

FOR 2018 08

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
101 GENERAL FUND							
11000010 CITY COUNCIL							
11000010 51000 REGULAR WAGES	50,905	50,905	30,889.29	4,170.28	.00	20,015.71	60.7%
11000010 51010 CLERK OF THE COUNCI	9,941	9,941	6,627.36	828.42	.00	3,313.64	66.7%
11000010 51350 PART TIME - ELECTED	33,810	33,810	21,154.92	2,719.59	.00	12,655.08	62.6%
11000010 51500 OVERTIME	350	350	138.75	.00	.00	211.25	39.6%
11000010 52250 ADVERTISING	4,000	4,000	625.00	.00	.00	3,375.00	15.6%
11000010 52510 MAINTENANCE SERVICE	8,350	8,350	2,746.75	1,322.55	.00	5,603.25	32.9%
11000010 52770 OTHER CONTRACTUAL S	2,500	2,500	1,913.70	.00	.00	586.30	76.5%
11000010 54331 MISC. EXP.	500	500	336.00	75.00	.00	164.00	67.2%
TOTAL CITY COUNCIL	110,356	110,356	64,431.77	9,115.84	.00	45,924.23	58.4%
11050010 MAYOR							
11050010 51000 REGULAR WAGES	230,921	230,921	163,572.08	17,763.12	.00	67,348.92	70.8%
11050010 51300 PART TIME WAGES	43,000	43,000	20,127.99	710.50	.00	22,872.01	46.8%
11050010 52220 OUTSIDE PRINTING SE	900	900	270.00	.00	.00	630.00	30.0%
11050010 52320 SUBSCRIPTIONS & PER	200	200	175.00	175.00	.00	25.00	87.5%
11050010 52330 TRAINING AND EDUCAT	300	300	.00	.00	.00	300.00	.0%
11050010 52350 TRAVEL EXPENSES	2,000	2,000	1,332.52	.00	.00	667.48	66.6%
11050010 52360 BUSINESS EXPENSE	7,000	7,000	2,004.16	335.00	.00	4,995.84	28.6%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
11050010 52370 COUNCIL OF GOVERNME	16,100	16,100	15,900.00	.00	.00	200.00	98.8%
11050010 52390 CT CONFERENCE OF MU	36,160	36,160	36,160.00	.00	.00	.00	100.0%
11050010 52397 U.S. CONFERENCE OF	7,000	7,000	5,269.00	.00	.00	1,731.00	75.3%
11050010 53490 OTHER OPERATING SUP	2,000	2,000	167.25	.00	.00	1,832.75	8.4%
TOTAL MAYOR	345,581	345,581	244,978.00	18,983.62	.00	100,603.00	70.9%
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11100010 CORPORATION COUNSEL							
11100010 51000 REGULAR WAGES	428,662	428,662	285,746.91	13,870.41	.00	142,915.09	66.7%
11100010 51500 OVERTIME	1,500	1,500	.00	.00	.00	1,500.00	.0%
11100010 52310 CONVENTIONS & DUES	1,000	1,000	.00	.00	.00	1,000.00	.0%
11100010 52430 LEGAL SERVICES	150,000	150,000	110,213.49	3,640.64	.00	39,786.51	73.5%
11100010 52480 OTHER PROFESSIONAL	17,500	17,500	3,466.69	.00	1,591.19	12,442.12	28.9%
11100010 52490 TAX FORECLOSURE EXP	10,000	10,000	1,080.93	.00	228.00	8,691.07	13.1%
11100010 53110 OFFICE SUPPLIES	3,500	3,500	3,320.99	.00	.00	179.01	94.9%
11100010 53140 LIBRARY SUPPLIES	12,000	12,000	8,631.78	43.20	2,944.18	424.04	96.5%
11100010 55180 COMPUTER SOFTWARE	3,500	3,500	1,837.53	.00	.00	1,662.47	52.5%
TOTAL CORPORATION COUNSEL	627,662	627,662	414,298.32	17,554.25	4,763.37	208,600.31	66.8%
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11150010 PERSONNEL DEPARTMENT							
11150010 51000 REGULAR WAGES	154,227	154,227	102,364.73	12,012.75	.00	51,862.27	66.4%
11150010 51500 OVERTIME	7,191	7,191	4,810.46	468.30	.00	2,380.54	66.9%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
11150010 52260 OTHER PRINTING SERV	150	150	127.75	.00	.00	22.25	85.2%
11150010 52310 CONVENTIONS & DUES	2,500	2,500	56.83	.00	.00	2,443.17	2.3%
11150010 52330 TRAINING AND EDUCAT	400	400	53.74	.00	.00	346.26	13.4%
11150010 52830 OTHER EXAMINATIONS	9,500	9,500	2,923.00	1,470.00	.00	6,577.00	30.8%
TOTAL PERSONNEL DEPARTMENT	173,968	173,968	110,336.51	13,951.05	.00	63,631.49	63.4%
<hr/> 11209910 TELEPHONE ADMINISTRATION							
11209910 52150 TELEPHONE EXPENSE	329,811	329,811	306,205.64	238,792.89	.00	23,605.36	92.8%
TOTAL TELEPHONE ADMINISTRATION	329,811	329,811	306,205.64	238,792.89	.00	23,605.36	92.8%
<hr/> 11250010 CITY CLERK							
11250010 51000 REGULAR WAGES	257,530	257,530	166,527.29	19,754.98	.00	91,002.71	64.7%
11250010 51500 OVERTIME	200	200	339.94	.00	.00	-139.94	170.0%
11250010 52290 ELECTION DAY EXPENS	5,000	5,000	4,190.00	.00	.00	810.00	83.8%
11250010 52310 CONVENTIONS & DUES	900	900	903.00	.00	.00	-3.00	100.3%
11250010 52330 TRAINING AND EDUCAT	500	500	.00	.00	.00	500.00	.0%
11250010 52340 MILEAGE ALLOWANCE R	100	100	.00	.00	.00	100.00	.0%
11250010 52480 OTHER PROFESSIONAL	2,100	2,100	932.98	932.98	.00	1,167.02	44.4%
11250010 52520 OFFICE EQUIPMENT RE	400	400	.00	.00	.00	400.00	.0%
11250010 52750 FEES AND CHARGES	1,000	1,000	.00	.00	.00	1,000.00	.0%
11250010 52770 OTHER CONTRACTUAL S	32,500	32,500	42,974.69	6,210.40	.00	-10,474.69	132.2%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
<u>11250010 53590 DOG LICENSES</u>	100	100	.00	.00	.00	100.00	.0%
TOTAL CITY CLERK	300,330	300,330	215,867.90	26,898.36	.00	84,462.10	71.9%
<u>11300010 REGISTRAR OF VOTERS</u>							
<u>11300010 51000 REGULAR WAGES</u>	70,278	70,278	46,883.56	5,473.59	.00	23,394.44	66.7%
<u>11300010 51020 DEPUTY REGISTRARS</u>	10,000	10,000	6,250.05	833.34	.00	3,749.95	62.5%
<u>11300010 51350 PART TIME - ELECTED</u>	28,000	28,000	18,666.72	2,333.34	.00	9,333.28	66.7%
<u>11300010 51400 TEMPORARY PAYROLL</u>	33,000	33,000	17,449.64	.00	.00	15,550.36	52.9%
<u>11300010 51500 OVERTIME</u>	1,000	1,000	1,756.98	.00	.00	-756.98	175.7%
<u>11300010 52310 CONVENTIONS & DUES</u>	1,500	1,500	539.00	.00	.00	961.00	35.9%
<u>11300010 52330 TRAINING AND EDUCAT</u>	2,800	2,800	1,275.00	60.00	.00	1,525.00	45.5%
<u>11300010 52580 EQUIPMENT MAINTENAN</u>	5,200	5,200	5,200.00	.00	.00	.00	100.0%
<u>11300010 53130 OTHER SUPPLIES</u>	300	300	15.00	.00	.00	285.00	5.0%
<u>11300010 55600 VOTING MACHINES</u>	4,600	4,600	2,623.00	.00	.00	1,977.00	57.0%
TOTAL REGISTRAR OF VOTERS	156,678	156,678	100,658.95	8,700.27	.00	56,019.05	64.2%
<u>11650010 PROBATE COURT</u>							
<u>11650010 52640 RENTAL OF OFFICE EQ</u>	5,000	5,000	2,333.83	145.80	.00	2,666.17	46.7%
<u>11650010 53110 OFFICE SUPPLIES</u>	8,000	8,000	4,232.12	260.24	.00	3,767.88	52.9%
<u>11650010 55190 OTHER OFFICE EQUIPM</u>	1,520	1,520	.00	.00	.00	1,520.00	.0%
TOTAL PROBATE COURT	14,520	14,520	6,565.95	406.04	.00	7,954.05	45.2%
<u>11900010 PLANNING & DEVELOPMENT</u>							

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
11900010 51000 REGULAR WAGES	297,897	297,897	195,399.45	24,050.79	.00	102,497.55	65.6%
11900010 51500 OVERTIME	1,000	1,000	1,037.58	72.45	.00	-37.58	103.8%
11900010 52210 PRINTING	1,000	2,500	1,699.99	.00	.00	800.01	68.0%
11900010 52250 ADVERTISING	35,000	35,000	32,631.50	15,275.37	200.00	2,168.50	93.8%
11900010 52280 MAP PRINTING	500	500	.00	.00	.00	500.00	.0%
11900010 52310 CONVENTIONS & DUES	6,000	6,000	1,670.95	240.00	1,542.25	2,786.80	53.6%
11900010 52340 MILEAGE ALLOWANCE R	0	0	471.04	.00	.00	-471.04	100.0%
11900010 52382 ENG COST PLAN & DEV	30,000	28,500	1,264.04	.00	.00	27,235.96	4.4%
11900010 52385 ECONOMIC DEV'T CONS	30,000	30,000	15,752.42	5,447.42	3,732.00	10,515.58	64.9%
11900010 52395 REGIONAL GROWTH PAR	5,000	5,000	.00	.00	.00	5,000.00	.0%
11900010 52475 PUBLIC HEARING SECR	7,000	7,000	2,925.00	1,300.00	525.00	3,550.00	49.3%
11900010 52520 OFFICE EQUIPMENT RE	500	500	.00	.00	.00	500.00	.0%
11900010 56400 PROPERTY MANG.	25,000	25,000	22,721.00	.00	55.00	2,224.00	91.1%
TOTAL PLANNING & DEVELOPMENT	438,897	438,897	275,572.97	46,386.03	6,054.25	157,269.78	64.2%
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11900012 GRANTS ADMINISTRATION							
11900012 51000 REGULAR WAGES	66,521	66,521	42,412.54	5,117.00	.00	24,108.46	63.8%
11900012 53420 GRANT DEVELOPMENT C	500	500	237.94	237.94	.00	262.06	47.6%
TOTAL GRANTS ADMINISTRATION	67,021	67,021	42,650.48	5,354.94	.00	24,370.52	63.6%
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11900013 BUILDING DEPARTMENT							
11900013 51000 REGULAR WAGES	486,430	486,430	351,785.58	37,138.82	.00	134,644.42	72.3%

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11900013 51500 OVERTIME	7,500	7,500	3,199.49	53.18	.00	4,300.51	42.7%
11900013 52310 CONVENTIONS & DUES	4,000	4,000	3,534.84	.00	175.00	290.16	92.7%
11900013 52360 BUSINESS EXPENSE	2,300	2,300	1,734.25	1,594.25	65.00	500.75	78.2%
11900013 52440 ENGINEERING SERVICE	1,000	1,000	.00	.00	.00	1,000.00	.0%
11900013 52520 OFFICE EQUIPMENT RE	1,000	1,000	.00	.00	.00	1,000.00	.0%
11900013 52590 DEMOLITION OF BUILD	10,000	10,000	95.76	.00	.00	9,904.24	1.0%
TOTAL BUILDING DEPARTMENT	512,230	512,230	360,349.92	38,786.25	240.00	151,640.08	70.4%
12000010 TREASURER							
12000010 51350 PART TIME - ELECTED	7,600	7,600	5,066.49	633.33	.00	2,533.51	66.7%
TOTAL TREASURER	7,600	7,600	5,066.49	633.33	.00	2,533.51	66.7%
12100010 COMPTROLLER							
12100010 51000 REGULAR WAGES	732,676	732,676	411,694.02	43,399.90	.00	320,981.98	56.2%
12100010 51500 OVERTIME	20,000	20,000	13,349.89	1,394.79	.00	6,650.11	66.7%
12100010 52310 CONVENTIONS & DUES	2,000	2,000	165.00	50.00	.00	1,835.00	8.3%
12100010 52420 FINANCIAL SERVICES	175,000	175,000	100,267.91	31,900.02	.00	74,732.09	57.3%
12100010 52970 EVICTION SERVICES	25,000	25,000	14,940.00	1,800.00	.00	10,060.00	59.8%
TOTAL COMPTROLLER	954,676	954,676	540,416.82	78,544.71	.00	414,259.18	56.6%
12100020 PURCHASING DEPARTMENT							
12100020 51000 REGULAR WAGES	118,805	118,805	52,098.24	6,129.20	.00	66,706.76	43.9%

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12100020 52250 ADVERTISING	12,500	12,500	4,103.37	1,319.49	.00	8,396.63	32.8%
12100020 53110 OFFICE SUPPLIES	42,000	42,000	29,554.82	2,166.53	.00	12,445.18	70.4%
12100020 53115 OFFICE SUPPLIES - P	19,500	19,500	11,965.47	1,743.82	.00	7,534.53	61.4%
TOTAL PURCHASING DEPARTMENT	192,805	192,805	97,721.90	11,359.04	.00	95,083.10	50.7%
12200022 DATA PROCESSING DEPARTMENT							
12200022 51000 REGULAR WAGES	244,455	244,455	102,161.69	12,324.20	.00	142,293.31	41.8%
12200022 51500 OVERTIME	2,000	2,000	12,099.57	.00	.00	-10,099.57	605.0%
12200022 52320 SUBSCRIPTIONS & PER	35	35	.00	.00	.00	35.00	.0%
12200022 52330 TRAINING AND EDUCAT	1,000	1,000	.00	.00	.00	1,000.00	.0%
12200022 52460 OUTSIDE DATA PROCES	9,000	9,000	2,632.43	2,632.43	.00	6,367.57	29.2%
12200022 52510 MAINTENANCE SERVICE	257,742	257,742	284,075.85	5,100.00	52,534.54	-78,868.39	130.6%
12200022 52570 OTHER REPAIRS & MAI	40,000	40,000	22,049.00	.00	809.56	17,141.44	57.1%
12200022 52660 SOFTWARE LICENSES	4,225	4,225	2,213.10	.00	.00	2,011.90	52.4%
12200022 53120 DATA PROCESSING SUP	7,000	7,000	2,774.62	.00	5,600.00	-1,374.62	119.6%
12200022 55170 OTHER DATA PROCESSI	12,000	12,000	728.59	.00	207.50	11,063.91	7.8%
TOTAL DATA PROCESSING DEPARTMENT	577,457	577,457	428,734.85	20,056.63	59,151.60	89,570.55	84.5%
12200023 CENTRAL SERVICES							
12200023 51000 REGULAR WAGES	56,802	56,802	37,151.93	4,370.81	.00	19,650.07	65.4%
12200023 51500 OVERTIME	1,000	1,000	195.13	62.44	.00	804.87	19.5%

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12200023 52010 POSTAGE	75,000	75,000	44,530.65	10,227.76	.00	30,469.35	59.4%
12200023 52570 OTHER REPAIRS & MAI	3,000	3,000	-385.50	273.50	.00	3,385.50	-12.9%
12200023 52670 COPIER RENTAL	50,000	50,000	15,512.94	.00	.00	34,487.06	31.0%
12200023 53490 OTHER OPERATING SUP	20,000	20,000	3,510.15	15.00	.00	16,489.85	17.6%
12200023 53495 COFFEE & WATER	6,500	6,500	2,559.43	407.84	.00	3,940.57	39.4%
12200023 55190 OTHER OFFICE EQUIPM	36,800	36,800	18,729.33	.00	.00	18,070.67	50.9%
12200023 55640 SAFETY EQUIPMENT	2,000	2,000	797.02	189.45	.00	1,202.98	39.9%
TOTAL CENTRAL SERVICES	251,102	251,102	122,601.08	15,546.80	.00	128,500.92	48.8%
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12300010 ASSESSMENT							
12300010 51000 REGULAR WAGES	424,333	424,333	272,794.17	32,643.85	.00	151,538.83	64.3%
12300010 51500 OVERTIME	3,000	3,000	2,035.87	729.01	.00	964.13	67.9%
12300010 52210 PRINTING	3,100	3,100	2,644.69	.00	.00	455.31	85.3%
12300010 52250 ADVERTISING	495	495	.00	.00	.00	495.00	.0%
12300010 52280 MAP PRINTING	2,000	2,000	.00	.00	.00	2,000.00	.0%
12300010 52310 CONVENTIONS & DUES	255	255	253.00	60.00	.00	2.00	99.2%
12300010 52330 TRAINING AND EDUCAT	3,888	3,888	539.00	285.00	126.00	3,223.00	17.1%
12300010 52480 OTHER PROFESSIONAL	450	450	84.00	84.00	.00	366.00	18.7%
TOTAL ASSESSMENT	437,521	437,521	278,350.73	33,801.86	126.00	159,044.27	63.6%
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12300025 BOARD OF TAX APPEALS							
12300025 51500 OVERTIME	2,600	2,600	.00	.00	.00	2,600.00	.0%

