	-52,135.36	100.0%
C16L03RI SALARY - REGULAR CLASSRM T	0	0	0	111,939.24	.00	-111,939.24	100.0%
C16L05RI SALARY - REGULAR CLASSRM T	0	0	0	892,935.65	.00	-892,935.65	100.0%

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C16L06RI SALARY - REGULAR CLASSRM T	0	0	0	246,442.98	.00	-246,442.98	100.0%
C16L08RI SALARY - REGULAR CLASSRM T	0	0	0	255,233.74	.00	-255,233.74	100.0%
C16L09RI SALARY - REGULAR CLASSRM T	0	0	0	106,912.62	.00	-106,912.62	100.0%
C16L10RI SALARY - REGULAR CLASSRM T	0	0	0	208,535.10	.00	-208,535.10	100.0%
C16L11RI SALARY - REGULAR CLASSRM	0	0	0	809,032.53	.00	-809,032.53	100.0%
C16L13RI SALARY - REGULAR CLASSRM T	0	0	0	1,004,094.50	.00	-1,004,094.50	100.0%
C16L15RI SALARY - REGULAR CLASSRM T	0	0	0	931,574.20	.00	-931,574.20	100.0%
C16L34RI NURSING TEACHER	0	0	0	57,121.34	.00	-57,121.34	100.0%
C16L42EM SALARY - REGULAR CLASSRM T	0	0	0	2,244,140.95	.00	-2,244,140.95	100.0%
C16M00RI SALARY - REGULAR CLASSRM T	0	0	0	960,851.55	.00	-960,851.55	100.0%
C16P00RI SALARY - REGULAR CLSSRM TE	0	0	0	1,031,807.50	.00	-1,031,807.50	100.0%
C16W00RI SALARY - REGULAR CLASSRM T	0	0	0	1,169,892.42	.00	-1,169,892.42	100.0%
C16Y26ES SALARY - REGULAR CLASSRM T	0	0	0	4,050,000.00	.00	4,050,000.00	100.0%
C18A20SE SALARY - SPECIAL ED TEACHE	5,736,082	0	5,736,082	91,889.36	.00	5,644,192.64	1.6%
C18B28SE SALARY - SPECIAL ED TEACHE	0	0	0	528,817.46	.00	-528,817.46	100.0%
C18C28SE SALARY - SPECIAL ED TEACHE	0	0	0	541,380.46	.00	-541,380.46	100.0%
C18F28SE SALARY - SPECIAL ED TEACHE	0	0	0	342,324.13	124.29	-342,448.42	100.0%
C18H28SE SALARY - SPECIAL ED TEACHE	0	0	0	467,807.81	.00	-467,807.81	100.0%
C18K28SE SALARY - SPECIAL ED TEACHE	0	0	0	125,885.26	.00	-125,885.26	100.0%
C18L28SE SALARY - SPECIAL ED TEACHE	0	0	0	485,381.03	.00	-485,381.03	100.0%
C18M20SE SALARY - SPECIAL ED TEACHE	0	0	0	33,128.00	.00	-33,128.00	100.0%
C18M28SE SALARY - SPECIAL ED TEACHE	0	0	0	138,100.88	.00	-138,100.88	100.0%
C18P28SE SALARY - SPECIAL ED TEACHE	0	0	0	538,755.69	.00	-538,755.69	100.0%
C18W28SE SALARY - SPECIAL ED TEACHE	0	0	0	204,116.53	.00	-204,116.53	100.0%
C18Y37SE SALARY - SPECIAL ED TEACHE	0	0	0	175,704.29	.00	-175,704.29	100.0%
C20U30AB SALARY - ADULT EDUCATION	150,000	0	150,000	120.00	.00	149,880.00	.1%
C20U33AB SALARY - ADULT EDUCATION	0	0	0	11,677.35	.00	-11,677.35	100.0%
C22C23RI SALARY - HOMEBOUND	0	0	0	9,240.00	.00	-9,240.00	100.0%
C22L23RI SALARY - HOMEBOUND	125,000	0	125,000	19,335.00	.00	105,665.00	15.5%
C22Y23SE SALARY - HOMEBOUDN	0	0	0	16,237.50	.00	-16,237.50	100.0%
C24B33GS SALARY - SPECIAL AREA TEAC	3,305,682	0	3,305,682	150,186.92	.00	3,155,495.08	4.5%
C24B42EM SALARY - SPECIAL AREA TCHR	0	0	0	55,333.64	.00	-55,333.64	100.0%
C24B45EM SALARY - SPECIAL AREA TEAC	0	0	0	50,646.50	.00	-50,646.50	100.0%
C24C33GS SALARY - SPECIAL AREA TEAC	0	0	0	106,940.24	.00	-106,940.24	100.0%
C24C42EM SALARY - SPECIAL AREA TEAC	0	0	0	52,449.11	.00	-52,449.11	100.0%
C24I02RI SALARY - SPECIAL AREA TEAC	0	0	0	284,536.71	.00	-284,536.71	100.0%
C24I08RI SALARY - SPECIAL AREA TEAC	0	0	0	130,255.13	.00	-130,255.13	100.0%
C24I12RI SALARY - SPECIAL AREA TEAC	0	0	0	240,543.88	.00	-240,543.88	100.0%
C24I26ES SALARY - SPECIAL AREA TEAC	0	0	0	30,526.64	.00	-30,526.64	100.0%
C24I27GP SALARY - SPECIAL AREA TEAC	0	0	0	41,822.96	.00	-41,822.96	100.0%
C24I42EM SALARY - SPECIAL AREA TEAC	0	0	0	60,990.77	.00	-60,990.77	100.0%
C24L33GS SALARY - SPECIAL AREA TEAC	0	0	0	420,397.81	.00	-420,397.81	100.0%
C24L42EM SALARY - SPECIAL AREA TEAC	0	0	0	57,418.64	.00	-57,418.64	100.0%
C24L88ZA SALARY - SPECIAL AREA TEAC	0	0	0	47,150.08	.00	-47,150.08	100.0%

