

AGENDA
STATE OF CONNECTICUT
MUNICIPAL ACCOUNTABILITY REVIEW BOARD
REGULAR MEETING NOTICE AND AGENDA

Meeting Date and Time: Thursday, December 1, 2022 10:00 AM –12:00 PM

Meeting Location: Legislative Office Building
Hearing Room 1D
300 Capitol Ave
Hartford, CT

Call-In Instructions: Telephone: 1 860-840-2075
Meeting ID: 763 305 015

Agenda

- I. Call to Order & Opening Remarks by Secretary Jeff Beckham and Treasurer Shawn Wooden

- II. Public Comment Period – *The Public Comment portion of the agenda will be announced by the Chair. Members of the public will be provided an opportunity to speak. Before making their comments, members of the public wishing to speak must be recognized by the Chair. Speakers may be asked to limit their comments due to time constraints of this meeting.*

- III. Approval of Minutes:
 - a. November 3, 2022 Regular Meeting

- IV. City of Hartford
 - a. Subcommittee Update
 - b. Review, Discussion and Possible Action: Labor Contracts:
 - i. BOE Buildings and Grounds Supervisors, Local 818
 - c. Review and Discussion: Monthly Financial Report: October 2022

- V. City of West Haven
 - a. Introduction: Whittlesey Consultant Team
 - b. Subcommittee Update
 - c. Review and Discussion: Monthly Financial Report: October 2022
 - d. Review, Discussion and Possible Action: Approval of Budget Transfers
 - e. Review, Discussion and Possible Action: Labor Contracts

- i. West Haven Professional Firefighters, IAFF Local 1198
 - f. Review, Discussion and Possible Action: Non-Labor Contracts
 - i. Sales Agreement – Blake Building
 - ii. Grant Agreement – FEMA Hazard Mitigation Grant Program/Hazard Mitigation Assistance
 - g. Tier IV Action Plan:
 - i. Update: Financial Organizational Assessment
 - ii. Update: Financial Manager Selection/RFP

- VI. Town of Sprague
 - a. Review and Discussion: Monthly Financial Report: October 2022

- VII. Other Business
 - a. Review, Discussion and Possible Action: MARB 2023 Meeting Calendar
 - b. Subcommittees Membership

- VIII. Adjourn

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STATE OF CONNECTICUT
MUNICIPAL ACCOUNTABILITY REVIEW BOARD
REGULAR MEETING MINUTES

Meeting Date and Time: Thursday, November 3, 2022 10:00 AM –12:00 PM

Meeting Location: Legislative Office Building
Hearing Room 1D
300 Capitol Ave
Hartford, CT

Call-In Instructions: Telephone: 1 860-840-2075
Meeting ID: 469 389 096

Members in Attendance: Secretary Beckham, Christine Shaw (State Treasurer designee), Sal Luciano, Thomas Hamilton, Matthew Brokman, David Biller, Patrick Egan, Mark Waxenberg, Robert White

Tier IV Members in Attendance: Colleen O'Connor

Municipal Officials in Attendance: Mayor Bronin, Leigh Ann Ralls, Scott Jackson, Lee Tiernan, Chief Terenzio, David Taylor

Staff in Attendance: Kimberly Kennison, Julian Freund, James Caley (Office of Attorney General), Chris Collibee, Simon Jiang, William Plummer, Michael Reis

I. Call to Order & Opening Remarks by Secretary Jeff Beckham and Treasurer Shawn Wooden

The meeting was called to order at 10:01 AM.

II. Public Comment Period

There was no public comment.

III. Approval of Minutes:

a. October 6, 2022 Regular Meeting

Mr. Brokman made a motion to approve the minutes, with a second by Mr. Biller. Ms. Kennison noted a correction to the minutes to include several staff that attended the October 6 meeting. The minutes, as corrected, were approved by a vote of 8-0-1 with Mr. Luciano abstaining.

IV. City of Hartford

a. Subcommittee Update

A written update was provided in the meeting materials.

b. Review and discussion: Monthly Financial Report: September 2022

Mayor Bronin noted that the monthly report projects a modest deficit of \$670,000 for the year. However, projection will be modified by two adjustments to be made: a correction for one grant that was inadvertently coded as a General Fund revenue and the City's receipt of \$3.4 million revenue sharing grant which is not yet reflected in the monthly report.

Mr. Brokman asked about the status of ARPA funds. Ms. Ralls reported that the third quarter compliance report submitted to the U.S. Treasury showed \$46 million obligated and \$37,000 expended.

Responding to a question about the status of the FY 2022 audit, Ms. Ralls reported that the auditor's field work had begun this week and that the first week of December is the target for a draft of the audit report.

V. City of West Haven

a. Subcommittee Update

A written update was provided in the meeting materials. Mr. Freund highlighted work that is proceeding on the financial organizational assessment and the RFP for a Tier IV Financial Manager.

b. Review and Discussion: Monthly Financial Report: September 2022

Mr. Jackson provided an overview of the monthly report which showed property taxes at 51.7% of budget and overall total General Fund revenues at 33.6% of budget. Non-Education General Fund expenditures were at 30.3% of budget as of the end of September while Education expenditures were at 18.9%.

Mr. White raised a question about the potential for the City to be required to pay back some portion of Covid Relief Funds. Mr. Jackson explained that CohnReznick is completing its audit of all municipalities regarding allowable vs. disallowable expenses. Ms. Kennison added that for the purposes of the Federal Single Audit, it will be the City's independent auditor that makes the final determination regarding allowable and disallowable expenses. The CohnReznick report is a review and assessment of municipal use of CRF funds engaged by OPM as the pass-through entity to identify any high risk recipients or exhibited irregularities. After considerable discussion, Mr. Taylor clarified that any losses resulting from the alleged theft of funds will be reflected in the City's financial statements of FY 2021 and FY 2022. The City's exposure with respect to the possibility of having to repay relief funds is limited to any reported Covid Relief Fund expenditures that may be deemed to be ineligible expenses.

c. Review, Discussion and Possible Action: Labor Contracts

i. West Haven Professional Firefighters, IAFF Local 1198

There was no action on this item.

d. Review and Discussion: Non-Labor Contracts

i. Architectural Services – Russell and Dawson, Inc.

Secretary Beckham noted that this item had previously been on the October agenda but had been tabled pending the submittal of the vendor’s disclosure forms, which were included in this meeting’s materials.

Mr. Brokman made a motion, with a second by Ms. Shaw, to approve the contract. The motion passed unanimously.

ii. Sales Agreement – Thompson School

Mr. Tiernan explained the planned sale of the site of the former Thompson School. The property will be sold to the developer, Enclave Properties, for \$250,000. The developer will invest \$7 million in the site and the property assessed value will be fixed at \$1,000,000 for ten years.

Mr. Brokman made a motion, with a second by Mr. White, to approve the sales agreement. The motion passed unanimously.

e. Tier IV Action Plan:

i. Update: Financial Organizational Assessment

ii. Update: Financial Manager Selection/RFP

Ms. Kennison and Mr. Freund updated the board on the status of the Financial Organizational Assessment and the RFP for the Tier IV Financial Manager. A kickoff meeting with the City and Whittlesey was held on October 18. Whittlesey is expected to attend the MARB’s December 1 meeting to introduce the consulting team and an overview of their approach to the project. The RFP for a Tier IV Financial Manager has been drafted and provided to the selection work group for their review and feedback.

Mr. Brokman asked about information provided by the City regarding budgeted head counts and vacancies by department and to what extent the City’s overtime expenses are driven by vacancies. He suggested the City provide an analysis of overtime and the potential for vacancy savings to offset overtime expenses.

Mr. Waxenberg asked about information provided by the City regarding the staffing of fire stations. He suggested the City provide examples from nearby departments as to whether they staff to meet the standards set forth in NFPA 1710. He also asked whether the City budget provides funding to the independent districts.

Members discussed the responses from City employees that were asked to provide disclosure forms. The City indicated that the disclosure forms are typically required at the time of hire and have not been required to be updated on a regular basis. The City’s Ethics Board is in the process of drafting an ethics ordinance which would, among other things, clarify employee requirements to file disclosure forms and how the City will review them.

VI. Town of Sprague

a. Review and discussion: Monthly Financial Report: September 2022

The Town’s monthly financials were distributed with the meeting materials. Secretary Beckham advised members that any questions could be directed to OPM staff.

VII. Other Business

a. Review and discussion: MARB 2023 Meeting Calendar

A tentative schedule of meetings was distributed to the members for review. The calendar will be set by the board at the December meeting.

VIII. Adjourn

Mr. Brokman made a motion to adjourn, with a second by Ms. Shaw. The meeting adjourned at 11:58 AM.

**MEMORANDUM
MUNICIPAL ACCOUNTABILITY REVIEW BOARD**

To: Municipal Accountability Review Board
From: Julian Freund
Subject: Update on Hartford Subcommittee
Date: November 25, 2022

The Hartford Subcommittee met on November 17th.

Labor Contract Between Hartford Board of Education and Buildings & Grounds Supervisors: The Subcommittee reviewed a contract between the BOE and the Buildings and Grounds Supervisors that would be retroactive to July 1, 2022 and extend to June 30, 2026. The Subcommittee voted to recommend that the full Board approve this agreement which covers seven BOE employees. The MARB has the option of approving, rejecting or taking no action on the agreement. If the board chooses to take action on the agreement, it has until December 15th to do so. This agreement is on the MARB's December 1 meeting agenda.

Discussion re: Special Education: The Subcommittee resumed its discussion regarding Hartford Public Schools' (HPS) Special Education programming and costs. An article prepared by the School + State Finance Project was distributed and discussed. Members also discussed a proposed legislative change by the BOE that would provide funding to support HPS staff attendance of Planning and Placement Team (PPT) meetings involving Open Choice students. These are meetings in which individual student needs are discussed, but the district does not have sufficient personnel to attend meetings in the districts where many of the service decisions are being made.

Budget Mitigation Measures: The City provided an update on its budget mitigation initiatives. Several grant awards were highlighted including a Byrne Grant for high-risk juveniles in the amount of \$1.3 million and a Dept. of Economic and Community Development outdoor recreation grant in the amount of \$4.3 million. The City also reported that one new hire has been made in the Tax Collector's Office. Recruitment continues for 10 openings in the Finance Department and one in the Budget Office.

FY 2022 Audit Update: The City reported that the General Fund and Capital Improvement Fund have been completed. The Community Development Block Grant Fund is the final fund to submit to the auditor. Work on the Single Audit is currently underway. The City also announced it received the Government Finance Officers Association's Certificate of Achievement for Excellence in Financial Reporting for its FY 2021 audit report.

2023 Meeting Calendar:

The Subcommittee discussed the possibility of reducing the frequency of Subcommittee meetings in 2023. Members agreed to less frequent meetings, with regular meetings concentrated around critical

points during the year, such as the audit release and approval of the budget and 5-year plan. Special meetings would be scheduled as needed for labor contracts or other non-routine items.

* The next meeting of the Hartford Subcommittee is December 15th.

Summary of Building and Grounds Supervisors (Local 818)

This is a small unit of seven employees consisting of head custodians at the large high schools, custodial supervisors and the custodial and the maintenance manager. The current contract expired on June 30, 2022. The parties reached a tentative agreement on October 19, 2022 and we were informed that the union ratified the tentative agreement on November 1, 2022. The new contract will be effective retroactively from July 1, 2022 – June 30, 2026.

Background

Several contracts ago, this union agreed to eliminate steps in the contract in favor of ranges. The union raised a specific concern that since that time, there has been no movement within the ranges.

The prior contract ran from July 1, 2018 through June 30, 2022 and consisted of the following salary increases:

2018-2019	0% GWI
2019-2020	1% GWI
2020-2021	2% GWI
2021-2022	2% GWI

There was no range movement.

Salary

July 1, 2022	2.5% GWI (retroactive to July 1, 2022)
July 1, 2023	2.5% GWI, range adjustment for those not on top step
July 1, 2024	2.5% GWI, range adjustment for those not on top step
July 1, 2025	2.5% GWI, range adjustment for those not on top step

“Range adjustment” for those who have not reached maximum is 10% of the difference between the maximum and minimum (not to exceed the maximum).

Insurance

This group already moved to the High Deductible Health Plan during the last contract cycle.

As of July 1, 2022, the premium cost share will be calculated based on the Anthem allocation rate plus not more than 4% instead of the fully insured equivalent rate.

- Premium Cost Share percentages
 - Upon MARB Approval 20.5%
 - July 1, 2023 21.0%
 - July 1, 2024 21.5%
 - July 1, 2025 22.0%

Other Changes

Added the following language to the section on vacation: “Current Board employees transferring into this unit will utilize their Board of Education hire date for vacation day accrual.”

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Total Cost Summary: Agreement Between HBOE and Buildings & Grounds Supervisors, Local 818

General Topic	Change	Fiscal Impact				
		FY 22-23	FY 23-24	FY 24-25	FY 25-26	Total
Wages	General Wage Increase %	2.50%	2.50%	2.50%	2.50%	
	Cost of General Wage Increase \$	\$ 13,554	\$ 13,981	\$ 14,483	\$ 15,091	\$ 57,109
	Cost of Range Adjustment in \$	\$ -	\$ 9,721	\$ 9,866	\$ 10,112	\$ 29,699
Healthcare	Additional contribution to premium cost share	\$ (780)	\$ (1,560)	\$ (2,340)	\$ (3,120)	\$ (7,800)
(Memo)	HPPH Employee Cost Share	20.5%	21.0%	21.5%	22.0%	
	Net Annual Impact	\$ 12,774	\$ 22,142	\$ 22,009	\$ 22,083	\$ 79,008
Other Measures to Offset Costs of Contract						
Wages	2.0% increase built into 2022-23 budget	\$ (10,843)	\$ -	\$ -	\$ -	\$ (10,843)
	Net Annual Impact Each Year	\$ 1,931	\$ 22,142	\$ 22,009	\$ 22,083	\$ 68,165
Notes:						

Job Class Code Long Description	Position Start Date	Grade/Rank	2022	2023 GWI		2024 GWI			2025 GWI			2026 GWI		
			Annual Pay	2.50%	2.50%	10% Diff	2.50%	10% Diff	2.50%	10% Diff	2.50%	10% Diff		
HEAD CUSTODIAN	09/04/2016	63	60,266	1,507	61,773	1,544	1,473	64,790	1,620	1,509	67,919	1,698	1,547	71,164
HEAD CUSTODIAN	02/15/2009	63	72,351	1,809	74,160	1,854	95	76,109	1,903	0	78,012	1,950	0	79,962
HEAD CUSTODIAN	07/15/2019	63	60,225	1,506	61,731	1,543	1,473	64,747	1,619	1,509	67,875	1,697	1,547	71,119
CUSTODIAL AM SUPERVISOR	07/01/2008	65	81,936	2,048	83,984	2,100	1,518	87,602	2,190	1,556	91,348	2,284	1,595	95,227
CUSTODIAL PM SUPERVISOR	12/18/2015	65	79,929	1,998	81,927	2,048	1,518	85,493	2,137	1,556	89,186	2,230	1,595	93,011
CUSTODIAL MANAGER	09/06/2015	69	93,676	2,342	96,018	2,400	1,822	100,240	2,506	1,868	104,614	2,615	1,914	109,143
MAINTENANCE MANAGER	07/01/2015	69	<u>93,753</u>	<u>2,344</u>	96,097	<u>2,402</u>	<u>1,822</u>	100,321	<u>2,508</u>	<u>1,868</u>	104,697	<u>2,617</u>	<u>1,914</u>	109,228
			542,136	13,554		13,891	9,721		14,483	9,866		15,091	10,112	

Grade	2022		2023		10% Diff	2024		10% Diff	2025		10% Diff	2026		10% Diff
	Min	Max	Min	Max		Min	Max		Min	Max		Min	Max	
63	58,425	72,442	59,886	74,253	1,437	61,383	76,109	1,473	62,918	78,012	1,509	64,491	79,962	1,547
65	73,182	87,632	75,012	89,823	1,481	76,887	92,069	1,518	78,809	94,371	1,556	80,779	96,730	1,595
69	92,989	110,333	95,314	113,091	1,778	97,697	115,918	1,822	100,139	118,816	1,868	102,642	121,786	1,914
	Total GWI:	57,019												
	Total 10% Differential:	29,699												

Memo: Other Classifications

Grade	2022		2023		10% Diff	2024		10% Diff	2025		10% Diff	2026		10% Diff
	Min	Max	Min	Max		Min	Max		Min	Max		Min	Max	
64	68,013	81,417	69,713	83,452	1,374	71,456	85,538	1,408	73,242	87,676	1,443	75,073	89,868	1,480
67	76,458	93,943	78,369	96,292	1,792	80,328	98,699	1,837	82,336	101,166	1,883	84,394	103,695	1,930
68	83,156	102,298	85,235	104,855	1,962	87,366	107,476	2,011	89,550	110,163	2,061	91,789	112,917	2,113

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE HARTFORD BOARD OF EDUCATION
AND
THE BUILDINGS AND GROUNDS SUPERVISORS
LOCAL #818 OF COUNCIL #4, AFL-CIO
AMERICAN FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES

JULY 1, ~~2018-2022~~ – JUNE 30, ~~2022~~2026

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**AGREEMENT BETWEEN THE
HARTFORD BOARD OF EDUCATION
AND
LOCAL 818 OF COUNCIL 4, AFC/SME**

This Agreement is entered into by and between the Hartford Board of Education, herein after referred to as the "Board", and the Connecticut Council #4 of the American Federation of State, County and Municipal Employees, Local No. 818, Buildings and Grounds Supervisors, AFL-CIO, hereinafter referred to as the "Union".

ARTICLE I

UNION RECOGNITION

The Board recognizes the Union as the sole and exclusive bargaining agent for the purposes of collective bargaining on all matters relating to wages, hours of work, and all other conditions of employment for the supervisors working in the Buildings and Grounds Department of the Board, certain supervisors in the Food Services Department of the Board, and all other employees not excluded by Section 7-471(3) of the Connecticut General Statutes as more particularly described in Decision No. ME-4876 of the Connecticut State Board of Labor Relations.

ARTICLE II

BOARD PREROGATIVES

- A. It is recognized that the Board has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility, and prerogative to direct the operation of the public schools in the City of Hartford in all its aspect, including, but not limited to the following: to maintain public elementary and secondary schools and such other facilities as in its judgment will best serve the City of Hartford; to determine the care, maintenance, and operation of buildings, lands, apparatus, and other property plans for school buildings; to prepare and submit budgets to the City Council and, in its sole discretion, expend monies appropriated by the City for the maintenance of the schools; and to make such transfers of funds within the appropriated budget as it shall deem desirable.
- B. These rights, responsibilities, and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with the specific provisions of this Agreement.
- C. Notwithstanding the foregoing paragraph, it is recognized by the parties that all matters pertinent to wages, hours and conditions of employment are negotiable under the terms of the Municipal Employee Relations Act and such rights are neither waived nor diminished by the foregoing language which shall be subject to all of the terms of this agreement.

ARTICLE III

UNION SECURITY

- A. The Board agrees to deduct via payroll dues or a representation fee for all members of the bargaining unit who give express written permission to the Executive Director of Human Resources for such fee to be deducted via payroll.
- B. The deduction for any month shall be made during the last payroll period of said month and shall be remitted to the Union, together with a list of names of employees from whose wages such deductions have been made, not later than the fifteenth day of the following month.
- C. Bulletin board space shall be reserved at an accessible place in each principal place of employment for bargaining unit members for the exclusive use of the Union for the posting of all official union notices. Postings required by this Agreement shall be posted on all aforesaid boards.
- D. The Board shall provide each employee with a copy of this Agreement within thirty (30) days of its signing. New employees shall be provided with a copy of this Agreement at the time of hire. The cost of reproducing the document shall be equally borne between the Board and the Union.
- E. The Administration shall notify the Union of newly hired bargaining unit members by copying the Union President on the hire letter.
- F. The Union shall hold the Board and City harmless against any and all claims, demands, liabilities, lawsuits, counsel fees or other costs which may arise out of, or by reason of, actions taken against the Board as a result of the administration of the provisions of this article.