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12300025 52760 STIPENDS	3,000	3,000	.00	.00	.00	3,000.00	.0%
TOTAL BOARD OF TAX APPEALS	5,600	5,600	.00	.00	.00	5,600.00	.0%
<hr/> 12400010 TAX COLLECTOR							
12400010 51000 REGULAR WAGES	371,359	371,359	236,629.58	28,749.68	.00	134,729.42	63.7%
12400010 51500 OVERTIME	5,000	5,000	4,583.80	1,858.30	.00	416.20	91.7%
12400010 52020 PROC & MAIL TAX BIL	30,850	30,850	30,850.00	.00	.00	.00	100.0%
12400010 52210 PRINTING	500	500	79.40	.00	.00	420.60	15.9%
12400010 52250 ADVERTISING	2,500	2,500	1,262.91	.00	.00	1,237.09	50.5%
12400010 52310 CONVENTIONS & DUES	500	500	472.00	.00	.00	28.00	94.4%
12400010 52330 TRAINING AND EDUCAT	1,000	1,000	.00	.00	.00	1,000.00	.0%
12400010 52520 OFFICE EQUIPMENT RE	250	250	.00	.00	.00	250.00	.0%
12400010 54260 OVER/UNDER BAD CHEC	500	500	.00	.00	.00	500.00	.0%
12400010 55190 OTHER OFFICE EQUIPM	500	500	.00	.00	.00	500.00	.0%
12400010 56390 M.V. DELIN.TAX FEE	450	450	.00	.00	.00	450.00	.0%
TOTAL TAX COLLECTOR	413,409	413,409	273,877.69	30,607.98	.00	139,531.31	66.2%
<hr/> 13000010 EMERGENCY REPORT SYSTEM DEPT.							
13000010 51000 REGULAR WAGES	1,318,994	1,318,994	883,899.65	88,929.40	.00	435,094.35	67.0%
13000010 51700 LONGEVITY PAY	6,950	6,950	5,730.00	.00	.00	1,220.00	82.4%
13000010 52150 TELEPHONE EXPENSE	23,400	23,400	14,540.11	7,625.74	.00	8,859.89	62.1%

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13000010 52510 MAINTENANCE SERVICE	55,750	55,750	38,132.40	13,120.00	.00	17,617.60	68.4%
13000010 53110 OFFICE SUPPLIES	4,800	4,800	2,957.83	.00	1,842.17	.00	100.0%
13000010 54110 HEALTH INSURANCE PR	250,000	250,000	.00	.00	.00	250,000.00	.0%
13000010 54130 FICA-ERS SHARE	105,794	105,794	70,262.29	6,803.10	.00	35,531.71	66.4%
13000010 54140 PENSION - CITY'S SH	84,177	84,177	57,299.90	7,102.06	.00	26,877.10	68.1%
13000010 55180 COMPUTER SOFTWARE	10,000	10,000	9,713.10	9,388.10	343.48	-56.58	100.6%
13000010 55190 OTHER OFFICE EQUIPM	17,325	17,325	17,308.42	10,624.89	.00	16.58	99.9%
TOTAL EMERGENCY REPORT SYSTEM DEP	1,877,190	1,877,190	1,099,843.70	143,593.29	2,185.65	775,160.65	58.7%
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13100010 POLICE DEPARTMENT ADMIN.							
13100010 51000 REGULAR WAGES	253,009	253,009	163,907.39	19,460.80	.00	89,101.61	64.8%
13100010 51530 VACATION BUY BACK	30,000	30,000	26,872.80	.00	.00	3,127.20	89.6%
13100010 51700 LONGEVITY PAY	30,000	30,000	15,799.04	2,318.40	.00	14,200.96	52.7%
13100010 52110 ELECTRICITY	42,000	42,000	22,668.12	3,092.36	.00	19,331.88	54.0%
13100010 52150 TELEPHONE EXPENSE	170,000	170,000	112,705.94	28,286.12	5,174.94	52,119.12	69.3%
13100010 52220 OUTSIDE PRINTING SE	2,000	2,000	99.03	.00	47.61	1,853.36	7.3%
13100010 52255 MINORITY RECRUITMEN	8,000	8,000	.00	.00	654.25	7,345.75	8.2%
13100010 52260 OTHER PRINTING SERV	800	800	125.67	.00	.00	674.33	15.7%
13100010 52310 CONVENTIONS & DUES	2,000	2,000	1,710.00	305.00	.00	290.00	85.5%
13100010 52450 MEDICAL SERVICES	15,000	15,000	12,428.69	1,715.30	576.43	1,994.88	86.7%
13100010 52630 RENTAL OF VEHICLES	6,900	6,900	4,308.52	677.34	.00	2,591.48	62.4%
13100010 52640 RENTAL OF OFFICE EQ	34,000	34,000	31,798.57	8,372.97	.00	2,201.43	93.5%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
13100010 52650 OTHER RENTAL	7,000	7,000	7,000.00	.00	.00	.00	100.0%
13100010 52730 BOARDING PRISONERS	5,200	5,200	1,018.15	.00	.00	4,181.85	19.6%
13100010 52760 STIPENDS	2,500	2,500	83.95	.00	.00	2,416.05	3.4%
13100010 52770 OTHER CONTRACTUAL S	75,000	100,000	68,642.01	.00	6,935.00	24,422.99	75.6%
13100010 52780 UNIFORM ALLOWANCE -	4,500	4,500	2,828.00	.00	.00	1,672.00	62.8%
13100010 52820 PSYCHOLOGICAL TESTI	13,195	13,195	4,450.00	.00	.00	8,745.00	33.7%
13100010 53130 OTHER SUPPLIES	12,000	12,000	9,189.59	1,728.76	.00	2,810.41	76.6%
13100010 53210 AUTOMOTIVE FUEL & F	220,000	195,000	43,041.24	9,196.55	.00	151,958.76	22.1%
13100010 54320 PAYMENTS TO OUTSIDE	13,825	13,825	12,000.00	.00	.00	1,825.00	86.8%
13100010 54330 OTHER PAYMENTS	4,000	4,000	.00	.00	.00	4,000.00	.0%
13100010 55650 SWAT EQUIPMENT	4,000	4,000	363.00	363.00	.00	3,637.00	9.1%
13100010 56180 EDUCATIONAL REIMBUR	10,000	10,000	12,935.64	2,500.00	.00	-2,935.64	129.4%
TOTAL POLICE DEPARTMENT ADMIN.	964,929	964,929	553,975.35	78,016.60	13,388.23	397,565.42	58.8%
<hr/>							
13100030 OPERATIONS							
13100030 51000 REGULAR WAGES	8,586,413	8,586,413	5,330,090.68	628,764.12	.00	3,256,322.32	62.1%
13100030 51270 EXTRA EARNINGS	20,000	20,000	1,741.47	.00	.00	18,258.53	8.7%
13100030 51500 OVERTIME	315,000	315,000	216,572.00	24,837.56	.00	98,428.00	68.8%
13100030 51520 POLICE MANPOWER OVE	1,300,000	1,300,000	814,486.62	82,072.50	.00	485,513.38	62.7%
13100030 51530 VACATION BUY BACK	386,000	386,000	331,996.78	27,234.46	.00	54,003.22	86.0%
13100030 51540 INTERCITY POLICE EX	200,000	200,000	157,888.27	11,593.59	.00	42,111.73	78.9%
13100030 51610 SHIFT DIFFERENTIAL	119,000	119,000	74,352.27	8,855.10	.00	44,647.73	62.5%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
13100030 51700 LONGEVITY PAY	520,000	520,000	374,946.89	21,545.52	.00	145,053.11	72.1%
13100030 51800 SEPARATION PAY	320,000	320,000	150,680.99	.00	.00	169,319.01	47.1%
13100030 51801 WORKERS' COMP. PAY	300,000	300,000	112,800.17	13,883.52	.00	187,199.83	37.6%
13100030 52360 BUSINESS EXPENSE	6,000	6,000	3,431.56	3,431.56	.00	2,568.44	57.2%
13100030 52780 UNIFORM ALLOWANCE -	169,000	169,000	167,943.12	6,715.00	204.00	852.88	99.5%
13100030 53520 POLICE CONSUMABLES	25,152	25,152	.00	.00	.00	25,152.00	.0%
TOTAL OPERATIONS	12,266,565	12,266,565	7,736,930.82	828,932.93	204.00	4,529,430.18	63.1%
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13100031 POLICE DEPARTMENT SUPPORT							
13100031 51000 REGULAR WAGES	621,880	621,880	382,381.02	43,743.14	.00	239,498.98	61.5%
13100031 51300 PART TIME WAGES	182,000	182,000	139,725.12	23,584.22	.00	42,274.88	76.8%
13100031 51510 POLICE TRAINING OVE	60,000	60,000	31,732.07	3,455.43	.00	28,267.93	52.9%
13100031 51801 WORKERS' COMP. PAY	0	0	478.82	103.11	.00	-478.82	100.0%
13100031 52320 SUBSCRIPTIONS & PER	400	400	.00	.00	.00	400.00	.0%
13100031 52330 TRAINING AND EDUCAT	50,000	50,000	14,004.55	4,209.60	.00	35,995.45	28.0%
13100031 52350 TRAVEL EXPENSES	6,000	6,000	3,220.23	.00	.00	2,779.77	53.7%
13100031 52480 OTHER PROFESSIONAL	12,000	12,000	5,030.28	.00	.00	6,969.72	41.9%
13100031 52570 OTHER REPAIRS & MAI	20,000	20,000	15,003.35	1,382.00	2,781.99	2,214.66	88.9%
13100031 52790 UNIFORM ALLOWANCE -	9,000	9,000	.00	.00	400.00	8,600.00	4.4%
13100031 53260 TRAFFIC RELATED SUP	10,000	10,000	983.00	665.00	.00	9,017.00	9.8%
13100031 53450 LABORATORY SUPPLIES	6,000	6,000	34.75	.00	.00	5,965.25	.6%
13100031 53510 FIREARM SUPPLIES	35,748	35,748	16,437.97	.00	5,380.81	13,929.22	61.0%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
TOTAL POLICE DEPARTMENT SUPPORT	1,013,028	1,013,028	609,031.16	77,142.50	8,562.80	395,434.04	61.0%
<u>13202010 ANIMAL CONTROL</u>							
13202010 51000 REGULAR WAGES	181,692	181,692	118,748.80	13,971.20	.00	62,943.20	65.4%
13202010 51300 PART TIME WAGES	43,472	43,472	27,093.00	3,344.00	.00	16,379.00	62.3%
13202010 51500 OVERTIME	14,500	14,500	8,434.76	622.19	.00	6,065.24	58.2%
13202010 51530 VACATION BUY BACK	3,000	3,000	.00	.00	.00	3,000.00	.0%
13202010 51700 LONGEVITY PAY	8,000	8,000	7,039.20	698.56	.00	960.80	88.0%
13202010 52100 GAS HEAT NYMEX	19,080	19,080	8,507.27	795.18	.00	10,572.73	44.6%
13202010 52250 ADVERTISING	2,000	2,000	1,106.13	284.02	.00	893.87	55.3%
13202010 52310 CONVENTIONS & DUES	560	560	225.00	.00	.00	335.00	40.2%
13202010 52455 VETERINARY SERVICES	21,000	21,000	17,426.68	3,726.78	.00	3,573.32	83.0%
13202010 52780 UNIFORM ALLOWANCE -	7,420	7,420	6,900.50	476.23	267.16	252.34	96.6%
13202010 53210 AUTOMOTIVE FUEL & F	0	0	50.00	.00	.00	-50.00	100.0%
13202010 53485 DOG FOOD	3,000	3,000	1,841.43	999.83	.00	1,158.57	61.4%
13202010 55370 OTHER EQUIPMENT	3,750	3,750	3,006.53	647.10	.00	743.47	80.2%
TOTAL ANIMAL CONTROL	307,474	307,474	200,379.30	25,565.09	267.16	106,827.54	65.3%
<u>13300010 CIVIL PREPAREDNESS</u>							
13300010 51300 PART TIME WAGES	11,948	11,948	6,000.00	.00	.00	5,948.00	50.2%
13300010 52150 TELEPHONE EXPENSE	1,232	1,232	.00	.00	.00	1,232.00	.0%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
13300010 53130 OTHER SUPPLIES	2,332	2,332	.00	.00	.00	2,332.00	.0%
13300010 54090 OTHER CHARGES	1,000	1,000	.00	.00	.00	1,000.00	.0%
TOTAL CIVIL PREPAREDNESS	16,512	16,512	6,000.00	.00	.00	10,512.00	36.3%
<hr/> 14000010 PUBLIC WORKS ADMINISTRATION <hr/>							
14000010 51000 REGULAR WAGES	283,031	283,031	246,625.05	14,001.70	.00	36,405.95	87.1%
14000010 51300 PART TIME WAGES	10,998	10,998	7,666.38	833.26	.00	3,331.62	69.7%
14000010 52680 TOWN AID ROAD	300,000	300,000	164,056.94	4,204.96	3,723.94	132,219.12	55.9%
14000010 53460 CLOTHING & UNIFORMS	11,250	11,250	10,080.00	.00	.00	1,170.00	89.6%
TOTAL PUBLIC WORKS ADMINISTRATION	605,279	605,279	428,428.37	19,039.92	3,723.94	173,126.69	71.4%
<hr/> 14100010 ENGINEERING <hr/>							
14100010 51000 REGULAR WAGES	210,515	210,515	164,814.52	15,827.64	.00	45,700.48	78.3%
14100010 52310 CONVENTIONS & DUES	1,500	1,500	720.00	.00	.00	780.00	48.0%
14100010 52335 PROFESSIONAL LICENS	1,050	1,050	919.50	.00	.00	130.50	87.6%
TOTAL ENGINEERING	213,065	213,065	166,454.02	15,827.64	.00	46,610.98	78.1%
<hr/> 14404072 VEHICLE MAINTENANCE <hr/>							
14404072 51000 REGULAR WAGES	422,263	422,263	271,627.16	30,905.56	.00	150,635.84	64.3%
14404072 51500 OVERTIME	85,000	85,000	39,296.69	2,318.51	.00	45,703.31	46.2%
14404072 52100 GAS HEAT NYMEX	48,000	48,000	32,566.80	8,090.65	.00	15,433.20	67.8%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
14404072 52310 CONVENTIONS & DUES	800	800	195.00	.00	.00	605.00	24.4%
14404072 52320 SUBSCRIPTIONS & PER	3,000	3,000	2,463.15	2,163.15	.00	536.85	82.1%
14404072 52540 MOTOR VEHICLE MAINT	53,900	53,900	42,522.58	3,768.34	567.97	10,809.45	79.9%
14404072 52545 SPECIAL EQUIPMENT R	40,000	40,000	11,323.98	.00	.00	28,676.02	28.3%
14404072 52550 GROUNDS MAINTENANCE	7,980	7,980	3,875.56	165.00	.00	4,104.44	48.6%
14404072 52575 EMISSIONS TESTING	3,000	3,000	.00	.00	.00	3,000.00	.0%
14404072 52585 TIRE REPAIR & SERVI	14,500	14,500	3,074.20	279.00	130.00	11,295.80	22.1%
14404072 52630 RENTAL OF VEHICLES	5,050	5,050	.00	.00	.00	5,050.00	.0%
14404072 52650 OTHER RENTAL	5,050	5,050	435.00	75.00	75.00	4,540.00	10.1%
14404072 52740 SECURITY SYSTEM	2,900	2,900	780.00	.00	.00	2,120.00	26.9%
14404072 52940 HAZARDOUS WASTE DIS	1,900	1,900	125.00	.00	.00	1,775.00	6.6%
14404072 53210 AUTOMOTIVE FUEL & F	335,000	335,000	141,272.43	20,902.21	30,019.65	163,707.92	51.1%
14404072 53220 MOTOR VEHICLE PARTS	200,000	200,000	114,022.57	11,771.85	12,691.35	73,286.08	63.4%
14404072 53240 TIRES, TUBES & BATT	45,000	45,000	23,481.82	3,008.20	2,982.75	18,535.43	58.8%
14404072 53250 TOOLS & MISCELLANEO	9,000	9,000	4,150.17	501.43	518.36	4,331.47	51.9%
14404072 53430 JANITORIAL SUPPLIES	1,000	1,000	.00	.00	.00	1,000.00	.0%
14404072 53445 SAFETY SUPPLIES	2,500	2,500	597.38	361.73	210.05	1,692.57	32.3%
14404072 53530 SNOW REMOVAL EQUIPM	30,000	30,000	11,148.22	2,230.47	1,262.62	17,589.16	41.4%
14404072 53560 BROOMS & SWEEPERS	9,000	9,000	1,499.08	.00	210.62	7,290.30	19.0%
14404072 55190 OTHER OFFICE EQUIPM	250	250	.00	.00	.00	250.00	.0%
TOTAL VEHICLE MAINTENANCE	1,325,093	1,325,093	704,456.79	86,541.10	48,668.37	571,967.84	56.8%
14505071 COMPOST SITE							
14505071 51000 REGULAR WAGES	1	1	.00	.00	.00	1.00	.0%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
14505071 52740 SECURITY SYSTEM	2,000	2,000	1,923.85	384.90	.00	76.15	96.2%
14505071 52930 COMPOST SITE	8,000	8,000	6,812.50	.00	.00	1,187.50	85.2%
14505071 52940 HAZARDOUS WASTE PIC	29,000	29,000	-575.84	-575.84	.00	29,575.84	-2.0%
TOTAL COMPOST SITE	39,001	39,001	8,160.51	-190.94	.00	30,840.49	20.9%
14509971 SOLID WASTE							
14509971 52900 SPECIAL TRASH PICKUP	215,000	215,000	144,219.63	18,228.40	69,847.28	933.09	99.6%
14509971 52910 TRASH PICKUP	1,212,000	1,212,000	802,083.34	101,000.00	357,000.00	52,916.66	95.6%
14509971 52915 TRASH PICKUP-CITY B	92,000	92,000	59,593.75	6,084.39	26,065.38	6,340.87	93.1%
14509971 52920 TIPPING FEES	1,065,000	1,065,000	561,607.98	38,197.89	526,824.84	-23,432.82	102.2%
14509971 52941 HAZARDOUS WASTE - C	5,500	5,500	1,660.50	.00	.00	3,839.50	30.2%
14509971 52950 RECYCLING PICKUP	469,900	469,900	311,179.00	39,136.75	154,319.25	4,401.75	99.1%
14509971 52955 PORTABLE RESTROOMS	30,000	30,000	17,980.00	648.00	312.00	11,708.00	61.0%
TOTAL SOLID WASTE	3,089,400	3,089,400	1,898,324.20	203,295.43	1,134,368.75	56,707.05	98.2%
14606074 GROUNDS MAINTENANCE							
14606074 52510 MAINTENANCE SERVICE	3,500	3,500	1,888.30	.00	.00	1,611.70	54.0%
14606074 52580 EQUIPMENT MAINTENAN	1,050	1,050	.00	.00	.00	1,050.00	.0%
14606074 53265 STREET MARKING PAIN	7,500	7,500	3,840.70	.00	.00	3,659.30	51.2%
14606074 53490 OTHER OPERATING SUP	6,055	6,055	1,051.48	.00	.00	5,003.52	17.4%
14606074 53555 LIGHT POLES	9,975	9,975	8,130.00	.00	.00	1,845.00	81.5%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
TOTAL GROUNDS MAINTENANCE	28,080	28,080	14,910.48	.00	.00	13,169.52	53.1%
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14606075 BUILDING MAINTENANCE							
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14606075 51000 REGULAR WAGES	610,459	610,459	290,090.04	34,484.97	.00	320,368.96	47.5%
14606075 51500 OVERTIME	45,000	45,000	65,441.95	-1,990.68	.00	-20,441.95	145.4%
14606075 52100 GAS HEAT NYMEX	540,000	540,000	360,003.21	43,586.79	.00	179,996.79	66.7%
14606075 52500 HVAC MAINTENANCE	50,000	50,000	50,939.72	1,773.70	95.00	-1,034.72	102.1%
14606075 52510 MAINTENANCE SERVICE	56,800	56,800	23,639.28	3,476.25	.00	33,160.72	41.6%
14606075 52530 BUILDING MAINTENANC	40,850	40,850	23,534.71	3,457.13	1,819.88	15,495.41	62.1%
14606075 52740 SECURITY SYSTEM	15,200	15,200	4,998.11	.00	.00	10,201.89	32.9%
14606075 53430 JANITORIAL SUPPLIES	29,995	29,995	12,346.14	1,905.49	1,594.76	16,054.10	46.5%
14606075 53445 SAFETY SUPPLIES	895	895	637.99	77.77	73.72	183.29	79.5%
14606075 53490 OTHER OPERATING SUP	450	450	107.90	.00	267.05	75.05	83.3%
TOTAL BUILDING MAINTENANCE	1,389,649	1,389,649	831,739.05	86,771.42	3,850.41	554,059.54	60.1%
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14704010 HIGHWAYS & PARKS ADMIN.							
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14704010 51000 REGULAR WAGES	2,455,625	2,455,625	1,555,902.58	180,546.03	.00	899,722.42	63.4%
14704010 51400 TEMPORARY PAYROLL	90,000	90,000	107,586.60	.00	.00	-17,586.60	119.5%
14704010 51500 OVERTIME	200,000	200,000	249,423.38	8,818.88	.00	-49,423.38	124.7%
14704010 51550 SNOW REMOVAL	115,000	115,000	251.26	.00	.00	114,748.74	.2%
14704010 51600 SHIFT DIFFERENTIAL	4,430	4,430	.00	.00	.00	4,430.00	.0%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
14704010 52160 STREET LIGHTING	775,000	775,000	540,250.93	77,756.31	.00	234,749.07	69.7%
14704010 52550 GROUNDS MAINTENANCE	15,827	15,827	6,956.98	.00	.00	8,870.02	44.0%
14704010 52610 RENTAL OF LAND	600	600	100.00	.00	96.00	404.00	32.7%
14704010 53380 MISC. CONSTRUCTION	55,000	55,000	29,752.70	1,397.80	13.80	25,233.50	54.1%
TOTAL HIGHWAYS & PARKS ADMIN.	3,711,482	3,711,482	2,490,224.43	268,519.02	109.80	1,221,147.77	67.1%
<hr/> 14706010 HIGHWAYS & PARKS							
14706010 52210 PRINTING	650	650	.00	.00	.00	650.00	.0%
14706010 53445 SAFETY SUPPLIES	3,730	3,730	3,606.46	112.46	.00	123.54	96.7%
TOTAL HIGHWAYS & PARKS	4,380	4,380	3,606.46	112.46	.00	773.54	82.3%
<hr/> 14706076 PARKS MAINTENANCE							
14706076 52100 GAS HEAT NYMEX	105,000	105,000	69,035.03	12,399.40	.00	35,964.97	65.7%
14706076 52130 WATER	10,000	10,000	14,950.65	.00	.00	-4,950.65	149.5%
14706076 52530 BUILDING MAINTENANC	6,500	6,500	4,413.79	80.00	104.00	1,982.21	69.5%
14706076 52550 GROUNDS MAINTENANCE	55,000	55,000	29,847.62	570.69	.00	25,152.38	54.3%
14706076 52740 SECURITY SYSTEM	4,410	4,410	1,566.60	.00	.00	2,843.40	35.5%
TOTAL PARKS MAINTENANCE	180,910	180,910	119,813.69	13,050.09	104.00	60,992.31	66.3%
<hr/> 14706077 OUTSIDE CONTRACTORS							
14706077 52570 OTHER REPAIRS & MAI	50,000	50,000	47,624.50	731.00	731.00	1,644.50	96.7%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
14706077 53380 MISC. CONSTRUCTION	15,000	15,000	7,626.31	.00	.00	7,373.69	50.8%
14706077 54095 STORM/EMERGENCY LOS	15,000	15,000	19,780.12	998.00	.00	-4,780.12	131.9%
TOTAL OUTSIDE CONTRACTORS	80,000	80,000	75,030.93	1,729.00	731.00	4,238.07	94.7%
<hr/> 14706078 TREES							
14706078 52555 TREE MAINTENANCE	184,000	184,000	134,540.00	16,400.00	.00	49,460.00	73.1%
14706078 53490 OTHER OPERATING SUP	1,000	1,000	.00	.00	.00	1,000.00	.0%
14706078 53570 TREES & SHRUBS	2,500	2,500	.00	.00	.00	2,500.00	.0%
TOTAL TREES	187,500	187,500	134,540.00	16,400.00	.00	52,960.00	71.8%
<hr/> 15000010 HUMAN RESOURCES							
15000010 51000 REGULAR WAGES	237,219	237,219	155,823.53	18,249.02	.00	81,395.47	65.7%
15000010 51095 COMMUNITY CENTER AT	13,500	13,500	9,567.75	1,175.80	.00	3,932.25	70.9%
15000010 51400 TEMPORARY PAYROLL	15,000	15,000	7,585.80	.00	.00	7,414.20	50.6%
15000010 51500 OVERTIME	8,000	8,000	9,150.00	233.60	.00	-1,150.00	114.4%
15000010 52220 OUTSIDE PRINTING SE	3,000	3,000	.00	.00	.00	3,000.00	.0%
15000010 52810 VETERANS MEMORIAL D	6,000	6,000	339.03	.00	.00	5,660.97	5.7%
15000010 52840 BAND CONCERTS	8,250	8,250	8,000.00	.00	.00	250.00	97.0%
15000010 52850 HOLIDAY FESTIVITIES	6,000	6,000	2,651.71	300.00	.00	3,348.29	44.2%
15000010 53490 OTHER OPERATING SUP	500	500	.00	.00	.00	500.00	.0%
15000010 53570 TREES & SHRUBS	2,900	2,900	.00	.00	.00	2,900.00	.0%