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C24Q12RI SALARY - SPECIAL AREA TEAC	0	0	0	223,753.85	.00	-223,753.85	100.0%
C24Q26ES SALARY - SPECIAL AREA TEAC	0	0	0	121,704.43	.00	-121,704.43	100.0%
C26A35SW SALARY - PUPIL SERVICES	1,454,761	0	1,454,761	413,654.29	.00	1,041,106.71	28.4%
C26A36PS SALARY - PUPIL SERVICES	0	0	0	301,032.96	.00	-301,032.96	100.0%
C26A37SA SALARY - PUPIL SERVICES	0	0	0	267,517.01	.00	-267,517.01	100.0%
C28B52OP SALARY - CLERICAL; SECONDA	0	0	0	41,675.60	.00	-41,675.60	100.0%
C28C52OP SALARY - CLERICAL; SECONDA	0	0	0	56,333.50	.00	-56,333.50	100.0%
C28L52OP SALARY - CLERICAL; SECONDA	694,353	0	694,353	320,469.94	.00	373,883.06	46.2%
C30F52OP SALARY - CLERICAL ELEM. SC	0	0	0	8,271.95	.00	-8,271.95	100.0%
C30H52OP SALARY - CLERICAL ELEM. SC	0	0	0	24,497.42	.00	-24,497.42	100.0%
C30K52OP SALARY - CLERICAL ELEM. SC	0	0	0	53,064.51	.00	-53,064.51	100.0%
C30M52OP SALARY - CLERICAL ELEM. SC	0	0	0	37,040.98	.00	-37,040.98	100.0%
C30P52OP SALARY - CLERICAL ELEM. SC	0	0	0	24,770.13	.00	-24,770.13	100.0%
C30W52OP SALARY - CLERICAL ELEM. SC	310,681	0	310,681	24,497.42	.00	286,183.58	7.9%
C32I52OP SALARY - SUBSTITUTE CLERKS	0	0	0	91.00	.00	-91.00	100.0%
C32I52OP SALARY - SUBSTITUTE CLERKS	30,000	0	30,000	3,731.00	.00	26,269.00	12.4%
C32P52OP SALARY - SUBSTITUTE CLERKS	0	0	0	10,195.60	.00	-10,195.60	100.0%
C32W52OP SALARY - SUBSTITUTE CLERKS	0	0	0	602.00	.00	-602.00	100.0%
C34F85FO SALARY - LUNCH AIDES	300,000	0	300,000	25,190.25	.00	274,809.75	8.4%
C34H85FO SALARY - LUNCH AIDES	0	0	0	51,054.08	.00	-51,054.08	100.0%
C34K85FO SALARY - LUNCH AIDES	0	0	0	40,719.21	.00	-40,719.21	100.0%
C34M85FO SALARY - LUNCH AIDES	0	0	0	18,849.59	.00	-18,849.59	100.0%
C34O85FO SALARY - LUNCH AIDES	0	0	0	14,137.50	.00	-14,137.50	100.0%
C34P85FO SALARY - LUNCH AIDES	0	0	0	59,060.25	.00	-59,060.25	100.0%
C34W85FO SALARY - LUNCH AIDES	0	0	0	21,071.10	.00	-21,071.10	100.0%
C36A28SE SALARY - TEACHER AIDES	3,044,326	0	3,044,326	687,674.36	.00	2,356,651.64	22.6%
C36B28SE SALARY - TEACHER AIDES	0	0	0	153,006.19	.00	-153,006.19	100.0%
C36C28SE SALARY - TEACHER AIDES	0	0	0	176,117.47	.00	-176,117.47	100.0%
C36F28SE SALARY - TEACHER AIDES	0	0	0	190,878.21	.00	-190,878.21	100.0%
C36H28SE SALARY - TEACHER AIDES	0	0	0	413,558.27	.00	-413,558.27	100.0%
C36K28SE SALARY - TEACHER AIDES	0	0	0	173,133.64	.00	-173,133.64	100.0%
C36L28SE SALARY - TEACHER AIDES	0	0	0	159,633.41	.00	-159,633.41	100.0%
C36M28SE SALARY - TEACHER AIDES	0	0	0	95,904.13	.00	-95,904.13	100.0%
C36P28SE SALARY - TEACHER AIDES	0	0	0	473,433.40	.00	-473,433.40	100.0%
C36W28SE SALARY - TEACHER AIDES	0	0	0	161,610.22	.00	-161,610.22	100.0%
C38F05RI SALARY - PARA SUBS	105,000	0	105,000	13,201.91	.00	91,798.09	12.6%
C38H05RI SALARY - PARA SUBS	0	0	0	20,994.13	.00	-20,994.13	100.0%
C38I05RI SALARY - PARA SUBS	0	0	0	109,341.46	.00	-109,341.46	100.0%
C38K05RI SALARY - PARA SUBS	0	0	0	20,755.85	.00	-20,755.85	100.0%
C38M05RI SALARY - PARA SUBS	0	0	0	7,658.84	.00	-7,658.84	100.0%
C38P05RI SALARY - PARA SUBS	0	0	0	17,843.85	.00	-17,843.85	100.0%
C38R53RI SALARY - PARA SUBS	0	0	0	12,699.79	.00	-12,699.79	100.0%
C38W05RI SALARY - PARA SUBS	0	0	0	19,325.05	.00	-19,325.05	100.0%
C40Q35DW SAL: DETACHED WORKER	98,261	0	98,261	51,376.09	.00	46,884.91	52.3%

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C42253RI SALARY - SUBSTITUTE TEACHE	689,815	0	689,815	.00	.00	689,815.00	.0%
C42L29RI SALARY - SUBSTITUTE TEACHE	0	0	0	347,768.42	.00	-347,768.42	100.0%
C42L34HS SALARY - SUBSTITUTE TEACHE	0	0	0	847.50	.00	-847.50	100.0%
C44A05OS SALARY - SEVERANCE PAY	0	0	0	300,000.00	.00	-300,000.00	100.0%
C44B05RI SALARY - SEVERANCE PAY	300,000	0	300,000	.00	.00	300,000.00	.0%
C46A39HS SALARY - SCHOOL NURSES	896,366	0	896,366	46,768.00	.00	849,598.00	5.2%
C46B34HS SALARY - SCHOOL NURSES	0	0	0	58,102.28	.00	-58,102.28	100.0%
C46C34HS SALARY - SCHOOL NURSES	0	0	0	152,699.19	.00	-152,699.19	100.0%
C46F34HS SALARY - SCHOOL NURSES	0	0	0	37,533.01	.00	-37,533.01	100.0%
C46H34HS SALARY - SCHOOL NURSES	0	0	0	44,734.30	.00	-44,734.30	100.0%
C46K34HS SALARY - SCHOOL NURSES	0	0	0	29,028.64	.00	-29,028.64	100.0%
C46L34HS SALARY - SCHOOL NURSES	0	0	0	32,929.92	.00	-32,929.92	100.0%
C46M34HS SALARY - SCHOOL NURSES	0	0	0	53,636.42	.00	-53,636.42	100.0%
C46P34HS SALARY - SCHOOL NURSES	0	0	0	44,387.01	.00	-44,387.01	100.0%
C46W34HS SALARY - SCHOOL NURSES	0	0	0	45,105.21	.00	-45,105.21	100.0%
C48N34NS SALARY - NURSES:NON-PUBLIC	143,480	0	143,480	.00	.00	143,480.00	.0%
C58A51BS SALARY - CUSTODIANS	1,918,019	0	1,918,019	.00	.00	1,918,019.00	.0%
C58A62BS SALARY - CUSTODIANS	0	0	0	46,020.03	.00	-46,020.03	100.0%
C58B62BS SALARY - CUSTODIANS	0	0	0	162,840.95	.00	-162,840.95	100.0%
C58C62BS SALARY - CUSTODIANS	0	0	0	179,813.94	.00	-179,813.94	100.0%
C58F62BS SALARY - CUSTODIALS	0	0	0	148,412.44	.00	-148,412.44	100.0%
C58H62BS SALARY - CUSTODIANS	0	0	0	104,032.48	.00	-104,032.48	100.0%
C58K62BS SALARY - CUSTODIANS	0	0	0	81,533.26	.00	-81,533.26	100.0%
C58L62BS SALARY - CUSTODIANS	0	0	0	285,330.62	.00	-285,330.62	100.0%
C58M62BS SALARY - CUSTODIANS	0	0	0	150,670.02	.00	-150,670.02	100.0%
C58P62BS SALARY - CUSTODIANS	0	0	0	137,493.94	.00	-137,493.94	100.0%
C58W62BS SALARY - CUSTODIANS	0	0	0	108,913.62	.00	-108,913.62	100.0%
C60L62BS SALARY - SUBSTITUTE CUSTOD	105,000	0	105,000	.00	.00	105,000.00	.0%
C62B62BS SALARY - OVERTIME CUSTODIA	79,638	0	79,638	-689.92	.00	80,327.92	-.9%
C62C62BS SALARY - OVERTIME: CUSTODI	0	0	0	-280.00	.00	280.00	100.0%
C62L62BS SALARY - OVERTIME: CUSTODI	0	0	0	-9,337.72	.00	9,337.72	100.0%
C62M62BS SALARY - OVERTIME: CUSTODI	0	0	0	-3,938.00	.00	3,938.00	100.0%
C64A61MS SALARY - MAINTENANCE	827,083	0	827,083	160,485.55	.00	666,597.45	19.4%
C64Y61MS SALARY - MAINTENANCE	0	0	0	470,977.04	.00	-470,977.04	100.0%
C66Y61MS SALARY - OVERTIME: MAINTEN	60,799	0	60,799	.00	.00	60,799.00	.0%
C68B18ZA SALARY - STUDENT ACTIVITY	100,000	0	100,000	.00	.00	100,000.00	.0%
C68L18ZA SALARY - STUDENT ACTIVITY	0	0	0	11,831.95	.00	-11,831.95	100.0%
C70L91OY SALARY - ATHLETIC COACHES	175,500	0	175,500	25,903.80	.00	149,596.20	14.8%
C70L92LA SALARY - ATHLETIC COACHES	0	0	0	3,300.00	.00	-3,300.00	100.0%
C70L92OY SALARY - ATHLETIC COACHES	0	0	0	23,920.00	.00	-23,920.00	100.0%
C70L96OY BOYS-BASKETBALL COACHES: H	0	0	0	3,350.00	.00	-3,350.00	100.0%
C70L98OY SALARY - ATHLETIC COACHES:	0	0	0	1,500.00	.00	-1,500.00	100.0%
C72I62BS SALARY - CUSTODIAL COMMUNI	16,000	0	16,000	.00	.00	16,000.00	.0%
D04A62BS ELECTRICITY	1,108,733	0	1,108,733	.00	.00	1,108,733.00	.0%