ARTICLE IV

SENIORITY

- A. The length of full-time service of the employee with the Board shall determine the seniority of the employee for all provisions of this agreement. In the event that an employee voluntarily resigns from the Board and is rehired more than five (5) days from the date of the resignation, said rehired employee's previously accrued seniority shall not be reinstated.
- B. The Board shall prepare an updated list of all full-time employees in the bargaining units showing their seniority in length of service with the Board and deliver the same to the Union, upon request no more than twice a year.
- C. All job openings shall be posted ten (10) days prior to any action taken by the Board to fill such vacancies or new positions permanently.
- D. New employees shall serve a probationary period of one hundred and twenty (120) working days, excluding all leaves whether authorized or unauthorized and shall have no seniority rights during this period, but shall be subject to all other provisions of this Agreement. All employees who have completed their probationary period shall be full-time employees and shall acquire length of service records as of their date of employment.
- E. During such probationary period, discharge shall be left to the discretion of the employer.
- F. When a vacancy or new position exists the bargaining unit members shall be given first opportunity to fill the position provided he/she is qualified in the reasonable judgment of the Board administration. Qualifications shall include, but shall not be limited to, time and attendance, disciplinary record, and evaluation ratings. Any bargaining unit member deemed qualified as stated above, who applies for a position in a higher classification, will be required to pass a written test and/or oral test/interview given by the following individuals or his/her designee: Executive Director of Facilities, Chief Talent Officer, and President of Local 818. A bargaining unit member, deemed qualified as stated above, who is transferred to a new or vacant position within classification shall have the probationary period to meet the specific qualifications described in the posting/job description. If the employee fails to qualify, the Board will make reasonable efforts to transfer the employee to a vacant position for which the employee is qualified. In the event that the highest scoring bidder or the more senior lateral candidate (whichever applies) does not accept the position, then the position shall be offered to the bargaining unit member with the next highest score, and so on. All positions will be posted, bid, and filled, provided funds to fill the positions are available.

G. Probationary employees shall be laid off prior to any full-time employees.

1. Whenever a position is eliminated and if more than one bargaining unit member is in such a position, the least senior member holding the position shall be laid off first. The Administration may, in its discretion, in conjunction with notification to the Union, deviate from seniority where evaluations reflect less than satisfactory service. The employee whose position is eliminated, pursuant to this paragraph, shall follow the following:
 - (a) to any open position within his seniority unit for which he/she qualified as provided in ARTICLE IV, F;
 - (c) to any open position within the bargaining unit for which he/she qualifies as provided above;
 - (d) to bump the least senior employee within his/her classification;
 - (e) to bump the least senior employee in any position with his/her seniority unit for which he/she is qualified as provided in ARTICLE IV, F; or
 - (f) to bump the least senior employee in any position within the bargaining unit for which he/she is qualified as provided above.
2. Employees cannot bump into a higher classification.
3. Seniority units shall be defined as follows:

Unit 1	Maintenance
Unit 2	Custodial

The President and Secretary of the Union shall be the last to be laid off.
4. Where possible, a displaced employee will be given the opportunity to return to his former position if the same is reinstated within a year of his being displaced.

H. Full-time bargaining unit members, who are laid off, according to the above, shall be placed on a recall list for two (2) years after the date of lay off. They shall be recalled to available positions on the basis of seniority and qualifications. If a bargaining unit member is recalled within two (2) years, he/she shall receive credit for years of service in the bargaining unit. If a bargaining unit member is recalled from the list and does not accept said position, he/she shall be removed from the list, only if offered the position which he/she held at the time of lay-off. Laid off bargaining unit members shall be permitted to maintain insurance benefits at their own expense whenever possible.

A laid off bargaining unit member shall be permitted to maintain pension benefits at his/her own expense, where possible. This paragraph is included for informational purposes only and shall not be subject to the grievance procedure contained in this Agreement.

I. In the event that an employee is assigned to temporarily fill a vacant position within the bargaining unit due to the temporary absence of the employee who is permanently assigned to that position, the permanently assigned employee shall be reinstated to that position upon their return regardless of seniority.

ARTICLE V

HOURS OF WORK, OVERTIME, AND STAND-BY ASSIGNMENTS

- A. The regular hours of work for each employee in the Union shall be defined by the Board. All employees shall be entitled to at least a half an hour for lunch.

- B. Time and one-half shall be paid for:
 - 1. All work performed in one day in excess of the employee's normal workday and all work performed in any one week in excess of the employee's normal workweek.
 - 2. All work performed on Saturday, as such.
 - 3. All overtime work performed on a day other than an employee's regular workday.
 - 4. All work performed on Sunday, as such.
 - 5. All overtime work performed on holidays plus regular holiday pay.

ARTICLE VI

HOLIDAYS

- A. The following holidays shall be observed by the employees covered under this Agreement as days off, on the days designated by the Board:
 - 1. New Year's Day
 - 2. Martin Luther King Day
 - 3. Presidents' Day
 - 4. Good Friday
 - 5. Memorial Day
 - 6. Independence Day
 - 7. Labor Day
 - 8. Thanksgiving Day
 - 9. Day after Thanksgiving Day
 - 10. Christmas Day

- B. When a holiday falls on a weekend, that holiday will be observed on a regular work day.

- C. If school is in session on a holiday, or if there is a failure to observe said holiday, the holiday will be rescheduled.

- D. Whenever any of the holidays listed in ARTICLE VI, A, occurs while an employee is out on sick leave, the employee will not suffer a loss of his/her sick leave bank and said day will be charged as a regular holiday.

ARTICLE VII

VACATIONS

- A. Employees shall start to earn vacation allowances as of their seniority date, once the probationary period described in ARTICLE IV, F, of this Agreement has been completed. Employees may borrow from their vacation accumulation usually allocated the following July 1, provided they have been employed by the Board of Education for a minimum of six (6) months and the number of days borrowed does not exceed that to which he/she would be entitled at the time of borrowing.
- B. Vacations shall be earned on the following basis:
1. Effective July 1, 2003, bargaining unit members shall earn vacation on the following basis:
 - a) Upon initial employment in the bargaining unit, twelve (12) days annually, accrued on a monthly basis
 - b) After 5 years - 15 days annually, accrued on a monthly basis
 - d) After 10 years - 20 days annually, accrued on a monthly basis
 - e) After 15 years - 25 days annually, accrued on a monthly basis

Current Board employees transferring into this unit will utilize their Board of Education hire date for vacation day accrual.

- C. Employees shall not be allowed to carry their vacation into the next school year unless the Superintendent or his/her designee authorizes it. Requests to carry over vacations shall not be unreasonably denied.
- D. Vacations shall be granted at the time requested by the employee whenever possible. If the nature of the work makes it necessary to limit the number of employees on vacation at the same time, the employee with the greater seniority shall be given preference in his/her choice of vacation, wherever possible.
- E. If a holiday occurs during the calendar week in which an employee takes a vacation, the employee's vacation accumulation shall not be charged for such date.
- F. Any employee who is requested to and does work during his/her vacation period shall have his/her unused vacation (with pay) rescheduled to any future period the employee may request whenever possible.
- G. Any employee who is laid-off, discharged, retired, or separated from the service of the Board for any reason, prior to taking his vacation, shall be compensated in cash for the unused vacation he/she has accumulated at the time of separation. In no case shall a bargaining unit member be paid for more than twenty-four (24) vacation days.

ARTICLE VIII
LEAVE PROVISIONS

- A. Sick Leave – Bargaining unit members hired on or after the date the Board ratifies the agreement (June 3, 2003) shall be entitled to an allowance of full salary for sick leave not to exceed in the aggregate eighteen (18) days a year, which shall be accrued at a rate of one and a half (1.5) days per month on active payroll status. Bargaining unit members hired before the date the Board ratifies the agreement (June 3, 2003) shall be entitled to an allowance of full salary for sick leave not to exceed in the aggregate twenty-four (24) days a year, which shall be accrued at a rate of two (2) days per month on active payroll status. The maximum accumulation of sick days shall be two hundred (200) days. The Parties agree that any member, in the unit as of June 30, 2008, who has more than 200 sick days as of June 30, 2008, shall be permitted to accumulate up to the number of sick days earned as of June 30, 2008.
- B. Upon request, the Board shall notify each employee, in writing, in the month of September of each year as to the amount of sick leave used in the past year and the amount accumulated and allocated as of July 1.
- C. Sick leave and personal leave provisions of the Administrative Manual shall remain in effect except in cases where provisions of this contract conflict in which case the contract shall prevail.
- D. Bargaining unit personnel are entitled to carry their accumulated sick leave from Local 566 of Council #4 and such sick leave may be applied for severance pay at the time of their retirement in accordance with ARTICLE VIII, E. Bargaining unit personnel may not carry their sick leave from any other bargaining unit at the City of Hartford or the Hartford Board of Education.

E. Severance

Any employee hired into the bargaining unit on or after July 1, 2018, upon retirement, shall not have a right to pay out for any unused sick leave accumulation except that bargaining unit personnel who are promoted from Local 566 of Council #4, upon retirement shall be entitled to payout of sick leave on the same terms as bargaining unit members hired after January 9, 2006.

Any employee hired into the bargaining unit after January 9, 2006, shall receive, upon retirement, on the basis of his/her current wages, full compensation for up to the first forty (40) days, or thirty percent (30%), of his/her unused sick leave accumulation, capped at the greater of his/her actual sick leave accumulation as of June 30, 2008 or two hundred (200) days, whichever is greater.

Any employee hired into the bargaining unit before June 3, 2003, shall receive, upon retirement, on the basis of his/her current wages, full compensation for up to the first forty (40) days, or forty percent (40%), of his/her unused sick leave accumulation,

capped at the greater of his/her actual sick leave accumulation as of January 9, 2006, or two hundred (200) days.

Any employee hired into the bargaining unit on or after June 3, 2003 and on or before January 9, 2006, shall receive, upon retirement, on the basis of his/her current wages, full compensation for up to the first forty (40) days, or forty percent (40%) of his/her unused sick leave accumulation capped at the greater of his/her actual sick leave accumulation as of June 30, 2008 or two hundred (200) days, whichever is greater.

In the event of an employee's death, his spouse and/or minor children shall receive on the basis of the employee's current wages, full compensation for any of the employee's unused accumulation of sick leave. In the event that the employee has neither a spouse nor children, the compensation for the unused sick leave shall be given to the estate of the deceased employee.

F. Leaves of Absence - Employees shall be granted special leave of absence with full pay for the following reasons:

1. Jury Duty – Employees shall be entitled to full pay at the current base rate for up to five days of absence due to jury duty, provided that any reimbursement for the same and regular pay together does not exceed the employee's regular wage. Subject to accrued personal time, thereafter leave shall be granted without pay. Employees who have used all of their personal leave for the year may use up to thirty (30) days of paid sick leave in lieu of leave without pay.
2. Injury Leave (Workers' Compensation) – The Board shall follow all applicable laws with regard to workers' compensation.
3. Military Leave – An employee who is a member of the National Guard or Naval Militia, or of the military or naval forces of the United States, and is required to undergo field training for a short period will receive the difference between his/her salary and payment received from the government, exclusive of the travel allowance.
4. Union Conventions – Not more than two (2) Union officials shall be allowed the required time without loss of pay to attend official Union conventions and conferences. The maximum time per year shall be limited to five (5) days off per delegate.
5. Professional Improvement - With the approval of the Board, employees may attend conferences or take courses of study, all of which will contribute to or increase the knowledge of the employee with regard to the job or position.
6. Personal Days - Employees shall be allowed a total of not more than five (5) days a year, to be deducted from accrued sick time, for any or all of the following:
 - a. Holy days not to exceed three (3) days in any year;

- b. Quarantine;
- c. Absence of spouse for birth of child to wife not to exceed two (2) days in any year and absence for parent for adoption of child not to exceed two (2) days in any work year;
- d. Temporary absence for personal reasons limited to situations not under the control of the employee, which make such absence from service necessary;
- e. In the event of serious illness or death of wife, husband, mother, father, son, daughter, grandfather, grandmother, grandchildren, father-in-law, mother-in-law, uncle, aunt, or child related by blood or marriage or member of his immediate household, not to exceed five (5) days in any school year.

An employee who has taken personal leave on an emergency basis, must make the necessary arrangement to file the Confidential Leave Request Form upon the date of his/her return from leave. Failure to do so will mean loss of pay for that day.

- G. The Superintendent of Schools may grant leave of absence without pay for a period not to exceed one (1) year. Requests for such leave shall be made in writing to the Superintendent and shall include a statement of the reasons therefore and of the length of leave requested. Leaves without pay shall be granted as professional, childbearing, or family hardship leaves.
- H. During the period of a leave without pay, except for military leave, the employee shall not be credited for length of service. In addition, employees shall not be credited with such time for the purpose of accruing sick leave or vacation time.
- I. Any employee who is on leave of absence without pay shall not be paid for any holiday or sick leave during the period of the absence.
- J. No employee shall lose any seniority standing because of any military service, including service in the National Guard or Organized Reservists.
- K. On return from military service, an employee shall be reinstated in his former job or one of like rank provided that he/she reports for duty within ninety (90) days of his/her discharge from the military service.
- L. The employee's accumulation of sick leave upon leaving shall be retained to his/her credit when he/she returns.

ARTICLE IX

WAGES

A. The Board acknowledges the Union's right to demand and the Board's obligation to bargain over the impact, if any, of any changes in hours, wages, and other conditions of employment.

B. Employees who are assigned work which is not part of their regular duties, shall be remunerated in accordance with terms agreed to between the Board and the Union. The minimum rate for said work shall be ten dollars (\$10) per day.

C. ~~Effective July 1, 2018, bargaining unit members shall receive a 0% general wage increase.~~

~~Effective July 1, 2019, bargaining unit members shall receive a 1% general wage increase.~~

~~Effective July 1, 2020, bargaining unit members shall receive a 2% general wage increase.~~

~~Effective July 1, 2021, bargaining unit members shall receive a 2% general wage increase. Retroactive to July 1, 2022, bargaining unit members shall receive a 2.5% general wage increase. There shall be no other movement within the range for the 2022-2023 school year.~~

Effective July 1, 2023, bargaining unit members shall receive a 2.5% general wage increase. There shall be movement within the range ("range adjustment") for those who have not reached maximum in the amount of 10% of the difference between the maximum and the minimum (not to exceed the maximum).

Effective July 1, 2024, bargaining unit members shall receive a 2.5% general wage increase. There shall be movement within the range ("range adjustment") for those who have not reached maximum in the amount of 10% of the difference between the maximum and the minimum (not to exceed the maximum).

Effective July 1, 2025, bargaining unit members shall receive a 2.5% general wage increase. There shall be movement within the range ("range adjustment") for those who have not reached maximum in the amount of 10% of the difference between the maximum and the minimum (not to exceed the maximum).

No unit member's salary will be allowed to exceed the maximum salary for the appropriate range at any time.

—This provision is subject to the provisions of Appendix A.

D. Any employee whose regularly scheduled work begins after twelve noon shall be paid a premium of ten (10) percent of his/her regular rate.

- E. The Board shall reimburse employees for the cost of obtaining and maintaining a license or degree, which is related to the duties that the employee is performing for the Board in accordance with Appendix C of this Agreement.
- F. The pay grid for classification range 65, 67, 68 and 69 set forth in Appendix A shall be increased by \$3,900 (\$325 per month) to cover all mileage and travel reimbursement.¹

The pay grid for classification range 64 set forth in Appendix A shall be increased by \$2,100 (\$175 per month) to cover all mileage and travel reimbursement.

The pay grid for classification range 63 set forth in Appendix A shall be increased by \$1,800 (\$150 per month) to cover all mileage and travel reimbursement.

This change will be effective July 1, 2018. Any reimbursement received for mileage incurred during the 2018-2019 school year will be deducted from this amount for the 2018-2019 school year.

Bargaining unit members shall not be eligible for any reimbursement for mileage effective July 1, 2018.

- G. Bargaining unit members who have completed one year of satisfactory service in the unit may be reimbursed for up to two (2) courses or six (6) credits per fiscal year up to \$300 per credit from an accredited institution. Reimbursement will only be provided if said course(s) are relevant to the bargaining unit member's position and the bargaining unit member provides evidence that he/she successfully completed the course. Members must submit any course for reimbursement within three months of receipt of the final grade, or the claim for reimbursement shall be waived. For the purposes of this article, successful completion means, at a minimum, receipt of a C or pass for the completed course work.

ARTICLE X

RETIREMENT PLAN

Any person in the bargaining unit before January 1, 2012, shall continue to participate in the City MERF pension plan. Any person hired into the bargaining unit on or after January 1, 2012, who is not at the time already in a City MERF pension plan, shall be eligible for participation in the State Pension, CMERS, and shall not be eligible for a City MERF plan.

ARTICLE XI

¹ This codifies the January 2, 2013 MOU regarding classifications 64, 67, 69 and is not an additional increase.

LOSS COVERAGE

The Board will allocate \$1,000 for the purpose of reimbursing employees in the bargaining unit for damage or loss, excluding cash, not covered by the employee's insurance, such damage or loss to have taken place during the employee's working hours and discharge of his/her duties. All reimbursements will be held until the end of the fiscal year, at which time reimbursement will be made in full if the \$1,000 is sufficient. Otherwise, prorated reimbursement will be made according to the demands on the fund. Such payment may not duplicate the amount paid by the employee's insurance.

ARTICLE XII

DISCIPLINARY PROCEDURES

- A. All disciplinary actions shall be applied in a fair manner and shall not be inconsistent with the infraction for which the disciplinary action is being applied.
- B. When misconduct is charged, the disciplinary action shall include:
 - 1. verbal warning
 - 2. written warning
 - 3. suspension without pay
 - 4. dischargeand shall generally follow this order, except in cases of serious misconduct.
- C. All suspensions and discharges must be stated in writing with reason given and a copy provided to the employee at the time of suspension or discharge.
- D. Written reprimands shall be removed from the employee's file after two (2) years.
- E. Records of disciplinary action shall be removed from the employee's file after three (3) years.

ARTICLE XIII

PRIOR PRACTICE

Nothing in this Agreement shall be construed as abridging any written right; benefit or privilege that employees have enjoyed heretofore, except as they may be amended from time to time by mutual agreement between the parties.

ARTICLE XIV

SAFETY AND HEALTH

A joint committee shall be formed by the Administration and the Union, which shall meet as needed to review and recommend safety and health policies. The provisions of this Article shall not be subject to the grievance procedure.

ARTICLE XV

GRIEVANCE PROCEDURES

A. Grievances arising out of matters covered by this Agreement and disputes and consultations of any questions arising out of the employer-employee relationship will be processed in the following manner at the request of either party:

Step 1

The first step of a grievance must be raised within ten (10) workdays of the alleged occurrence between the Union Representative, the aggrieved party, and the Immediate Supervisor. The Immediate Supervisor shall adjust the grievance at once or notify the Union Representative of his/her decision within two (2) working days from the day the grievance was presented.

Step 2

If the grievance is not resolved, the Union Representative may reduce the grievance to writing and present it to the department head within ten (10) days after the time limit allowed to render a decision in Step 1. The department head shall arrange a meeting with all those concerned present to review the facts and shall adjust the grievance at once or notify the Union Representative of his/her decision in writing within ten (10) days from the day the grievance was submitted to him/her.

Step 3

If the Union is not satisfied with the department head reply, the Union may ask the Superintendent of Schools for a meeting to discuss the grievance further. Such meeting shall be held within five (5) working days after the day of the Union's request and may be attended by the Steward, the aggrieved party, the Council #4 Representative, the Superintendent of Schools, and/or his/her designated committee. The Superintendent or designee shall give written answer to the Union President, with a copy to the Council #4 Representative, within five (5) working days after the day of the meeting.

Step 4

If the Union is not satisfied with the Superintendent's reply, the Union may submit the grievance to arbitration by the State Board of Mediation and Arbitration within thirty (30) days after the time limit allowed to render a decision in Step 3. The Arbitration Award shall be final and binding on both parties unless contrary to law and the rules and regulations of the State Board of Mediation and Arbitration.

- B. Notwithstanding the foregoing paragraph, it is recognized by the parties that all matters pertinent to wages, hours, and conditions of employment are negotiable under the terms of the Municipal Employee Relations Act and such rights are neither waived nor diminished by the foregoing language which shall be subject to all of the terms of this agreement.
- C. Failure at any step by either party to appeal within the specified time limits shall be considered acceptance of the last position of the other party and shall be binding by both parties.
- D. When any Officer and/or Steward of the Union is required to participate in adjusting grievances or contract negotiations during the working day then he/she shall be afforded the necessary time off, without loss of pay, to conduct such business.