FOR 2018 08

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
15000010 54320 PAYMENTS TO OUTSIDE	3,241	3,241	.00	.00	.00	3,241.00	.0%
15000010 54350 PAYMENTS TO CITY AG	13,580	13,580	.00	.00	.00	13,580.00	.0%
15000010 54470 CLIENT ASSISTANCE	10,000	10,000	909.93	.00	.00	9,090.07	9.1%
TOTAL HUMAN RESOURCES	327,190	327,190	194,027.75	19,958.42	.00	133,162.25	59.3%
<hr/>							
15100010 ELDERLY SERVICES							
15100010 51000 REGULAR WAGES	165,802	165,802	105,866.38	12,754.08	.00	59,935.62	63.9%
15100010 51100 SR CNT P/T	15,759	15,759	9,667.55	1,165.84	.00	6,091.45	61.3%
15100010 51110 ALLTWN SR CENTER OF	29,029	29,029	16,356.49	2,070.92	.00	12,672.51	56.3%
15100010 52310 CONVENTIONS & DUES	490	490	85.00	.00	.00	405.00	17.3%
15100010 52410 INSTRUCTORS	5,487	5,487	3,830.00	.00	.00	1,657.00	69.8%
15100010 52540 MOTOR VEHICLE MAINT	4,000	4,000	.00	.00	.00	4,000.00	.0%
15100010 52630 RENTAL OF VEHICLES	196	196	.00	.00	.00	196.00	.0%
15100010 52700 TRANSPORTATION CONT	261,571	261,571	121,358.29	.00	.00	140,212.71	46.4%
15100010 52710 ELDERLY NUTRITION	11,532	11,532	-92.17	.00	.00	11,624.17	-.8%
15100010 53490 OTHER OPERATING SUP	3,763	3,763	1,101.91	.00	.00	2,661.09	29.3%
TOTAL ELDERLY SERVICES	497,629	497,629	258,173.45	15,990.84	.00	239,455.55	51.9%
<hr/>							
15202050 RECREATIONAL SERVICES							
15202050 51000 REGULAR WAGES	317,062	317,062	214,510.13	24,735.24	.00	102,551.87	67.7%
15202050 51080 RECREATION AIDES	39,808	39,808	33,149.74	861.00	.00	6,658.26	83.3%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
15202050 51130 BEACH CONSTABLES	53,750	53,750	32,141.60	840.00	.00	21,608.40	59.8%
15202050 51160 SPECIAL ACTIVITY IN	13,320	13,320	10,475.00	1,352.50	.00	2,845.00	78.6%
15202050 51170 SUPERVISORS & INSTR	69,534	69,534	51,281.90	5,263.00	.00	18,252.10	73.8%
15202050 51180 LIFE GUARDS	65,000	65,000	35,044.01	.00	.00	29,955.99	53.9%
15202050 51500 OVERTIME	12,800	12,800	10,104.17	.00	.00	2,695.83	78.9%
15202050 52230 BEACH STICKERS	4,000	4,000	.00	.00	.00	4,000.00	.0%
15202050 52310 CONVENTIONS & DUES	750	750	710.00	.00	.00	40.00	94.7%
15202050 52530 BUILDING MAINTENANC	10,000	10,000	4,850.23	518.00	.00	5,149.77	48.5%
15202050 52750 FEES AND CHARGES	5,080	5,080	.00	.00	.00	5,080.00	.0%
15202050 53250 TOOLS & MISCELLANEO	2,500	2,500	.00	.00	.00	2,500.00	.0%
15202050 53440 MEDICAL SUPPLIES	2,600	2,600	1,870.23	.00	191.96	537.81	79.3%
15202050 53540 RECREATION SUPPLIES	14,000	14,000	6,857.15	117.25	.00	7,142.85	49.0%
15202050 54320 PAYMENTS TO OUTSIDE	21,200	21,200	.00	.00	.00	21,200.00	.0%
15202050 55520 OTHER RECREATION EQ	4,800	4,800	2,000.00	.00	.00	2,800.00	41.7%
TOTAL RECREATIONAL SERVICES	636,204	636,204	402,994.16	33,686.99	191.96	233,017.88	63.4%
15202051 DAY CAMP PROGRAM							
15202051 51400 TEMPORARY PAYROLL	119,879	119,879	96,000.72	.00	.00	23,878.28	80.1%
15202051 52700 TRANSPORTATION CONT	14,660	14,660	12,233.50	.00	.00	2,426.50	83.4%
15202051 52750 FEES AND CHARGES	6,000	6,000	5,272.44	.00	.00	727.56	87.9%
TOTAL DAY CAMP PROGRAM	140,539	140,539	113,506.66	.00	.00	27,032.34	80.8%
15202552 BENNETT RINK PROGRAMS							
15202552 52620 RENTAL OF BUILDINGS	35,000	35,000	.00	.00	.00	35,000.00	.0%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
TOTAL BENNETT RINK PROGRAMS	35,000	35,000	.00	.00	.00	35,000.00	.0%
<u>15202553 AQUATIC PROGRAMS</u>							
15202553 51040 AQUATIC PROGRAM INS	17,856	17,856	7,423.70	324.00	.00	10,432.30	41.6%
15202553 51070 SWIMMING POOL STAFF	59,828	59,828	34,818.88	2,847.58	.00	25,009.12	58.2%
15202553 51140 SWIM TEAM COACH	22,242	22,242	15,643.80	3,871.40	.00	6,598.20	70.3%
15202553 51300 POOL CUSTODIANS	16,000	16,000	11,713.01	919.00	.00	4,286.99	73.2%
15202553 52770 OTHER CONTRACTUAL S	6,000	6,000	692.50	692.50	.00	5,307.50	11.5%
15202553 53540 RECREATION SUPPLIES	1,860	1,860	175.00	.00	.00	1,685.00	9.4%
15202553 53545 SPECIAL ACTIVITY SU	5,880	5,880	929.85	929.85	.00	4,950.15	15.8%
TOTAL AQUATIC PROGRAMS	129,666	129,666	71,396.74	9,584.33	.00	58,269.26	55.1%
<u>15300010 HEALTH DEPARTMENT</u>							
15300010 51000 REGULAR WAGES	363,127	363,127	256,635.69	28,384.75	.00	106,491.31	70.7%
15300010 51500 OVERTIME	3,000	3,000	2,251.97	.00	.00	748.03	75.1%
15300010 52310 CONVENTIONS & DUES	650	650	629.20	.00	.00	20.80	96.8%
15300010 52450 MEDICAL SERVICES	3,000	3,000	1,100.00	.00	.00	1,900.00	36.7%
15300010 52535 PEST CONTROL	3,000	3,000	2,810.00	.00	.00	190.00	93.7%
15300010 52780 UNIFORM ALLOWANCE -	650	650	197.05	.00	.00	452.95	30.3%
15300010 53440 MEDICAL SUPPLIES	1,100	1,100	603.54	.00	.00	496.46	54.9%
15300010 53490 OTHER OPERATING SUP	250	250	24.47	.00	.00	225.53	9.8%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
TOTAL HEALTH DEPARTMENT	374,777	374,777	264,251.92	28,384.75	.00	110,525.08	70.5%
<u>16001060 MAIN LIBRARY</u>							
16001060 51000 REGULAR WAGES	1,596,000	1,596,000	1,197,000.00	266,000.00	.00	399,000.00	75.0%
TOTAL MAIN LIBRARY	1,596,000	1,596,000	1,197,000.00	266,000.00	.00	399,000.00	75.0%
<u>18009980 CITY INSURANCE - PREMIUMS</u>							
18009980 54030 GEN'L LIABILITY INS	485,977	485,977	202,015.83	3,323.39	.00	283,961.17	41.6%
TOTAL CITY INSURANCE - PREMIUMS	485,977	485,977	202,015.83	3,323.39	.00	283,961.17	41.6%
<u>18009981 CITY INSURANCE - RETENTION</u>							
18009981 54210 PHYSICAL AUTO DAMAG	50,000	50,000	42,552.80	4,161.24	.00	7,447.20	85.1%
18009981 54230 GENERAL LIABILITY L	200,000	200,000	214,361.61	32,387.97	.00	-14,361.61	107.2%
18009981 54250 OTHER LOSSES	40,000	40,000	.00	.00	.00	40,000.00	.0%
TOTAL CITY INSURANCE - RETENTION	290,000	290,000	256,914.41	36,549.21	.00	33,085.59	88.6%
<u>18109982 CITY GRANTED BENEFITS</u>							
18109982 51530 VACATION BUY BACK	100,000	100,000	56,605.24	2,265.84	.00	43,394.76	56.6%
18109982 51700 LONGEVITY PAY	90,000	90,000	88,166.06	.00	.00	1,833.94	98.0%
18109982 54110 HEALTH INSURANCE PR	7,943,738	7,943,738	7,116,728.35	977,580.56	.00	827,009.65	89.6%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
18109982 54120 LIFE INSURANCE PREM	128,684	128,684	93,672.60	10,932.92	.00	35,011.40	72.8%
18109982 54130 FICA-CITY'S SHARE	1,365,600	1,365,600	897,172.84	90,642.33	.00	468,427.16	65.7%
18109982 54140 PENSION - CITY'S SH	1,034,000	1,034,000	768,190.05	77,205.66	.00	265,809.95	74.3%
18109982 54141 PENSION POLICE	2,091,000	2,091,000	1,568,250.00	1,045,500.00	.00	522,750.00	75.0%
18109982 54170 LONG TERM DISABILIT	100,000	100,000	60,087.45	7,011.18	.00	39,912.55	60.1%
18109982 56180 EDUCATIONAL REIMBUR	15,000	15,000	1,000.00	.00	.00	14,000.00	6.7%
TOTAL CITY GRANTED BENEFITS	12,868,022	12,868,022	10,649,872.59	2,211,138.49	.00	2,218,149.41	82.8%
18109983 STATE MANDATED BENEFITS							
18109983 54160 CT UNEMPLOYMENT COM	50,000	50,000	22,655.00	4,457.00	.00	27,345.00	45.3%
18109983 54180 HEART & HYPERTENSIO	445,000	445,000	152,919.30	16,707.01	.00	292,080.70	34.4%
18109983 54190 WORKERS COMPENSATIO	1,600,000	1,600,000	1,198,383.76	184,703.71	.00	401,616.24	74.9%
TOTAL STATE MANDATED BENEFITS	2,095,000	2,095,000	1,373,958.06	205,867.72	.00	721,041.94	65.6%
18209910 DEBT SERVICE-ADMINISTRATION							
18209910 56190 BOND ISSUE EXPENSE	0	0	287,381.25	.00	.00	-287,381.25	100.0%
TOTAL DEBT SERVICE-ADMINISTRATION	0	0	287,381.25	.00	.00	-287,381.25	100.0%
18209984 DEBT SERVICE - PAYMENTS							
18209984 54510 GEN'L PURPOSE BONDS	14,380,000	14,380,000	7,680,415.63	550,415.63	.00	6,699,584.37	53.4%
18209984 54520 GEN'L PURPOSE BONDS	4,574,274	4,574,274	2,577,582.65	150,994.95	.00	1,996,691.35	56.3%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
18209984 54530 GEN'L PURPOSE BANS	0	0	98,678.19	.00	.00	-98,678.19	100.0%
18209984 54640 CLEAN WATER FUND PM	815,137	815,137	576,008.00	59,799.99	.00	239,129.00	70.7%
TOTAL DEBT SERVICE - PAYMENTS	19,769,411	19,769,411	10,932,684.47	761,210.57	.00	8,836,726.53	55.3%
18309910 C-MED							
18309910 54320 PAYMENTS TO OUTSIDE	44,844	44,844	18,316.30	.00	.00	26,527.70	40.8%
TOTAL C-MED	44,844	44,844	18,316.30	.00	.00	26,527.70	40.8%
19009990 UNALLOCATED EXPENSES							
19009990 52340 MILEAGE ALLOWANCE R	7,000	7,000	2,811.64	65.40	.00	4,188.36	40.2%
19009990 56010 UNALLOCATED CONTING	431,739	431,739	.00	.00	.00	431,739.00	.0%
19009990 56140 PRIMARY EXPENSE	35,000	35,000	31,834.09	.00	.00	3,165.91	91.0%
19009990 56220 ACTUARIAL VALUATION	7,500	7,500	.00	.00	.00	7,500.00	.0%
19009990 56305 ELECTION EXPENSE	35,000	35,000	36,368.50	.00	.00	-1,368.50	103.9%
19009990 56360 BANK SERVICE FEES	70,000	70,000	45,662.03	3,992.47	.00	24,337.97	65.2%
19009990 56370 DOG FUND REPORT	8,000	8,000	8,540.50	.00	.00	-540.50	106.8%
19009990 56990 MISCELLANEOUS	2,000	2,000	11,756.06	.00	.00	-9,756.06	587.8%
19009990 56997 SEIZED ASSETS DEFIC	40,000	40,000	40,000.00	.00	.00	.00	100.0%
TOTAL UNALLOCATED EXPENSES	636,239	636,239	176,972.82	4,057.87	.00	459,266.18	27.8%
TOTAL GENERAL FUND	73,143,259	73,143,259	47,370,001.64	6,075,578.02	1,286,691.29	24,486,566.07	66.5%
TOTAL EXPENSES	73,143,259	73,143,259	47,370,001.64	6,075,578.02	1,286,691.29	24,486,566.07	
GRAND TOTAL	73,143,259	73,143,259	47,370,001.64	6,075,578.02	1,286,691.29	24,486,566.07	66.5%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
101 GENERAL FUND							
10112542 CITY CLERK LICENSES							
10112542 42150 ANIMAL LICENSES	-13,000	-13,000	-4,740.00	-146.00	.00	-8,260.00	36.5%
10112542 42160 MARRIAGE LICENSES	-3,000	-3,000	-1,515.00	-420.00	.00	-1,485.00	50.5%
10112542 42170 SPORTING LICENSES	-200	-200	-437.00	-625.00	.00	237.00	218.5%
TOTAL CITY CLERK LICENSES	-16,200	-16,200	-6,692.00	-1,191.00	.00	-9,508.00	41.3%
10112546 CITY CLERK MISC CHARGES							
10112546 46940 RECORD LEGAL INSTRU	-625,000	-625,000	-412,179.04	-83,929.63	.00	-212,820.96	65.9%
TOTAL CITY CLERK MISC CHARGES	-625,000	-625,000	-412,179.04	-83,929.63	.00	-212,820.96	65.9%
10119042 PLANNING/DEVELOP LICENSES							
10119042 42210 BUILDING PERMITS	-1,025,000	-1,025,000	-548,152.81	-67,140.26	.00	-476,847.19	53.5%
10119042 42220 ELECTRICAL PERMITS	-150,000	-150,000	-85,752.06	-3,708.58	.00	-64,247.94	57.2%
10119042 42230 EXCAVATION PERMITS	-7,000	-7,000	-3,635.00	-500.00	.00	-3,365.00	51.9%
10119042 42240 PLUMBING & HEATING	-215,000	-215,000	-30,851.06	-2,720.00	.00	-184,148.94	14.3%
10119042 42250 ZONING PERMITS	-87,000	-87,000	-73,174.82	-14,740.00	.00	-13,825.18	84.1%
TOTAL PLANNING/DEVELOP LICENSES	-1,484,000	-1,484,000	-741,565.75	-88,808.84	.00	-742,434.25	50.0%
10120044 TREASURERS INVESTMENT INCOME							
10120044 44100 INVESTMENT INCOME	-5,000	-5,000	-89,621.43	-61,188.49	.00	84,621.43	1792.4%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
<u>10120044 44210 RENT FROM CITY FACI</u>	-25,000	-25,000	-18,750.00	-3,000.00	.00	-6,250.00	75.0%
TOTAL TREASURERS INVESTMENT INCOM	-30,000	-30,000	-108,371.43	-64,188.49	.00	78,371.43	361.2%
<u>10120045 STATE GRANTS</u>							
<u>10120045 45211 EDUCATIONAL COST SH</u>	-41,558,928	-41,558,928	-21,573,544.00	.00	.00	-19,985,384.00	51.9%
<u>10120045 45214 SPECIAL EDUCATION G</u>	-8,458,199	-8,458,199	-1,488,232.00	-1,488,232.00	.00	-6,969,967.00	17.6%
<u>10120045 45219 HEALTH SERVICES</u>	-60,000	-60,000	-74,225.00	.00	.00	14,225.00	123.7%
<u>10120045 45231 PILOT-COLLEGES & HO</u>	-5,461,372	-5,461,372	-5,412,671.00	.00	.00	-48,701.00	99.1%
<u>10120045 45234 PROP TAX RELIEF-ELD</u>	-400,000	-400,000	-6,000.00	.00	.00	-394,000.00	1.5%
<u>10120045 45235 MASHENTUCKET PEOUOT</u>	-951,618	-951,618	-317,206.00	.00	.00	-634,412.00	33.3%
<u>10120045 45236 PROP TAX RELIEF-TOT</u>	-5,977	-5,977	-5,370.30	.00	.00	-606.70	89.8%
<u>10120045 45237 PILOT-STATE OWNED P</u>	-63,554	-63,554	.00	.00	.00	-63,554.00	.0%
<u>10120045 45238 PROPERTY TAX RELIEF</u>	-101,000	-101,000	-133,949.79	.00	.00	32,949.79	132.6%
<u>10120045 45240 MRSA - SALES TAX SH</u>	-1,614,877	-1,614,877	.00	.00	.00	-1,614,877.00	.0%
<u>10120045 45247 MRSA - SELECT PILOT</u>	-339,563	-339,563	.00	.00	.00	-339,563.00	.0%
<u>10120045 45248 TOWN AID ROAD</u>	-616,673	-616,673	-308,801.24	.00	.00	-307,871.76	50.1%
<u>10120045 45249 MRSA - MOTOR VEHICL</u>	-2,255,190	-2,255,190	.00	.00	.00	-2,255,190.00	.0%
<u>10120045 45290 STATE MISCELLANEOUS</u>	-122,000	-122,000	-91,873.90	.00	.00	-30,126.10	75.3%
<u>10120045 45310 TELEPHONE ACCESS GR</u>	-100,373	-100,373	.00	.00	.00	-100,373.00	.0%
<u>10120045 45340 SCCRWA- PILOT GRANT</u>	-296,330	-296,330	-305,664.73	-148,045.68	.00	9,334.73	103.2%
TOTAL STATE GRANTS	-62,405,654	-62,405,654	-29,717,537.96	-1,636,277.68	.00	-32,688,116.04	47.6%
<u>10120046 MISCELLANEOUS CHARGES</u>							
<u>10120046 46920 SUNDRY - OTHER</u>	-150	-150	.00	.00	.00	-150.00	.0%