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D04B62BS ELECTRICITY	0	0	0	39,912.05	.00	-39,912.05	100.0%
D04C62BS ELECTRICITY	0	0	0	71,476.51	.00	-71,476.51	100.0%
D04F62BS ELECTRICITY	0	0	0	143,756.85	.00	-143,756.85	100.0%
D04H62BS ELECTRICITY	0	0	0	29,579.97	.00	-29,579.97	100.0%
D04K62BS ELECTRICITY	0	0	0	66,619.10	.00	-66,619.10	100.0%
D04L08BS ELECTRICITY	0	0	0	52,716.85	.00	-52,716.85	100.0%
D04L62BS ELECTRICITY	0	0	0	233,017.70	16,346.20	-249,363.90	100.0%
D04M62BS ELECTRICITY	0	0	0	33,280.16	.00	-33,280.16	100.0%
D04O62BS ELECTRICITY	0	0	0	9,820.86	.00	-9,820.86	100.0%
D04P62BS ELECTRICITY	0	0	0	35,474.22	20.49	-35,494.71	100.0%
D04R53BS ELECTRICITY	0	0	0	30,789.09	.00	-30,789.09	100.0%
D04W62BS ELECTRICITY	0	0	0	23,427.23	.00	-23,427.23	100.0%
D08A62BS WATER	103,919	0	103,919	.00	.00	103,919.00	.0%
D08B62BS WATER	0	0	0	3,639.81	.00	-3,639.81	100.0%
D08C62BS WATER	0	0	0	12,795.39	.00	-12,795.39	100.0%
D08F62BS WATER	0	0	0	4,263.65	.00	-4,263.65	100.0%
D08H62BS WATER	0	0	0	4,651.54	.00	-4,651.54	100.0%
D08K62BS WATER	0	0	0	4,679.35	.00	-4,679.35	100.0%
D08L62BS WATER	0	0	0	18,648.90	.00	-18,648.90	100.0%
D08M62BS WATER	0	0	0	2,772.95	.00	-2,772.95	100.0%
D08O62BS WATER	0	0	0	2,624.91	.00	-2,624.91	100.0%
D08P62BS WATER	0	0	0	4,031.20	.00	-4,031.20	100.0%
D08W62BS WATER	0	0	0	3,102.67	.00	-3,102.67	100.0%
D10A62BS TELEPHONE & COMMUNICATION	364,178	0	364,178	116,286.37	8,876.24	239,015.39	34.4%
D10C62BS TELEPHONE & COMMUNICATION	0	0	0	3,351.90	417.26	-3,769.16	100.0%
D10T62BS TELEPHONE & COMMUNICATION	0	0	0	120,000.00	.00	-120,000.00	100.0%
D12A62BS RUBBISH REMOVAL	220,833	0	220,833	220,973.32	22,337.39	-22,477.71	110.2%
D14A62BS CUSTODIAL SUPPLIES	163,049	0	163,049	.00	.00	163,049.00	.0%
D14L08BS CUSTODIAL SUPPLIES POOL	0	0	0	653.90	.00	-653.90	100.0%
D16A62BS HEAT FOR BUILDINGS	564,487	0	564,487	.00	.00	564,487.00	.0%
D16B62BS HEAT FOR BUILDINGS	0	0	0	25,399.83	.00	-25,399.83	100.0%
D16C62BS HEAT FOR BUILDINGS	0	0	0	60,365.54	.00	-60,365.54	100.0%
D16F62BS HEAT FOR BUILDINGS	0	0	0	112,447.30	.00	-112,447.30	100.0%
D16H62BS HEAT FOR BUILDINGS	0	0	0	16,700.07	.00	-16,700.07	100.0%
D16K62BS HEAT FOR BUILDINGS	0	0	0	11,542.87	.00	-11,542.87	100.0%
D16L62BS HEAT FOR BUILDINGS	0	0	0	47,086.39	.00	-47,086.39	100.0%
D16M62BS HEAT FOR BUILDINGS	0	0	0	16,572.97	.00	-16,572.97	100.0%
D16O62BS HEAT FOR BUILDINGS	0	0	0	8,459.97	.00	-8,459.97	100.0%
D16P62BS HEAT FOR BUILDINGS	0	0	0	13,646.92	.00	-13,646.92	100.0%
D16W62BS HEAT FOR BUILDINGS	0	0	0	20,591.30	.00	-20,591.30	100.0%
D18Y62BS EQUIPMENT - OPERATION OF P	45,000	0	45,000	45,000.00	.00	.00	100.0%
D20A61MS REPAIR TO BUILDINGS	625,000	0	625,000	182,627.04	.00	442,372.96	29.2%
D20B61MS REPAIR TO BUILDINGS	0	0	0	421,057.87	.00	-421,057.87	100.0%
D20C61MS REPAIR TO BUILDINGS	0	0	0	31,201.24	240.00	-31,441.24	100.0%