ARTICLE XVI

SAVINGS CLAUSE

If any section, sentence, clause, or phrase of this Agreement shall be held for any reason to be inoperative, void, or invalid, the validity of the remaining portions of this Agreement shall not be affected thereby, it being the intention of the parties in adopting this Agreement that no portion thereof, or provisions herein, shall become inoperative or fail by reason of the invalidity of any other portion or provision and the parties do hereby declare that it would have separately approved of and adopted the provisions contained herein.

ARTICLE XVII

MISCELLANEOUS

- A. Whenever there is a conflict between the administrative manual and this Agreement, the Agreement shall prevail.
- B. In the event that a dispute arises between the parties that is not specifically covered by this Agreement, both parties may agree to submit the dispute to arbitration in the manner set forth in ARTICLE XV of this Agreement.

- C. No employee covered under this Agreement shall perform, or be compelled to perform any duties, which would constitute a violation of law or violate any contract agreement between the Board and its employees.
- D. Fringe benefits afforded employees shall be those described in Appendix B and incorporated herein.
- E. Bargaining unit members shall be paid on a bi-weekly basis, on the twenty-six pay plan.
- F. Any reference in this agreement to “day” shall also include the equivalent in hours.
- G. When negotiations with the Board are held during working hours, up to four (4) members of the negotiating committee for the Union shall be permitted to attend negotiations without loss of pay for the purposes of negotiations with the Board.
- H. The Board reserves the right to require members, in its sole discretion, to receive compensation via direct deposit, with electronic notification of same. Implementation may occur within 30 days of such notification.

ARTICLE XVIII

PERFORMANCE INCENTIVE

The Administration may offer a performance incentive to bargaining unit members. The performance incentive shall not exceed ten percent (10%) of the base salary. The decision to pay such an incentive shall not be subject to the grievance procedure.

ARTICLE XIX

EFFECTIVE DATE

A. This Agreement shall be in full force effective upon signing and shall remain in full force and effect until the Thirtieth day of June ~~2022~~ 2026 and thereafter shall continue in effect from year to year, if both parties so agree. It may be amended at any time by mutual agreement or upon the anniversary date of said Agreement by giving to the other party not less than sixty (60) days written notice of intention to propose amendments.

IN WITNESS WHEREOF, the parties have set their hands this _____ day of _____, ~~2019~~ 2022.

HARTFORD BOARD OF EDUCATION

LOCAL 818, BUILDINGS & GROUNDS
SUPERVISORS

BY _____

BY _____

~~Edward Wilson, Jr., Esq.~~ Natasha Banks,
~~Executive Director of Human Resources~~ Staff Attorney

Scott Kanaitis,
President

~~Negotiating Team:~~ _____
~~M Kaufmann~~ _____
~~C. Bazzano~~ _____
~~N. Banks~~ _____

~~Negotiating Team:~~ _____
~~K. Cooper~~ _____
~~S. Kanaitis~~ _____
~~S. Pereira~~ _____

APPENDIX A

Salary Schedule 2018-2019

Classification Ranges

63	\$55,600	\$68,940
64	\$64,725	\$77,480
65	\$69,644	\$83,395
67	\$72,761	\$89,401
68	\$79,136	\$97,352
69	\$88,493	\$104,999

Salary Schedule 2019-2020

Classification Ranges

63	\$56,156	\$69,629
64	\$65,372	\$78,255
65	\$70,340	\$84,229
67	\$73,489	\$90,295
68	\$79,927	\$98,326
69	\$89,378	\$106,049

Salary Schedule 2020-2021

Classification Ranges

63	\$57,297	\$71,022
64	\$66,679	\$79,820
65	\$71,747	\$85,914
67	\$74,958	\$92,101
68	\$81,526	\$100,292
69	\$91,165	\$108,170

Salary Schedule 2021-2022

Classification Ranges

63	\$58,425	\$72,442
64	\$68,013	\$81,417
65	\$73,182	\$87,632
67	\$76,458	\$93,943
68	\$83,156	\$102,298
69	\$92,989	\$110,333

Salary Schedule 2022-2023

Classification Ranges

63	\$59,886	\$74,253
64	\$69,713	\$83,452
65	\$75,012	\$89,823
67	\$78,369	\$96,292
68	\$85,235	\$104,855
69	\$95,314	\$113,091

Salary Schedule 2023-2024

Classification Ranges

<u>63</u>	<u>\$61,383</u>	<u>\$76,109</u>
<u>64</u>	<u>\$71,456</u>	<u>\$85,538</u>
<u>65</u>	<u>\$76,887</u>	<u>\$92,069</u>
<u>67</u>	<u>\$80,328</u>	<u>\$98,699</u>
<u>68</u>	<u>\$87,366</u>	<u>\$107,476</u>
<u>69</u>	<u>\$97,697</u>	<u>\$115,918</u>

Range Adjustment for those not at maximum²

<u>63</u>	<u>\$1,473</u>
<u>64</u>	<u>\$1,408</u>
<u>65</u>	<u>\$1,518</u>
<u>67</u>	<u>\$1,837</u>
<u>68</u>	<u>\$2,011</u>
<u>69</u>	<u>\$1,822</u>

Salary Schedule 2024-2025

Classification Ranges

<u>63</u>	<u>\$62,918</u>	<u>\$78,012</u>
<u>64</u>	<u>\$73,242</u>	<u>\$87,676</u>
<u>65</u>	<u>\$78,809</u>	<u>\$94,371</u>
<u>67</u>	<u>\$82,336</u>	<u>\$101,166</u>
<u>68</u>	<u>\$89,550</u>	<u>\$110,163</u>
<u>69</u>	<u>\$100,139</u>	<u>\$118,816</u>

Range Adjustment for those not at maximum

<u>63</u>	<u>\$1,509</u>
<u>64</u>	<u>\$1,443</u>
<u>65</u>	<u>\$1,556</u>
<u>67</u>	<u>\$1,883</u>
<u>68</u>	<u>\$2,061</u>
<u>69</u>	<u>\$1,868</u>

Salary Schedule 2025-2026

Classification Ranges

<u>63</u>	<u>\$64,491</u>	<u>\$79,962</u>
<u>64</u>	<u>\$75,073</u>	<u>\$89,868</u>
<u>65</u>	<u>\$80,779</u>	<u>\$96,730</u>
<u>67</u>	<u>\$84,394</u>	<u>\$103,695</u>
<u>68</u>	<u>\$91,789</u>	<u>\$112,917</u>

² Range adjustment is calculated by subtracting the min from the max and dividing by 10. For example, for the 2023-2024 school year, for classification 63, the range adjustment is calculated as follows: \$78,012 - \$62,918 = \$15,094. \$15,094 / 10 = \$1,509.

<u>69</u>	<u>\$102,642</u>	<u>\$121,786</u>
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Range Adjustment for those not at maximum

<u>63</u>	<u>\$1,547</u>
<u>64</u>	<u>\$1,480</u>
<u>65</u>	<u>\$1,595</u>
<u>67</u>	<u>\$1,930</u>
<u>68</u>	<u>\$2,113</u>
<u>69</u>	<u>\$1,914</u>

At the Administration's sole discretion, any member not at the top of the salary range, may be given a salary placement greater than the agreed upon increase. Any member newly hired to the unit or placed in another classification within the unit, shall be placed anywhere within the applicable salary range. This paragraph shall not be subject to the grievance procedure.

APPENDIX B

A. High Deductible Health Plan with a Health Savings Account (“HSA”):

Effective January 1, 2019, the only insurance available to bargaining unit members will be the High Deductible Health plan with a Health Savings Account.

Members who participate in the HDHP/HSA shall contribute the following percentages toward the annual premium or fully insured premium equivalent costs, including employer contribution to the HSA, for individual coverage on the HSA plan:

~~January 1, 2019 — 17%~~
~~July 1, 2019 — 18%~~
~~July 1, 2020 — 19%~~
~~July 1, 2021 — 20%~~

Upon approval of the contract by the MARB: 20.5%
July 1, 2023 21.0%
July 1, 2024 21.5%
July 1, 2025 22.0%

In-Network services shall be subject to a \$2,000 deductible for an individual plan and \$4,000 per family. The plan pays 100% in network services after the deductible, except for prescription drugs (Rx). Out-of-Network services shall be subject to a 20% coinsurance for an individual plan up to a yearly maximum of \$2,000 individual and \$4,000 per family. Out of network out of pocket maximum is \$4,000 per individual and \$8,000 per family (including the deductible)

Employee payroll deductions shall be made in accordance with the Board’s Section 125 Premium Conversion Plan.

In-Network visits shall be subject to a \$2,000 deductible coinsurance for an individual plan. In-Network visits shall be subject to a \$4,000 deductible coinsurance for a family plan.

Out-of-Network visits shall be subject to a 20% coinsurance for an individual plan up to a yearly maximum of \$2,000. Out-of-Network visits shall be subject to a 20% coinsurance for a family plan up to a yearly maximum of \$4,000.

Upon reaching the deductibles, there shall be a Rx co-payment applied as follows:

Generic: \$5
Brand (formulary): \$15
Brand (non-formulary): \$30

Up to an out of pocket maximum of \$1,000 per individual and \$2,000 per family.

There shall be a mandatory generic substitution (mandatory generic may be overridden by written explanation of medical necessity of brand name drug by patient's physician).

Local 818 agrees that any portion of the health, dental or prescription drug plan may be self-insured or insured at the sole discretion of the Board.

The parties acknowledge that the Board's fifty percent (50%) contribution toward the funding of the HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for active employees. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment or departure from the Union.

Any member who is enrolled in Medicare may not participate in the HSA and must participate in a health retirement account (HRA).

1. The Union agrees that the Health Insurance Plan may be self-funded or insured. The Alternate Insurance language contained herein shall apply only to the benefit levels and portability of the plan.

NOTE: The above benefit descriptions may be subject to the terms and conditions of the City of Hartford's Split Funded contract, if such contract is in place.

1. Dental Plan fully paid for the employee and the employee's enrolled dependent(s). Employees and their enrolled dependents will be provided riders A,B,C,D, and E (DC) up to age 25) at no cost. Currently, the Board uses the Anthem BlueCross/Blue Shield product.
2. If the employee or the employee's dependent(s) become ineligible for medical or dental coverage they can purchase the coverage at their own expense at the fully insured group rate plus the 2% administration fee in accordance with the Congressional Omnibus Budget Reconciliation Act (COBRA).

The parties recognize that the current group health plan benefits may result in the imposition of an excise tax under the Affordable Care Act. If the total cost of any of the group health plans offered under this Agreement triggers an excise tax pursuant to the Affordable Care Act or any other federal, state or local statute or regulation, then the City of Hartford/Hartford Board of Education shall have the right to offer a group health plan(s) with a total cost that falls below the excise tax thresholds. Eligible employees will be given the option to enroll in any such lower cost coverage option. If an employee enrolls in a coverage option that triggers the excise tax, 100% of any such tax shall be borne solely by the employee.

B. Alternative Health Insurance Plans

The Board reserves the right to study alternative health insurance plans with different administrators. The Board reserves the right to change health insurance provided the following steps occur:

1. The plan suggested as an alternate must contain substantially equal coverage, benefits, portability and administration as the present plan(s) at no additional cost to the employee.
2. The Union shall have an opportunity to study the proposed plan for a period of sixty (60) working days.
3. If at the end of the aforementioned sixty (60) working days there is disagreement between the parties on whether or not the plan offers substantially equal coverage, benefits, portability and administration, then the issue will be sent to a mutually selected arbitrator. If the parties are unable to agree on an arbitrator, the American Arbitration Association shall be requested to appoint an arbitrator with expertise in the health insurance field in accordance with its rules and regulations. The decision of the arbitrator as to whether the proposed plan is substantially equal to the then current plan shall be binding on the parties.
4. The Board may propose an alternate health insurance plan only one (1) time during the life of the contract.

C.

1. Life Insurance - All employees shall receive an amount of group life insurance, without cost to the employee, equal to two times his/her salary. There is no limit or cap on the insurance amount.
2. Group Life Insurance: May be converted according to the conversion schedule in effect at the time of the retirement. If the employee is a member of the City Retirement Plan, the Group Life Insurance may be continued in a reduced amount.

SIDE LETTER
BETWEEN

THE HARTFORD BOARD OF EDUCATION

AND

THE BUILDINGS AND GROUNDS SUPERVISORS
LOCAL NO. 818 OF COUNCIL 4, AFL-CIO, AFSCME

Effective July 1, 20~~22~~~~18~~, the Board shall contribute fifty percent (50%) of the applicable HSA deductible amount. The Board's contribution toward the HSA deductible will be deposited into the HSA accounts in two equal installments, the first on or about July 1, 20~~22~~~~18~~ and the second on or about January 1, 20~~23~~~~19~~. Effective July 1, 20~~23~~~~19~~, the Board shall contribute fifty percent (50%) of the applicable HSA deductible amount. The Board's contribution toward the HSA deductible will be deposited into the HSA accounts in two equal installments, the first on or about July 1, 20~~23~~~~19~~ and the second on or about January 1, 20~~20~~~~24~~. Effective July 1, ~~2020~~~~2024~~, the Board shall contribute fifty percent (50%) of the applicable HSA deductible amount. The Board's contribution toward the HSA deductible will be deposited into the HSA accounts in two equal installments, the first on or about July 1, ~~2020~~~~2024~~ and the second on or about January 1, ~~2024~~~~2025~~. The Board's contribution toward the HSA deductible will be deposited into the HSA accounts in two equal installments, the first on or about July 1, 2025 and the second on or about January 1, 2026. The Board's contribution will be pro-rated for members hired after July 1st in any year.

The parties acknowledge that the Board's fifty percent (50%) contribution toward the funding of the HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for active employees. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment.

If the contract expires and a new contract has not been negotiated, the Board's contribution toward the deductible shall continue at the last applicable rate.

FOR THE HARTFORD BOARD
OF EDUCATION

FOR THE BUILDINGS AND
GROUNDS SUPERVISORS, LOCAL
818 OF COUNCIL 4, AFL-CIO,
AFSCME

By _____

By _____

Its President

Date _____

Date _____

SIDE LETTER
BETWEEN

THE HARTFORD BOARD OF EDUCATION

AND

THE BUILDINGS AND GROUNDS SUPERVISORS
LOCAL NO. 818 OF COUNCIL 4,, AFL-CIO, AFSCME

NOTICE OF ARREST & DRUG/ALCOHOL TESTING

All bargaining unit members understand and agree that they are required to notify the Director of Human Resources in writing immediately if they have been convicted of a felony or if the Department of Children and Families has substantiated abuse or neglect against him/her.

Further, the Administration may, in its sole discretion, require a member to be fingerprinted and/or to submit to a drug/alcohol test.

The employee and Union must be notified of the request for a drug/alcohol test and the Union representative shall be permitted to be present during the testing. Testing shall not be done on a random basis but shall be utilized if the Administration has suspicion of use or influence.

The Board and the Union agree that all members of the Union, as a condition of employment, must permit the Department of Children and Families to release outcomes of investigations of abuse or neglect to the district. In the event that DCF releases anything other than the outcome in the case of a non-substantiation, the information from DCF shall not be used in any proceedings.

FOR THE HARTFORD BOARD
OF EDUCATION

FOR THE BUILDINGS AND GROUNDS
SUPERVISORS, LOCAL 818 OF COUNCIL 4,
AFL-CIO, AFSCME

By _____

By _____

Its President

Date _____

Date _____

City of Hartford

FY2023

Monthly Financial Report to the Municipal Accountability Review Board



October 2022
(FY2023 P4)

Meeting date: December 1, 2022

City of Hartford
Budget and Financial Report
to the Municipal Accountability Review Board

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City of Hartford - FY2023 General Fund Financial Report & Projection

12/1/2022

Revenue Category	FY2022 UN-AUDITED ACTUAL	FY2023 ADOPTED BUDGET	FY2023 REVISED BUDGET	FY2022 ACTUAL (OCTOBER)	FY2023 ACTUAL (OCTOBER)	FY2023 PROJECTION	VARIANCE (FAV)/(UNFAV)
41 General Property Taxes ¹	(295,133,692)	(294,747,269)	(294,747,269)	(155,051,932)	(157,401,600)	(295,059,855)	(312,586)
42 Licenses & Permits ²	(6,225,995)	(6,119,612)	(6,119,612)	(1,655,823)	(3,258,461)	(6,279,396)	(159,784)
43 Fines Forfeits & Penalties ³	(192,966)	(154,100)	(154,100)	(77,240)	(42,661)	(154,100)	-
44 Revenue from Money & Property ⁴	(1,647,085)	(1,171,054)	(1,171,054)	(319,872)	(2,113,107)	(2,752,831)	(1,581,777)
45 Intergovernmental Revenues ⁵	(332,953,403)	(288,532,177)	(288,532,177)	(127,362,857)	(87,313,897)	(291,365,868)	(2,833,691)
46 Charges For Services ^{6,10}	(4,940,478)	(3,149,666)	(3,149,666)	(1,427,199)	(1,925,113)	(3,438,498)	(288,832)
47 Reimbursements ⁷	(80,343)	(89,653)	(89,653)	(15,876)	(7,154)	(95,377)	(5,724)
48 Other Revenues ⁸	(328,236)	(55,200)	(55,200)	(87,598)	(110,913)	(124,364)	(69,164)
53 Other Financing Sources ⁹	(4,718,887)	(5,556,000)	(5,556,000)	(4,452,549)	(562,315)	(5,556,000)	-
Total Revenues¹⁸	(646,221,086)	(599,574,731)	(599,574,731)	(290,450,947)	(252,735,221)	(604,826,289)	(5,251,558)

Expenditure Category	FY2022 UN-AUDITED ACTUAL	FY2023 ADOPTED BUDGET	FY2023 REVISED BUDGET	FY2022 ACTUAL (OCTOBER)	FY2023 ACTUAL (OCTOBER)	FY2023 PROJECTION	VARIANCE FAV/(UNFAV)
Payroll ¹¹	116,456,657	124,048,205	124,281,665	36,709,778	36,952,713	124,743,941	(462,276)
Benefits ¹²	68,811,634	98,049,066	95,299,066	33,382,213	29,114,824	95,682,222	(383,156)
Debt & Other Capital ^{13 15}	111,386,490	15,454,900	18,104,900	12,374,735	3,352,159	18,104,900	-
Library	0	8,663,336	8,663,336	2,820,197	2,887,779	8,663,336	-
Metro Hartford Innovation Services	2,151,273	4,392,973	4,392,973	1,396,899	1,464,324	4,392,973	-
Utilities ¹⁶	28,290,066	30,256,463	30,256,463	10,732,947	11,811,242	31,140,394	(883,931)
Other Non-Personnel ¹⁷	28,465,721	34,696,514	34,563,054	6,271,043	7,941,942	35,250,997	(687,943)
Education ¹⁴	282,800,486	284,013,274	284,013,274	79,006,518	79,006,518	284,013,274	-
Total Expenditures¹⁸	638,362,328	599,574,731	599,574,731	182,694,330	172,531,501	601,992,037	(2,417,306)
Revenues and Expenditures incl. Committed and Assigned, Net	(7,858,759)	-	-	(107,756,617)	(80,203,720)	(2,834,252)	

REVENUE FOOTNOTES

- ¹ (1) Cumulative through October, current year tax levy revenue actuals are 3.53% or \$5.25M higher than FY2022 Period 4 (October).
(2) Prior Year Levy collections actuals are tracking unfavorably by \$2.94M compared to the FY2022 cumulative through October.
(3) Interest and liens collections actuals are lower by \$0.16M through October compared to FY2022.
(4) Revenues from subsequent tax lien sales are typically recorded in the 4th quarter of the fiscal year.
- ² The Licenses and Permits revenue category is primarily comprised of building, electrical, mechanical, plumbing permits, and food and milk dealer licenses. This revenue category's actuals are tracking favorably by 97% or \$1.60M compared to the FY2022 cumulative through October due to several significant permits sold for large projects during FY2023 that did not occur in FY2022.
- ³ The Fines, Forfeits and Penalties revenue line item includes revenues from false alarms fines and is projected to be at the FY2023 budget.
- ⁴ Revenue from Money and Property contains lease/rental and short-term investment income. FY2023 actuals are tracking 561% higher than October FY2022 due to higher interest revenue.
- ⁵ Intergovernmental Revenues primarily reflect the receipts of Education Cost Sharing, Supplemental Car Tax and PILOT revenues from the State. October FY2023 actuals are 31% lower than October FY2022 actuals as revenues from the State for tax-exempt and State-owned property were much higher through October FY2022, and FY2023 revenues do not include the \$11M received for distressed municipalities in FY2022. A higher reimbursement from the State was received in FY2023 for foregone tax revenue resulting from the motor vehicle property tax cap, as the motor vehicle mill rate cap declined from 45.00 to 32.46 mills. A \$3.72M MRSA distribution received in October FY2023 also reduced the gap between FY2023 revenues and FY2022 revenues.
- ⁶ Charges for Services contains revenues associated with the conveyance tax, transcript/filing of records, and special events. This revenue line item varies each year with historical actuals ranging from \$2.8M to \$4.9M. Conveyance tax revenue continues to be strong in FY2023.
- ⁷ **Reimbursements** (primarily Section 8) largely occur at fiscal year end.
- ⁸ **Other Revenues** will vary year to year based on unanticipated items such as settlements. Projected revenues for this category were substantially reduced in FY2023 Period 4 after correction of a \$1.00M payment that was incorrectly assigned in FY2023 Period 3.
- ⁹ Other Financing Sources reflects revenues from Corporate Contribution (1), DoNo Stadium Fund (2), the Parking Authority Fund (3), Special Police Service Fund (4), and other (5).
(1) A Corporate Contribution of \$10M was provided directly to the Hartford Public Library (HPL) for FY2022 to cover costs of library construction. Although a \$3.33M contribution was received in October FY2022, this contribution was part of the \$10M contribution and an adjustment was recorded in November FY2022 to transfer this contribution to HPL.
(2) Yard Goat Admission Tax is received monthly and is included in the year to date actuals.
(3) The revenue from Hartford Parking Authority is received quarterly.
(4) Revenues from Police Private Duty are posted quarterly.
- ¹⁰ FY2023 Adopted Budget reported in FY2023 Adopted Budget Book shifted \$600 in revenue for swimming pool inspections from Licenses and Permits to Charges for Services.