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CITY OF WEST HAVEN LIVE
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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
10120046 46950 MISCELLANEOUS PUBLI	-38,578	-38,578	-482.30	-482.30	.00	-38,095.70	1.3%
10120046 46952 MISCELLANEOUS - GEN	-90,000	-90,000	-58,877.45	-25,853.70	.00	-31,122.55	65.4%
10120046 46956 MISC. - PARKS & REC	-360,000	-360,000	-130,234.53	-23,163.50	.00	-229,765.47	36.2%
TOTAL MISCELLANEOUS CHARGES	-488,728	-488,728	-189,594.28	-49,499.50	.00	-299,133.72	38.8%
10120047 MISCELLANEOUS REVENUE							
10120047 43300 PARKING METER REVEN	-20,000	-20,000	-46,893.22	.00	.00	26,893.22	234.5%
10120047 47200 SALE OF PROPERTY	0	0	-137,000.00	.00	.00	137,000.00	100.0%
10120047 47350 PILOT - HOUSING AUT	-141,000	-141,000	-141,535.69	-141,535.69	.00	535.69	100.4%
10120047 47360 SEWER FEE COLLECTIO	-48,397	-48,397	-55,166.00	.00	.00	6,769.00	114.0%
10120047 47380 INSURANCE REIMBURSE	-20,000	-20,000	-6,291.02	-2,818.50	.00	-13,708.98	31.5%
10120047 47800 yale contribution	-413,060	-413,060	-427,289.82	.00	.00	14,229.82	103.4%
10120047 47900 MISCELLANEOUS	-215,000	-215,000	-126,857.97	-28,668.66	.00	-88,142.03	59.0%
10120047 47904 QUIGLEY/YALE PARKIN	-40,000	-40,000	-29,068.64	-3,633.58	.00	-10,931.36	72.7%
TOTAL MISCELLANEOUS REVENUE	-897,457	-897,457	-970,102.36	-176,656.43	.00	72,645.36	108.1%
10120048 OPERATING TRANSFERS IN							
10120048 48300 RESIDUAL EQUITY TRA	-200,000	-200,000	.00	.00	.00	-200,000.00	.0%
10120048 48500 TRANSFER FROM SEWER	-1,171,416	-1,171,416	-1,171,416.00	.00	.00	.00	100.0%
TOTAL OPERATING TRANSFERS IN	-1,371,416	-1,371,416	-1,171,416.00	.00	.00	-200,000.00	85.4%
10121047 MISCELLANEOUS							
10121047 48210 PREMIUM ON BONDS/NO	0	0	-1,040,796.25	.00	.00	1,040,796.25	100.0%

FOR 2018 08

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
TOTAL MISCELLANEOUS	0	0	-1,040,796.25	.00	.00	1,040,796.25	100.0%
<hr/>							
10121048 BOND/NOTE PROCEEDS							
10121048 49999 BOND PROCEEDS	0	0	-16,135,000.00	.00	.00	16,135,000.00	100.0%
TOTAL BOND/NOTE PROCEEDS	0	0	-16,135,000.00	.00	.00	16,135,000.00	100.0%
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10124041 PROPERTY TAXES							
10124041 41100 CURRENT PROPERTY TA	-91,963,234	-91,963,234	-89,293,682.62	-6,004,085.27	.00	-2,669,551.38	97.1%
10124041 41101 PA 76-338 MOTOR VEH	-947,915	-947,915	-1,124,208.02	-493,587.15	.00	176,293.02	118.6%
10124041 41200 PRIOR YEARS TAX LEV	-400,000	-400,000	-492,929.74	-87,408.58	.00	92,929.74	123.2%
10124041 41300 SUSPENSE TAXES	-100,000	-100,000	-87,133.06	-17,505.68	.00	-12,866.94	87.1%
10124041 41610 CURRENT PROPERTY TA	-575,000	-575,000	-238,250.40	-45,666.83	.00	-336,749.60	41.4%
10124041 41620 PRIOR YEARS TAX INT	-270,000	-270,000	-179,917.58	-35,841.68	.00	-90,082.42	66.6%
10124041 41630 SUSPENSE INTEREST	-150,000	-150,000	-96,745.55	-14,227.96	.00	-53,254.45	64.5%
TOTAL PROPERTY TAXES	-94,406,149	-94,406,149	-91,512,866.97	-6,698,323.15	.00	-2,893,282.03	96.9%
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10124043 FINES AND PENALTIES							
10124043 43200 FINES & PENALTIES -	-25,000	-25,000	-5,093.67	-1,775.88	.00	-19,906.33	20.4%
10124043 43250 BLDG CODE VIOLATION	0	0	-530.00	-530.00	.00	530.00	100.0%
TOTAL FINES AND PENALTIES	-25,000	-25,000	-5,623.67	-2,305.88	.00	-19,376.33	22.5%
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10130047 MISC-OTHER AGENCIES							

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
10130047 47310 FIRE DEPT SHARE OF	-791,955	-791,955	-343,686.20	-91,978.52	.00	-448,268.80	43.4%
TOTAL MISC-OTHER AGENCIES	-791,955	-791,955	-343,686.20	-91,978.52	.00	-448,268.80	43.4%
10131042 LICENSES							
10131042 42110 ALCOHOLIC BEVERAGE	-150	-150	-82.00	-12.00	.00	-68.00	54.7%
10131042 42130 POLICE & PROTECTION	-20,000	-20,000	-12,472.50	-3,545.00	.00	-7,527.50	62.4%
TOTAL LICENSES	-20,150	-20,150	-12,554.50	-3,557.00	.00	-7,595.50	62.3%
10131043 PARKING TAGS							
10131043 43100 PARKING TAGS	-84,426	-84,426	-160,666.50	-34,790.00	.00	76,240.50	190.3%
TOTAL PARKING TAGS	-84,426	-84,426	-160,666.50	-34,790.00	.00	76,240.50	190.3%
10131046 POLICE SERVICE CHARGES							
10131046 46710 POLICE CHARGES	-10,000	-10,000	-9,181.50	-1,866.00	.00	-818.50	91.8%
TOTAL POLICE SERVICE CHARGES	-10,000	-10,000	-9,181.50	-1,866.00	.00	-818.50	91.8%
10132042 MISCELLANEOUS FEES							
10132042 42910 CITY CLERK FEES COL	-7,100	-7,100	-3,772.00	-575.00	.00	-3,328.00	53.1%
10132042 42920 DOG POUND RELEASES	-4,000	-4,000	-1,541.00	.00	.00	-2,459.00	38.5%
TOTAL MISCELLANEOUS FEES	-11,100	-11,100	-5,313.00	-575.00	.00	-5,787.00	47.9%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
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10140046 MISCELLANEOUS CHARGES							
<u>10140046 46953 ALL OTHER-PUBLIC WO</u>	-4,000	-4,000	-1,265.73	-895.73	.00	-2,734.27	31.6%
TOTAL MISCELLANEOUS CHARGES	-4,000	-4,000	-1,265.73	-895.73	.00	-2,734.27	31.6%
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10145047 MISC-OTHER AGENCIES							
<u>10145047 47340 ORGANIC RECYCLING C</u>	-18,605	-18,605	-370.00	.00	.00	-18,235.00	2.0%
TOTAL MISC-OTHER AGENCIES	-18,605	-18,605	-370.00	.00	.00	-18,235.00	2.0%
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10153042 LICENSES							
<u>10153042 42120 HEALTH LICENSES</u>	-80,000	-80,000	-10,810.00	-520.00	.00	-69,190.00	13.5%
TOTAL LICENSES	-80,000	-80,000	-10,810.00	-520.00	.00	-69,190.00	13.5%
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10153046 MISCELLANEOUS CHARGES							
<u>10153046 46930 HEALTH FEES</u>	0	0	-20.00	.00	.00	20.00	100.0%
TOTAL MISCELLANEOUS CHARGES	0	0	-20.00	.00	.00	20.00	100.0%
TOTAL GENERAL FUND	-162,769,840	-162,769,840	-142,555,613.14	-8,935,362.85	.00	-20,214,226.86	87.6%
TOTAL REVENUES	-162,769,840	-162,769,840	-142,555,613.14	-8,935,362.85	.00	-20,214,226.86	
GRAND TOTAL	-162,769,840	-162,769,840	-142,555,613.14	-8,935,362.85	.00	-20,214,226.86	87.6%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
101 GENERAL FUND							
10112542 CITY CLERK LICENSES							
10112542 42150 ANIMAL LICENSES	-13,000	-13,000	-4,740.00	-146.00	.00	-8,260.00	36.5%
10112542 42160 MARRIAGE LICENSES	-3,000	-3,000	-1,515.00	-420.00	.00	-1,485.00	50.5%
10112542 42170 SPORTING LICENSES	-200	-200	-437.00	-625.00	.00	237.00	218.5%
TOTAL CITY CLERK LICENSES	-16,200	-16,200	-6,692.00	-1,191.00	.00	-9,508.00	41.3%
10112546 CITY CLERK MISC CHARGES							
10112546 46940 RECORD LEGAL INSTRU	-625,000	-625,000	-412,179.04	-83,929.63	.00	-212,820.96	65.9%
TOTAL CITY CLERK MISC CHARGES	-625,000	-625,000	-412,179.04	-83,929.63	.00	-212,820.96	65.9%
10119042 PLANNING/DEVELOP LICENSES							
10119042 42210 BUILDING PERMITS	-1,025,000	-1,025,000	-548,152.81	-67,140.26	.00	-476,847.19	53.5%
10119042 42220 ELECTRICAL PERMITS	-150,000	-150,000	-85,752.06	-3,708.58	.00	-64,247.94	57.2%
10119042 42230 EXCAVATION PERMITS	-7,000	-7,000	-3,635.00	-500.00	.00	-3,365.00	51.9%
10119042 42240 PLUMBING & HEATING	-215,000	-215,000	-30,851.06	-2,720.00	.00	-184,148.94	14.3%
10119042 42250 ZONING PERMITS	-87,000	-87,000	-73,174.82	-14,740.00	.00	-13,825.18	84.1%
TOTAL PLANNING/DEVELOP LICENSES	-1,484,000	-1,484,000	-741,565.75	-88,808.84	.00	-742,434.25	50.0%
10120044 TREASURERS INVESTMENT INCOME							
10120044 44100 INVESTMENT INCOME	-5,000	-5,000	-89,621.43	-61,188.49	.00	84,621.43	1792.4%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
<u>10120044 44210 RENT FROM CITY FACI</u>	-25,000	-25,000	-18,750.00	-3,000.00	.00	-6,250.00	75.0%
TOTAL TREASURERS INVESTMENT INCOM	-30,000	-30,000	-108,371.43	-64,188.49	.00	78,371.43	361.2%
<u>10120045 STATE GRANTS</u>							
<u>10120045 45211 EDUCATIONAL COST SH</u>	-41,558,928	-41,558,928	-21,573,544.00	.00	.00	-19,985,384.00	51.9%
<u>10120045 45214 SPECIAL EDUCATION G</u>	-8,458,199	-8,458,199	-1,488,232.00	-1,488,232.00	.00	-6,969,967.00	17.6%
<u>10120045 45219 HEALTH SERVICES</u>	-60,000	-60,000	-74,225.00	.00	.00	14,225.00	123.7%
<u>10120045 45231 PILOT-COLLEGES & HO</u>	-5,461,372	-5,461,372	-5,412,671.00	.00	.00	-48,701.00	99.1%
<u>10120045 45234 PROP TAX RELIEF-ELD</u>	-400,000	-400,000	-6,000.00	.00	.00	-394,000.00	1.5%
<u>10120045 45235 MASHENTUCKET PEOUOT</u>	-951,618	-951,618	-317,206.00	.00	.00	-634,412.00	33.3%
<u>10120045 45236 PROP TAX RELIEF-TOT</u>	-5,977	-5,977	-5,370.30	.00	.00	-606.70	89.8%
<u>10120045 45237 PILOT-STATE OWNED P</u>	-63,554	-63,554	.00	.00	.00	-63,554.00	.0%
<u>10120045 45238 PROPERTY TAX RELIEF</u>	-101,000	-101,000	-133,949.79	.00	.00	32,949.79	132.6%
<u>10120045 45240 MRSA - SALES TAX SH</u>	-1,614,877	-1,614,877	.00	.00	.00	-1,614,877.00	.0%
<u>10120045 45247 MRSA - SELECT PILOT</u>	-339,563	-339,563	.00	.00	.00	-339,563.00	.0%
<u>10120045 45248 TOWN AID ROAD</u>	-616,673	-616,673	-308,801.24	.00	.00	-307,871.76	50.1%
<u>10120045 45249 MRSA - MOTOR VEHICL</u>	-2,255,190	-2,255,190	.00	.00	.00	-2,255,190.00	.0%
<u>10120045 45290 STATE MISCELLANEOUS</u>	-122,000	-122,000	-91,873.90	.00	.00	-30,126.10	75.3%
<u>10120045 45310 TELEPHONE ACCESS GR</u>	-100,373	-100,373	.00	.00	.00	-100,373.00	.0%
<u>10120045 45340 SCCRWA- PILOT GRANT</u>	-296,330	-296,330	-305,664.73	-148,045.68	.00	9,334.73	103.2%
TOTAL STATE GRANTS	-62,405,654	-62,405,654	-29,717,537.96	-1,636,277.68	.00	-32,688,116.04	47.6%
<u>10120046 MISCELLANEOUS CHARGES</u>							
<u>10120046 46920 SUNDRY - OTHER</u>	-150	-150	.00	.00	.00	-150.00	.0%