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D20F61MS REPAIR TO BUILDINGS	0	0	0	1,322,936.48	184,826.59	-1,507,763.07	100.0%
D20H61MS REPAIR TO BUIDLINGS	0	0	0	1,879.77	.00	-1,879.77	100.0%
D20K61MS REPAIR TO BUILDINGS	0	0	0	12,958.16	.00	-12,958.16	100.0%
D20L08MS REPAIR TO BUILDING - POOL/	0	0	0	8,947.14	3,400.00	-12,347.14	100.0%
D20L61MS REPAIR TO BUILDINGS	0	0	0	26,791.07	.00	-26,791.07	100.0%
D20M61MS REPAIR TO BUILDINGS	0	0	0	7,937.34	.00	-7,937.34	100.0%
D20O61MS REPAIR TO BUILDINGS	0	0	0	11,957.15	.00	-11,957.15	100.0%
D20P61MS REPAIR TO BUILDINGS	0	0	0	1,953.39	.00	-1,953.39	100.0%
D20S61MS REPAIR TO BUILDINGS	0	0	0	900.00	.00	-900.00	100.0%
D20W61MS REPAIR TO BUILDINGS	0	0	0	9,282.70	.00	-9,282.70	100.0%
D20Y61MS REPAIR TO BUILDINGS	0	0	0	598,116.37	293,633.95	-891,750.32	100.0%
D22Y63CU UPKEEP OF GROUNDS SUPPLIES	14,050	0	14,050	14,050.00	.00	.00	100.0%
D24A66BS BUILDING SECURITY	388,740	0	388,740	.00	.00	388,740.00	.0%
D24L66BS BUILDING SECURITY	0	0	0	.00	75,388.54	-75,388.54	100.0%
D26Y61MS GAS, OIL & GREASE	34,090	0	34,090	14,365.33	.00	19,724.67	42.1%
D28A62BS REPAIR TO EQUIPMENT: MAINT	33,250	0	33,250	.00	.00	33,250.00	.0%
D28Y63CU REPAIR TO EQUIPMENT: MAINT	0	0	0	33,250.00	.00	-33,250.00	100.0%
D30A62BS OTHER EXPENSES: MAINTENAN	50,000	0	50,000	.00	.00	50,000.00	.0%
D30Y61MS OTHER EXPENSES: MAINTENAN	0	0	0	50,000.00	.00	-50,000.00	100.0%
D32Y61MS EQUIPMENT - MAINTENANCE OF	32,500	0	32,500	32,500.00	.00	.00	100.0%
D34A63CU IMPROVEMENT TO SITES	100,000	0	100,000	.00	.00	100,000.00	.0%
D34W63CU IMPROVEMENT TO SITES	0	0	0	100,000.00	.00	-100,000.00	100.0%
E02A51EA CENTRAL OFFICE - TRAVEL	800	0	800	.00	.00	800.00	.0%
E04A51EA CENTRAL OFFICE - DUES & CO	7,000	0	7,000	.00	950.00	6,050.00	13.6%
E04A53FS CENTRAL OFFICE - DUES & CO	0	0	0	4,416.00	.00	-4,416.00	100.0%
E04A54EA CENTRAL OFFICE - DUES & CO	0	0	0	2,650.00	.00	-2,650.00	100.0%
E06A05OS TRAVEL CONV. & DUES: TCHRS	50,000	0	50,000	2,200.00	.00	47,800.00	4.4%
E06A11OS TRAVEL CONV. & DUES: TCHRS	0	0	0	900.00	.00	-900.00	100.0%
E06A28SE TRAVEL CONV. & DUES: TCHRS	0	0	0	2,181.20	.00	-2,181.20	100.0%
E06A38PU TRAVEL CONV. & DUES: TCHRS	0	0	0	1,200.00	.00	-1,200.00	100.0%
E06B52OP TRAVEL CONV. & DUES: TCHRS	0	0	0	600.00	.00	-600.00	100.0%
E06C52OP TRAVEL CONV. & DUES: TCHRS	0	0	0	300.00	.00	-300.00	100.0%
E06H52OP TRAVEL CONV. & DUES: TCHRS	0	0	0	300.00	.00	-300.00	100.0%
E06K52OP TRAVEL CONV. & DUES: TCHRS	0	0	0	300.00	.00	-300.00	100.0%
E06L52OA TRAVEL CONV. & DUES: TCHRS	0	0	0	15,192.14	.00	-15,192.14	100.0%
E06L52OP TRAVEL CONV. & DUES: TCHRS	0	0	0	1,500.00	.00	-1,500.00	100.0%
E06M52OP TRAVEL CONV. & DUES: TCHRS	0	0	0	300.00	.00	-300.00	100.0%
E06P52OP TRAVEL CONV. & DUES: TCHRS	0	0	0	300.00	.00	-300.00	100.0%
E06W52OP TRAVEL CONV. & DUES: TCHRS	0	0	0	300.00	.00	-300.00	100.0%
E08B02RI PROFESSIONAL CERT. REIMBUR	46,500	0	46,500	.00	.00	46,500.00	.0%
E08B05RI PROFESSIONAL CERT. REIMBUR	0	0	0	13,900.00	1,200.00	-15,100.00	100.0%
E10A62BS TRAVEL - MAINTENANCE	19,400	0	19,400	.00	.00	19,400.00	.0%
E12A50BE PROPERTY & LIAB. INSURANCE	0	0	0	23,042.33	.00	-23,042.33	100.0%
E12Y62BS PROPERTY & LIABILITY INSUR	525,000	0	525,000	397,593.21	.00	127,406.79	75.7%

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E14A05OS HEALTH INSURANCE: CERTIFIE	0	0	0	9,127.50	912.75	-10,040.25	100.0%
E14A50OB HEALTH INSURANCE: CERTIFIE	9,487,344	0	9,487,344	7,581,950.30	.00	1,905,393.70	79.9%
E16A50OB LIFE INSURANCE: CERTIFIED	187,913	0	187,913	108,233.40	.00	79,679.60	57.6%
E18134HS SOCIAL SECURITY	0	0	0	539,785.76	.00	-539,785.76	100.0%
E18F00RI SOCIAL SECURITY	764,786	0	764,786	.00	.00	764,786.00	.0%
E18Y28SE SOCIAL SECURITY	0	0	0	-620.07	.00	620.07	100.0%
E20253BS RETIREMENT CONTRIBUTIONS	477,406	0	477,406	258,425.35	.00	218,980.65	54.1%
E22253FS MEDICARE ONLY - TAXES	0	0	0	534,031.30	.00	-534,031.30	100.0%
E22F00RI MEDICARE ONLY - TAXES	881,908	0	881,908	.00	.00	881,908.00	.0%
E24A02OS UNEMPLOYMENT COMPENSATION	0	0	0	1,019.00	.00	-1,019.00	100.0%
E24L11RI UNEMPLOYMENT COMPENSATION	100,000	0	100,000	.00	.00	100,000.00	.0%
E26A50OB HEALTH INSURANCE: NON-CERT	4,617,748	0	4,617,748	4,513,743.83	1,666.50	102,337.67	97.8%
E30A53FS WORKER'S COMPENSATION	1,050,000	0	1,050,000	490,856.39	.00	559,143.61	46.7%
F02A51EA POSTAGE	60,000	0	60,000	3,207.85	.00	56,792.15	5.3%
F02A61EA POSTAGE	0	0	0	15,000.00	.00	-15,000.00	100.0%
F04A50BE PRINTING & PUBLISHING	35,000	0	35,000	.00	.00	35,000.00	.0%
F04A51BE PRINTING & PUBLISHING	0	0	0	1,089.00	.00	-1,089.00	100.0%
F06A05OS PHOTOCOPY SERVICES	0	0	0	886.75	10.00	-896.75	100.0%
F06A50BE PHOTOCOPY SERVICES	0	0	0	30,304.63	.00	-30,304.63	100.0%
F06A52OP PHOTOCOPY SERVICES	269,809	0	269,809	401,128.05	16,708.42	-148,027.47	154.9%
F08A50BE BOE - MISC. EXPENSE	1,350	0	1,350	93.98	.00	1,256.02	7.0%
F10A53DA DATA PROCESSING SERVICES	78,500	0	78,500	1,800.60	.00	76,699.40	2.3%
F12A38PU CONSULTANT SERVICES	0	0	0	10,255.50	.00	-10,255.50	100.0%
F12A50BE CONSULTANT SERVICES	260,000	0	260,000	64,112.05	42,100.00	153,787.95	40.9%
F12Y61MS CONSULTANT SERVICES	0	0	0	45,000.00	.00	-45,000.00	100.0%
F14A28SE SERVICE CONTRACTS	0	0	0	125,000.33	.00	-125,000.33	100.0%
F14A41OS SERVICE CONTRACTS	0	0	0	1,587.60	.00	-1,587.60	100.0%
F14A51EA SERVICE CONTRACTS	265,000	0	265,000	.00	.00	265,000.00	.0%
F18A50BE BOE - OFFICE SUPPLIES	1,800	0	1,800	.00	.00	1,800.00	.0%
F20A51EA CENTRAL OFFICE - SUPPLIES	22,500	0	22,500	35,019.56	2,095.40	-14,614.96	165.0%
F20A54EA CENTRAL OFFICE - SUPPLIES	0	0	0	17,698.06	233.50	-17,931.56	100.0%
F22A51EA CENTRAL OFFICE - MISC. EXP	3,500	0	3,500	2,796.00	.00	704.00	79.9%
F26L66ZA POLICE & FIRE	75,000	0	75,000	304.28	.00	74,695.72	.4%
F28A50BE BOE - DUES & CONFERENCES	25,200	0	25,200	6,654.00	.00	18,546.00	26.4%
F30A50BE SUBSCRIPTIONS	3,500	0	3,500	11,963.70	7,000.00	-15,463.70	541.8%
F30L41HS SUBSCRIPTIONS	0	0	0	370.99	.00	-370.99	100.0%
F34L84FC FITZGERALD COMPLEX	60,000	0	60,000	.00	.00	60,000.00	.0%
G02A51EA ANSWERING SERVICE	10,850	0	10,850	25,901.25	.00	-15,051.25	238.7%
G04L10RI REPAIR TO EQUIPMENT: INSTR	25,000	0	25,000	.00	5,272.50	19,727.50	21.1%
G06L52OA MISC. EXPENSES	20,000	0	20,000	5,113.04	6,602.65	8,284.31	58.6%
G06U52AB MISC. EXPENSES	0	0	0	4,605.00	.00	-4,605.00	100.0%
G08F05RI ELEM. READING DEVELOPMENT	0	0	0	6,123.42	1,007.50	-7,130.92	100.0%
G08H05RI ELEM. READING DEVELOPMENT	0	0	0	20,155.21	855.78	-21,010.99	100.0%
G08I05RI ELEM. READING DEVELOPMENT	12,000	0	12,000	-1,396.17	.00	13,396.17	-11.6%