EXPENDITURE FOOTNOTES

- ¹¹ Payroll (FT, PT, OT and Holiday) is projected to be net unfavorable by \$462K. The methodology of the full-time payroll projection (detailed in the appendix) reflects 14.2 weeks of actual payroll expenses with 38 weeks remaining. Vacancies are assumed to be refilled with 34 weeks remaining in the fiscal year. Vacancy and attrition savings of \$3.61M and \$57K of favorability in Holiday Pay is offset by a projected shortfall of \$3.83M in OT and \$301K in PT. Payroll will continue to be monitored throughout the fiscal year.
- ¹² Benefits and Insurances is projected to be net unfavorable due to centrally budgeted non-Public Safety attrition being realized in departments city-wide.
- ¹³ The FY2023 Adopted Budget for Debt & Other Capital are comprised of \$4.65M for Downtown North principal and interest, \$122K for a Grant in Lieu of Taxes payment, \$116K for Clean Water loan principal and interest, and \$10.57M for Pay-As-You-Go CapEx. In addition, \$2.65M was transferred from Benefits and Insurances for a grand total of \$18.10M.
- ¹⁴ Education YTD actuals reflect 4 month of the City's tax supported payment of \$96M and one payment from the State of Connecticut. The \$188M ECS will be recorded as the State allocation is received.
- ¹⁵ Under the executed Contract Assistance agreement, \$54.10M of General Obligation debt service payments are made on the City's behalf by the State of Connecticut in FY2023. Consistent with GAAP rules, the contract assistance payments are recorded as donated capital revenue. The debt service expenditures are recorded in the ledger in the Debt Service line item to properly reflect the retirement of debt. This unbudgeted debt expense is offset by contract assistance revenue, together of which nets to zero.
- ¹⁶ Utilities are projected to be net unfavorable due to piped gas and fuel.
- ¹⁷ Non-personnel is unfavorable due to software and legal services.
- ¹⁸ The City's financial system (Munis) reflects revenues as negative values (credits) and expenditures as positive values. A negative variance for revenues is favorable. A positive variance for revenues is unfavorable.

Revenue Summary - Major Category

	FY2022 UN-AUDITED ACTUAL	FY2023 ADOPTED BUDGET	FY2023 REVISED BUDGET	FY2022 ACTUAL (OCTOBER)	FY2023 ACTUAL (OCTOBER)
41-TAXES	(295,133,692)	(294,747,269)	(294,747,269)	(155,051,932)	(157,401,600)
CURRENT YEAR TAX LEVY	(281,599,623)	(285,792,269)	(285,792,269)	(148,574,604)	(153,825,569)
INTEREST AND LIENS	(5,034,546)	(3,800,000)	(3,800,000)	(1,718,012)	(1,555,225)
PRIOR YEAR LEVIES	(7,930,767)	(5,130,000)	(5,130,000)	(4,643,494)	(1,703,356)
TAX LIEN SALES	(187,912)	-	-	-	(193,550)
OTHER	(380,844)	(25,000)	(25,000)	(115,821)	(123,900)
42-LICENSES AND PERMITS	(6,225,995)	(6,119,612)	(6,119,612)	(1,655,823)	(3,258,461)
BUILDING PERMITS	(3,132,956)	(3,614,100)	(3,614,100)	(792,980)	(1,693,326)
ELECTRICAL PERMITS	(932,294)	(797,665)	(797,665)	(213,150)	(490,640)
FOOD & MILK DEALER LICENSES	(288,674)	(140,000)	(140,000)	(139,634)	(199,000)
MECHANICAL PERMITS	(622,751)	(800,000)	(800,000)	(207,980)	(421,092)
PLUMBING PERMITS	(442,584)	(337,846)	(337,846)	(122,380)	(147,567)
OTHER	(806,737)	(430,001)	(430,001)	(179,699)	(306,835)
43-FINES FORFEITS AND PENALTIES	(192,966)	(154,100)	(154,100)	(77,240)	(42,661)
FALSE ALARM CITATIONS-POL&FIRE	(170,436)	(138,000)	(138,000)	(70,799)	(40,069)
LAPSED LICENSE/LATE FEE	(12,025)	(7,100)	(7,100)	(2,900)	-
OTHER	(10,505)	(9,000)	(9,000)	(3,541)	(2,592)
44-INTEREST AND RENTAL INCOME	(1,647,085)	(1,171,054)	(1,171,054)	(319,872)	(2,113,107)
BILLINGS FORGE	(22,646)	(20,428)	(20,428)	(5,921)	(5,833)
CT CENTER FOR PERFORM ART	(54,167)	(50,000)	(50,000)	(16,667)	(20,833)
INTEREST	(830,377)	(362,000)	(362,000)	(86,547)	(1,900,213)
RENT OF PROP-ALL OTHER	(87,625)	(101,329)	(101,329)	(33,786)	(30,619)
RENTAL OF PARK PROPERTY	(42,305)	(16,000)	(16,000)	(18,605)	(19,451)
RENTAL OF PARKING LOTS	(26,021)	-	-	-	-
RENTAL OF PROP-FLOOD COMM	(114,240)	(99,360)	(99,360)	(40,560)	(25,680)
RENTAL-525 MAIN STREET	(37,251)	-	-	(7,452)	(7,452)
RENTS FROM TENANTS	(165,517)	(161,400)	(161,400)	(58,907)	(51,100)
SHEPHERD PARK	(124,207)	(234,393)	(234,393)	-	-
THE RICHARDSON BUILDING	(106,586)	(90,000)	(90,000)	(33,355)	(33,853)
UNDERWOOD TOWER PILOT	(36,144)	(36,144)	(36,144)	(18,072)	(18,072)
45-INTERGOVERNMENTAL	(332,953,403)	(288,532,177)	(288,532,177)	(127,362,857)	(87,313,897)
MUNICIPAL AID	(263,709,416)	(284,605,856)	(284,605,856)	(115,792,169)	(85,858,617)
CAR TAX SUPPL MRSF REV SHARING	(11,344,984)	(20,321,339)	(20,321,339)	(11,344,984)	(18,768,858)
EDUCATION COST SHARING	(186,762,102)	(187,974,890)	(187,974,890)	(46,993,723)	(46,993,723)
HIGHWAY GRANT	(1,186,368)	(1,186,368)	(1,186,368)	(593,184)	(583,155)
MASHANTUCKET PEQUOT FUND	(6,136,523)	(6,136,523)	(6,136,523)	-	-
MRSA BONDED DISTRIBUTION GRANT	(1,419,161)	(1,419,161)	(1,419,161)	-	-
MRSF SELECT PILOT	(12,422,113)	(12,422,113)	(12,422,113)	(12,422,113)	(16,142,362)
MUNICIPAL STABILIZATION GRANT	(3,370,519)	(3,370,519)	(3,370,519)	(3,370,519)	(3,370,519)
PRIV TAX EXEMPT PROPERTY	(30,904,693)	(51,774,943)	(51,774,943)	(30,904,693)	-
STATE OWNED PROPERTY	(10,162,953)	-	-	(10,162,953)	-
OTHER MUNICIPAL AID	(54,677,710)	-	-	-	-
STATE CONTRACT ASSISTANCE	(54,677,710)	-	-	-	-
OTHER STATE REVENUES	(11,208,076)	(24,516)	(24,516)	(11,114,995)	(40,831)
DISTRESSED MUNICIPALITIES	(11,114,995)	-	-	(11,114,995)	-
JUDICIAL BRANCH REV DISTRIB.	(74,654)	-	-	-	(40,831)
VETERANS EXEMPTIONS	(18,427)	(24,516)	(24,516)	-	-
PILOTS, MIRA & OTHER INTERGOVERNMENTAL	(3,355,901)	(3,898,505)	(3,898,505)	(455,293)	(1,411,097)
DISABIL EXEMPT-SOC SEC	(7,148)	(6,417)	(6,417)	-	-
GR REC TAX-PARI MUTUEL	(175,135)	(165,714)	(165,714)	(63,086)	(42,779)
HEALTH&WELFARE-PRIV SCH	(56,245)	(54,629)	(54,629)	-	-
MATERIALS INNOVATION RECYCLING	(1,500,000)	(1,500,000)	(1,500,000)	-	-
PHONE ACCESS LN TAX SH	(532,756)	(562,817)	(562,817)	-	-
PILOT CHURCH HOMES INC	(126,512)	(126,872)	(126,872)	(63,256)	(63,066)
PILOT FOR CT CTR FOR PERF	(273,269)	(357,056)	(357,056)	-	-
PILOT FOR HARTFORD 21	(500,000)	(500,000)	(500,000)	(257,450)	(250,000)
PILOT HARTFORD HILTON	(46,501)	(350,000)	(350,000)	(46,501)	(975,040)
PILOT HARTFORD MARRIOTT	(113,335)	(250,000)	(250,000)	-	(80,213)
PILOT TRINITY COLLEGE	(25,000)	(25,000)	(25,000)	(25,000)	-
OTHER	(2,300)	(3,300)	(3,300)	(400)	(3,351)
STATE REIMBURSEMENTS	(2,300)	(3,300)	(3,300)	(400)	(3,351)
46-CHARGES FOR SERVICES	(4,940,478)	(3,149,666)	(3,149,666)	(1,427,199)	(1,925,113)
CONVEYANCE TAX	(2,637,614)	(1,300,000)	(1,300,000)	(749,990)	(1,173,593)
FILING RECORD-CERTIF FEES	(441,164)	(300,000)	(300,000)	(130,758)	(109,827)
TRANSCRIPT OF RECORDS	(847,597)	(805,266)	(805,266)	(288,412)	(222,741)
OTHER	(1,014,102)	(744,400)	(744,400)	(258,039)	(418,952)
47-REIMBURSEMENTS	(80,343)	(89,653)	(89,653)	(15,876)	(7,154)
ADVERTISING LOST DOGS	(598)	(453)	(453)	(218)	(80)
ATM REIMBURSEMENT	-	-	-	-	-
DOG ACCT-SALARY OF WARDEN	(2,158)	(2,105)	(2,105)	-	-
OTHER REIMBURSEMENTS	-	-	-	-	-
REIMB FOR MEDICAID SERVICES	-	-	-	-	(5,724)
SECTION 8 MONITORING	(76,688)	(83,890)	(83,890)	(15,658)	-
OTHER	(900)	(3,205)	(3,205)	-	(1,350)
48-OTHER REVENUES	(328,236)	(55,200)	(55,200)	(87,598)	(110,913)
MISCELLANEOUS REVENUE	(207,788)	(45,724)	(45,724)	(76,648)	(107,817)
OVER & SHORT ACCOUNT	(1,237)	-	-	(20)	(0)
SALE CITY SURPLUS EQUIP	-	-	-	-	-
SALE OF DOGS	(7,633)	(5,993)	(5,993)	(3,615)	(1,359)
SETTLEMENTS - OTHER	(3,002)	(3,000)	(3,000)	(3,002)	-
OTHER	(108,576)	(483)	(483)	(4,313)	(1,737)
53-OTHER FINANCING SOURCES	(4,718,887)	(5,556,000)	(5,556,000)	(4,452,549)	(562,315)
CORPORATE CONTRIBUTION	-	-	-	(3,333,333)	-
DOWNTOWN NORTH (DONO)	(940,185)	(795,000)	(795,000)	(85,684)	(62,315)
REVENUE FROM HTFD PKG AUTHY	(2,111,857)	(2,011,000)	(2,011,000)	(500,000)	(500,000)
SPECIAL POLICE SERVICES	(1,666,845)	(2,750,000)	(2,750,000)	(533,532)	-
Grand Total	(646,221,086)	(599,574,731)	(599,574,731)	(290,450,947)	(252,735,221)

CITY OF HARTFORD
PROPERTY TAX COLLECTIONS REPORT FOR FY22 AND FY23
PROPERTY TAX COLLECTION REPORT THROUGH OCTOBER 31, 2022

Month	Current Year Taxes		Prior Year Taxes		Interest		Liens Sales		Total Collections	
	Actual FY 22	Actual FY 23	Actual FY 22	Actual FY 23	Actual FY 22	Actual FY 23	Actual FY 22	Actual FY 23	FY 22	FY 23
July	100,781,340	107,971,467 ¹	962,504	(298,163) ²	292,231	343,138 ²	-	187,912 ¹	102,036,074	108,204,354
August	43,818,629	41,837,343 ¹	1,660,552	835,535 ³	406,382	588,188 ⁴	-	5,637	45,885,563	43,266,703
September	2,354,099	2,173,272 ¹	1,234,241	743,324 ^{1.5}	660,811	343,968 ^{1.5}	-	-	4,249,151	3,260,564
October	1,620,537	1,843,488 ¹	786,197	422,659 ^{1.2}	358,588	279,932 ^{1.2}	-	-	2,765,323	2,546,079
November	2,414,141		567,061		289,710		187,912	-	3,458,824	-
December	20,209,585		655,480		322,547		-	-	21,187,611	-
January	80,054,887		1,026,226		545,976		-	-	81,627,089	-
February	22,815,794		383,975		352,041		-	-	23,551,810	-
March	3,375,384		976,618		577,764		-	-	4,929,766	-
April	1,657,143		510,408		404,324		-	-	2,571,875	-
May	1,208,036		494,287		382,679		-	-	2,085,002	-
June	1,433,600		511,814		436,107		-	-	2,381,521	-
Total Collections	281,743,173	153,825,569	9,769,363	1,703,356	5,029,160	1,555,225	187,912	193,550	296,729,608	157,277,700
60 Day Collections			(1,976,671)		-		-		(1,976,671)	-
Reclass -- Year End entries	(143,550)		138,075		5,386		-		(89)	-
Adjusted Total Collections	281,599,623	153,825,569	7,930,767	1,703,356	5,034,546	1,555,225	187,912	193,550	294,752,848	157,277,700
	Current Year Taxes		Prior Year Taxes		Interest		Liens Sales		Total Collections	
	FY 22	FY 23	FY 22	FY 23	FY 22	FY 23	FY 22	FY 23	FY 22	FY 23
Total Budget	279,792,169	285,792,269	4,580,000	5,130,000	3,800,000	3,800,000	450,000	-	288,622,169	294,722,269
Total current levy (GL 2021) new bills	299,458,605	311,522,547	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Collections through OCTOBER	148,574,604	153,825,569	4,643,494	1,703,356	1,718,012	1,555,225	-	193,550	154,936,110	157,277,700
Outstanding Receivable at 10/31	142,767,456	150,961,515	48,643,660	46,464,601	n/a	n/a	n/a	n/a	n/a	n/a
Timing Adjustment from bridging QDS to Munis		6,735,463								
% of Budget Collected	53.10%	53.82%	101.39%	33.20%	45.21%	40.93%	0.00%	-	53.68%	53.36%
% of Adjusted Levy Collected	49.61%	49.38%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mill Rate Real Estate	74.29	68.95								
Mill Rate Personal Property	74.29	68.95								
Mill Rate Motor Vehicle	45	32.46								

¹ FY2023 P1- Current Year Tax collections exceed prior year due to timing and higher assessments due to the revaluation. Several tax payers paid in July this fiscal year (FY2023) but in August last fiscal year (FY2022).

² The FY2023 Prior Year Tax collections is a result of \$1.441M of credit adjustments from tax appeals (Hartford Steam Co, Marshall LLC, Asylum) net of \$1.184M actually collected.

³ A large payment of \$854k of back taxes was paid by Comcast in August 2021 increasing FY22 collections.

⁴ Increased interest collected due to delinquents from various taxpayers in FY23.

⁵ Prior year taxes, including interest, of \$800k collected from 2 taxpayers in September 2021 increasing FY2022 collections.

Expenditure Summary - Departments

	FY2022 UN-AUDITED ACTUAL	FY2023 ADOPTED BUDGET	FY2023 REVISED BUDGET	FY2022 ACTUAL (OCTOBER)	FY2023 ACTUAL (OCTOBER)	FY2023 PROJECTION	VARIANCE FAV/(UNFAV)
00111 MAYOR'S OFFICE	628,268	791,907	791,907	191,586	213,778	762,457	29,450
00112 COURT OF COMMON COUNCIL	701,869	988,318	988,318	200,753	201,039	977,456	10,862
00113 TREASURER	453,347	553,375	553,375	102,005	130,127	550,994	2,381
00114 REGISTRARS OF VOTERS	498,310	507,196	814,220	144,627	241,745	811,218	3,002
00116 CORPORATION COUNSEL	1,255,450	1,501,798	1,501,798	384,314	373,054	1,405,475	96,323
00117 TOWN & CITY CLERK	669,392	832,927	832,927	207,970	219,397	832,393	534
00118 INTERNAL AUDIT	508,345	523,219	523,219	152,823	158,132	523,217	2
00119 CHIEF OPERATING OFFICER	1,338,151	1,820,210	1,820,210	425,264	505,441	1,766,281	53,929
00122 METRO HARTFORD INNOVATION SERV	2,151,273	4,392,973	4,392,973	1,396,899	1,464,324	4,392,973	0
00123 FINANCE	3,171,055	3,900,809	3,900,809	924,409	953,183	3,651,374	249,435
00125 HUMAN RESOURCES	1,419,987	1,920,345	1,920,345	325,934	440,766	1,844,442	75,903
00128 OFFICE OF MANAGEMENT & BUDGET	1,059,956	1,288,894	1,288,894	322,422	265,648	1,155,733	133,161
00132 FAMILIES, CHILDREN, YOUTH & RECREATION ¹	3,646,734	3,663,453	3,663,453	1,763,727	1,740,600	3,762,265	(98,812)
00211 FIRE	39,166,624	40,371,325	40,371,325	12,133,004	11,959,076	40,122,711	248,614
00212 POLICE ²	48,430,034	49,586,238	49,586,238	14,930,993	15,017,722	50,389,343	(803,105)
00213 EMERGENCY SERVICES & TELECOMM. ³	3,514,557	4,405,552	4,405,552	1,248,952	1,400,522	4,888,785	(483,233)
00311 PUBLIC WORKS ⁴	17,331,252	19,124,731	19,124,731	4,764,638	5,074,707	19,652,073	(527,342)
00420 DEVELOPMENT SERVICES	4,911,923	6,268,086	6,268,086	1,175,432	1,288,162	6,057,807	210,279
00520 HEALTH AND HUMAN SERVICES	4,100,308	5,467,402	5,567,402	1,063,797	1,342,528	5,231,061	336,341
00711 EDUCATION	282,800,486	284,013,274	284,013,274	79,006,518	79,006,518	284,013,274	0
00721 HARTFORD PUBLIC LIBRARY	0	8,663,336	8,663,336	2,820,197	2,887,779	8,663,336	0
00820 BENEFITS & INSURANCES ⁵	68,811,634	98,049,066	95,299,066	33,382,213	29,114,824	95,682,222	(383,156)
00821 DEBT SERVICE	111,386,490	15,454,900	18,104,900	12,374,735	3,352,159	18,104,900	0
00822 NON OP DEPT EXPENDITURES ⁶	40,406,883	45,485,397	45,178,373	13,251,120	15,180,270	46,750,247	(1,571,874)
Grand Total	638,362,328	599,574,731	599,574,731	182,694,330	172,531,501	601,992,037	(2,417,306)

¹ Families, Children, Youth and Recreation is projected to be unfavorable due to seasonal part-time.