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
10120046 46950 MISCELLANEOUS PUBLI	-38,578	-38,578	-482.30	-482.30	.00	-38,095.70	1.3%
10120046 46952 MISCELLANEOUS - GEN	-90,000	-90,000	-58,877.45	-25,853.70	.00	-31,122.55	65.4%
10120046 46956 MISC. - PARKS & REC	-360,000	-360,000	-130,234.53	-23,163.50	.00	-229,765.47	36.2%
TOTAL MISCELLANEOUS CHARGES	-488,728	-488,728	-189,594.28	-49,499.50	.00	-299,133.72	38.8%
10120047 MISCELLANEOUS REVENUE							
10120047 43300 PARKING METER REVEN	-20,000	-20,000	-46,893.22	.00	.00	26,893.22	234.5%
10120047 47200 SALE OF PROPERTY	0	0	-137,000.00	.00	.00	137,000.00	100.0%
10120047 47350 PILOT - HOUSING AUT	-141,000	-141,000	-141,535.69	-141,535.69	.00	535.69	100.4%
10120047 47360 SEWER FEE COLLECTIO	-48,397	-48,397	-55,166.00	.00	.00	6,769.00	114.0%
10120047 47380 INSURANCE REIMBURSE	-20,000	-20,000	-6,291.02	-2,818.50	.00	-13,708.98	31.5%
10120047 47800 yale contribution	-413,060	-413,060	-427,289.82	.00	.00	14,229.82	103.4%
10120047 47900 MISCELLANEOUS	-215,000	-215,000	-126,857.97	-28,668.66	.00	-88,142.03	59.0%
10120047 47904 QUIGLEY/YALE PARKIN	-40,000	-40,000	-29,068.64	-3,633.58	.00	-10,931.36	72.7%
TOTAL MISCELLANEOUS REVENUE	-897,457	-897,457	-970,102.36	-176,656.43	.00	72,645.36	108.1%
10120048 OPERATING TRANSFERS IN							
10120048 48300 RESIDUAL EQUITY TRA	-200,000	-200,000	.00	.00	.00	-200,000.00	.0%
10120048 48500 TRANSFER FROM SEWER	-1,171,416	-1,171,416	-1,171,416.00	.00	.00	.00	100.0%
TOTAL OPERATING TRANSFERS IN	-1,371,416	-1,371,416	-1,171,416.00	.00	.00	-200,000.00	85.4%
10121047 MISCELLANEOUS							
10121047 48210 PREMIUM ON BONDS/NO	0	0	-1,040,796.25	.00	.00	1,040,796.25	100.0%

FOR 2018 08

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
TOTAL MISCELLANEOUS	0	0	-1,040,796.25	.00	.00	1,040,796.25	100.0%
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10121048 BOND/NOTE PROCEEDS							
10121048 49999 BOND PROCEEDS	0	0	-16,135,000.00	.00	.00	16,135,000.00	100.0%
TOTAL BOND/NOTE PROCEEDS	0	0	-16,135,000.00	.00	.00	16,135,000.00	100.0%
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10124041 PROPERTY TAXES							
10124041 41100 CURRENT PROPERTY TA	-91,963,234	-91,963,234	-89,293,682.62	-6,004,085.27	.00	-2,669,551.38	97.1%
10124041 41101 PA 76-338 MOTOR VEH	-947,915	-947,915	-1,124,208.02	-493,587.15	.00	176,293.02	118.6%
10124041 41200 PRIOR YEARS TAX LEV	-400,000	-400,000	-492,929.74	-87,408.58	.00	92,929.74	123.2%
10124041 41300 SUSPENSE TAXES	-100,000	-100,000	-87,133.06	-17,505.68	.00	-12,866.94	87.1%
10124041 41610 CURRENT PROPERTY TA	-575,000	-575,000	-238,250.40	-45,666.83	.00	-336,749.60	41.4%
10124041 41620 PRIOR YEARS TAX INT	-270,000	-270,000	-179,917.58	-35,841.68	.00	-90,082.42	66.6%
10124041 41630 SUSPENSE INTEREST	-150,000	-150,000	-96,745.55	-14,227.96	.00	-53,254.45	64.5%
TOTAL PROPERTY TAXES	-94,406,149	-94,406,149	-91,512,866.97	-6,698,323.15	.00	-2,893,282.03	96.9%
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10124043 FINES AND PENALTIES							
10124043 43200 FINES & PENALTIES -	-25,000	-25,000	-5,093.67	-1,775.88	.00	-19,906.33	20.4%
10124043 43250 BLDG CODE VIOLATION	0	0	-530.00	-530.00	.00	530.00	100.0%
TOTAL FINES AND PENALTIES	-25,000	-25,000	-5,623.67	-2,305.88	.00	-19,376.33	22.5%
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10130047 MISC-OTHER AGENCIES							

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
10130047 47310 FIRE DEPT SHARE OF	-791,955	-791,955	-343,686.20	-91,978.52	.00	-448,268.80	43.4%
TOTAL MISC-OTHER AGENCIES	-791,955	-791,955	-343,686.20	-91,978.52	.00	-448,268.80	43.4%
10131042 LICENSES							
10131042 42110 ALCOHOLIC BEVERAGE	-150	-150	-82.00	-12.00	.00	-68.00	54.7%
10131042 42130 POLICE & PROTECTION	-20,000	-20,000	-12,472.50	-3,545.00	.00	-7,527.50	62.4%
TOTAL LICENSES	-20,150	-20,150	-12,554.50	-3,557.00	.00	-7,595.50	62.3%
10131043 PARKING TAGS							
10131043 43100 PARKING TAGS	-84,426	-84,426	-160,666.50	-34,790.00	.00	76,240.50	190.3%
TOTAL PARKING TAGS	-84,426	-84,426	-160,666.50	-34,790.00	.00	76,240.50	190.3%
10131046 POLICE SERVICE CHARGES							
10131046 46710 POLICE CHARGES	-10,000	-10,000	-9,181.50	-1,866.00	.00	-818.50	91.8%
TOTAL POLICE SERVICE CHARGES	-10,000	-10,000	-9,181.50	-1,866.00	.00	-818.50	91.8%
10132042 MISCELLANEOUS FEES							
10132042 42910 CITY CLERK FEES COL	-7,100	-7,100	-3,772.00	-575.00	.00	-3,328.00	53.1%
10132042 42920 DOG POUND RELEASES	-4,000	-4,000	-1,541.00	.00	.00	-2,459.00	38.5%
TOTAL MISCELLANEOUS FEES	-11,100	-11,100	-5,313.00	-575.00	.00	-5,787.00	47.9%

FOR 2018 08

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
<hr/>							
10140046 MISCELLANEOUS CHARGES							
<u>10140046 46953 ALL OTHER-PUBLIC WO</u>	-4,000	-4,000	-1,265.73	-895.73	.00	-2,734.27	31.6%
TOTAL MISCELLANEOUS CHARGES	-4,000	-4,000	-1,265.73	-895.73	.00	-2,734.27	31.6%
10145047 MISC-OTHER AGENCIES							
<u>10145047 47340 ORGANIC RECYCLING C</u>	-18,605	-18,605	-370.00	.00	.00	-18,235.00	2.0%
TOTAL MISC-OTHER AGENCIES	-18,605	-18,605	-370.00	.00	.00	-18,235.00	2.0%
10153042 LICENSES							
<u>10153042 42120 HEALTH LICENSES</u>	-80,000	-80,000	-10,810.00	-520.00	.00	-69,190.00	13.5%
TOTAL LICENSES	-80,000	-80,000	-10,810.00	-520.00	.00	-69,190.00	13.5%
10153046 MISCELLANEOUS CHARGES							
<u>10153046 46930 HEALTH FEES</u>	0	0	-20.00	.00	.00	20.00	100.0%
TOTAL MISCELLANEOUS CHARGES	0	0	-20.00	.00	.00	20.00	100.0%
TOTAL GENERAL FUND	-162,769,840	-162,769,840	-142,555,613.14	-8,935,362.85	.00	-20,214,226.86	87.6%
TOTAL REVENUES	-162,769,840	-162,769,840	-142,555,613.14	-8,935,362.85	.00	-20,214,226.86	
GRAND TOTAL	-162,769,840	-162,769,840	-142,555,613.14	-8,935,362.85	.00	-20,214,226.86	87.6%

** END OF REPORT - Generated by Kevin McNabola **

MEMORANDUM

TO: Members of the Municipality Accountability Review Board (MARB)

FROM: Robert Dakers, OPM

SUBJECT: Tentative Labor Agreement Between the City of West Haven. West Haven Fire Department, West Shore Fire Department and West Haven 911 Dispatchers, International Association of Firefighters & UPFFA of CT, Local 5127

DATE: April 3, 2018

Attached is Tentative Labor Agreement between the above parties. According to Section 367(b)(6) of Special 17-2, June Special Session (the "Act"), the MARB shall have the same opportunity and authority to approve or reject, on not more than two occasions, collective bargaining agreements as is provided to the legislative body of such municipality. According to the Board's procedures, the Board has 44 days from the February 27, 2018 date of this tentative agreement, or until April 12, 2018 to approve or reject the tentative agreement. If no action is taken by that date, the tentative agreement would be deemed approved by the Board. The West Haven City Council is scheduled to vote on this agreement on April 9, 2018.

The term of the attached agreement is July 1, 2017 to June 30, 2020. The agreement covers approximately 16 employees working in ERS Dispatcher titles providing dispatch services for the West Shore Fire District, Center Fire District, Allingtown Fire (now part of the City) and the West Haven Police Department. The dispatchers are paid by the two Fire Districts, Allingtown, and the City of West Haven, divided equally between the parties. The current City of West Haven's fiscal year 2017-18 budget funds 16 full-time dispatchers and one part-time dispatcher, with regular wages totaling approximately \$966,115 in the FY2018 budget. It appears that there is an additional \$359,000 in overtime and other compensation. The FY2018 budget contains \$791,955 in revenues from the fire district's share of the ERS dispatch service.

Summary of Tentative Agreement

In the tentative agreement, the provisions of the prior contract are provided, with negotiated changes **highlighted**. Below are brief descriptions of the **changes** compared to current language.

Article 5, Section 3: Deduction of Union Dues (page 3). A new provision in the tentative agreement is the **Union agreeing to indemnify and hold the City harmless related to actions taken by the City for the purpose of complying with this section.**

Article 9, Sick Leave

- **Section 1 (page 7).** The maximum sick leave accumulation under the current and tentative agreement is a maximum of 120 days for those hired on or before July 1, 1996, and 110 days for those hire thereafter days. Annual accumulation is 18 days per year for those hired on or before March 1, 2015 and 15 days per year for those hired thereafter.
- **Section 3 (page 7).** Sick leave payout to their beneficiaries of accumulated sick time upon death of any employee is 120 days for those hire on or before July 1, 1996 and 80 days for those hired

thereafter. **In the tentative agreement, employees hired after February 5, 2018 shall not receive sick leave payout upon their death.**

- The contract provides for a long-term disability plan that would commence after 90 days at 66 2/3% of wages, with a social security offset, up to age 65 if the employee continues to meet the plan's eligibility criteria.

Article 10, Vacations (page 9). Employees who have completed one year of service receive 12 vacation days per year, growing in five year increments to 25 days after 20 years of service and 26 days upon completion of 25 years

Article 11, Section 3 Overtime (pages 10). Currently, time and one-half of hourly pay shall be paid for all time worked in excess of 8 hours worked in any day. Time taken as sick, vacation or holiday during that week counts as time worked. **Under the tentative agreement, hours work in excess of 40 hours in a week shall be paid time and on-half. Sick leave would no longer count as hours worked in a workweek for employee's volunteering for overtime; however employees ordered into work will receive time and one-half pay.**

Article 13, Personal Days (page 11). The current and tentative agreement provides for four personal days per year, which shall not be accumulative except for one unused personal day.

Article 14, Holidays (page 12). Each employee shall be paid for 12 holidays, paid annually in two installments. Employees who work on a holiday shall receive two (2) times their days' paid.

Article 15. Insurance (pages 12-15). The agreement outlines the current health insurance plan offered to active and eligible retired employees, with employee's premium share being 12 percent of the cost of the plan. **Effective July 1, 2018, a high deductible health plan (HDHP) will be implemented (\$2,000 for single; \$4,000 for family). The City will contribute to the employee's Health Savings Account 50 percent of the applicable deductible. Employees would be able to "buy-up" to the current Blue Cross Century Preferred Point of Service Plan ("PPO") by paying the difference between what the City is contributing towards the HDHP (premium and deductible) and the cost of the PPO. The employee premium share for this plan would increase to 14 percent effective July 1, 2017, from the current 12 percent.** According to the City, once the deductible is met, everything is paid at 100%. Unlike the Water Pollution Control union contract, this agreement does not require payment of prescription co-pays of \$5, \$25 and \$40 even after the deductible is met. Employees who waive coverage receive a payment of \$1,000 employee only, \$2,000 employee plus one and \$4,000 for family coverage.

Article 17, Longevity (pages 15-16). Employees who have reached their fifth year of employment receive a longevity payment of \$610 increasing in five year increments up to \$810 after 25 years of employment. Employees hired after February 5, 2018 shall not be entitled to longevity payments.

Article 20, Work Week. Full time dispatchers work 40 hours per week.

Article 23, Retirement and Pension (pages 18-20). Under the current and the tentative agreement, post-retirement benefits primarily involve the City of West Haven's 401 K Pension, payment for accumulated vacation and sick time, and pre and post 65 retiree health insurance. Employees can retire after 20 years with no age requirement.

- **Sections 1 and 2, Vacation and Sick Time.** Full-time employees who retire are entitled to a lump sum payment for vacation time earned. Employees with 20 years of continuous service hired before July 1, 1996 are entitled to a lump sum payment of 100 percent of accumulated sick time up to a maximum of 100 days, with those hired thereafter shall be entitled to a maximum of 90 days payment. **Full time employees hired on or after February 5, 2018 shall not be entitled to payment of accumulated sick leave at retirement.**
- **Section 3, Pre-65 Retiree Health Insurance.** Employees electing to retire after 20 years of continuous service, will receive the insurance and medical benefits afforded to them and their enrolled dependents at the time of retirement (**which is now the HDHP**) until their 65th birthday. Until age 60, employees hired on or before July 1, 2011 shall pay the same contribution towards health, prescription and dental benefits as is required of active employees, as it may change from time to time, except that between age 60 and 65 the contribution shall revert to the same premium percentage that was in effect at the time of retirement. Employees hired after July 1, 2011 and retiring after twenty years of continuous service you will pay, as an individual, 25 percent of the fully insured equivalent for coverage through age 65 and 50 percent for dependent coverage for dependents. **Employees hired after February 1, 2018 shall not be entitled to retiree medical insurance.**
- **Section 4, Age 65 and Beyond.** Retired employees, upon reaching age 65, receive reimbursement for the standard individual Medicare Part “B” and an \$8,000 life insurance policy. Retired employees with at least 20 years of service are eligible to receive Plan F or its equivalent (supplemental policy), for themselves and eligible spouses. Retirees shall pay the same percentage toward the supplement policy which is required of active employees as it may change from time to time and 50 percent of the incremental premium cost for his/her spouse. **Employees hired after February 5, 2018 will not be eligible for reimbursement for Medicare Plan B, F or life insurance policy upon retirement.**
- **Section 5, 401K Pension Plan.** The employer’s contribution is five percent (5%) of salary, with the employee contribution being a minimum two percent (2%) up to a maximum of 25%; however, the employer shall match the employee’s contribution up to eight percent (8%). These employees also participate in Social Security.

Article 24, Wages (page 21) The agreement provides for general wage increases of 0%, 2% and 2% on July 1, 2017, July 1, 2108 and July 1, 2019, respectively. Below is the current salary schedule for dispatchers.

June 30, 2017	STEP 1	STEP 2	STEP 3
Weekly	\$827.37	\$963.78	\$1,125.46
Hourly	\$20.68	\$24.09	\$28.14
Annual	\$43,023.24	\$50,116.56	\$58,523.92

Note: Lead dispatcher shall be paid a shift premium of \$15.00 when working in that role.

We are awaiting additional cost information from the City and will send along when completed.

Attachment

Cc: Mayor Nancy Rossi, City of West Haven
Katherine Vecellio, President, Local 5127

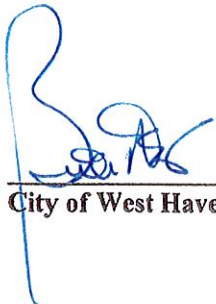
THE CITY OF WEST HAVEN
WEST HAVEN FIRE DEPARTMENT

WEST SHORE FIRE DEPARTMENT

AND

West Haven 911 Dispatchers
International Association of Fire Fighters &
UPFFA of Ct., Local 5127

Tentative Agreement



City of West Haven Date 2/27/18



UPFFA, Local 5127 Date 2/26/18

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Tentative Agreement

Modify based upon final agreement.