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G08K05RI ELEM. READING DEVELOPMENT	0	0	0	2,849.30	133.47	-2,982.77	100.0%
G08M05RI ELEM. READING DEVELOPMENT	0	0	0	1,821.44	133.47	-1,954.91	100.0%
G08P05RI ELEM. READING DEVELOPMENT	0	0	0	1,934.39	44.49	-1,978.88	100.0%
G08W05RI ELEM. READING DEVELOPMENT	0	0	0	1,997.75	.00	-1,997.75	100.0%
G10A28SE TEACHING SUPPLIES	0	0	0	3,873.84	1,929.58	-5,803.42	100.0%
G10A38PS TEACHING SUPPLIES	0	0	0	10,855.96	50,651.27	-61,507.23	100.0%
G10B00RI TEACHING SUPPLIES	0	0	0	4,015.65	4,427.25	-8,442.90	100.0%
G10B02RI TEACHING SUPPLIES	0	0	0	14,186.68	13,763.36	-27,950.04	100.0%
G10B05RI TEACHING SUPPLIES	0	0	0	.00	612.80	-612.80	100.0%
G10B12RI TEACHING SUPPLIES	0	0	0	141.33	389.70	-531.03	100.0%
G10B52OP TEACHING SUPPLIES	0	0	0	.00	1,397.71	-1,397.71	100.0%
G10C00RI TEACHING SUPPLIES	0	0	0	15,599.81	5,915.38	-21,515.19	100.0%
G10C05RI TEACHING SUPPLIES	0	0	0	9,630.02	592.99	-10,223.01	100.0%
G10F00RI TEACHING SUPPLIES	0	0	0	17,894.92	1,659.66	-19,554.58	100.0%
G10F52OP TEACHING SUPPLIES	0	0	0	3,051.42	.00	-3,051.42	100.0%
G10H00RI TEACHING SUPPLIES	0	0	0	9,681.95	3,272.94	-12,954.89	100.0%
G10K00RI TEACHING SUPPLIES	0	0	0	13,569.59	422.58	-13,992.17	100.0%
G10K52OP TEACHING SUPPLIES	0	0	0	.00	5,064.09	-5,064.09	100.0%
G10L00RI TEACHING SUPPLIES	0	0	0	1,766.88	3,393.62	-5,160.50	100.0%
G10L03RI TEACHING SUPPLIES	0	0	0	1,925.56	.00	-1,925.56	100.0%
G10L05RI TEACHING SUPPLIES	0	0	0	4,257.65	.00	-4,257.65	100.0%
G10L08RI TEACHING SUPPLIES	0	0	0	3,333.05	.00	-3,333.05	100.0%
G10L10RI TEACHING SUPPLIES	0	0	0	34,982.01	.00	-34,982.01	100.0%
G10L11RI TEACHING SUPPLIES	0	0	0	11,372.17	9,715.45	-21,087.62	100.0%
G10L12RI TEACHING SUPPLIES	0	0	0	29,182.33	433.87	-29,616.20	100.0%
G10L13RI TEACHING SUPPLIES	0	0	0	21,537.83	10,637.36	-32,175.19	100.0%
G10L29RI TEACHING SUPPLIES	0	0	0	.00	200.28	-200.28	100.0%
G10L52OP TEACHING SUPPLIES	0	0	0	16,260.69	3,231.81	-19,492.50	100.0%
G10M00RI TEACHING SUPPLIES	0	0	0	5,043.64	546.46	-5,590.10	100.0%
G10M45EM TEACHING SUPPLIES	0	0	0	.00	3,588.16	-3,588.16	100.0%
G10M45RI TEACHING SUPPLIES	0	0	0	.00	11,575.31	-11,575.31	100.0%
G10P00RI TEACHING SUPPLIES	0	0	0	8,116.21	5,370.94	-13,487.15	100.0%
G10P52OP TEACHING SUPPLIES	0	0	0	341.00	.00	-341.00	100.0%
G10R53RI TEACHING SUPPLIES	314,400	0	314,400	39,973.28	11,598.17	262,828.55	16.4%
G10S00RI TEACHING SUPPLIES	0	0	0	566.73	.00	-566.73	100.0%
G10S52OP TEACHING SUPPLIES	0	0	0	323.60	.00	-323.60	100.0%
G10W00RI TEACHING SUPPLIES	0	0	0	9,051.68	129,275.99	-138,327.67	100.0%
G10W45RI TEACHING SUPPLIES	0	0	0	128.50	.00	-128.50	100.0%
G10Y05RI TEACHING SUPPLIES - READIN	0	0	0	68,527.09	49,510.41	-118,037.50	100.0%
G10Y26ES TEACHING SUPPLIES	0	0	0	-250,000.00	.00	250,000.00	100.0%
G12102RI TEXTBOOKS	0	0	0	8,497.95	.00	-8,497.95	100.0%
G12105RI TEXTBOOKS	0	0	0	148,537.17	8,272.75	-156,809.92	100.0%
G12111RI TEXTBOOKS	225,000	0	225,000	5,577.88	.00	219,422.12	2.5%
G12115RI TEXTBOOKS	0	0	0	5,782.88	.00	-5,782.88	100.0%