² Police is projected to be unfavorable due to overtime.

³ Emergency Services & Telecomm. is projected to be unfavorable due to overtime.

⁴ DPW is projected to be unfavorable primarily due to overtime.

⁵ Benefits and Insurances is projected to be net unfavorable due to centrally budgeted non-Public Safety attrition being realized in departments city-wide.

⁶ Non Operating is projected to be net unfavorable due to utilities and legal services.

Expenditure Summary - Major Expenditure Category

	FY2022 UN-AUDITED ACTUAL	FY2023 ADOPTED BUDGET	FY2023 REVISED BUDGET	FY2022 ACTUAL (OCTOBER)	FY2023 ACTUAL (OCTOBER)	FY2023 PROJECTION	VARIANCE FAV/(UNFAV)
PAYROLL	116,456,657	124,048,205	124,281,665	36,709,778	36,952,713	124,743,941	(462,276)
FT ¹	91,134,646	104,054,712	103,994,712	28,315,624	28,955,037	100,381,013	3,613,699
HOL ¹	2,264,827	2,494,938	2,494,938	560,432	598,889	2,438,185	56,753
OT ¹	20,696,931	15,949,949	16,009,949	6,946,143	6,457,610	19,841,883	(3,831,934)
PT ¹	2,360,254	1,548,606	1,782,066	887,578	941,177	2,082,861	(300,795)
BENEFITS	68,811,634	98,049,066	95,299,066	33,382,213	29,114,824	95,682,222	(383,156)
HEALTH	8,629,036	35,836,618	33,086,618	10,528,134	5,353,996	33,086,618	0
MITIGATION ²	0	(1,190,000)	(1,190,000)	0	0	0	(1,190,000)
PENSION	51,492,153	50,806,786	50,806,786	17,879,919	17,477,846	50,806,786	0
INSURANCE	3,863,774	4,878,123	4,878,123	3,026,976	3,406,886	4,878,123	0
FRINGE REIMBURSEMENTS	(3,234,950)	(3,236,631)	(3,236,631)	(641,730)	(421,086)	(3,236,631)	0
LIFE INSURANCE	221,655	231,987	231,987	77,401	77,032	231,987	0
OTHER BENEFITS	3,735,238	4,579,297	4,579,297	791,932	1,582,234	4,579,297	0
WAGE ³	0	1,379,136	1,379,136	0	0	572,292	806,844
WORKERS COMP	4,104,729	4,763,750	4,763,750	1,719,582	1,637,917	4,763,750	0
DEBT	111,386,490	15,454,900	18,104,900	12,374,735	3,352,159	18,104,900	0
DEBT	111,386,490	15,454,900	18,104,900	12,374,735	3,352,159	18,104,900	0
LIBRARY	0	8,663,336	8,663,336	2,820,197	2,887,779	8,663,336	0
LIBRARY	0	8,663,336	8,663,336	2,820,197	2,887,779	8,663,336	0
MHIS	2,151,273	4,392,973	4,392,973	1,396,899	1,464,324	4,392,973	0
MHIS	2,151,273	4,392,973	4,392,973	1,396,899	1,464,324	4,392,973	0
UTILITY	28,290,066	30,256,463	30,256,463	10,732,947	11,811,242	31,140,394	(883,931)
UTILITY ⁴	28,290,066	30,256,463	30,256,463	10,732,947	11,811,242	31,140,394	(883,931)
OTHER	28,465,721	34,696,514	34,563,054	6,271,043	7,941,942	35,250,997	(687,943)
COMMUNITY ACTIVITIES	2,471,114	2,740,799	2,840,799	1,181,769	1,228,196	2,840,799	0
CONTINGENCY	1,118,196	3,079,795	3,079,795	54,084	138,322	3,079,795	0
CONTRACTED SERVICES	5,216,018	6,540,258	6,596,828	702,739	1,101,089	6,596,828	0
ELECTIONS	0	307,024	0	0	0	0	0
GOVT AGENCY & OTHER	45,140	43,176	43,176	29,145	29,760	43,176	0
LEASES - OFFICES PARKING COPIER	1,649,183	1,992,939	1,992,939	496,413	679,069	1,992,939	0
LEGAL EXPENSES & SETTLEMENTS ⁵	2,845,480	2,404,557	2,404,557	525,954	981,619	3,004,500	(599,943)
OTHER	4,990,492	5,298,645	5,297,445	969,026	1,000,190	5,297,445	0
OUT AGENCY	100,000	100,000	100,000	0	0	100,000	0
POSTAGE	225,000	200,000	200,000	75,000	75,618	200,000	0
SUPPLY	3,887,990	4,533,777	4,565,297	931,048	1,018,953	4,565,297	0
TECH, PROF & COMM BASED SERVICES ⁶	2,887,785	3,865,424	3,852,098	553,507	699,515	3,940,098	(88,000)
VEHICLE & EQUIP	3,029,324	3,590,120	3,590,120	752,358	989,612	3,590,120	0
EDUCATION	282,800,486	284,013,274	284,013,274	79,006,518	79,006,518	284,013,274	0
EDUCATION	282,800,486	284,013,274	284,013,274	79,006,518	79,006,518	284,013,274	0
Grand Total	638,362,328	599,574,731	599,574,731	182,694,330	172,531,501	601,992,037	(2,417,306)

¹ Payroll (FT, PT, OT and Holiday) is projected to be net unfavorable by \$462K. The methodology of the full-time payroll projection (detailed in the appendix) reflects 14.2 weeks of actual payroll expenses with 38 weeks remaining. Vacancies are assumed to be refilled with 34 weeks remaining in the fiscal year. Vacancy and attrition savings of \$3.61M and \$57K of favorability in Holiday Pay is offset by a projected shortfall of \$3.83M in OT and \$301K in PT. Payroll will continue to be monitored throughout the fiscal year.

² Mitigation of \$1.19M reflects non-Public Safety budgeted attrition and vacancy savings. The Police and Fire department respectively include \$4.07M and \$356K in budgeted attrition and vacancy savings. In total, \$5.62M is budgeted for attrition city-wide.

³ The FY2023 Adopted Budget includes centralized salary increases. Contractual increases for 1716 will be realized in full-time payroll.

⁴ Utilities are projected to be net unfavorable due to piped gas and fuel.

⁵ Legal is unfavorable due to the trend in legal service costs.

⁶ Tech, Prof and Comm based services are unfavorable due to software and support expenditures.

Appendix

FY2023 Full-time Payroll Projection (through October)

DEPARTMENTS	BUDGETED HC	BUDGETED ANNUAL AMOUNT (REV)	YTD THRU CHECK ISSUE 10/15 (14.2 WEEKS)	PROJECTION (38 WEEKS)	YTD THRU 10/15 PLUS PROJECTION (38 WEEKS)	REMAINING ESTIMATED STEPS	PROJECTION	VARIANCE (BUDGETED ANNUAL AMOUNT - PROJECTION)
111-Mayor	8	755,659	172,287	553,921	726,209	0	726,209	29,450
112-CCC	9	450,000	92,791	291,347	384,138	0	384,138	65,862
113- Treas	9	408,140	104,437	296,810	401,247	4,512	405,759	2,381
114- ROV	7	371,827	87,855	275,688	363,543	1,064	364,607	7,220
116-Corp Counsel	15	1,443,618	310,515	1,036,779	1,347,295	0	1,347,295	96,323
117- Clerk	11	695,533	173,978	500,623	674,601	7,377	681,978	13,555
118-Audit	5	498,546	135,620	362,924	498,544	0	498,544	2
119-COO	17	1,327,481	293,626	937,489	1,231,115	0	1,231,115	96,366
123- FIN	46	3,590,121	756,987	2,553,293	3,310,279	30,407	3,340,686	249,435
125- HR	16	1,165,050	244,802	842,680	1,087,483	1,664	1,089,147	75,903
128-OMBG	13	1,180,814	200,410	842,957	1,043,367	1,977	1,045,344	135,470
132-FCYR	15	1,076,145	250,656	771,549	1,022,205	13,213	1,035,419	40,726
211- Fire	370	30,983,992	7,919,984	21,396,221	29,316,205	260,220	29,576,425	1,407,567
212- Police	515	42,298,652	9,610,718	26,674,359	36,285,077	427,483	36,712,560	5,586,092
213- EST	52	3,237,925	643,878	2,510,039	3,153,916	28,625	3,182,541	55,384
311- DPW	217	11,461,940	2,869,899	8,645,838	11,515,737	89,935	11,605,673	(143,733)
420- Devel Serv	63	4,758,947	1,007,924	3,384,654	4,392,578	58,268	4,450,845	308,102
520- HHS	37	2,606,702	437,535	1,796,944	2,234,479	35,882	2,270,361	336,341
Grand Total	1,425	108,311,092	25,313,904	73,674,114	98,988,018	960,628	99,948,646	8,362,446

FT- Fire Attrition	(355,941)
FT- Police Attrition	(4,071,069)
FT- Net other payroll	110,630
FT- Total Revised Budget	103,994,712


FT- Fire Attrition	(355,941)
FT- Police Attrition	(4,071,069)
FT- Net other payroll	(321,737)
FT- Subtotal Variance	3,613,699
Non-Sworn Attrition (in Bene	(1,190,000)
Total Variance	2,423,699

Assumptions

- 1) Analysis is based on year-to-date actuals from check date 10/15/22, which includes 14.2 pay periods, and projects filled positions for 38 future weeks.
- 2) Non-sworn vacancies are projected for 34 future weeks.
- 3) Adopted head count is 1443 with 18 MHIS positions funded in the MHIS internal service fund.
- 4) DPW is projected unfavorable due to city-wide increases for 1716 employees being budget centrally in FY2023. Budget funding for this increase will be transferred, as needed, at year end.



MEMO

From: Phillip J. Penn 
To: Dr. Leslie Torres-Rodriguez
Date: November 28, 2022
Re: October Financial Results

Attached please find our year to date financial results through Period 4, the month ended October 31, 2022.

Expenditures across all funds increased to \$85.7 million, up \$30.5 million from the end of September. About three-quarters of the sequential increase was in our salary and fringe lines (\$24 million), with a normal monthly run-rate increase in our transportation expenses (\$3 million) also contributing to the total. Encumbrances increased by \$4.4 million in the past month, with essentially all of the increase in the tuition line. During the month we began to encumber tuition funds as official October 1 enrollments were processed and invoices were sent to us by our various external partners.

We continue to work to offset the drop in our Magnet School Operating Grant. In re-examining the impact of the drop, the actual grant of \$49 million will be more than \$7 million below our budgeted level for the year. We have changed the funding source for a large number of staff from the Magnet Grant to the General Fund to ensure the budgeted amount submitted to the State reflects the lower amount of the award. However, this in turn has put an unexpected \$7.7 million expense into the General Fund this year. Based on everything we know so far, including the Magnet Grant shortfall, a higher than budgeted fringe rate and the additional costs associated with temporarily relocating Central Office, offset in part by our current vacancies, we foresee a General Fund deficit of \$8.8 million. Importantly, this is a very early estimate that assumes every non-salary budget line gets fully expended, and that we attempt to protect the \$5.6 million non-lapsing account to 2023-24. If we were to utilize the non-lapsing account this year, the expected deficit would decline to \$3.2 million.

On a more positive note, we recently confirmed that the very large increase in Eversource electrical supply rates likely to go into effect on January 1 will not have an impact on HPS. Rather, we will remain in a fixed-rate contract that was entered into jointly with the City of Hartford through December 1, 2024 of just over \$0.07 per kWh.

Let me know if you have any questions on the information above or the attached Period 4 financial reports.



All Funds Budget
Financial Position Report as of 11/23/2022
For: 7/1/2022 to 10/31/2022 Period: 1 to 4



Description	Series	FY 2022-23 Adopted Budget	FY 2022-23 Adjusted Budget	Year To Date Expenditures	Year To Date Encumb/ Committed	Balance
Certified Salaries	100	148,621,779	152,157,581	32,200,205	-	119,957,376
Severance/Other	199	1,215,000	1,215,000	846,456	-	368,544
Certified Salaries Total		149,836,779	153,372,581	33,046,662	-	120,325,919
Non Cert Salaries	200	60,390,749	62,900,161	16,682,310	-	46,217,850
Severance/Other	299	383,498	383,498	218,718	-	164,780
Non Certified Salaries Total		60,774,247	63,283,659	16,901,028	-	46,382,630
Instructional Improvements	322	3,326,028	9,570,739	485,453	2,330,427	6,754,860
Professional Services	333	3,131,676	7,619,480	1,531,911	2,698,102	3,689,467
MHIS/IT Services	335	3,075,236	3,035,236	1,025,079	-	2,010,157
Professional Contracts & Svs		9,532,940	20,225,455	3,042,442	5,028,529	12,454,484
Maint Supplies & Services	442	384,500	385,429	65,588	317,341	2,500
Maintenance Contracts	443	3,237,089	3,270,909	1,069,020	1,935,220	286,904
Rental - Equip & Facilities	444	1,819,386	1,847,223	394,015	454,850	998,357
Building Improvements	445	642,900	3,629,549	101,703	463,410	3,064,436
Purchased Property Services		6,083,876	9,133,109	1,630,326	3,170,820	4,352,197
Transportation	551	21,707,931	23,596,369	5,507,609	15,400,442	2,688,318
Communications	553	2,380,739	4,167,741	2,339,983	838,657	989,101
Advertising	554	309,106	279,547	33,186	148,060	98,300
Printing & Binding	555	76,750	54,757	-	1,226	53,531
Tuition	556	100,998,020	100,615,570	326,832	7,793,606	92,495,132
Travel & Conferences	558	170,309	231,384	36,112	-	195,272
Misc Services	559	875,028	1,097,592	102,955	134,881	859,757
Systemwide Purchased Svs Total		126,517,884	130,042,960	8,346,677	24,316,873	97,379,410
Instructional & Other Supplies	610	5,870,232	14,631,443	1,273,024	1,652,620	11,705,799
Utilities	620	9,395,846	9,395,846	2,851,988	6,364,350	179,508
Text & Library Books	640	118,179	136,050	8,389	8,768	118,892
Misc Supplies	690	1,051,998	2,802,026	140,667	166,759	2,494,600
Supplies & Materials Total		16,436,254	26,965,365	4,274,068	8,192,498	14,498,799
Equipment	730	1,577,637	6,066,086	172,488	583,689	6,132,109
Outlay Total		1,577,637	6,066,086	172,488	583,689	6,132,109
Organization Dues	810	221,637	276,939	83,035	14,734	179,171
Legal Judgments	820	220,000	220,000	100	-	219,900
Other Operating Expenses	899	(4,950,422)	(4,632,400)	143,405	121,483	(4,897,288)
Other Misc Expend Total		(4,508,785)	(4,135,461)	226,539	136,217	(4,498,218)
Fringe Benefits/Insurances	990	56,459,539	57,235,765	18,037,527	169,307	39,028,931
Contingency	998	-	-	-	-	-
Indirect	999	25,350	25,350	-	-	25,350
Sundry Total		56,484,889	57,261,115	18,037,527	169,307	39,054,281
All Funds Budget Total		422,735,721	462,214,868	85,677,757	41,597,934	334,939,178



General Fund Budget
 Financial Position Report as of 11/23/2022
 For: 7/1/2022 to 10/31/2022 Period: 1 to 4



Description	Series	FY 2022-23 Adopted Budget	FY 2022-23 Adjusted Budget	Year To Date Expenditures	Year To Date Encumb/ Committed	Balance
Certified Salaries	100	82,586,376	80,615,636	16,873,999	-	63,741,637
Severance/Other	199	1,215,000	1,215,000	55,794	-	1,159,206
Certified Salaries Total		83,801,376	81,830,636	16,929,794	-	64,900,843
Non Cert Salaries	200	37,814,549	37,613,854	9,707,535	-	27,906,319
Severance/Other	299	383,498	383,498	77,146	-	306,352
Non Certified Salaries Total		38,198,047	37,997,352	9,784,681	-	28,212,671
Instructional Improvements	322	285,649	2,367,975	18,146	55,779	2,294,049
Professional Services	333	1,245,178	1,400,584	481,903	162,496	756,184
MHIS/IT Services	335	2,278,990	2,278,990	759,663	-	1,519,327
Professional Contracts & Svs		3,809,817	6,047,549	1,259,713	218,276	4,569,560
Maint Supplies & Services	442	382,000	382,000	64,659	317,341	-
Maintenance Contracts	443	3,124,853	3,114,423	1,044,896	1,817,905	271,856
Rental - Equip & Facilities	444	1,520,933	1,547,341	264,613	311,735	970,993
Building Improvements	445	612,900	831,550	101,703	127,111	602,736
Purchased Property Services		5,640,686	5,875,313	1,475,871	2,574,091	1,845,585
Transportation	551	21,054,178	21,027,578	3,958,542	15,371,334	1,697,702
Communications	553	485,955	448,972	390,424	9,945	48,603
Advertising	554	71,606	56,653	12,500	-	44,153
Printing & Binding	555	51,250	32,734	-	-	32,734
Tuition	556	92,715,120	92,715,120	326,832	7,793,606	84,594,682
Travel & Conferences	558	112,509	172,859	32,504	-	140,355
Misc Services	559	471,402	480,576	79,428	134,031	267,117
Systemwide Purchased Svs Total		114,962,020	114,934,491	4,800,230	23,308,916	86,825,345
Instructional & Other Supplies	610	1,840,449	1,810,327	610,233	627,581	572,513
Utilities	620	7,515,516	7,515,516	2,247,653	5,181,147	86,716
Text & Library Books	640	22,600	22,842	2,841	59	19,942
Misc Supplies	690	448,895	481,563	75,779	69,694	336,090
Supplies & Materials Total		9,827,460	9,830,247	2,936,505	5,878,480	1,015,262
Equipment	730	567,216	636,189	57,282	172,772	456,615
Outlay Total		567,216	636,189	57,282	172,772	456,615
Organization Dues	810	146,637	166,410	54,643	9,534	102,234
Legal Judgments	820	220,000	220,000	100	-	219,900
Other Operating Expenses	899	(5,342,206)	(5,176,042)	63,508	79,091	(5,318,640)
Other Misc Expend Total		(4,975,569)	(4,789,631)	118,250	88,625	(4,996,507)
Fringe Benefits/Insurances	990	33,637,633	33,106,539	13,898,135	169,307	19,039,097
Contingency	998	-	-	-	-	-
Indirect	999	(1,455,407)	(1,455,407)	-	-	(1,455,407)
Sundry Total		32,182,226	31,651,133	13,898,135	169,307	17,583,691
General Fund Budget Total		284,013,279	284,013,279	51,260,462	32,410,467	200,342,350



Special Fund Budget
 Financial Position Report as of 11/23/2022
 For: 7/1/2022 to 10/31/2022 Period: 1 to 4