Tentative Agreement

THIS AGREEMENT: entered into this ____ day of September, 2015, by and between the West Haven and West Shore Fire Districts and the City of West Haven (referred to as the EMPLOYER) and the ~~UE Local 222, CILU/CIPU, CILU #77~~ **West Haven 911 Dispatchers, International Association of Fire Fighters, & UPPFA of Ct., Local 5127**, (referred to as the UNION) is for the purpose of providing through orderly collective bargaining, prompt and equitable disposition of grievances and to define wages, hours of work and other conditions of employment.

ARTICLE 1 RECOGNITION

Tentative Agreement

The Employer hereby recognizes the Union as the exclusive bargaining representative for the purpose of collective bargaining, with respect to wages, hours of employment and other conditions of employment for all its eligible full and part time employees in the collective bargaining unit certified by the Connecticut State Labor Department ~~in Case ME-3785~~.

ARTICLE 2 DEFINITIONS

The terms hereinafter set forth shall have the following meanings:

1. "Employer" shall mean the City of West Haven and the two fire districts namely, Center Fire District and West Shore Fire District.
2. "Employee" shall mean a member of the bargaining unit represented the Union.
3. "Regular full-time employee" shall mean an employee normally scheduled to work at least a five (5) day week totaling at least forty (40) hours. Said employee shall be eligible for all benefits enumerated in this bargaining agreement.
4. "Part-time employee" shall mean an employee normally scheduled to work at least 8 hours per week but not more than 32 hours per week. Said part-time employees shall be entitled to such benefits as are specifically described as being granted to both full and part time employees.

ARTICLE 3
MANAGEMENT RIGHTS

SECTION 1

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

- a) To determine the care, maintenance and operation of Employer equipment and property.
- b) To establish or continue policies, practices and procedures for the conduct of Employer 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 type of employees required to perform the Employer's operations.
- e) To layoff, 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 provided that the Employer shall provide the Union with thirty (30) days advance written notice of its intention to revise job descriptions or create new job descriptions during which the Union may request to discuss such changes prior to implementation. Upon request the Employer shall bargain with the Union concerning the impact which any significant change in job descriptions may have on employees' wages, hours and other terms and conditions of employment.
- h) The probationary period shall be one (1) year. During this probationary period the Director may extend the probationary period, as well as terminate the employment of said employee, upon observation and written reports of their performance of duty, if unfit for said employment.

SECTION 2

Take any action necessary in emergency situations regardless of prior commitment to carry out the responsibility of the employer to the citizens of West Haven.

ARTICLE 4
UNION SECURITY

SECTION 1

Any employee who on the effective date hereof is covered by this Agreement, and has been employed by the Employer for more than thirty (30) days from the date of ratification of this Agreement, be required as a condition of continued employment to secure and continue membership in the Union for

the duration of the Agreement. Employees who are employed after the ratification of the Agreement shall be required as a condition of continued employment to become members of the Union or pay an agency fee within ten (10) days following the thirtieth (30th) day of their employment and to continue such membership for the duration of the Agreement.

SECTION 2

All employees shall be required to become and/or maintain membership in the Union, or in lieu thereof, pay an agency fee.

SECTION 3

No employee required to secure or maintain membership shall be considered as having failed to maintain such membership so long as he/she regularly tenders to the Union his periodic monthly dues, or cures any delinquency in such regard within thirty (30) calendar days of the postmarked date of notice of such delinquency forwarded to the employee and to the Employer by registered mail by the Union.

ARTICLE 5

DEDUCTION OF UNION DUES

SECTION 1

The Employer agrees to deduct from the weekly wages of each employee, who so authorizes such deduction, the amount of weekly Union dues, initiation fees or agency fee as certified to the Employer by the Secretary-Treasurer of the Union.

SECTION 2

Deductions shall be remitted by the fifteenth (15th) of the month following such deduction and the Employer shall furnish the Union with a record of each deduction showing the amount, and the employee from whom such deduction was made and a listing of those employees from who no deduction was made.

SECTION 3

The employer shall not be held liable for an employee's membership dues deduction, or agency fee, if he/she is not on the payroll during the specific deduction week. This deduction agreement shall be for the duration of this contract and is non-cancelable.

Tentative Agreement

The Union agrees to indemnify and hold the City harmless against any and all claims, demands, suits or other forms of liability, including attorney's fees that shall, or may, arise out of, or by reason of, action taken by the City for the purpose of complying with the provisions of this Article.

ARTICLE 6
SENIORITY

SECTION 1

Seniority as defined by this article shall be based upon the continuous service with the Employer and will govern in all matters pertaining to layoffs, recall, vacation selection, and bid shift selection.

SECTION 2

An employee's seniority shall be broken for the following reasons:

- a) Whenever an employee is discharged or released and the discharge or release is not reversed through the disciplinary hearing procedure.
- b) Whenever an employee is absent without prior permission for more than three (3) consecutive working days or fails to notify the Employer within that time period.

Tentative Agreement

- c) Whenever an employee fails to report to work within three (3) working days after the expiration of a personal **or statutory** leave of absence or whenever an employee on leave of absence because of a non-occupational injury or illness fails to bring valid proof when requested by the Employer. The Employer will send to the Employee a copy of the letter which informs the employee of the date on which his/her seniority was broken.
- d) Whenever an employee on any form of authorized leave is found to be working in the private sector. This section does not include earned time off, vacation, holiday rights or non-scheduled work days.
- e) Whenever the employee severs his/her employment.

ARTICLE 7
GRIEVANCE PROCEDURE

SECTION 1

The term "grievance" shall mean any dispute between the Employer and the Union, or between the Employer and any employee concerning the interpretation, application, claim or breach of violation of this Agreement. A grievance must be filed within fourteen (14) calendar days of the last known occurrence of the alleged violation of this Agreement.

SECTION 2

Grievance shall be presented and processed in the following manner:

Step 1

The Union designee shall present the grievance to the E.R.S. Director. Within seven (7)

calendar days, a meeting shall be held for presentation of information related to said grievance. A written decision shall be issued within seven (7) calendar days. If the grievance is not resolved it may be submitted to Step 2 within seven (7) calendar days from the date of written decision.

“Written grievance shall state the nature of the grievance, sections of the contract believed to have been violated, and the relief sought.”

Step 2

The Director of Personnel and Labor Relations for the City of West Haven will meet with a Union Representative and the grievant to discuss and attempt to settle the grievance. A decision shall be issued in writing within ten (10) calendar days after the submission of the grievance. If the grievance is not settled, it may be submitted to Step 3 within seven (7) calendar days from the date of written decision.

Step 3

If the grievance is not settled, it may be submitted to the Connecticut State of Board of Mediation and Arbitration for mediation.

SECTION 3

The Employer shall notify the Local Union of all suspensions and discharges in writing stating the reason or reasons for each suspension or discharge. If the Union desires to contest a suspension or discharge, it must file a grievance in writing within seven (7) working days from the date of receipt of the notice of suspension or discharge. Failure to file a grievance within the prescribed time limit shall constitute a waiver of all rights to grieve and arbitrate such matters.

SECTION 4

Failure on the part of the Union to comply with the time limits herein set forth shall be deemed a settlement of the grievance on the basis of the last answer received. If the Employer fails to comply with the time limits, herein set forth, the Union may submit the grievance to the next step of the grievance procedure on the basis of the last answer received or in the absence of a resolution at the Second Step of the grievance procedure, submit the matter to the Connecticut State Board of Mediation and Arbitration (CSBMA).

SECTION 5

Any time limits established by this Article may be extended by mutual agreement. Such agreement shall not be unreasonably withheld by either party.

SECTION 6

The Union shall designate and submit to the Employer in writing the names of all Local Officers up to and including Stewards and of other Local Union representatives who shall represent employees in grievance matters. The Employer and the Union shall mutually agree as to the number of employees designated by the Union, who shall be permitted a reasonable amount of time off with pay during a regular shift for the investigation and processing of grievances up to and including the Third Step of the Grievance Procedure.

SECTION 7

The jurisdiction and authority of the arbitrator and the award shall be confined to the interpretation of the provision or provisions of this agreement in dispute between the Union and the Employer. The arbitrator shall have no authority to modify, amend, revise, add to or subtract from any of the terms of this Agreement. The award of the arbitrator shall be final and binding upon all the parties to this Agreement.

Tentative Agreement

The jurisdiction and authority of the arbitrator and the award shall be confined to the interpretation of the provision or provisions of this agreement in dispute between the Union and the Employer. The arbitrator shall have no authority to modify, amend, revise, add to or subtract from any of the terms of this Agreement. The award of the arbitrator shall be final and binding upon all the parties to this Agreement.

In the event there is an award of any back pay, any earnings by the employee during this period of unemployment (including any unemployment insurance) shall be offset and deducted from this award. Employees who have been discharged shall have the duty to seek work so as to mitigate the claims of back wages. The failure to do so shall be considered by the Board.

SECTION 8

Expenses, if any, including the fees and expenses of the arbitrator, shall be borne and divided equally between the Employer and the Union.

ARTICLE 8 **UNION REPRESENTATION**

SECTION 1

Any employee is entitled to have Union representation in any discussion between the employee and representatives of the Employer in which the employee has reasonable grounds to believe that the interview will adversely affect his/her continued employment or his/her working conditions.

SECTION 2

Upon request and with reasonable notice, an employee shall have the opportunity to review and examine his/her personnel file. The Employer has the right to have such review and examination take place in the presence of a designated official. The Employer shall honor the request of an employee for one (1) copy of pertinent documents from his/her file. If any material, of an adverse nature, is placed in one's personnel file, a copy of such material must be sent to the employee who may then file a written response of reasonable length to be attached and retained with the material in question in his/her personnel file.

ARTICLE 9
SICK LEAVE

SECTION 1

Each full time employee shall be entitled to one and one-half (1-1/2) days per month sick leave. Sick leave may be accumulated to one hundred twenty (120) days. Full time employees hired after March 1, 2015, shall be entitled to one and one-quarter (1-1/4) days per month sick leave. The true intent of the sick leave provision must be complied with and must not be misconstrued as personal leave time. It is management prerogative to request proof of illness if so desired.

Full time employees hired after July 1, 1996, may accumulate sick leave to one hundred ten (110) days.

Current employees having as of July 1, 2004, sick leave accumulation in excess of one hundred and twenty (120) days shall have such excess sick leave placed on a one time basis "sick leave reserve" in his/her name. The employee shall have access to any days in his/her sick leave reserve in the event that he/she has exhausted his/her accumulated sick time.

SECTION 2

New full time employees will not be entitled to sick leave until they have been employed for a period of ninety (90) days.

Tentative Agreement

SECTION 3

Upon the death of an employee, any accumulated sick time will be paid to the beneficiary or to the estate, up to the maximum of one hundred twenty (120) days. However, employees hired after of July 1, 1996, shall only be entitled to eighty (80) days of accumulated sick time, at the time of their death, payable to their beneficiary or estate. **Employees hired after February 5, 2018, shall not receive a payout of accumulated sick time upon death.**

SECTION 4

The Director shall have the right to investigate employee absence to avoid abuse of the sick leave and to further prove authenticity of valid sick leave taken. ~~Any dispatcher, using sick time, found to be working at any other employment, will be terminated.~~ **Any dispatcher who is using sick time at a time found to be working elsewhere will be terminated.**

SECTION 5

Sick time may be used to take care of a sick member of the employee's immediate family; specifically, spouse, children and/or parents, up to a maximum of twenty (20) days in any contract year. Extended use of sick leave may be requested for this purpose, in accordance with the FMLA.

SECTION 6

Any employee shall have the right to transfer up to a maximum of fifty (50) days, in the fiscal year, from his/her accumulated sick leave or vacation to another employee, if the recipient employee is out due to a prolonged sickness or injury and has exhausted his/her accumulated sick leave and vacation. "Prolonged sickness or injury" shall include cases of intermittent absence due to serious illness provided the absence is authorized in writing by the attending physician. Any sick leave transferred pursuant to this provision shall reduce the total accumulated sick leave payout, provided for at the time of the employee's retirement.

SECTION 7

An employee who has exhausted his/her sick leave in any one year may request, in writing, an advance of future sick leave. Such employee shall be allowed to borrow, subject to the approval of the Director, an additional eighteen (18) days sick leave time. However, employees hired on or after March 1, 2015, shall be allowed to borrow, subject to the approval of the Director, 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 monies owed to said individual upon his/her termination of employment.

SECTION 8

The City shall establish, provide and pay for a group long-term disability income program for employees from a company of the City's choosing, which policy shall commence benefits after ninety (90) days of continuous illness or disability. It shall contain the following provisions:

- A. Replacement wages of 66-2/3% of wages based on wage rate at onset of sickness or injury with a Social Security Disability offset.
- B. Benefit shall continue through age 65 if employee continues to meet the plan's eligibility criteria.
- C. New hires shall be eligible after six (6) months of continuous service.
- D. Medical and Dental benefits shall continue on the same basis as in effect prior to the start of the leave, for a maximum of eighteen (18) months. The employee shall be responsible for his/her share of any employee contribution for such benefits as provided by this Agreement.
- E. Once on long-term disability, employee will not be eligible for holiday pay, vacation accrual, sick leave accrual or use of sick leave.
- F. An employee who earned a longevity payment on his/her anniversary date but is on leave when the November longevity payments are issued shall receive the longevity payments for that year.

ARTICLE 10 **VACATIONS**

SECTION 1

Each full time employee shall receive a vacation of twelve (12) working days after the completion of one (1) year of service. Vacation days may be taken as individual days off.

SECTION 2

Each full time employee shall receive the following vacation days with pay, for continuous service:

Upon completion of one year but less than five	12 days
Upon completion of five years but less than ten	15 days
Upon completion of ten years but less than fifteen	20 days
Upon completion of fifteen years but less than twenty	25 days
Upon completion of twenty-five years	26 days

Tentative Agreement

Move to Article 14-Holidays

SECTION 3

If a vacation day is requested for the period covering

Christmas Eve
Christmas Day
New Year's Eve
New Year's Day
Thanksgiving Day

December 24, 12:00 A.M.– December 26, 12:00 A.M. or
December 31, 12:00 A.M. – January 2, 12:00 A.M. or
Thanksgiving Day from Thursday 12:00 A.M. – Friday 12:00 A.M.

A vacation request will not be granted if adequate coverage cannot be found.

SECTION 4

To avoid conflict when choosing vacations, the Director will post a notice, on April 1st, asking for Dispatchers to select their vacation time for the next fiscal year. The list will remain up for the month of April and be taken down on April 30th. At that time all conflicts will be resolved using the following criteria. Vacations chosen on the list will have precedent over all others chosen throughout the year.

- A. Only two Dispatchers may be off on vacation for any one day
- B. Seniority
- C. Vacation days requested after April 30th must be posted 48 hours prior to the vacation and will be allowed based on a "first come, first served" basis with conflicts of who posted first being resolved by seniority.

SECTION 5

Upon the death of any permanent employee, any unused vacation time will be paid to the beneficiary stated on the employee's life insurance form. Upon separation of an employee, the employee shall be paid for all unused vacation time.

SECTION 6

An employee who becomes seriously ill or injured while scheduled to go on vacation or is hospitalized while on vacation shall have the opportunity to change his/her vacation schedule

provided that sufficient evidence by way of a physician's certificate attesting to his/her bona-fide illness is furnished to the E.R.S. Director.

SECTION 7

All vacation time must be used within the year following the fiscal year in which it is earned. An employee who does not use his/her annual vacation entitlement by the fiscal year end may elect to receive one hundred percent (100%) payment for up to ten (10) unused vacation days. An employee wishing to buy back vacation time must submit an application prior to the fiscal year end to the Employer.

ARTICLE 11 **OVERTIME**

SECTION 1

Dispatchers will work overtime on a rotating basis. Eligible dispatchers will be asked to work overtime in accordance with policies and procedures as set forth by the Director. Part time employees may work a vacant shift on a voluntary basis prior to ordering a full-time employee to work provided they do not work thirty two (32) hours or more during the week.

SECTION 2

Should all dispatchers refuse the overtime, then one dispatcher going off duty and one of the dispatcher reporting for the next successive shift will be required to work four (4) hours each. In the event one of the dispatchers reporting for the next successive shift cannot be located, then the dispatcher going off duty must work the full eight (8) hour shift. An overtime force list shall be maintained to track such occurrences. Employees on a paid day off (i.e. vacation or personal day) will be the last employees to be ordered in. **The overtime force list will reset to zero every July 1st at 12:00 am.**

SECTION 3

All hours worked in excess of eight (8) hours in any day shall be paid for at the rate of time and one-half.

Tentative Agreement

SECTION 3

All hours worked in excess of ~~eight (8) hours in any day~~ **forty (40) hours worked in a workweek** shall be paid for at the rate of time and one-half. **Time taken as vacation or personal will count toward the forty (40) hours of time worked in a workweek. Sick time shall not count as hours worked in a workweek for employee's when volunteering for overtime; however, employees ordered-in to work will receive pay at time and one-half (1 ½) his/her regular hourly rate of pay.**

SECTION 4

To protect the health and safety of the employees, no dispatcher will work more than 16 hours consecutively. Further, any such dispatcher who has worked sixteen (16) consecutive hours shall

have eight (8) hours off duty before being required to return to work.

ARTICLE 12
LEAVE OF ABSENCE

SECTION 1

The Employer may grant a personal leave of absence without pay to any employee upon his/her request for a period not to exceed one (1) year. Upon expiration of an approved leave of absence or with two weeks advance notice for an earlier return if so requested by such employee, he/she shall be reinstated in the position held at the time leave was granted, provided he/she is physically able to perform the duties of said position. Said physical ability will be determined by a physician who shall conduct an examination to include stress test and drug testing. Said physical exam will be paid for by the employee.

No leave of absence, including personal leave, sick leave or workers' compensation leave shall exceed one (1) year. Failure to return at the expiration of a leave, without good cause, will be considered a resignation of employment.

SECTION 2

An employee's length of service shall not be reduced by time lost due to paid sick or workers' compensation leave. In the event that a personal leave of absence is granted, the date of seniority shall be the date that was in existence when said leave was started. Seniority shall not be built during a personal leave of absence in excess of thirty (30) days.

SECTION 3

All personal leaves of absence of more than thirty (30) days will be done so without benefits, which include all Medical Plans, Vacation accrual, and Holiday pay.