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G12A54OS TEXTBOOKS	0	0	0	.00	3,325.00	-3,325.00	100.0%
G12C27GP TEXTBOOKS	0	0	0	3,480.32	.00	-3,480.32	100.0%
G12E00RI TEXTBOOKS - ELEMENTARY	0	0	0	1,333.67	.00	-1,333.67	100.0%
G12I05RI TEXTBOOKS	0	0	0	.00	10,129.50	-10,129.50	100.0%
G12L02RI TEXTBOOKS	0	0	0	1,176.00	.00	-1,176.00	100.0%
G12L05RI TEXTBOOKS	0	0	0	38,589.84	5,292.80	-43,882.64	100.0%
G12L12RI TEXTBOOKS	0	0	0	39,506.25	.00	-39,506.25	100.0%
G14A54OS PERIODICALS	13,500	0	13,500	26,665.00	.00	-13,165.00	197.5%
G14C42EM PERIODICALS	0	0	0	4,455.00	.00	-4,455.00	100.0%
G14L42EM PERIODICALS	0	0	0	.00	898.00	-898.00	100.0%
G14W42EM PERIODICALS	0	0	0	144.50	133.80	-278.30	100.0%
G16A39HS EDUCATIONAL MEDIA SUPPLIES	120,000	0	120,000	.00	.00	120,000.00	.0%
G16C45EM EDUCATIONAL MEDIA SUPPLIES	0	0	0	339.00	.00	-339.00	100.0%
G16L43EM EDUCATIONAL MEDIA SUPPLIES	0	0	0	589.03	.00	-589.03	100.0%
G18A05OS STANDARDIZED TESTING PROGR	54,750	0	54,750	365.00	.00	54,385.00	.7%
G18A38PS STANDARDIZED TESTING PROGR	0	0	0	19.84	.00	-19.84	100.0%
G20102OS CURRICULUM IMPROVEMENT	0	0	0	5,231.54	23,652.90	-28,884.44	100.0%
G20A38PU CURRICULUM IMPROVEMENT	0	0	0	2,800.00	2,375.00	-5,175.00	100.0%
G20A45EM CURRICULUM IMPROVEMENT	0	0	0	5,489.06	2,008.53	-7,497.59	100.0%
G20A54OS CURRICULUM IMPROVEMENT	45,000	0	45,000	382,871.48	35,887.96	-373,759.44	930.6%
G20I05OS CURRICULUM IMPROVEMENT	0	0	0	539.83	8,629.20	-9,169.03	100.0%
G20I11OS CURRICULUM IMPROVEMENT	0	0	0	9,035.98	.00	-9,035.98	100.0%
G20I45EM CURRICULUM IMPROVEMENT	0	0	0	39,755.08	38,164.76	-77,919.84	100.0%
G20L02OS CURRICULUM IMPROVEMENT	0	0	0	102,036.15	3,570.00	-105,606.15	100.0%
G20L04OS CURRICULUM IMPROVEMENT	0	0	0	6,400.00	.00	-6,400.00	100.0%
G22A54OS LIBRARY BOOKS	37,500	0	37,500	3,132.00	939.30	33,428.70	10.9%
G22C42EM LIBRARY BOOKS	0	0	0	.00	1,628.52	-1,628.52	100.0%
G22F42EM LIBRARY BOOKS	0	0	0	241.00	.00	-241.00	100.0%
G22H42EM LIBRARY BOOKS	0	0	0	.00	2,501.11	-2,501.11	100.0%
G22K42EM LIBRARY BOOKS	0	0	0	4,703.31	.00	-4,703.31	100.0%
G22L42EM LIBRARY BOOKS	0	0	0	566.57	.00	-566.57	100.0%
G22M42EM LIBRARY BOOKS	0	0	0	3,488.01	.00	-3,488.01	100.0%
G22O42EM LIBRARY BOOKS	0	0	0	4,492.40	.00	-4,492.40	100.0%
G22W42EM LIBRARY BOOKS	0	0	0	304.65	3,403.99	-3,708.64	100.0%
G24P42EM OTHER LIBRARY EXPENSE	0	0	0	50.00	.00	-50.00	100.0%
G24R53OS OTHER LIBRARY EXPENSE	5,000	0	5,000	.00	.00	5,000.00	.0%
G26A05OS EQUIPMENT - NON INSTRUCTIO	0	0	0	.00	423.97	-423.97	100.0%
G26B00RI EQUIPMENT - NON INSTRUCTIO	0	0	0	649.20	3,762.00	-4,411.20	100.0%
G26B02RI EQUIPMENT - NON INSTRUCTIO	0	0	0	234.00	147.00	-381.00	100.0%
G26B11RI EQUIPMENT - NON INSTRUCTIO	0	0	0	2,749.26	.00	-2,749.26	100.0%
G26H00FO EQUIPMENT - NON INSTRUCTIO	0	0	0	768.73	.00	-768.73	100.0%
G26H00RI EQUIPMENT - NON INSTRUCTIO	0	0	0	529.17	.00	-529.17	100.0%
G26L02RI EQUIPMENT - NON INSTRUCTIO	0	0	0	11,880.52	2,792.86	-14,673.38	100.0%
G26L45EM EQUIPMENT - NON INSTRUCTIO	0	0	0	782.37	.00	-782.37	100.0%

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G26L52OP EQUIPMENT - NON INSTRUCTIO	20,000	0	20,000	.00	.00	20,000.00	.0%
G26M00FO EQUIPMENT - NON INSTRUCTIO	0	0	0	.00	267.52	-267.52	100.0%
G26P00RI EQUIPMENT - NON INSTRUCTIO	0	0	0	.00	247.98	-247.98	100.0%
G28L11RI EQUIPMENT - INSTRUCTIONAL	0	0	0	10,760.80	10,322.80	-21,083.60	100.0%
G28L45EM EQUIPMENT - INSTRUCTIONAL	50,000	0	50,000	.00	.00	50,000.00	.0%
G29A45EM TECHNOLOGY EQUIPMENT	320,000	0	320,000	2,272,505.92	107,055.67	-2,059,561.59	743.6%
G30A28PS PSYCHIATRIC SERVICES	0	0	0	7,402.00	.00	-7,402.00	100.0%
G32A39HS MEDICAL SERVICES - SUPPLIE	11,500	0	11,500	18,808.56	1,864.26	-9,172.82	179.8%
G34A39HS MEDICAL-MISC EXPENSE	25,000	0	25,000	20,863.13	516.14	3,620.73	85.5%
G36A39HS EQUIPMENT: MEDICAL SERVICE	10,000	0	10,000	.00	.00	10,000.00	.0%
G38L88ZA ATH. DIRECTOR OFFICE	100,000	0	100,000	97,481.75	22,595.30	-20,077.05	120.1%
G38L90ZA CHEERLEADERS	0	0	0	2,000.00	.00	-2,000.00	100.0%
G38L91OY FOOTBALL	0	0	0	5,806.80	.00	-5,806.80	100.0%
G38L94OY HOCKEY	0	0	0	2,084.00	.00	-2,084.00	100.0%
GRAND TOTAL	165,542,699	0	165,542,699	124,131,417.72	3,034,561.90	38,376,719.76	76.8%