Grant Name	Grant Year	FY 2022-23 Adopted Budget	FY 2022-23 Adjusted Budget	Year To Date Expenditures	Year To Date Encumb/Committed	Year To Date Revenue	Balance
Federal Grants:							
ADULT EDUCATION PIP	2023	40,000	40,000	-	-	0.00	40,000
AMERICAN RESCUE PLAN ARP-ESSER III	2021	-	22,227,932	5,367,266	5,212,713	9,457,663.55	11,647,954
ARP HCY II Homeless Children&Youth	2021	-	385,096	14,442	-	0.00	370,654
ARP IDEA PART B 611	2022	-	1,082,595	182,648	1,354	144,331.72	898,592
ARP IDEA PART B 619 PRESCHOOL	2022	-	-	-	4,827	4,000.00	(4,827)
ARP/ESSER HCYI Homeless Child&Youth	2022	-	64,800	-	-	0.00	64,800
CARL D. PERKINS	2023	591,485	591,485	33,156	-	0.00	558,329
CT CHILDREN MEDICAL CENTER-DWORKIN	2022	-	-	43,562	-	0.00	(43,562)
EDUC-HOMELESS CHILDREN-YOUTH McVEN	2022	-	32,400	-	-	0.00	32,400
ESSER (COVID-19) CARES ACT	2020	-	-	12,970	-	0.00	(12,970)
ESSER II SET-ASIDE (CRRSA ACT)	2021	-	612,500	-	-	10,000.00	612,500
ESSER II (CRRSA ACT) Covid-19	2021	-	7,808,541	3,290,583	314,451	6,801,324.88	4,203,507
ESSER II SPED Recovery Activities	2022	-	-	-	-	8,900.00	-
IDEA PART B SECTION 611	2021	-	-	11,470	-	0.00	(11,470)
IDEA PART B SECTION 611	2022	982,361	1,060,437	675,399	1,464	0.00	383,574
IDEA PART B SECTION 611	2023	6,549,072	6,549,072	668,246	172,182	349,070.80	5,708,644
IDEA PART B, SECTION 619 PRE-SCHOOL	2022	30,617	30,617	-	-	0.00	30,617
IDEA PART B, SECTION 619 PRE-SCHOOL	2023	204,114	204,114	32,412	-	23,336.34	171,702
OD ESSA SIG C02-BURNS	2022	-	92,771	24,176	11,894	14,200.00	56,701
OD ESSA SIG C02-BURNS	2023	405,300	405,300	2,027	294	0.00	402,979
OD ESSA SIG C02-MILNER	2022	-	193,041	55,935	-	53,086.68	137,106
OD ESSA SIG C02-MILNER	2023	425,324	425,324	36,591	-	0.00	388,733
OD ESSA SIG C02-MLKING	2022	-	192,877	-	-	0.00	192,877
OD ESSA SIG C02-MLKING	2023	425,000	425,000	32,268	-	0.00	392,732
OD ESSA SIG C02-SAND	2022	-	80,462	23,138	-	17,942.70	57,323
OD ESSA SIG C02-SAND	2023	390,000	390,000	17,851	-	0.00	372,148
OD ESSA SIG C02-SMSA	2022	-	202,777	18,026	-	27,000.00	184,751
OD ESSA SIG C02-SMSA	2023	500,000	500,000	72,410	-	0.00	427,590
OD ESSA SIG C02-WISH	2022	-	57,379	15,191	5,364	13,108.33	36,824
OD ESSA SIG C02-WISH	2023	390,000	390,000	1,562	-	0.00	388,438
OD ESSA SIG CO2-WHS	2022	-	292,982	37,112	36,000	64,000.00	219,870
OD ESSA SIG CO2-WHS	2023	500,000	500,000	70,264	-	0.00	429,736
SPECIAL EDUCATION STIPEND	2022	-	10,000	6,000	-	10,000.00	4,000
SPECIAL EDUCATION STIPEND PARAS	2022	-	5,000	5,000	-	5,000.00	-
TITLE 1 PART A 1003 SIG (BULKELEY)	2021	-	-	94	-	0.00	(94)
TITLE 1 PART A 1003 SIG (PARKVILLE)	2021	-	-	7,101	-	0.00	(7,101)
TITLE 1, PART D, NEG & DEL	2023	68,673	68,673	-	-	0.00	68,673
TITLE 2 PART A, TEACHERS	2022	170,400	288,490	94,191	28,087	0.00	166,212
TITLE 2 PART A, TEACHERS	2023	1,136,003	1,136,003	312,105	350	0.00	823,548
TITLE 3 PART A, ENGLISH LANGUAGE	2021	-	-	6,423	-	0.00	(6,423)
TITLE 3 PART A, ENGLISH LANGUAGE	2022	81,485	81,485	30,157	2,660	31,147.43	48,669
TITLE 3 PART A, ENGLISH LANGUAGE	2023	543,235	543,235	119,760	42,476	0.00	380,999
TITLE I IMPROVING BASIC PROGRAMS	2021	-	-	1,495	-	0.00	(1,495)
TITLE I IMPROVING BASIC PROGRAMS	2022	2,593,222	3,595,503	1,055,940	128,060	350,000.00	2,411,504
TITLE I IMPROVING BASIC PROGRAMS	2023	12,393,711	12,393,711	1,955,558	451,139	0.00	9,987,015
TITLE IV-A SOC SUPPT & ACAD ENRICH	2022	141,915	155,201	83,551	2,148	125,000.00	69,502
TITLE IV-A SOC SUPPT & ACAD ENRICH	2023	946,097	946,097	69,184	-	0.00	876,913
Total Federal Grants:		29,508,014	64,060,901	14,485,265	6,415,462	17,509,112.43	43,160,174



Special Fund Budget
 Financial Position Report as of 11/23/2022
 For: 7/1/2022 to 10/31/2022 Period: 1 to 4



Grant Name	Grant Year	FY 2022-23 Adopted Budget	FY 2022-23 Adjusted Budget	Year To Date Expenditures	Year To Date Encumb/ Committed	Year To Date Revenue	Balance
State Grants:							
ADULT EDUCATION - PROVIDER (STATE)	2022	-	-	39,943	-	0.00	(39,943)
ADULT EDUCATION - PROVIDER (STATE)	2023	1,729,660	1,810,566	404,977	25,734	1,207,044.00	1,379,855
ADULT EDUCATION CEE - URBAN LEAGUE	2023	6,076	6,461	-	-	79,115.00	6,461
ADULT EDUCATION CEE-LITERACY VOLUNT	2023	110,228	112,211	-	-	0.00	112,211
ALLIANCE - GOVENORS TURNAROUND	2022	-	-	54,267	-	0.00	(54,267)
ALLIANCE - GOVENORS TURNAROUND	2023	27,740,159	29,575,756	5,960,298	867,719	5,574,346.70	22,747,739
CHILD HEALTH & DEVELOP INSTITUTE CT	2022	-	-	-	-	4,344.61	-
COMMISSIONER'S NETWORK	2022	-	-	3,053	-	0.00	(3,053)
COMMISSIONER'S NETWORK HPHS	2023	-	830,358	-	-	0.00	830,358
COMMISSIONER'S NETWORK-McDonough	2023	-	603,000	-	2,500	0.00	600,500
CT DEPT OF PUBLIC HEALTH	2023	875,000	875,000	191,363	-	0.00	683,637
DEPT OF AG - CT GROWN 4 CT KIDS	2022	-	18,971	1,623	-	0.00	17,348
EXTENDED SCHOOL HOUR	2023	325,000	325,000	-	-	0.00	325,000
FAMILY RESOURCE CENTER PROGRAM	2023	508,250	508,250	-	-	0.00	508,250
MAGNET DEVELOPMENT & PLANNING	2023	-	75,000	-	-	0.00	75,000
MAGNET SCHOOL JOINT MAGNET OFFICE	2022	-	-	-	-	44,818.65	-
MAGNET SCHOOL JOINT MAGNET OFFICE	2023	850,000	850,000	214,811	112,999	0.00	522,190
MAGNET SCHOOL OPERATING GRANT	2022	-	-	438,485	570	0.00	(439,056)
MAGNET SCHOOL OPERATING GRANT	2023	56,546,141	56,212,570	11,026,263	1,530,015	36,049,031.00	43,656,292
OPEN CHOICE SLOTS (RECEIVING DIST)	2023	150,000	150,000	756	1,615	0.00	147,629
PRIORITY SCHOOL DISTRICTS	2022	-	-	26,468	-	0.00	(26,468)
PRIORITY SCHOOL DISTRICTS	2023	4,399,999	4,415,953	941,269	1,000	732,007.50	3,473,684
PSD-SUMMER SCHOOL	2023	375,000	375,000	332,255	-	194,929.50	42,745
SBHC-MATERNAL HEALTH & CHILD BLOCK	2023	125,000	125,000	24,742	-	0.00	100,258
SCHOOL READINESS GRANT	2022	-	-	3,683	-	0.00	(3,683)
SCHOOL READINESS GRANT	2023	2,190,000	2,190,000	384,892	-	0.00	1,805,108
SCHOOL SECURITY GRANT	2022	-	-	-	-	0.00	-
STATE BILINGUAL EDUCATION	2023	216,080	393,539	66,711	-	0.00	326,828
SUPPT FOR PREGNANT/PARENTING TEENS	2023	-	400,000	8,713	-	0.00	391,287
Total State Grants:		96,146,593	99,852,635	20,124,573	2,542,152	43,885,636.96	77,185,910




Special Fund Budget
 Financial Position Report as of 11/23/2022
 For: 7/1/2022 to 10/31/2022 Period: 1 to 4



Grant Name	Grant Year	FY 2022-23 Adopted Budget	FY 2022-23 Adjusted Budget	Year To Date Expenditures	Year To Date Encumb/Committed	Year To Date Revenue	Balance
Private/Foundation Grants/Fee							
BARR FOUNDATION G-II	2021	-	-	86	-	0.00	(86)
BARR FOUNDATION G-II	2022	-	203,288	5,940	104,035	0.00	93,314
BARR FOUNDATION G-II	2023	50,000	50,000	-	16,000	50,000.00	34,000
DALIO FOUNDATION	2022	-	23,121	9,397	773	0.00	12,951
DALIO FOUNDATION	2023	-	-	-	-	31,000.00	-
FEE COLLECTION - PRE-K	2022	-	-	-	-	-44.00	-
FEE COLLECTION - PRE-K	2023	12,000	12,000	3,776	-	6,560.00	8,224
Grants Accounting Sundry	2099	-	-	(2,230,477)	-	0.00	2,230,477
HARTFORD FOUNDATION PUBLIC GIVING	2022	-	31,685	-	-	0.00	31,685
HARTFORD FOUNDATION PUBLIC GIVING	2023	-	6,000	5,885	-	6,000.00	115
INSURANCE BILLING - MEDICAID(SBCH)	2022	-	-	(636)	-	0.00	636
INSURANCE BILLING - MEDICAID(SBCH)	2023	2,904,628	2,904,628	742,649	-	258,552.50	2,161,979
INSURANCE BILLING - MEDICAL REIMB	2022	-	-	4,445	-	0.00	(4,445)
INSURANCE BILLING - MEDICAL REIMB	2023	2,281,826	2,281,826	450,788	25,660	131,610.88	1,805,377
JENE FRANK SCHOLARSHIP FUND	2022	-	43,000	-	-	0.00	43,000
L.E.A.P.	2022	-	873,037	216,043	49,900	0.00	607,094
LAURA BUSH FOUNDATION / LIBRARIES	2022	-	-	-	-	5,000.00	-
MULTISOURCE - FOR SCHOOL	2023	-	1,690	-	-	1,690.00	1,690
PARTNERSHIP FUNDS (VARIOUS SOURCES)	2022	-	-	132	-	0.00	(132)
PRATT & WHITNEY	2022	-	5,000	-	-	5,000.00	5,000
QUALVOICE LLC	2022	-	12,500	-	-	0.00	12,500
SPECIAL EDUCATION EXCESS COST	2023	5,329,382	5,329,382	-	-	0.00	5,329,382
STOCKTON FARMER/MEGAN BRADLEY	2023	-	1,013	-	-	1,013.00	1,013
THE STATE EDUCATION RESOURCE CENTER	2023	-	-	-	-	2,500.00	-
TRAVELERS	2022	-	28,213	981	-	0.00	27,232
TUITION BILLING - SPECIAL EDUCATION	2022	1,490,000	33,050	29,419	-	-63,587.82	3,631
TUITION BILLING - SPECIAL EDUCATION	2023	1,000,000	2,435,488	566,627	33,453	0.00	1,835,408
WISE ISIDORE & SELMA TRAVEL FOUNDAT	2022	-	12,132	1,492	-	0.00	10,640
YOUTH COMMISSION MINI GRANT	2023	-	1,000	910	31	1,000.00	59
Total Private/Foundation Grants/Fee		13,067,836	14,288,054	(192,543)	229,852	436,294.56	14,250,744
Total All Grants:		138,722,442	178,201,589	34,417,295	9,187,466	61,831,043.95	134,596,828



MEMO

From: Phillip J. Penn 
To: Dr. Leslie Torres-Rodriguez
Date: November 28, 2022
Re: COVID-19 Relief Grant Spending

During the month of October, Hartford Public Schools expended or encumbered roughly \$800,000 of our Federal COVID relief grants, which was down sharply from September’s pace. The table that follows summarizes that spending by grant:

Grant	Spending Deadline	Total Grant Award	Total Spent or Encumbered	Change From 9/30/2022	Amount Remaining
ESSER I/CARES Act	9/30/2022	\$10,314,679	\$10,302,296	\$0	\$0
ESSER II	9/30/2023	\$45,730,706	\$25,446,190	-\$18,139	\$20,284,516
ARP/ESSER III	9/30/2024	<u>\$98,589,663</u>	<u>\$17,460,865</u>	<u>\$821,992</u>	<u>\$81,128,798</u>
Total		\$154,635,048	\$53,209,351	\$803,853	\$101,413,314

Vacancies are continuing to impact over COVID grant spending, and as a result on December 1 we will pivot to repurposing those vacancies to a number of ‘Plan B’ purchases that were deferred until available funds could be identified.

Since the end of October, we have continued to make strong progress on the approvals for our SEIG grants (Scaling Equity Innovation Grants – mini grants within ARP/ESSER III), with only a handful of budgets remaining to be approved and loaded into Munis. To that end, we have also seen an uptick in this grant spending in November as schools have started to use their SEIG grants. Beginning next month, starting with the reporting for the November period, we will provide additional detail on the SEIG spending, as much effort has been made to enhance our tracking of those expenditures in Munis.

A breakdown of the expenditures in each grant by object code follows on the next three pages.

ESSER I/CARES ACT

Expenditures through 9/30/22

OBJECT	ACCOUNT DESCRIPTION	2020-21 EXPENDED	2021-22 EXPENDED	2022-23 EXPENDED	ENCUMBRANCES	TOTAL
511360	TEACHER-REG	45,828.44	0.00	0.00	0.00	45,828.44
511361	TEACHER-PT	0.00	143,706.39	0.00	0.00	143,706.39
511400	SOC WKR-REG	0.00	855,653.87	0.00	0.00	855,653.87
511401	SOC WKR-PT	0.00	396.00	0.00	0.00	396.00
512280	SUPPORTIVE STAFF-REG	200,940.33	288,156.61	0.00	0.00	489,096.94
512281	SUPPORTIVE STAFF-PT	0.00	1,326.92	0.00	0.00	1,326.92
512282	SUPPORTIVE STAFF-OT	0.00	3,256.25	0.00	0.00	3,256.25
512461	NURSE-PT	0.00	10,082.71	0.00	0.00	10,082.71
512562	SPEC POLICE OFF-OT	0.00	7,365.74	0.00	0.00	7,365.74
512591	FOOD SERVICE WORKER PT	53,823.43	55,747.30	0.00	0.00	109,570.73
512680	CUSTODIAN-REG	232,682.74	373,408.59	0.00	0.00	606,091.33
512682	CUSTODIAN-OT	37,052.09	55,038.59	12,048.75	0.00	104,139.43
529997	FRINGE BENEFITS-CERT	11,773.33	183,488.11	0.00	0.00	195,261.44
529998	FRINGE BENEFITS-NON-CER	206,584.97	287,025.56	921.73	0.00	494,532.26
533220	INSTR PROG IMPROVE SVS	310,750.00	13,000.00	0.00	0.00	323,750.00
533305	OTHER PROF TECH SVS	288,142.47	357,029.37	0.00	0.00	645,171.84
544300	MAINT & CUSTODIAL SERV	0.00	28,612.00	0.00	0.00	28,612.00
555301	POSTAGE	0.00	20,000.00	0.00	0.00	20,000.00
555303	INTERNET COMMUNICATIONS	382,838.93	429,660.59	0.00	0.00	812,499.52
555900	MISC PURCHASED SVS	10,683.00	0.00	0.00	0.00	10,683.00
566110	INSTRUCTIONAL SUPPLIES	306,590.08	147,000.83	0.00	0.00	453,590.91
566504	TECHNOLOGY RELATED SUPP	46,310.40	28,227.30	0.00	0.00	74,537.70
566909	SUPPLIES AND MATERIALS	575,561.09	166,037.29	0.00	0.00	741,598.38
577340	EQUIPMENT	91,749.00	73,353.80	0.00	0.00	165,102.80
577348	COMPUTER/TECH RELATED H	3,871,861.93	4,810.11	0.00	0.00	3,876,672.04
599999	INDIRECT - OVERHEAD	47,424.11	36,345.36	0.00	0.00	83,769.47
	Expense Total	6,720,596.34	3,568,729.29	12,970.48	0.00	10,302,296.11

ESSER II

Expenditures through 10/31/22

OBJECT	ACCOUNT DESCRIPTION	2021-22	2022-23	ENCUMBRANCES	TOTAL
		EXPENDED	EXPENDED		
511020	ADMINISTRATOR-REG	168,269.23	0.00	0.00	168,269.23
511021	ADMINISTRATOR-PT	0.00	18,975.00	0.00	18,975.00
511040	DIRECTOR/ASST-REG	0.00	34,992.48	0.00	34,992.48
511240	PRIN/VP-REG	111,660.27	69,426.30	0.00	181,086.57
511241	PRIN/VP - PT	26,134.66	1,208.81	0.00	27,343.47
511360	TEACHER-REG	4,513,501.51	50,866.26	0.00	4,564,367.77
511361	TEACHER-PT	314,768.42	9,693.20	0.00	324,461.62
511363	TEACHER-SUBS	0.00	3,153.46	0.00	3,153.46
511365	TCHR-STIPENDS & ATHLETI	525,553.66	0.00	0.00	525,553.66
511400	SOC WKR-REG	282,118.16	0.00	0.00	282,118.16
511997	BONUS CERTIFIED	545,400.00	299,612.00	0.00	845,012.00
512040	DIRECTOR/ASST-REG	76,846.15	52,899.08	0.00	129,745.23
512280	SUPPORTIVE STAFF-REG	339,535.89	43,573.77	0.00	383,109.66
512281	SUPPORTIVE STAFF-PT	43,065.23	18,020.49	0.00	61,085.72
512282	SUPPORTIVE STAFF - OT	956.19	291.71	0.00	1,247.90
512322	CLERICAL - OT	0.00	730.49	0.00	730.49
512461	NURSE-PT	6,600.00	5,697.15	0.00	12,297.15
512462	NURSE - OT	8,052.24	0.00	0.00	8,052.24
512540	PARAPROFESSIONAL-REG	13,324.65	0.00	0.00	13,324.65
512541	PARAPROFESSIONAL-PT	48,269.50	0.00	0.00	48,269.50
512560	SPEC POLICE OFF-REG	12,652.22	0.00	0.00	12,652.22
512561	SPEC POLICE OFF-PT	17,238.00	0.00	0.00	17,238.00
512562	SPEC POLICE OFF-OT	41,841.04	733.11	0.00	42,574.15
512681	CUSTODIAL PART TIME	3,000.00	0.00	0.00	3,000.00
512682	CUSTODIAN-OT	19,278.46	860.72	0.00	20,139.18
512997	BONUS NON-CERTIFIED	250.00	141,572.00	0.00	141,822.00
529997	FRINGE BENEFITS-CERT	1,204,204.80	114,147.05	0.00	1,318,351.85
529998	FRINGE BENEFITS-NON-CER	199,551.34	68,093.40	0.00	267,644.74
533210	INSTR CONTRACT SVS	5,516,890.00	0.00	0.00	5,516,890.00
533220	INSTR PROG IMPROVE SVS	1,363,400.00	4,733.00	4,591.00	1,372,724.00
533230	PUPIL SVS: NON-PYRL SVS	1,516,110.00	0.00	0.00	1,516,110.00
533240	FIELD TRIPS	0.00	0.00	194.70	194.70
533305	OTHER PROF TECH SVS	1,321,219.87	412,989.25	155,568.75	1,889,777.87
544300	MAINT & CUSTODIAL SERVICES	33,775.38	0.00	0.00	33,775.38
544410	RENTAL OF FACILITIES	48,000.00	0.00	0.00	48,000.00
555100	STUDENT TRANSP	993,731.30	1,545,821.89	0.00	2,539,553.19
555303	INTERNET COMMUNICATIONS	305,977.24	196,791.86	28,525.00	531,294.10
555400	ADVERTISEMENT	10,000.00	0.00	0.00	10,000.00
555900	MISC PURCHASED SVS	34,299.60	0.00	0.00	34,299.60
566110	INSTRUCTIONAL SUPPLIES	254,932.48	18,831.65	34,567.16	308,331.29
566113	TRAINING SUPPLIES	1,699.50	807.10	0.00	2,506.60
566130	MAINT & CUSTODIAL SUPPL	331,003.12	0.00	0.00	331,003.12
566904	AWARDS & INCENTIVES	48,067.12	8,937.26	949.95	57,954.33
566909	SUPPLIES AND MATERIALS	708,756.82	0.00	0.00	708,756.82
577340	EQUIPMENT	0.00	102,390.00	88,457.70	190,847.70
577341	FURNITURE/FIXTURES	0.00	0.00	1,597.10	1,597.10
577438	COMPUTER/TECH RELATED HARDWARE	13,848.00	0.00	0.00	13,848.00
588300	RELOCATION EXPENSE	13,838.99	26,379.30	0.00	40,218.29
588906	INCENTIVES FOR STAFF	16,932.10	38,355.26	0.00	55,287.36
599999	INDIRECT - OVERHEAD	786,602.20	0.00	0.00	786,602.20
	Expense Total	21,841,155.34	3,290,583.05	314,451.36	25,446,189.75