SECTION 4

Full time employees that have been granted a Personal Leave of Absence may buy up to fifty-two weeks of the Medical Coverage in existence at the time the leave was granted.

SECTION 5

Any employee on leave of absence found to be working at other employment will be terminated

ARTICLE 13
PERSONAL DAYS

Full time employees shall be employed for ninety (90) days before being eligible to receive personal days. Full time employees shall receive four (4) personal days, to be credited to the employee on July 1st of each year. Part time employees shall be entitled to two (2) personal days after one (1) full year of employment. A minimum of twenty-four (24) hours notice to the Director is required. In the event of an emergency or immediate personal business, twenty-four (24) hours notice is not required. Personal days shall not be accumulated except the City will pay for one unused personal day at the end of the fiscal year.

ARTICLE 14
HOLIDAYS

SECTION 1

Each full time employee shall be paid for the following twelve (12) holidays:

New Year's Day	Independence Day
Presidents' Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Good Friday	Veteran's Day
Easter Sunday	Thanksgiving Day
Memorial Day	Christmas Day

SECTION 2

Employees may not use a sick day on their regularly scheduled shift before a holiday or use a sick day on their regularly scheduled shift after a holiday to receive holiday pay.

SECTION 3

Because of the nature of the job structure, Federal, State or City proclaimed holidays cannot be observed by said dispatchers.

SECTION 4

Payment for six (6) holidays will be paid on the first Friday in December with the remaining six (6) holidays to be paid on the first Friday in June. Payment will be made at the current hourly rate.

SECTION 5

Employees who work on a holiday shall receive two (2) times their days' pay.

SECTION 6

Employees on any authorized leave of absence without pay shall not be entitled to holiday pay.

SECTION 7

Any newly created permanent Federal Holiday commencing the third year after it becomes law shall be considered a paid holiday.

ARTICLE 15
INSURANCE

Tentative Agreement

SECTION 1

Effective upon signing, all full time employees shall contribute twelve percent (12%) as a premium cost share for the medical benefits afforded them under this contract. Effective July 1, 2015, the employee shall contribute thirteen percent (13%). **Effective July 1, 2017, the employee shall contribute fourteen percent (14%).**

All employee contributions shall be under a Section 125 Premium Only Plan.

1. ~~A Blue Cross Century Preferred Point of Service Plan, attached hereto as Appendix B. The plan shall provide a network of participating providers and facilities which shall include Yale-New Haven and St. Raphael's Hospital, subject to the following:~~

a) ~~In Network Benefit Co-payments (please refer to Appendix B for complete list):~~

	<u>7/1/2014</u>
General office visits:	\$25.00
Walk-ins/allergy testing:	\$35.00
Specialist	\$35.00
Emergency Room	\$150.00
Urgent Care:	\$75.00
Outpatient Hospital	\$200.00
Inpatient (per admission):	\$500.00

b) ~~Combined In-Network and Out-of-Network~~

~~Frequency Limits:~~

~~Home Health: 200 visits~~

~~Hospice: 200 visits~~

e) ~~Out-of-Network Benefits (on a non-emergency basis) shall be subject to the following coinsurance and deductibles and shall be paid up to the limits of reasonable and customary charges (90th percentile):~~

~~Annual Deductible: \$300/600/900~~

~~Coinsurance rate: 80/20%~~

~~Coinsurance maximum: \$3,000/6,000/9,000~~

~~Coinsurance cap: \$600/1,200/1,800~~

~~Personal out-of-pocket maximum~~

~~for covered services: \$900/1,800/2,700~~

2. ~~The following Managed Care provisions shall be included:~~

~~Case management, pre-admission notification, managed mandatory second surgical opinion. Also, there shall be a \$500.00 penalty for each occurrence which does not comply with the Managed Care requirements.~~

3. a. ~~The Plan shall include in-network treatment for eligible employees and eligible dependents residing outside of Connecticut.~~

b. ~~The Plan shall include a Managed Care network of participating pharmacies and the following co-payments for a 30-day supply shall be in effect:~~

	<u>7/1/2014</u>
Retail generic (required where available):	\$10.00

Retail brand formulary:	\$20.00
Retail brand non-formulary:	\$35.00

~~Mail order 2X retail copay for 90 day supply.~~

~~There shall be a \$1,500.00 per person annual maximum with excess services treated as out-of-network expenses.~~

- ~~4. A full Service Dental Care Plan, including Riders A, B, C, and D has been granted as an addition to the Connecticut Blue Cross Plan for all employees covered under this agreement.~~
- ~~5. A Vision Care Plan provided through the Connecticut Blue Cross will be granted to all employees only, covered under this agreement.~~

1. Effective July 1, 2018, a \$2,000/\$4,000 HDHP will be implemented and will replace the Blue Cross Century Preferred Point of Service Plan. The Town will contribute to the employee's HSA each plan year 50% of applicable deductible for either single coverage or single plus one or family coverage. Employees must be enrolled in the HDHP for the entire plan year or, if a new employee, for the plan year in which (s)he enrolls. The Town's contribution towards the applicable deductible for new employees who select the HDHP will be prorated based upon the month in which the employee begins employment. Employees who choose to be covered by the HDHP, but legally cannot have a HSA, will be covered by an IRS approved Health Reimbursement Arrangement ("HRA"), meaning they will be reimbursed up to 50% of the applicable deductible for out-of-pocket medical expenses incurred when utilizing the HDHP. Effective July 1, 2018, if an employee chooses to be covered by the Blue Cross Century Preferred Point of Service Plan ("PPO"), the employee can "buy-up" to the PPO plan, meaning the employee will pay the difference between what the City is contributing towards the HDHP (premium and deductible) and the cost of the PPO plan. The City's contribution shall be made in July of each fiscal year.

SECTION 2

The Employer will provide and pay for a sixty thousand dollar (\$60,000) Group Life Insurance policy for all full time employees.

SECTION 3

The Employer shall provide an annual payment in lieu of health benefits for employees that waive such coverage in the amount of \$1,000 for employee only coverage, \$2,000 for employee plus one coverage, \$4,000 for family coverage, so long as said coverage providing basis for the waiver is not any other City of West Haven entity. Employee requesting entitlement to waiver must provide insurance information for proof of coverage to the City's Personnel Department. A side letter of agreement shall be signed with respect to the one current employee who will be grandfathered to receive the waiver payment as a result of coverage through the spouse who is an employee of a City of West Haven entity.

SECTION 4

The Employer may implement changes to the health benefits (including medical, dental, prescription)

provided herein which may result in a cost savings/containment to the Employer and will not reduce until negotiated the current coverage and benefits received by Employees. The Employer agrees that it shall give the Union thirty (30) days' notice prior to the implementation of any changes. The Union may demand to bargain any change to current coverage and benefits prior to the implementation of any changes.

ARTICLE 16 **ADMINISTRATION**

The Director of ERS shall be the Administrator of this Agreement and shall be responsible for maintaining discipline and the orderly operation of the E.R.S. Center.

ARTICLE 17 **LONGEVITY**

SECTION 1

Except as described in Section 8, no employee hired after July 1, 2007, shall receive Longevity under this schedule.

SECTION 2

After the fifth (5th) year of employment has been reached, and through the ninth (9th) year of employment each employee covered by this Agreement shall be granted six hundred ten dollars (\$610.00) per year.

SECTION 3

Beginning with the tenth (10th) year of employment and each year thereafter up to the fifteenth (15th) each employee shall receive a longevity payment of six hundred sixty dollars (\$660.00).

SECTION 4

Beginning with the sixteenth (16th) year of employment and each year thereafter up to the nineteenth (19th) year of employment each employee shall receive a longevity payment of seven hundred ten dollars (\$710.00).

SECTION 5

Beginning with the twentieth (20th) year of employment and each year thereafter up to the twenty-fourth (24th) year of employment each employment shall receive a longevity payment of seven hundred sixty dollars (\$760.00).

SECTION 6

Beginning with the twenty-fifth (25th) year of employment and each year thereafter each employee shall receive a longevity payment of eight hundred ten dollars (\$810.00).

SECTION 7

Longevity payments shall be made on the first (1st) pay day in December of the calendar year during which the necessary years of service have been attained and thereafter annually with the formula. Employees reaching their anniversary date before the 3rd pay period in December who would reach a

qualifying anniversary date by December 31st shall receive their longevity payment in the first (1st) December pay day. Said payments shall be in one lump payment.

Tentative Agreement

SECTION 8

For full time employees hired effective November 1, 2010 there shall be a two tier longevity schedule. After the tenth (10th) year of employment has been reached, and through the twentieth (20th) year of employment they shall receive six hundred ten dollars (\$610.00) per year. Beginning with the twenty-first (21st) year the longevity payment shall increase thereafter to six hundred sixty (\$660.00) dollars. **Employees hired after February 5, 2018 of the contract, shall not be entitled to longevity payments.**

ARTICLE 18

LAYOFF AND RECALL

SECTION 1

In the event the Employer decreases the work force in the Bargaining Unit, employees shall be laid off in the following order:

- i. Part time employees in inverse order of their seniority.
- ii. Full time employees in inverse order of their seniority

SECTION 2

The Employer will give employees affected at least two (2) week advance notice of layoff.

SECTION 3

Employees will be recalled in inverse order of their layoff when work becomes available. Full time employees shall be recalled first and part time employees thereafter. The Employer will notify the employee of recall by certified mail to the last known address on City Records. If an employee on lay-off does not report back to work within fourteen (14) working days of said notice, the employee shall be deemed to have resigned. Employees shall have the right to be recalled for eighteen (18) months from the date of layoff.

ARTICLE 19

BEREAVEMENT LEAVE

SECTION 1

In the event of a death in the employee's immediate family (spouse, parent, child, step-child, mother-in-law, father-in-law, brother, sister, grandchild), an employee will be permitted up to five (5) working days off at his/her regular rate of pay for the purpose of attending the funeral and providing for matters incident to the death. Additional time off shall be at the sole discretion of the Director and handled on a case-by-case basis depending on the circumstances.

SECTION 2

A three (3) day special leave (the day before the funeral, the day of the funeral, and the day after the funeral) shall be granted for the death of the following individuals: grandmother, grandfather, step-mother, stepfather, aunt, uncle, niece, nephew, brother-in-law or sister-in-law. Additional time off shall be at the sole discretion of the Director and handled on a case-by-case basis depending upon the circumstances.

Should the leave period include days not scheduled as work days, only the actual days necessary to complete the five (5) or three (3) day period shall be allowed.

ARTICLE 20 **WORK WEEK**

SECTION 1

The work week for full time dispatchers shall be forty (40) hours using the bid shift process, with shifts being picked by seniority every eight (8) weeks. The work week starts 12:00 a.m. midnight on Monday. Part time dispatchers shall normally be scheduled for at least 8 hours per week but not more than 32 hours per week.

SECTION 2

Any dispatcher called into work shall be granted a minimum of three (3) hours of work at the wage rate specified in this contract. There will be no call in pay when the employee is called in contiguous to his/her shift.

SECTION 3

All dispatchers will assist in data entry.

ARTICLE 21 **JURY AND MILITARY DUTY**

SECTION 1

Full time employees will be paid for hours spent on Jury Duty less the amount earned while serving. It is the responsibility of the employee to document proof of Jury Duty. Any pay received for this duty will be deducted from the employee's City pay. The language in this section will also hold true for those employees that are subpoenaed witnesses and, in turn, will not cover those that become witnesses on a voluntary basis. The check from Jury Duty must be turned over to the City Comptroller.

SECTION 2

Pay will be granted for Military training that encompasses the normal work week or weeks of the employee. Any pay received for this duty will be deducted from the employee's City pay. Military training is defined as that covering any military reserve unit that has not been called to active duty.

ARTICLE 22
UNION LEAVE/FAMILY MEDICAL LEAVE

SECTION 1

Upon approval by the Director, an employee selected by the Union to perform duties for the Union or the Local Union will be allowed a Leave of Absence without pay. The Director will not unreasonably withhold approval for such leave requests provided the leave does not interfere in the operation of the ERS Center. Such leave when granted shall be treated as continuous service with the Employer and shall be limited to one (1) employee at any one time and shall not exceed five (5) days in any calendar year.

SECTION 2

The City of West Haven complies with the Federal Family Medical Leave Act of 1993 and such amendments made to the Act as dictated by law. An employee who anticipates a leave shall contact the City of West Haven's Personnel Department to determine how said guidelines apply.

ARTICLE 23
RETIREMENT AND PENSION

SECTION 1

Full time employees who retire shall be entitled to a lump sum payment for vacation time earned.

Tentative Agreement

SECTION 2

Any employee, with twenty (20) years of continuous service shall be entitled to a lump sum payment reflecting one hundred percent (100%) of accumulated sick leave up to a maximum of one hundred (100) days. Full time employees hired as of July 1, 1996, shall only be entitled to a maximum of ninety (90) days sick leave at retirement, with twenty (20) years of continuous service. **Full time employees hired on or after February 5, 2018, shall not be entitled to a payment of accumulated sick leave at retirement.**

SECTION 3

Any employee electing to retire, who has obtained twenty (20) years of continuous service, will receive all of the insurance and medical benefits afforded them and their enrolled dependents at the time of retirement, until their sixty-fifth (65th) birthday. Upon retirement and prior to his/her sixty-fifth (65th) birthday, the retiree shall pay the same contribution towards health, prescription and dental coverage which is required of active employees plus any increase in contribution as such increase may exist from time to time but retirees between the ages of sixty (60) and sixty-five (65) years of age shall pay the premium percentage for retiree medical which was in effect at their date of retirement. All employees hired after July 1, 2011 who retire shall pay twenty five percent (25%) of the fully insured equivalent rate for their own single coverage retiree insurance through age 65 and fifty percent (50%) of the fully insured equivalent rate for all spousal/dependent coverage provided that the retiree was married to the spouse at the time of retirement, for the same health and

prescription plans that active employees have, as same may be modified through collective bargaining.

There shall be no annual cap on retiree contributions.

Tentative Agreement

SECTION 3

Any employee electing to retire, who has obtained twenty (20) years of continuous service, will receive all of the insurance and medical benefits afforded them and their enrolled dependents at the time of retirement, **which will change based upon insurance and medical benefits offered to current bargaining unit employees**, until their sixty-fifth (65th) birthday*. Upon retirement and prior to his/her sixty-fifth (65th) birthday, the retiree shall pay the same contribution towards health, prescription and dental coverage which is required of active employees plus any increase in contribution as such increase may exist from time to time but retirees between the ages of sixty (60) and sixty-five (65) years of age shall pay the premium percentage for retiree medical which was in effect at their date of retirement. All employees hired after July 1, 2011 who retire shall pay twenty five percent (25%) of the fully insured equivalent rate for their own single coverage retiree insurance through age 65 and fifty percent (50%) of the fully insured equivalent rate for all spousal/dependent coverage provided that the retiree was married to the spouse at the time of retirement, for the same health and prescription plans that active employees have, as same may be modified through collective bargaining.

Employees hired after February 5, 2018, shall not be entitled to retiree medical benefits.

There shall be no annual cap on retiree contributions.

The City will contribute to the HDHP Plan currently referenced in the Agreement at the same contribution level it contributes each fiscal year for active employees and the retiree will be required to remain in the HDHP for the entire plan year, until the plan(s) are modified during negotiations, as set forth above. If the City offers a plan that current employees are allowed to “buy-up” to, the retiree will be responsible to pay the City for the buy-up amount being paid by active employees.

SECTION 4

Retired employees, upon reaching age 65, will receive reimbursement for the standard individual Medicare Part “B” as assessed by the Social Security Administration (SSA), and an eight thousand dollar (\$8,000.00) Life Insurance Policy. Said reimbursement will be made quarterly in arrears and retirees shall provide in January of each year, a copy of his/her statement of benefits from the SSA.

Retired employees with a minimum of twenty years of full time service will be eligible to receive Plan F, or its equivalent, for themselves and their spouses (provided the retiree was married to the spouse at the time of retirement). Retiring employees will be eligible for this plan only if they are collecting Medicare benefits as provided by the federal government. The retiree shall pay the same percentage contribution toward the supplement policy which is required of active employees for premium cost share plus any increase in contribution as such increase may exist from time to time for

his/her own insurance and 50% of the incremental premium cost for his/her spouse. If they or their spouses were to change coverage to another form of Medicare, they will be removed from the Blue Cross/Blue Shield 65 Supplemental Policy as soon as they are enrolled in a new plan. It shall be the responsibility of the retiree or their spouse to notify the Employer of said changes.

Tentative Agreement

SECTION 4

Retired employees, upon reaching age 65, will receive reimbursement for the standard individual Medicare Part “B” as assessed by the Social Security Administration (SSA), and an eight thousand dollar (\$8,000.00) Life Insurance Policy. Said reimbursement will be made quarterly in arrears and retirees shall provide in January of each year, a copy of his/her statement of benefits from the SSA.

Retired employees with a minimum of twenty years of full time service will be eligible to receive Plan F, or its equivalent, for themselves and their spouses (provided the retiree was married to the spouse at the time of retirement). Retiring employees will be eligible for this plan only if they are collecting Medicare benefits as provided by the federal government. The retiree shall pay the same percentage contribution toward the supplement policy which is required of active employees for premium cost share plus any increase in contribution as such increase may exist from time to time for his/her own insurance and 50% of the incremental premium cost for his/her spouse. If they or their spouses were to change coverage to another form of Medicare, they will be removed from the Blue Cross/Blue Shield 65 Supplemental Policy as soon as they are enrolled in a new plan. It shall be the responsibility of the retiree or their spouse to notify the Employer of said changes.

Employees hired after February 5, 2018, will not be eligible for reimbursement for Medicare Part “B”, Plan F, or its equivalent, and will not be entitled to a life insurance policy upon retirement.

SECTION 5

Each full time bargaining unit employee shall be offered the opportunity of belonging to the City of West Haven 401K Pension Plan. Contribution to the Plan shall be as follows: Employer’s contribution shall be 5% to 8% and the employee’s contribution shall be a minimum of 2% to a maximum of 25% (employee contributes 2% to 5%, city match is 5%--city will match employee contribution up to a maximum of 8% however, subject to statutory limits.).

SECTION 6

The guidelines spelled out in the brochure will be the guiding factor for early and normal retirement requirements, and all other aspects of the Pension Plan.