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	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
195 WH FIRE DEPT-ALLINGTOWN (FD3)							
19500010 ALLINGTOWN FD - ADMIN.							
19500010 51000 REGULAR WAGES	278,579	0	278,579	208,437.46	.00	70,141.54	74.8%
19500010 52100 GAS HEATING	13,000	0	13,000	5,841.69	1,415.99	5,742.32	55.8%
19500010 52110 ELECTRICITY	23,140	0	23,140	12,600.40	.00	10,539.60	54.5%
19500010 52130 WATER	195,400	0	195,400	89,186.09	116.77	106,097.14	45.7%
19500010 52150 TELEPHONE EXPENS	14,000	0	14,000	8,218.38	110.36	5,671.26	59.5%
19500010 52330 TRAINING AND EDU	32,000	0	32,000	10,402.10	2,536.00	19,061.90	40.4%
19500010 52360 BUSINESS EXPENSE	10,000	0	10,000	8,064.58	986.42	949.00	90.5%
19500010 52420 FINANCIAL SERVIC	13,000	0	13,000	22,000.00	.00	-9,000.00	169.2%
19500010 52530 BUILDING MAINTEN	20,000	0	20,000	10,923.83	328.63	8,747.54	56.3%
19500010 52580 EQUIPMENT MAINTE	39,000	0	39,000	38,942.57	11.68	45.75	99.9%
19500010 52820 PSYCHOLOGICAL TE	12,000	0	12,000	868.25	.00	11,131.75	7.2%
19500010 53110 OFFICE SUPPLIES	6,000	0	6,000	4,543.95	193.07	1,262.98	79.0%
19500010 53210 AUTOMOTIVE FUEL	16,000	0	16,000	10,021.10	.00	5,978.90	62.6%
19500010 54032 GEN'L LIAB INSUR	45,000	0	45,000	30,353.00	.00	14,647.00	67.5%
19500010 54110 HEALTH INSURANCE	1,680,033	0	1,680,033	1,037,804.13	.00	642,228.87	61.8%
19500010 54120 LIFE INSURANCE P	14,000	0	14,000	9,456.08	.00	4,543.92	67.5%
19500010 54130 FICA-CITY'S SHAR	58,400	0	58,400	9,547.38	.00	48,852.62	16.3%
19500010 54140 PENSION - CITY'S	2,890,196	0	2,890,196	2,257,583.40	1,281.57	631,331.03	78.2%
19500010 54180 HEART & HYPERTEN	70,000	0	70,000	174.11	.00	69,825.89	.2%
19500010 54192 WORKERS COMP PRE	125,000	0	125,000	66,371.58	.00	58,628.42	53.1%
19500010 55160 PC'S/HARDWARE	32,000	0	32,000	27,904.06	1,411.87	2,684.07	91.6%
19500010 55630 RADIO EQUIPMENT	4,000	0	4,000	619.07	.00	3,380.93	15.5%
19500010 55900 CAPITAL OUTLAY -	0	0	0	395,618.22	.00	-395,618.22	100.0%
19500010 56010 UNALLOCATED CONT	155,000	0	155,000	392.00	6,200.00	148,408.00	4.3%
19500010 56175 ADVANCE FUNDING	50,000	0	50,000	.00	.00	50,000.00	.0%
19500010 56180 EDUCATIONAL REIM	103,125	0	103,125	.00	.00	103,125.00	.0%
19500010 56990 MISCELLANEOUS	12,000	0	12,000	662.78	.00	11,337.22	5.5%
TOTAL ALLINGTOWN FD - ADMIN.	5,910,873	0	5,910,873	4,266,536.21	14,592.36	1,629,744.43	72.4%
19500030 ALLINGTOWN FIRE DEPT OPS							
19500030 51000 REGULAR WAGES	1,549,064	0	1,549,064	1,125,530.13	.00	423,533.99	72.7%
19500030 51500 OVERTIME	400,000	0	400,000	277,224.78	.00	122,775.22	69.3%
19500030 51800 SEPARATION PAY	25,000	0	25,000	.00	.00	25,000.00	.0%

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19500030 52150 TELEPHONE EXPENS	296,034	0	296,034	155,915.88	22,915.49	117,202.63	60.4%
19500030 52780 UNIFORM ALLOWANC	28,000	0	28,000	13,846.79	1,122.70	13,030.51	53.5%
19500030 53250 TOOLS & MISCELLA	88,850	0	88,850	44,195.02	2,817.44	41,837.54	52.9%
19500030 53440 MEDICAL SUPPLIES	30,000	0	30,000	15,318.57	1,037.69	13,643.74	54.5%
19500030 54130 FICA-CITY'S SHAR	0	0	0	46,107.07	.00	-46,107.07	100.0%
19500030 54140 PENSION - CITY'S	0	0	0	43,613.99	.00	-43,613.99	100.0%
19500030 55220 TRUCKS	330,000	0	330,000	315,800.00	.00	14,200.00	95.7%
TOTAL ALLINGTOWN FIRE DEPT OPS	2,746,948	0	2,746,948	2,037,552.23	27,893.32	681,502.57	75.2%
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19520045 GRANTS-ALLINGTOWN FD3							
19520045 45231 PILOT-COLLEGES &	0	0	0	-568,482.44	.00	568,482.44	100.0%
19520045 45249 MRSA - MOTOR VEH	-960,525	0	-960,525	-1,162,543.18	.00	202,018.18	121.0%
19520045 45290 STATE MISCELLANE	0	0	0	-5,000.00	.00	5,000.00	100.0%
19520045 45340 SCCRWA- PILOT GR	-56,000	0	-56,000	-49,166.42	.00	-6,833.58	87.8%
TOTAL GRANTS-ALLINGTOWN FD3	-1,016,525	0	-1,016,525	-1,785,192.04	.00	768,667.04	175.6%
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19520047 MISCELLANEOUS REVENUE-ALL/FD3							
19520047 42900 MISCELLANEOUS FE	-60,000	0	-60,000	-35,490.00	.00	-24,510.00	59.2%
19520047 45130 FEDERAL EMERGENC	-300,000	0	-300,000	.00	.00	-300,000.00	.0%
19520047 46720 POLICE/FD EXTRA	-6,000	0	-6,000	.00	.00	-6,000.00	.0%
19520047 47050 FD BUNDLE BILLIN	-30,000	0	-30,000	-4,330.01	.00	-25,669.99	14.4%
19520047 47060 FD TRANSPORT INC	0	0	0	-28,220.23	.00	28,220.23	100.0%
19520047 47600 DONATIONS	-100,000	0	-100,000	.00	.00	-100,000.00	.0%
19520047 47900 MISCELLANEOUS	-23,600	0	-23,600	-5,082.18	.00	-18,517.82	21.5%
TOTAL MISCELLANEOUS REVENUE-ALL/FD3	-519,600	0	-519,600	-73,122.42	.00	-446,477.58	14.1%
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19524041 PROPERTY TAXES - ALLINGTOWN FD							
19524041 41100 CURRENT PROPERTY	-6,993,596	0	-6,993,596	-6,825,954.05	.00	-167,642.07	97.6%
19524041 41200 PRIOR YEARS TAX	-70,700	0	-70,700	-150,350.73	.00	79,650.73	212.7%
19524041 41300 SUSPENSE TAXES	-6,900	0	-6,900	-11,643.32	.00	4,743.32	168.7%
19524041 41610 CURRENT PROPERTY	-24,400	0	-24,400	-23,048.17	.00	-1,351.83	94.5%
19524041 41620 PRIOR YEARS TAX	-16,900	0	-16,900	-38,893.21	.00	21,993.21	230.1%

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19524041 41630 SUSPENSE INTERES	-9,200	0	-9,200	-10,380.38	.00	1,180.38	112.8%
TOTAL PROPERTY TAXES - ALLINGTOWN FD	-7,121,696	0	-7,121,696	-7,060,269.86	.00	-61,426.26	99.1%
GRAND TOTAL	0	0	0	-2,614,495.88	42,485.68	2,572,010.20	100.0%