ARP/ESSER III

Expenditures through 10/31/22

OBJECT	ACCOUNT DESCRIPTION	2021-22	2022-23	ENCUMBRANCES	TOTAL
		EXPENDED	EXPENDED		
511020	ADMINISTRATOR-REG	187,500.08	127,730.70	0.00	315,230.78
511040	DIRECTOR/ASST-REG	321,492.39	132,291.69	0.00	453,784.08
511240	PRIN/VP-REG	127,578.09	163,481.28	0.00	291,059.37
511241	PRIN/VP-PT	0.00	19,063.96	0.00	19,063.96
511360	TEACHER-REG	0.00	1,067,274.51	0.00	1,067,274.51
511361	TEACHER-PT	49,087.50	46,591.90	0.00	95,679.40
511363	TEACHER-SUBS	11,750.00	4,750.00	0.00	16,500.00
511365	TEACHER STIPENDS/ATHLETIC	0.00	186,450.00	0.00	186,450.00
511400	SOCIAL WKR-REG	0.00	261,823.57	0.00	261,823.57
511997	BONUS CERTIFIED	0.00	491,050.00	0.00	491,050.00
512180	MANAGER-REG	0.00	51,453.33	0.00	51,453.33
512280	SUPPORTIVE STAFF-REG	54,979.58	550,373.60	0.00	605,353.18
512281	SUPPORTIVE STAFF-PT	2,383.51	424.16	0.00	2,807.67
512540	PARAPROFESSIONAL-REG	0.00	75,453.43	0.00	75,453.43
512560	SPEC POLICE OFF-REG	0.00	10,315.51	0.00	10,315.51
512562	SPEC POLICE OFF-OT	0.00	3,160.48	0.00	3,160.48
512680	CUSTODIAN-REG	28,241.70	139,923.73	0.00	168,165.43
529997	FRINGE BENEFITS-CERT	136,563.61	523,585.84	0.00	660,149.45
529998	FRINGE BENEFITS-NON-CER	35,010.46	349,576.10	0.00	384,586.56
533220	INSTR PROG IMPROVE SVS	189,929.30	72,802.80	40,000.00	302,732.10
533230	PUPIL SVS: NON-PAYROLL SERVICES	0.00	0.00	1,671,000.00	1,671,000.00
533305	OTHER PROF TECH SVS	1,015,793.30	238,625.00	1,970,145.00	3,224,563.30
544300	MAINT & CUSTODIAL SERVICES	0.00	8,950.00	35,800.00	44,750.00
544500	BUILDING & GROUNDS IMPROVE	0.00	0.00	336,299.00	336,299.00
555303	INTERNET COMMUNICATIONS	706,125.41	593,015.01	113,176.95	1,412,317.37
555900	MISC PURCHASED SVS	0.00	3,300.00	0.00	3,300.00
566110	INSTRUCTIONAL SUPPLIES	761,865.64	146,407.85	398,852.47	1,307,125.96
566113	TRAINING SUPPLIES	485,266.87	0.00	0.00	485,266.87
566130	MAINT & CUSTODIAL SUPP	0.00	95,536.70	296,527.30	392,064.00
566504	TECHNOLOGY RELATED SUPP	42,326.55	0.00	50,000.00	92,326.55
566909	SUPPLIES & MATERIALS	28,761.70	3,854.38	0.00	32,616.08
577340	EQUIPMENT	0.00	0.00	25,944.00	25,944.00
577348	COMPUTER/TECH RELATED H	2,535,282.74	0.00	274,968.00	2,810,250.74
599999	INDIRECT - OVERHEAD	160,948.30	0.00	0.00	160,948.30
	Expense Total	6,880,886.73	5,367,265.53	5,212,712.72	17,460,864.98

**MEMORANDUM
MUNICIPAL ACCOUNTABILITY REVIEW BOARD**

To: Municipal Accountability Review Board
From: Julian Freund
Subject: Update on West Haven Subcommittee
Date: November 25, 2022

The West Haven Subcommittee last met on November 15.

FY 2021 Audit: The City reported that all information requested by the independent auditor has been provided, including any information sought from the BOE. The City indicated it will be seeking a draft of the audit to begin preparing the MD&A section in order to keep the timeline intact.

Discussion Regarding Findings in CohnReznick April 2022 Report: The CohnReznick report included several findings for which it recommended follow-up review in order to determine if certain practices extended beyond the use of CRF. Board members have expressed an interest in further review of certain findings. The Subcommittee discussed matters that it is interested in pursuing and how best to go about the process. Engagement of an external consultant appeared to be the consensus approach. On a related note, OPM staff also reported that the Office of State Ethics is amenable to the possibility of providing ethics training to City officials and staff. OSE may also provide technical assistance to the City as its local Ethics Board drafts an Ethics Ordinance. OSE provides input and advice on local ethics ordinances and codes, including suggestions for effective enforcement, the composition of local ethics boards and how their members are appointed.

MOA Action Plan Updates: The City reported on its recruitment efforts. Recent hires include a Payroll Assistant and a Purchasing Specialist. The City also reported having made an offer on the IT Network Security Engineer, a position which has been particularly difficult to fill.

Update on Tier IV Financial Manager RFP: The RFP work group has reviewed and approved a draft RFP. The RFP will now require internal approval from the OPM business office.

* The next meeting of the West Haven Subcommittee is December 13th. The meeting will be held at the City of West Haven.

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CITY OF WEST HAVEN LIVE
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ACCOUNTS FOR: 101 GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
<hr/>							
10112542 CITY CLERK LICENSES							
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10112542 42150 ANIMAL LICENSES	-9,389	-9,389	-2,662.00	-167.00	.00	-6,727.00	28.4%
10112542 42160 MARRIAGE LICENSES	-7,800	-7,800	-8,576.00	6,324.00	.00	776.00	109.9%
10112542 42170 SPORTING LICENSES	-250	-250	-40.00	12.00	.00	-210.00	16.0%
TOTAL CITY CLERK LICENSES	-17,439	-17,439	-11,278.00	6,169.00	.00	-6,161.00	64.7%
<hr/>							
10112546 CITY CLERK MISC CHARGES							
<hr/>							
10112546 46940 RECORD LEGAL INSTRU	-1,650,000	-1,650,000	-554,457.65	-166,532.30	.00	-1,095,542.35	33.6%
TOTAL CITY CLERK MISC CHARGES	-1,650,000	-1,650,000	-554,457.65	-166,532.30	.00	-1,095,542.35	33.6%
<hr/>							
10119042 PLANNING/DEVELOP LICENSES							
<hr/>							
10119042 42210 BUILDING PERMITS	-1,175,000	-1,175,000	-288,163.19	-86,306.07	.00	-886,836.81	24.5%
10119042 42211 BLDG DEPT-FLOOD PL	0	0	-355.70	.00	.00	355.70	100.0%
10119042 42220 ELECTRICAL PERMITS	-176,254	-176,254	-83,944.90	-20,208.00	.00	-92,309.10	47.6%
10119042 42230 EXCAVATION PERMITS	-13,265	-13,265	-675.00	.00	.00	-12,590.00	5.1%
10119042 42240 PLUMBING & HEATING	-96,548	-96,548	-22,970.50	-2,280.00	.00	-73,577.50	23.8%
10119042 42250 ZONING PERMITS	-135,000	-135,000	-27,142.00	-5,422.00	.00	-107,858.00	20.1%
TOTAL PLANNING/DEVELOP LICENSES	-1,596,067	-1,596,067	-423,251.29	-114,216.07	.00	-1,172,815.71	26.5%
<hr/>							
10120044 TREASURERS INVESTMENT INCOME							
<hr/>							
10120044 44100 INVESTMENT INCOME	-52,000	-52,000	-204,738.73	-67,213.28	.00	152,738.73	393.7%
10120044 44210 RENT FROM CITY FACI	-28,611	-28,611	-8,500.00	-1,750.00	.00	-20,111.00	29.7%
TOTAL TREASURERS INVESTMENT INCOM	-80,611	-80,611	-213,238.73	-68,963.28	.00	132,627.73	264.5%
<hr/>							
10120045 STATE GRANTS							
<hr/>							
10120045 45200 09860 STATE GRANTS	0	0	-10,671.38	.00	.00	10,671.38	100.0%

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ACCOUNTS FOR: 101	GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED	
10120045	45211	EDUCATIONAL COST SH	-45,140,487	-45,140,487	-10,349,826.00	-10,349,826.00	.00	-34,790,661.00	22.9%
10120045	45219	HEALTH SERVICES	-60,000	-60,000	.00	.00	.00	-60,000.00	.0%
10120045	45231	PILOT-COLLEGES & HO	-8,741,348	-8,741,348	.00	.00	.00	-8,741,348.00	.0%
10120045	45233	MUNI REV SHR (MFG P	-147,516	-147,516	-1,084,924.06	-1,084,924.06	.00	937,408.06	735.5%
10120045	45234	PROP TAX RELIEF-ELD	-502,691	-502,691	-502,691.00	.00	.00	.00	100.0%
10120045	45235	MASHENTUCKET PEQUOT	-807,097	-807,097	.00	.00	.00	-807,097.00	.0%
10120045	45236	PROP TAX RELIEF-TOT	-5,000	-5,000	.00	.00	.00	-5,000.00	.0%
10120045	45238	PROPERTY TAX RELIEF	-127,400	-127,400	.00	.00	.00	-127,400.00	.0%
10120045	45248	TOWN AID ROAD	-618,370	-618,370	-310,514.52	.00	.00	-307,855.48	50.2%
10120045	45290	STATE MISCELLANEOUS	-122,000	-122,000	-124,199.38	.00	.00	2,199.38	101.8%
10120045	45310	TELEPHONE ACCESS GR	-95,000	-95,000	.00	.00	.00	-95,000.00	.0%
10120045	45340	SCCRWA- PILOT GRANT	-301,100	-301,100	-140,947.20	.00	.00	-160,152.80	46.8%
10120045	52290	09860 ELECTION DAY E	0	0	1,415.00	1,415.00	.00	-1,415.00	100.0%
TOTAL STATE GRANTS			-56,668,009	-56,668,009	-12,522,358.54	-11,433,335.06	.00	-44,145,650.46	22.1%
10120046 MISCELLANEOUS CHARGES									
10120046	46950	MISCELLANEOUS PUBLI	-37,900	-37,900	-205.00	.00	.00	-37,695.00	.5%
10120046	46952	MISCELLANEOUS - GEN	-56,000	-56,000	-12,677.76	-2,413.01	.00	-43,322.24	22.6%
10120046	46956	MISC. - PARKS & REC	-220,000	-220,000	-37,553.30	-8,492.50	.00	-182,446.70	17.1%
TOTAL MISCELLANEOUS CHARGES			-313,900	-313,900	-50,436.06	-10,905.51	.00	-263,463.94	16.1%
10120047 MISCELLANEOUS REVENUE									
10120047	43300	PARKING METER REVEN	-62,000	-62,000	-63,870.00	.00	.00	1,870.00	103.0%
10120047	47200	PROP SALE(Bayview,e	-14,500	-14,500	-100,000.00	.00	.00	85,500.00	689.7%
10120047	47350	PILOT - HOUSING AUT	-146,600	-146,600	.00	.00	.00	-146,600.00	.0%
10120047	47360	SEWER FEE COLLECTIO	-55,200	-55,200	.00	.00	.00	-55,200.00	.0%
10120047	47380	INSURANCE REIMBURSE	-9,823	-9,823	.00	.00	.00	-9,823.00	.0%
10120047	47800	yale contribution	-466,715	-466,715	.00	.00	.00	-466,715.00	.0%
10120047	47900	MISCELLANEOUS	-160,000	-160,000	-47,638.00	-2,049.00	.00	-112,362.00	29.8%
10120047	47904	QUIGLEY/YALE PARKIN	-43,603	-43,603	-14,534.32	-3,633.58	.00	-29,068.64	33.3%
TOTAL MISCELLANEOUS REVENUE			-958,441	-958,441	-226,042.32	-5,682.58	.00	-732,398.64	23.6%
10120048 OPERATING TRANSFERS IN									
10120048	48100	OPERATING TRANSFERS	-110,000	-110,000	.00	.00	.00	-110,000.00	.0%

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ACCOUNTS FOR: 101 GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
10120048 48300 RESIDUAL EQUITY TRA	-200,000	-200,000	.00	.00	.00	-200,000.00	.0%
10120048 48500 TRANSFER FROM SEWER	-424,004	-424,004	.00	.00	.00	-424,004.00	.0%
TOTAL OPERATING TRANSFERS IN	-734,004	-734,004	.00	.00	.00	-734,004.00	.0%
<hr/>							
10124041 PROPERTY TAXES							
10124041 41100 CURRENT PROPERTY TA	-102,406,510	-102,406,510	-54,274,010.33	-470,590.58	.00	-48,132,499.17	53.0%
10124041 41101 PA 76-338 MOTOR VEH	-1,261,000	-1,261,000	-65,072.66	.00	.00	-1,195,927.34	5.2%
10124041 41200 PRIOR YEARS TAX LEV	-412,000	-412,000	-136,409.50	-5,490.00	.00	-275,590.50	33.1%
10124041 41300 SUSPENSE TAXES	-100,000	-100,000	-82,279.10	-19,391.77	.00	-17,720.90	82.3%
10124041 41610 CURRENT PROPERTY TA	-476,100	-476,100	-111,264.28	-17,668.15	.00	-364,835.72	23.4%
10124041 41620 PRIOR YEARS TAX INT	-256,452	-256,452	-73,176.74	-11,609.78	.00	-183,275.26	28.5%
10124041 41630 SUSPENSE INTEREST	-100,000	-100,000	-81,809.09	-17,953.32	.00	-18,190.91	81.8%
TOTAL PROPERTY TAXES	-105,012,062	-105,012,062	-54,824,021.70	-542,703.60	.00	-50,188,039.80	52.2%
<hr/>							
10124043 FINES AND PENALTIES							
10124043 43200 FINES & PENALTIES -	-53,452	-53,452	-10,096.65	-1,230.14	.00	-43,355.35	18.9%
10124043 43250 BLDG CODE VIOLATION	-7,785	-7,785	.00	.00	.00	-7,785.00	.0%
TOTAL FINES AND PENALTIES	-61,237	-61,237	-10,096.65	-1,230.14	.00	-51,140.35	16.5%
<hr/>							
10130047 MISC-OTHER AGENCIES							
10130047 47310 FIRE DEPT SHARE OF	-916,427	-916,427	-1,772.65	-46,129.50	.00	-914,654.35	.2%
TOTAL MISC-OTHER AGENCIES	-916,427	-916,427	-1,772.65	-46,129.50	.00	-914,654.35	.2%
<hr/>							
10131042 LICENSES							
10131042 42110 ALCOHOLIC BEVERAGE	-700	-700	-340.00	-100.00	.00	-360.00	48.6%
10131042 42130 POLICE&PROTECT LIC/	-25,701	-25,701	-5,950.00	-1,300.00	.00	-19,751.00	23.2%
TOTAL LICENSES	-26,401	-26,401	-6,290.00	-1,400.00	.00	-20,111.00	23.8%
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10131043 PARKING TAGS							

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ACCOUNTS FOR: 101 GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
<u>10131043 43100 PARKING TAGS</u>	-200,254	-200,254	-5,219.02	-2,699.11	.00	-195,034.98	2.6%
TOTAL PARKING TAGS	-200,254	-200,254	-5,219.02	-2,699.11	.00	-195,034.98	2.6%
<hr/> 10131046 POLICE SERVICE CHARGES <hr/>							
<u>10131046 46710 POLICE CHARGES</u>	-13,500	-13,500	-4,257.75	-669.75	.00	-9,242.25	31.5%
TOTAL POLICE SERVICE CHARGES	-13,500	-13,500	-4,257.75	-669.75	.00	-9,242.25	31.5%
<hr/> 10132042 MISCELLANEOUS FEES <hr/>							
<u>10132042 42910 CITY CLERK FEES COL</u>	-6,300	-6,300	-1,967.00	-493.00	.00	-4,333.00	31.2%
<u>10132042 42920 DOG POUND RELEASES</u>	-500	-500	-870.00	290.00	.00	370.00	174.0%
TOTAL MISCELLANEOUS FEES	-6,800	-6,800	-2,837.00	-203.00	.00	-3,963.00	41.7%
<hr/> 10140046 MISCELLANEOUS CHARGES <hr/>							
<u>10140046 46953 ALL OTHER-PUBLIC WO</u>	-3,000	-3,000	-12,344.00	.00	.00	9,344.00	411.5%
TOTAL MISCELLANEOUS CHARGES	-3,000	-3,000	-12,344.00	.00	.00	9,344.00	411.5%
<hr/> 10145047 MISC-OTHER AGENCIES <hr/>							
<u>10145047 47340 ORGANIC RECYCLING C</u>	-10,600	-10,600	-80.00	.00	.00	-10,520.00	.8%
TOTAL MISC-OTHER AGENCIES	-10,600	-10,600	-80.00	.00	.00	-10,520.00	.8%
<hr/> 10153042 LICENSES <hr/>							
<u>10153042 42120 HEALTH LICENSES</u>	-85,400	-85,400	-75,297.25	-14,130.00	.00	-10,102.75	88.2%
TOTAL LICENSES	-85,400	-85,400	-75,297.25	-14,130.00	.00	-10,102.75	88.2%
TOTAL REVENUES	-168,354,151	-168,354,151	-68,944,693.61	-12,404,045.90	.00	-99,409,457.85	
TOTAL EXPENSES	0	0	1,415.00	1,415.00	.00	-1,415.00	

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CITY OF WEST HAVEN LIVE
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	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	-168,354,151	-168,354,151	-68,943,278.61	-12,402,630.90	.00	-99,410,872.85	41.0%