ARTICLE 24

WAGES

SECTION 1

Any dispatcher who has less than six (6) months of service in such classification shall be paid at Step 1. Any dispatcher who has six (6) months, but less than twenty-four (24) months of service in such classification shall be paid at Step 2. Any dispatcher who has twenty-four (24) completed months or more of service in such classification shall be paid at Step 3.

Tentative Agreement

SECTION 2

ERS Dispatcher

July 1, 2017	wage freeze
July 1, 2018	2% increase
July 1, 2019	2% increase

SECTION 3

Employees assigned to the 4:00 P.M. to Midnight shift will be paid a differential of \$.75 per hour. Employees assigned to the Midnight to 8:00 A.M. shift will be paid a differential of \$.80 per hour.

SECTION 4

Any employee covered by this Agreement when required to work more than ten (10) hours shall be granted a meal allowance of \$8.00.

SECTION 5

Each Dispatcher will be allowed to take a one hour break, not to be taken the first or last hour of the shift. It will be worked out amongst the dispatchers on each shift as to who takes their break first, second, third, fourth. Each Dispatcher must stay within City limits and carry a portable radio to keep in touch with the office.

SECTION 6

Any full time employee who holds the designation as lead dispatcher shall be paid a shift premium of fifteen (\$15) dollars when working in that role.

ARTICLE 25

NO STRIKE-LOCKOUTS

No officer, representative, or member of the Union shall authorize, instigate, condone or engage in a strike, work stoppage or interruption of work operations during the period of this Agreement. The Employer agrees that there shall be no lock-outs.

ARTICLE 26

BARGAINING COMMITTEE

SECTION 1

One (1) employee designated as a bargaining committee member, shall be granted the necessary time off from his/her regular duties with pay for the purpose of negotiating a collective bargaining agreement between the Employer and the Union.

SECTION 2

No more than one (1) member of the Union shall attend a State convention, conference, or training session of the Connecticut Independent Labor Union without a loss of pay, provided notice is given to

the E.R.S. Director at least one week prior to the convention, conference or training session. A maximum of forty (40) hours per contract year shall be permitted.

ARTICLE 27
CONFLICT OF INTEREST CLAUSE

No employee of the E.R.S. shall hold the position of Police or Fire Commissioner in the City of West Haven provided their employment with the City predates their election/appointment.

ARTICLE 28
UNIFORM ALLOWANCE

The Employer shall provide each full time employee with an annual allowance of \$375.00 on ratification and every July 1st thereafter to be used for Uniform Allowance. Said uniform style is to be determined by the E.R.S. Director. Part time employees will be provided with uniform attire, no stipend shall issue.

Tentative Agreement

ARTICLE 29
NON-DISCRIMINATION

Neither the Employer nor the Union shall discriminate against any employee because of race, religion, sex, sexual preference, marital status, age, color, national origin, political affiliation, or physical disability. **A grievance alleging a violation of this Article may be filed up to but not including arbitration.**

ARTICLE 30
EDUCATION ASSISTANCE

SECTION 1

Applicants for educational assistance must have at least one year of continuous service at the time of application.

- a. All applications for education assistance must be submitted to the Director and approved by both the Director and the City of West Haven Personnel Director prior to the time of registration; such approval shall not be unreasonably withheld.
- b. Course work for which assistance is being requested must be job related.
- c. Course work must be taken at an appropriately recognized and certified educational institution.

SECTION 2

The employer will reimburse employees for actual allowable expenses incurred to a maximum of ~~\$2,000.00~~ **\$3,000.00** per fiscal year.

- a) Allowable expenses include tuition, books, lab fees, registration fees.
- b) In order to be reimbursed, the employee must provide satisfactory evidence of completion of the course with a grade of "B" or better and proof of prior payment or a passing grade in the case of certification.

ARTICLE 31
CERTIFICATIONS

Tentative Agreement

Dispatchers, by the end of probation, must have and maintain the following certifications and such other certifications as may be mandated in the future by the City of West Haven or other governmental entity:

- a. ~~911 Telecommunicator~~ **State of CT 911 Telecommunicator**;
- b. Emergency Medical Dispatcher (EMD);
- c. State of Connecticut Collect system;
- d. NCIC;
- e. **Emergency Police Dispatch (EPD); and**
- f. **PROQA.**

The Employer will cover the associated costs.

ARTICLE 32
PAST PRACTICE

This Agreement is not intended to nor shall it be considered as abridging any right, benefit, or privilege that employees have enjoyed heretofore, on a reasonable basis, unless it is specifically stated that said practice has been superseded by a provision of the Agreement.

ARTICLE 33
POLICIES

All employees shall conform to the Standard Operating Policies and Procedures as developed for the efficient operation of the Center.

ARTICLE 34
WORKER'S COMPENSATION

SECTION 1

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 Worker's Compensation preferred provider network,

as such may be modified from time to time by the Plan Administrator and approved by the Worker's Compensation Commissioner. 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 payment from Worker's Compensation for the period of disability.

SECTION 2

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. 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 Director and the City's Personnel Director 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.

SECTION 3

During the time period that an employee is out of work the employee shall be responsible for the cost of the co-payment portion of their Health Insurance Benefit.

ARTICLE 35

TRAVEL REIMBURSEMENT

Employees required by the Employer to attend any function using their own vehicle shall be reimbursed for mileage at the I.R.S. mileage rate effective at the time of travel.

ARTICLE 36

DISPATCHER TRAINING

SECTION 1

In the event the City decides to provide training, the Director shall select trainers from volunteers. Trainers shall receive time and one-half (1 ½) wages for all hours spent actively training a dispatcher when off duty only.

ARTICLE 37
DURATION OF AGREEMENT

Tentative Agreement

SECTION 1

This Agreement shall become effective ~~as of July 1, 2014~~ **upon execution** and continue in full force and effect to and including June 30, **2020**, and thereafter shall be automatically renewed from year to year unless notice in writing shall be given by either party to the other of its termination one hundred eighty (180) days prior to its expiration date or a subsequent applicable expiration date after automatic renewal, in which event is extended for a further period of time.

SECTION 2

Either party wishing to terminate, amend, or modify this Agreement must so notify the other party, in writing, no more than two hundred ten (210) days or less than one hundred eighty (180) days prior to such expiration date.

SIGNED THIS _____ day of _____, 2018.

By and for

CITY OF WEST HAVEN

Local 5127, IAFF

Nancy Rossi, Mayor

Katherine Vecellio
Local President

Beth Sabo
Director of Personnel and Labor Relations

Raymond Memmott
Local Vice President

Louis DeMici
IAFF Representative

Richard Standish

Michael Standish

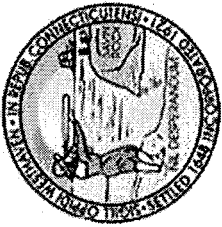
Pasquale Lato



IAFF Local 5127 Cost Savings

Key Drivers of Cost Savings:

- 0% GWI in FY 2018 savings of \$19,872.84
- Annual Savings on HDHP the City is estimated to save \$8,195
- Accumulated Sick Leave no longer paid out for employees hired after February 5, 2018. Estimated savings of \$17,820 per employee x 15 employees = \$267,300



IAFF Local 5127 Cost Savings

Key Drivers of Cost Savings:

- Sick Days no longer included in the calculation of overtime estimated savings of \$1,485 per employee x 15 employees based on Avg. 5 Days taken annually = \$22,275
- The City would no longer pay Longevity for employees hired after Feb 5, 2018 annual savings \$10,650
- Employees hired on or after Feb 5, 2018 no longer eligible for medical benefits saving would be \$95,985 per employee on Plan F Age 65-80

2017-18 Current Plan Rates

FD #439 (ERS) Headcount	Monthly PPO Rate	Annual PPO Rate	Contribution Share	Employee		Employer		Employer HSA Funding	Total Annual Employer Cost
				Monthly Contribution	Annual Contribution	Monthly Contribution	Annual Contribution		
Single 4	\$ 945.79	\$ 11,349.48	14%	\$ 132.41	\$ 1,588.93	\$ 813.38	\$ 9,760.55	\$ -	\$ 9,760.55
Two Person 3	\$ 1,981.33	\$ 23,775.96	14%	\$ 277.39	\$ 3,328.63	\$ 1,703.94	\$ 20,447.33	\$ -	\$ 20,447.33
Family 7	\$ 2,424.76	\$ 29,097.12	14%	\$ 339.47	\$ 4,073.60	\$ 2,085.29	\$ 25,023.52	\$ -	\$ 25,023.52
Total 14	\$ 26,700	\$ 320,406		\$ 3,738	\$ 44,857	\$ 22,962	\$ 275,549	\$ -	\$ 275,549

West Haven ERS Buy Up Scenario (assumes 50% enrollment in H.S.A)

2017-18 Current Plan Rates

FD #439 (ERS) Headcount	Monthly PPO Rate	Annual PPO Rate	Contribution Share	Employee		Employer		Employer HSA Funding	Total Annual Employer Cost
				Monthly Contribution	Annual Contribution	Monthly Contribution	Annual Contribution		
Single 2	\$ 945.79	\$ 11,349.48	25%	\$ 234.90	\$ 2,818.76	\$ 710.89	\$ 8,530.72	\$ -	\$ 8,530.72
Two Person 2	\$ 1,981.33	\$ 23,775.96	25%	\$ 492.09	\$ 5,905.02	\$ 1,489.24	\$ 17,870.94	\$ -	\$ 17,870.94
Family 3	\$ 2,424.76	\$ 29,097.12	25%	\$ 602.21	\$ 7,226.56	\$ 1,822.55	\$ 21,870.56	\$ -	\$ 21,870.56
Total 7	\$ 13,129	\$ 157,542		\$ 3,261	\$ 39,127	\$ 9,868	\$ 118,415	\$ -	\$ 118,415

2017-18 Proposed HDHP Plan Rates

FD #439 (ERS) Headcount	Monthly PPO Rate	Annual PPO Rate	Contribution Share	Employee		Employer		Employer HSA Funding	Total Annual Employer Cost
				Monthly Contribution	Annual Contribution	Monthly Contribution	Annual Contribution		
Single 2	\$ 826.62	\$ 9,919.44	14%	\$ 115.73	\$ 1,388.72	\$ 710.89	\$ 8,530.72	\$ 1,000	\$ 9,530.72
Two Person 1	\$ 1,731.68	\$ 20,780.16	14%	\$ 242.44	\$ 2,909.22	\$ 1,489.24	\$ 17,870.94	\$ 2,000	\$ 19,870.94
Family 4	\$ 2,119.24	\$ 25,430.88	14%	\$ 296.69	\$ 3,560.32	\$ 1,822.55	\$ 21,870.56	\$ 2,000	\$ 23,870.56
Total 7	\$ 11,862	\$ 142,343		\$ 1,661	\$ 19,928	\$ 10,201	\$ 122,415	\$ 11,000	\$ 134,415

Total 14	\$ 24,990	\$ 299,885		\$ 4,921	\$ 59,055	\$ 20,069	\$ 240,830	\$ 11,000	\$ 252,830
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Lockton/West Haven 3 year Savings Plan

Plan Year 2016 - 2017	
Savings Action	Savings \$'s
We Negotiated the terms of the Prescription Drug contract, Network access fees, and administrative fees resulting in \$297,554 of savings in the administrative fees and an additional \$126,642 in Rx rebates at settlement. The total fixed cost savings was \$424,196.	\$424,196
We performed a full marketing of the Life & Disability policies, moving both coverages to The Standard. The result was fixed cost savings of \$116,000.	\$116,000
We performed a full marketing of the Stop Loss insurance. Coverage was moved from Anthem to AIG and the individual stop loss deductible was moved to \$250,000. The marketing achieved fixed cost savings of \$702,000.	\$702,000
We moved the post 65 retiree medicare surround coverage from fully insured with Anthem to self-funded with IPI resulting in \$334,000 of savings.	\$334,000
We negotiated , in writing, the ability for West Haven to shut off claims twice a year for up to 60 days. This allows for cash flow ease until taxes are paid. The maximum claim drag is \$5,000,000	\$5,000,000
Total plan year savings	\$1,576,196
Total plan year budget flexibility savings	\$5,000,000

Plan year 2017 - 2018	
Savings Action	Savings \$'s
We negotiated the administrative fees and Network Access Fees with Anthem resulting in fixed cost savings of \$40,638	\$40,638
We performed a full Stop Loss marketing and negotiated with AIG. The renewal started at a 45% increase and ended at a 15% increase. These actions resulted in \$285,381 in fixed cost savings.	\$285,381
We collaborated with West Haven/BOE leadership, finance, and legal counsel to help the teachers, nurses, and paras vote for a full replacement High Deductible Health Plan. Total savings to the plan based on projected claim patterns of \$1,000,000. Currently through February 2018 the BOE is running at \$409,931 better than expected (due to implementation of the high deductible health plan)	\$1,000,000
We renegotiated , in writing, the ability for West Haven to shut off claims twice a year for up to 60 days. This allows for cash flow ease until taxes are paid. The maximum claim drag is \$5,000,000	\$5,000,000
Total plan year projected savings	\$1,326,019
Total plan year budget flexibility savings	\$5,000,000

Plan year 2018- 2019	
Savings Action	Savings \$'s
We are negotiating the administrative fees and Network Access Fees with Anthem currently	TBD
We are performing a full Stop Loss marketing and will negotiate with AIG.	TBD
We are collaborating with West Haven/BOE leadership, finance, and legal counsel to help the remaining unions vote for a full replacement or buy-up High Deductible Health Plan. We currently have agreement from the Emergency Response Services union and Water Pollution Control union to add buy-up HDHP plans effective 7/1/18. Projected savings will vary based on enrollment since it is a buy-up scenario. We would expect the remaining unions claims to have the same positive outcome that the BOE is currently seeing.	TBD
We renegotiated , in writing, the ability for West Haven to shut off claims twice a year for up to 60 days. This allows for cash flow ease until taxes are paid. The maximum claim drag is \$5,000,000	\$5,000,000
Total plan year projected savings	TBD
Total plan year budget flexibility savings	\$5,000,000

**City of West Haven
Projected Cost Comparison vs. State Partnership Plan 2.0**

	Current Plan Rates vs State Partnership Rates			Enrollment			
	7/1/17 - 6/30/18 Renewal Allocation Rates + HSA/HRA Seed Money Current PPO and HDHP plans (Using December 2017 Headcounts)	State Plan (4/1/2018 Rates)	State Plan Increase / (Savings)	Active	U65 Retirees	65+ No Medicare Retirees	Total
BOE - Teachers/Nurses	\$ 10,697,689	\$ 9,516,216	\$ (1,181,473)	432	48	23	503
BOE - Para's	\$ 1,049,612	\$ 871,580	\$ (178,032)	83	7	2	92
BOE - Administrators	\$ 815,439	\$ 777,242	\$ (38,197)	24	0	8	32
BOE - AFSCME/CWA	\$ 2,135,787	\$ 1,696,708	\$ (439,079)	92	1	2	95
BOE - RCSC	\$ 469,086	\$ 727,987	\$ 258,901	0	0	27	27
BOE - Misc Retirees	\$ 84,676	\$ 132,042	\$ 47,366	0	0	6	6
City - Allingtown	\$ 1,245,495	\$ 1,473,956	\$ 228,461	20	23	17	60
City - Police	\$ 4,224,075	\$ 4,076,030	\$ (148,045)	120	66	2	188
City - Local 1103	\$ 1,006,734	\$ 892,108	\$ (114,626)	43	3	0	46
City - Local 681	\$ 1,943,862	\$ 1,693,639	\$ (250,223)	92	2	0	94
City - ERS	\$ 315,084	\$ 272,959	\$ (42,125)	14	0	0	14
City - Misc Retirees	\$ 961,089	\$ 1,078,503	\$ 117,414	0	32	11	43
City - WPC	\$ 415,152	\$ 367,098	\$ (48,054)	21	0	0	21
Total	\$ 25,363,780	\$ 23,576,068	\$ (1,787,712)	941	182	98	1221
Current self-funded plan runoff cost (reported by Anthem in March 18)	N/A	\$ 2,269,900					
Total allocation premium with runoff	\$ 25,363,780	\$ 25,845,968	\$ 482,188				

Added cash flow costs moving from Self-Funded to State Plan		
Claim lag payment (est 60 days)		
Total Projected Plan Year Budget Cost	\$ 4,539,800	\$ 5,021,988
	N/A	

Full Replacement HSA Plan (On Active Employees) Cost Projection	
Luminos HSA,	
\$2000/\$4000, 50% funding of HSA by City	
The bottom line is that moving to the State Plan would cost almost \$4.6 million more than the projected 2017/18 budget due to need to pay runoff and the loss of the claim lag.	
RX at \$5/\$25/\$40	
Projected Annual Plan Cost (no claim lag)	\$ 23,406,030
Projected HSA funding Cost	\$ 1,560,000
Projected Total Replacement HSA (Active Only) Cost	\$ 24,966,030
Projected Total Replacement HSA Savings	\$ (397,750) -1.6%

City of West Haven Historical Health Expenditures

Measures	2014 - 2015 Policy Year 1316	2015 - 2016 Policy Year 1332	2016 - 2017 Policy Year 1266	2017 - 2018 Policy YTD (Feb) 1220
Employee Average Headcount				
Employee Contributions & Other				
Contributions - Employee	\$0	\$0	\$0	\$0
State Reimbursements	\$0	\$510,531	\$468,319	\$531,407
Pharmaceutical Rebates	\$0	\$0	\$126,642	\$0
Medicare Rebates	\$0	\$0	\$0	\$0
Cobra	\$0	\$0	\$0	\$0
Total Employee Contributions & Other	\$0	\$510,531	\$594,961	\$531,407
Employer Contributions				
GF Cont. To Risk	\$0	\$0	\$0	\$0
Health Reserves	\$0	\$0	\$0	\$0
Misc. Revenues	\$0	\$0	\$0	\$0
Total Employer Contributions	\$0	\$0	\$0	\$0
Total Revenues	\$0	\$510,531	\$594,961	\$531,407
Expenses				
Claims - Medical & Pharmacy (Net of Stop loss Reimbursements)	\$19,951,497.82	\$25,039,073.53	\$23,156,632.86	\$15,454,333.60
Admin Costs	\$480,356.36	\$507,333.25	\$264,089.10	\$216,898.11
Network Access Fees	\$403,927.00	\$398,521.00	\$299,766.00	\$259,128.00
Stop Loss Premium	\$1,343,449.80	\$1,402,476.83	\$1,027,789.80	\$753,825.82
Total Expenses	\$22,179,230.98	\$27,347,404.61	\$24,748,277.76	\$16,684,185.53