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	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
240 SEWER OPERATING FUND							
24048037 SEWER OPERATIONS ADMIN							
24048037 51000 REGULAR WAGES	119,558	0	119,558	50,896.90	.00	68,661.10	42.6%
24048037 51050 SEWER BOARD CLER	1,545	0	1,545	.00	.00	1,545.00	.0%
24048037 51500 OVERTIME	0	0	0	8,178.89	.00	-8,178.89	100.0%
24048037 52360 BUSINESS EXPENSE	12,000	0	12,000	2,614.08	2,322.00	7,063.92	41.1%
24048037 52420 FINANCIAL SERVIC	55,166	0	55,166	55,166.00	.00	.00	100.0%
24048037 52440 ENGINEERING SERV	500,000	0	500,000	216,406.76	24,460.00	259,133.24	48.2%
24048037 52580 EQUIPMENT MAINTEN	275,000	0	275,000	248,627.17	43,365.00	-16,992.17	106.2%
24048037 52750 STATE PERMIT	7,000	0	7,000	.00	.00	7,000.00	.0%
24048037 54100 FRINGE BENEFITS	15,624	0	15,624	.00	.00	15,624.00	.0%
24048037 54130 FICA-CITY'S SHAR	0	0	0	4,405.50	.00	-4,405.50	100.0%
24048037 54140 PENSION - CITY'S	0	0	0	390.31	.00	-390.31	100.0%
24048037 54640 CLEAN WATER FUND	204,680	0	204,680	204,680.00	.00	.00	100.0%
24048037 55710 CAPITAL IMPROV.-	600,000	0	600,000	408,152.78	479,763.64	-287,916.42	148.0%
24048037 55720 CAPITAL IMP - CO	600,000	0	600,000	189,572.60	59,800.00	350,627.40	41.6%
24048037 55749 CLEAN WATER (NEW	1,797,987	0	1,797,987	1,510,402.09	.00	287,584.91	84.0%
24048037 56010 UNALLOCATED CONT	300,000	0	300,000	.00	.00	300,000.00	.0%
24048037 56990 MISCELLANEOUS	535,000	0	535,000	344,105.00	.00	190,895.00	64.3%
TOTAL SEWER OPERATIONS ADMIN	5,023,560	0	5,023,560	3,243,598.08	609,710.64	1,170,251.28	76.7%
24048040 IN-HOUSE SEWER OPERATIONS							
24048040 51000 REGULAR WAGES	1,856,913	0	1,856,913	1,127,238.26	.00	729,674.74	60.7%
24048040 51500 OVERTIME	547,431	0	547,431	508,937.97	.00	38,493.03	93.0%
24048040 51530 VACATION BUY BAC	0	0	0	2,792.00	.00	-2,792.00	100.0%
24048040 51800 SEPARATION PAY	50,000	0	50,000	.00	.00	50,000.00	.0%
24048040 52100 GAS HEATING	66,000	0	66,000	18,574.99	47,425.01	.00	100.0%
24048040 52105 GASES (PROPANE,	5,000	0	5,000	486.44	347.78	4,165.78	16.7%
24048040 52110 ELECTRICITY	1,200,000	0	1,200,000	664,277.04	96,768.98	438,953.98	63.4%
24048040 52130 WATER	171,000	0	171,000	78,560.19	80,692.59	11,747.22	93.1%
24048040 52150 TELEPHONE EXPENS	6,000	0	6,000	5,063.07	936.93	.00	100.0%
24048040 52510 MAINTENANCE SERV	80,000	0	80,000	28,087.93	18,326.25	33,585.82	58.0%
24048040 52540 MOTOR VEHICLE MA	40,000	0	40,000	26,609.76	3,807.95	9,582.29	76.0%
24048040 52650 OTHER RENTAL	5,000	0	5,000	.00	.00	5,000.00	.0%
24048040 52770 OTHER CONTRACTUA	200,000	0	200,000	137,790.40	58,797.68	3,411.92	98.3%

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CITY OF WEST HAVEN LIVE
YEAR-TO-DATE BUDGET REPORT

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FOR 2022 09

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
24048040 52910 TRASH PICKUP	15,000	0	15,000	9,068.03	1,409.29	4,522.68	69.8%
24048040 53000 SUPPLIES & MATER	200,000	0	200,000	89,597.54	14,050.92	96,351.54	51.8%
24048040 53200 HEATING OIL	800,000	0	800,000	597,307.12	82,676.75	120,016.13	85.0%
24048040 53210 AUTOMOTIVE FUEL	25,000	0	25,000	18,420.63	.00	6,579.37	73.7%
24048040 53250 TOOLS & MISCELLA	50,000	0	50,000	24,615.45	15,346.44	10,038.11	79.9%
24048040 53430 JANITORIAL SUPPL	15,000	0	15,000	10,225.08	488.45	4,286.47	71.4%
24048040 53435 CHEMICALS	140,000	0	140,000	97,542.73	24,921.02	17,536.25	87.5%
24048040 53445 SAFETY SUPPLIES	8,000	0	8,000	577.27	1,837.46	5,585.27	30.2%
24048040 53450 LABORATORY SUPPL	66,000	0	66,000	45,111.75	8,848.25	12,040.00	81.8%
24048040 53460 CLOTHING & UNIFO	36,000	0	36,000	23,769.82	3,815.68	8,414.50	76.6%
24048040 54100 FRINGE BENEFITS	663,000	0	663,000	298,465.30	.00	364,534.70	45.0%
24048040 54130 FICA-CITY'S SHAR	183,932	0	183,932	115,696.76	.00	68,235.24	62.9%
24048040 54140 PENSION - CITY'S	0	0	0	94,303.33	.00	-94,303.33	100.0%
24048040 54232 GENERAL LIABILIT	175,000	0	175,000	720,604.74	.00	-545,604.74	411.8%
24048040 54735 SEWER CLAIMS-WOR	50,000	0	50,000	121,379.02	.00	-71,379.02	242.8%
24048040 56215 OUTSIDE SERVICES	150,000	0	150,000	60,931.06	40,764.88	48,304.06	67.8%
TOTAL IN-HOUSE SEWER OPERATIONS	6,804,276	0	6,804,276	4,926,033.68	501,262.31	1,376,980.01	79.8%
24048046 SEWER CHARGES	<hr/>						
24048046 46610 SEWER USE FEES-C	-11,116,636	0	-11,116,636	-10,737,328.76	.00	-379,307.24	96.6%
24048046 46620 SEWER USE FEES -	-30,000	0	-30,000	-16,109.59	.00	-13,890.41	53.7%
24048046 46630 SEWER INTEREST &	-20,000	0	-20,000	-41,662.34	.00	21,662.34	208.3%
24048046 46640 SEWER INTEREST &	-15,000	0	-15,000	-10,282.58	.00	-4,717.42	68.6%
24048046 46670 ORANGE SHARE SER	-380,000	0	-380,000	-314,947.34	.00	-65,052.66	82.9%
24048046 47675 ORANGE SHARE CWF	-196,200	0	-196,200	-156,424.92	.00	-39,775.08	79.7%
24048046 47680 NITROGEN CREDIT	-70,000	0	-70,000	-23,853.33	.00	-46,146.67	34.1%
24048046 47900 MISCELLANEOUS	0	0	0	-825.00	.00	825.00	100.0%
TOTAL SEWER CHARGES	-11,827,836	0	-11,827,836	-11,301,433.86	.00	-526,402.14	95.5%
GRAND TOTAL	0	0	0	-3,131,802.10	1,110,972.95	2,020,829.15	100.0%

** END OF REPORT - Generated by Scott Jackson **