** END OF REPORT - Generated by David Taylor **

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ACCOUNTS FOR: 101 GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
<u>11000010 CITY COUNCIL</u>							
11000010 51000 REGULAR WAGES	40,989	40,989	22,538.40	4,703.00	.00	18,450.60	55.0%
11000010 51010 CLERK OF THE COUNCIL	10,000	10,000	5,174.99	712.50	.00	4,825.01	51.7%
11000010 51350 PART TIME - ELECTED	32,700	32,700	9,273.56	2,318.39	.00	23,426.44	28.4%
11000010 51500 OVERTIME	0	0	544.20	128.64	.00	-544.20	100.0%
11000010 52250 ADVERTISING	3,000	3,000	887.28	300.94	.00	2,112.72	29.6%
11000010 52430 LEGAL SERVICES	25,000	0	.00	.00	.00	.00	.0%
11000010 52510 MAINTENANCE SERVICE	4,000	4,000	.00	.00	.00	4,000.00	.0%
11000010 52770 OTHER CONTRACTUAL S	2,500	27,500	3,550.00	1,050.00	.00	23,950.00	12.9%
11000010 54331 MISC. EXP.	300	300	.00	.00	.00	300.00	.0%
TOTAL CITY COUNCIL	118,489	118,489	41,968.43	9,213.47	.00	76,520.57	35.4%
<u>11050010 MAYOR</u>							
11050010 51000 REGULAR WAGES	243,274	243,274	80,008.99	16,111.68	.00	163,264.97	32.9%
11050010 51300 PART TIME WAGES	20,000	20,000	6,456.15	2,174.40	.00	13,543.85	32.3%
11050010 52220 OUTSIDE PRINTING SE	1,000	1,000	.00	.00	.00	1,000.00	.0%
11050010 52320 SUBSCRIPTIONS & PER	275	275	.00	.00	.00	275.00	.0%
11050010 52330 TRAINING AND EDUCAT	300	300	.00	.00	.00	300.00	.0%
11050010 52350 TRAVEL EXPENSES	1,500	1,500	.00	.00	.00	1,500.00	.0%
11050010 52360 BUSINESS EXPENSE	4,900	4,900	31.89	.00	.00	4,868.11	.7%
11050010 52370 COUNCIL OF GOVERNME	19,500	19,500	18,900.00	.00	.00	600.00	96.9%
11050010 52390 CT CONFERENCE OF MU	36,160	36,160	36,160.00	36,160.00	.00	.00	100.0%
11050010 52397 U.S. CONFERENCE OF	7,000	7,000	.00	.00	.00	7,000.00	.0%
11050010 53490 OTHER OPERATING SUP	2,000	2,000	.00	.00	.00	2,000.00	.0%
TOTAL MAYOR	335,909	335,909	141,557.03	54,446.08	.00	194,351.93	42.1%
<u>11100010 CORPORATION COUNSEL</u>							
11100010 51000 REGULAR WAGES	397,121	397,121	116,875.98	33,722.37	.00	280,245.02	29.4%
11100010 51300 PART TIME WAGES	10,000	10,000	.00	.00	.00	10,000.00	.0%
11100010 51500 OVERTIME	0	0	2,273.69	368.04	.00	-2,273.69	100.0%
11100010 52310 CONVENTIONS & DUES	1,000	1,000	340.00	.00	.00	660.00	34.0%
11100010 52430 LEGAL SERVICES	250,000	250,000	22,101.30	17,756.30	199.20	227,699.50	8.9%
11100010 52480 OTHER PROFESSIONAL	25,000	25,000	9,327.00	8,219.25	2,800.00	12,873.00	48.5%

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ACCOUNTS FOR: 101 GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
<u>11100010 52490 TAX FORECLOSURE EXP</u>	37,000	37,000	-4,328.88	.00	.00	41,328.88	-11.7%
<u>11100010 53110 OFFICE SUPPLIES</u>	3,500	3,500	.00	.00	.00	3,500.00	.0%
<u>11100010 53140 LIBRARY SUPPLIES</u>	12,000	12,000	6,212.06	2,026.25	2,092.70	3,695.24	69.2%
<u>11100010 55180 COMPUTER SOFTWARE</u>	2,500	2,500	.00	.00	.00	2,500.00	.0%
TOTAL CORPORATION COUNSEL	738,121	738,121	152,801.15	62,092.21	5,091.90	580,227.95	21.4%
11150010 PERSONNEL DEPARTMENT							
<u>11150010 51000 REGULAR WAGES</u>	416,083	416,083	90,233.68	16,216.57	.00	325,849.14	21.7%
<u>11150010 51500 OVERTIME</u>	6,000	6,000	942.93	150.44	.00	5,057.07	15.7%
<u>11150010 52250 ADVERTISING</u>	3,000	3,000	.00	.00	.00	3,000.00	.0%
<u>11150010 52260 OTHER PRINTING SERV</u>	500	500	.00	.00	.00	500.00	.0%
<u>11150010 52310 CONVENTIONS & DUES</u>	1,500	1,500	.00	.00	.00	1,500.00	.0%
<u>11150010 52330 TRAINING AND EDUCAT</u>	3,000	3,000	.00	.00	.00	3,000.00	.0%
<u>11150010 52830 OTHER EXAMINATIONS</u>	8,300	8,300	1,810.00	901.00	775.00	5,715.00	31.1%
TOTAL PERSONNEL DEPARTMENT	438,383	438,383	92,986.61	17,268.01	775.00	344,621.21	21.4%
11209910 TELEPHONE ADMINISTRATION							
<u>11209910 52150 TELEPHONE EXPENSE</u>	357,055	357,055	85,607.18	.00	.00	271,447.42	24.0%
TOTAL TELEPHONE ADMINISTRATION	357,055	357,055	85,607.18	.00	.00	271,447.42	24.0%
11250010 CITY CLERK							
<u>11250010 51000 REGULAR WAGES</u>	243,521	243,521	84,559.85	19,276.57	.00	158,961.15	34.7%
<u>11250010 51500 OVERTIME</u>	2,000	2,000	.00	.00	.00	2,000.00	.0%
<u>11250010 52250 ADVERTISING</u>	1,500	1,500	.00	.00	.00	1,500.00	.0%
<u>11250010 52290 ELECTION DAY EXPENS</u>	20,000	20,000	1,999.27	1,499.27	6,125.00	11,875.73	40.6%
<u>11250010 52310 CONVENTIONS & DUES</u>	900	900	275.00	.00	.00	625.00	30.6%
<u>11250010 52330 TRAINING AND EDUCAT</u>	500	500	.00	.00	.00	500.00	.0%
<u>11250010 52425 ARCHIVING SERVICES</u>	50,000	50,000	19,900.25	19,900.25	.00	30,099.75	39.8%
<u>11250010 52480 OTHER PROFESSIONAL</u>	20,000	20,000	1,686.15	.00	570.00	17,743.85	11.3%
<u>11250010 52520 OFFICE EQUIPMENT RE</u>	3,900	3,900	210.97	33.02	.00	3,689.03	5.4%
<u>11250010 52750 FEES AND CHARGES</u>	1,200	1,200	404.00	404.00	.00	796.00	33.7%
<u>11250010 52770 OTHER CONTRACTUAL S</u>	76,000	76,000	7,547.16	.00	7,465.55	60,987.29	19.8%

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ACCOUNTS FOR: 101	GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
11250010	53590 DOG LICENSES	100	100	.00	.00	.00	100.00	.0%
	TOTAL CITY CLERK	419,621	419,621	116,582.65	41,113.11	14,160.55	288,877.80	31.2%
11300010 REGISTRAR OF VOTERS								
11300010	51000 REGULAR WAGES	51,396	51,396	18,130.86	3,777.96	.00	33,264.90	35.3%
11300010	51020 DEPUTY REGISTRARS	10,200	10,200	3,383.34	850.00	.00	6,816.66	33.2%
11300010	51350 PART TIME - ELECTED	33,000	33,000	10,583.34	2,750.00	.00	22,416.66	32.1%
11300010	51400 TEMPORARY PAYROLL	47,135	47,135	.00	.00	.00	47,135.00	.0%
11300010	51500 OVERTIME	4,444	4,444	.00	.00	.00	4,444.00	.0%
11300010	52310 CONVENTIONS & DUES	3,010	3,010	620.00	.00	.00	2,390.00	20.6%
11300010	52330 TRAINING AND EDUCAT	1,200	1,200	127.44	.00	.00	1,072.56	10.6%
11300010	52580 EQUIPMENT MAINTENAN	6,500	6,500	6,500.00	.00	.00	.00	100.0%
11300010	53130 OTHER SUPPLIES	702	702	18.80	18.80	.00	683.20	2.7%
11300010	55600 VOTING MACHINES	6,765	6,765	2,643.00	2,643.00	.00	4,122.00	39.1%
	TOTAL REGISTRAR OF VOTERS	164,352	164,352	42,006.78	10,039.76	.00	122,344.98	25.6%
11650010 PROBATE COURT								
11650010	52640 RENTAL OF OFFICE EO	3,700	3,700	624.72	153.12	.00	3,075.28	16.9%
11650010	53110 OFFICE SUPPLIES	3,700	3,700	.00	.00	.00	3,700.00	.0%
11650010	55190 OTHER OFFICE EQUIPM	2,258	2,258	.00	.00	.00	2,258.48	.0%
	TOTAL PROBATE COURT	9,658	9,658	624.72	153.12	.00	9,033.76	6.5%
11900010 PLANNING & DEVELOPMENT								
11900010	51000 REGULAR WAGES	308,133	308,133	112,506.76	20,055.67	.00	195,626.24	36.5%
11900010	51500 OVERTIME	2,500	2,500	541.28	392.00	.00	1,958.72	21.7%
11900010	52210 PRINTING	200	200	.00	.00	.00	200.00	.0%
11900010	52250 ADVERTISING	47,000	47,000	10,084.51	4,630.49	16,448.89	20,466.60	56.5%
11900010	52280 MAP PRINTING	1,200	1,200	.00	.00	.00	1,200.00	.0%
11900010	52310 CONVENTIONS & DUES	11,250	11,250	300.00	300.00	.00	10,950.00	2.7%
11900010	52382 ENG COST PLAN & DEV	20,000	20,000	1,100.00	.00	.00	18,900.00	5.5%
11900010	52385 ECONOMIC DEV'T CONS	100,000	100,000	7,296.00	.00	.00	92,704.00	7.3%
11900010	52395 REGIONAL GROWTH PAR	16,700	16,700	.00	.00	.00	16,700.00	.0%

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<u>11900010 52425 ARCHIVING SERVICES</u>	5,000	5,000	.00	.00	1,622.30	3,377.70	32.4%
<u>11900010 52475 PUBLIC HEARING SECR</u>	6,500	6,500	400.00	200.00	800.00	5,300.00	18.5%
<u>11900010 52520 OFFICE EQUIPMENT RE</u>	250	250	.00	.00	.00	250.00	.0%
<u>11900010 56400 PROPERTY MANG.</u>	16,000	16,000	14,325.00	5,000.00	.00	1,675.00	89.5%
TOTAL PLANNING & DEVELOPMENT	534,733	534,733	146,553.55	30,578.16	18,871.19	369,308.26	30.9%
<hr/>							
11900012 GRANTS ADMINISTRATION	<hr/>						
<u>11900012 51000 REGULAR WAGES</u>	220,842	220,842	32,462.75	7,252.80	.00	188,379.25	14.7%
<u>11900012 51500 OVERTIME</u>	5,000	5,000	2,410.16	526.96	.00	2,589.84	48.2%
<u>11900012 53420 GRANT DEVELOPMENT C</u>	1,000	1,000	.00	.00	160.00	840.00	16.0%
TOTAL GRANTS ADMINISTRATION	226,842	226,842	34,872.91	7,779.76	160.00	191,809.09	15.4%
<hr/>							
11900013 BUILDING DEPARTMENT	<hr/>						
<u>11900013 51000 REGULAR WAGES</u>	583,374	583,374	127,495.28	29,376.21	.00	455,879.16	21.9%
<u>11900013 51500 OVERTIME</u>	7,500	7,500	6,644.40	756.58	.00	855.60	88.6%
<u>11900013 52310 CONVENTIONS & DUES</u>	6,000	6,000	1,520.50	175.00	.00	4,479.50	25.3%
<u>11900013 52360 BUSINESS EXPENSE</u>	2,000	2,000	.00	.00	.00	2,000.00	.0%
<u>11900013 52425 ARCHIVING SERVICES</u>	5,000	5,000	.00	.00	.00	5,000.00	.0%
<u>11900013 52440 ENGINEERING SERVICE</u>	900	900	.00	.00	.00	900.00	.0%
<u>11900013 52520 OFFICE EQUIPMENT RE</u>	500	500	.00	.00	.00	500.00	.0%
<u>11900013 52590 DEMOLITION OF BUILD</u>	9,000	9,000	4,795.71	4,795.71	.00	4,204.29	53.3%
<u>11900013 55190 OTHER OFFICE EQUIPM</u>	500	500	.00	.00	.00	500.00	.0%
TOTAL BUILDING DEPARTMENT	614,774	614,774	140,455.89	35,103.50	.00	474,318.55	22.8%
<hr/>							
12000010 TREASURER	<hr/>						
<u>12000010 51350 PART TIME - ELECTED</u>	7,600	7,600	2,533.32	633.33	.00	5,066.68	33.3%
TOTAL TREASURER	7,600	7,600	2,533.32	633.33	.00	5,066.68	33.3%
<hr/>							
12100010 COMPTROLLER	<hr/>						
<u>12100010 51000 REGULAR WAGES</u>	712,658	712,658	266,608.82	67,758.78	.00	446,049.18	37.4%

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ACCOUNTS FOR: 101 GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
12100010 51500 OVERTIME	2,000	2,000	1,831.37	180.11	.00	168.63	91.6%
12100010 52310 CONVENTIONS & DUES	200	200	.00	.00	.00	200.00	.0%
12100010 52420 FINANCIAL SERVICES	237,500	237,500	126,291.93	12,500.00	12,500.00	98,708.07	58.4%
12100010 52570 OTHER REPAIRS & MAI	21,600	21,600	.00	.00	.00	21,600.00	.0%
TOTAL COMPTROLLER	973,958	973,958	394,732.12	80,438.89	12,500.00	566,725.88	41.8%
12100020 PURCHASING DEPARTMENT							
12100020 51000 REGULAR WAGES	222,281	222,281	42,139.60	12,836.60	.00	180,141.40	19.0%
12100020 51500 OVERTIME	0	0	443.15	23.84	.00	-443.15	100.0%
12100020 52250 ADVERTISING	10,000	10,000	7,999.91	356.83	1,140.39	859.70	91.4%
12100020 53110 OFFICE SUPPLIES	42,000	42,000	12,415.30	5,569.25	.00	29,584.70	29.6%
12100020 53115 OFFICE SUPPLIES - P	25,000	25,000	6,570.19	5,005.98	.00	18,429.81	26.3%
TOTAL PURCHASING DEPARTMENT	299,281	299,281	69,568.15	23,792.50	1,140.39	228,572.46	23.6%
12200022 DATA PROCESSING DEPARTMENT							
12200022 51000 REGULAR WAGES	265,248	265,248	63,653.57	14,173.60	.00	201,594.43	24.0%
12200022 51500 OVERTIME	0	0	3,724.02	664.90	.00	-3,724.02	100.0%
12200022 52330 TRAINING AND EDUCAT	10,000	10,000	.00	.00	.00	10,000.00	.0%
12200022 52460 OUTSIDE DATA PROCES	4,000	4,000	.00	.00	.00	4,000.00	.0%
12200022 52510 MAINTENANCE SERVICE	323,929	323,929	38,474.02	4,589.15	5,132.42	280,322.56	13.5%
12200022 52570 OTHER REPAIRS & MAI	40,000	40,000	.00	.00	445.00	39,555.00	1.1%
12200022 52660 SOFTWARE LICENSES	6,000	6,000	.00	.00	.00	6,000.00	.0%
12200022 53120 DATA PROCESSING SUP	4,000	4,000	766.50	.00	.00	3,233.50	19.2%
12200022 55170 OTHER DATA PROCESSI	10,000	10,000	.00	.00	.00	10,000.00	.0%
TOTAL DATA PROCESSING DEPARTMENT	663,177	663,177	106,618.11	19,427.65	5,577.42	550,981.47	16.9%
12200023 CENTRAL SERVICES							
12200023 51500 OVERTIME	80	80	.00	.00	.00	80.00	.0%
12200023 52010 POSTAGE	52,000	52,000	26,809.65	14,562.17	344.49	24,845.86	52.2%
12200023 52570 OTHER REPAIRS & MAI	2,100	2,100	.00	.00	.00	2,100.00	.0%
12200023 52670 COPIER RENTAL	45,880	45,880	17,467.53	1,485.13	3,945.43	24,467.04	46.7%
12200023 53490 OTHER OPERATING SUP	10,000	10,000	739.47	.00	130.00	9,130.53	8.7%

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ACCOUNTS FOR: 101	GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
12200023	53495 COFFEE & WATER	4,400	4,400	.00	.00	.00	4,400.00	.0%
12200023	55190 OTHER OFFICE EQUIPM	30,000	30,000	150.00	.00	1,389.08	28,460.92	5.1%
12200023	55640 SAFETY EQUIPMENT	1,800	1,800	.00	.00	.00	1,800.00	.0%
TOTAL CENTRAL SERVICES		146,260	146,260	45,166.65	16,047.30	5,809.00	95,284.35	34.9%
12300010 ASSESSMENT								
12300010	51000 REGULAR WAGES	442,286	442,286	153,131.05	34,021.42	.00	289,154.95	34.6%
12300010	51500 OVERTIME	2,500	2,500	657.92	129.87	.00	1,842.08	26.3%
12300010	52210 PRINTING	7,820	7,820	1,857.51	.00	2,902.37	3,060.12	60.9%
12300010	52250 ADVERTISING	0	0	-325.00	.00	125.00	200.00	100.0%
12300010	52280 MAP PRINTING	6,000	6,000	.00	.00	.00	6,000.00	.0%
12300010	52310 CONVENTIONS & DUES	595	595	318.00	68.00	149.00	128.00	78.5%
12300010	52330 TRAINING AND EDUCAT	4,275	4,275	.00	.00	.00	4,275.00	.0%
12300010	52480 OTHER PROFESSIONAL	7,650	7,650	.00	.00	.00	7,650.00	.0%
TOTAL ASSESSMENT		471,126	471,126	155,639.48	34,219.29	3,176.37	312,310.15	33.7%
12300025 BOARD OF TAX APPEALS								
12300025	51500 OVERTIME	600	600	118.30	.00	.00	481.70	19.7%
12300025	52760 STIPENDS	3,000	3,000	.00	.00	.00	3,000.00	.0%
TOTAL BOARD OF TAX APPEALS		3,600	3,600	118.30	.00	.00	3,481.70	3.3%
12400010 TAX COLLECTOR								
12400010	51000 REGULAR WAGES	394,557	394,557	133,848.34	29,749.19	.00	260,709.06	33.9%
12400010	51500 OVERTIME	1,700	1,700	1,270.76	8.45	.00	429.24	74.8%
12400010	52020 PROC & MAIL TAX BIL	40,406	40,406	10,267.89	7,030.02	.00	30,138.05	25.4%
12400010	52210 PRINTING	15,000	15,000	7,573.92	1,809.44	.00	7,426.08	50.5%
12400010	52250 ADVERTISING	2,700	2,700	552.02	.00	.00	2,147.98	20.4%
12400010	52310 CONVENTIONS & DUES	308	308	85.00	85.00	150.00	73.00	76.3%
12400010	52330 TRAINING AND EDUCAT	350	350	300.00	.00	.00	50.00	85.7%
12400010	52520 OFFICE EQUIPMENT RE	220	220	.00	.00	.00	220.00	.0%
12400010	54260 OVER/UNDER BAD CHEC	50	50	.00	.00	.00	50.00	.0%
TOTAL TAX COLLECTOR		455,291	455,291	153,897.93	38,682.10	150.00	301,243.41	33.8%

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ACCOUNTS FOR: 101 GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
13000010 EMERGENCY REPORT SYSTEM DEPT.							
13000010 51000 REGULAR WAGES	1,332,123	1,332,123	330,460.35	68,693.35	.00	1,001,662.65	24.8%
13000010 51400 TEMPORARY PAYROLL	5,850	5,850	5,624.00	.00	.00	226.00	96.1%
13000010 51500 OVERTIME	0	0	134,752.35	25,919.94	.00	-134,752.35	100.0%
13000010 51700 LONGEVITY PAY	6,030	6,030	860.00	.00	.00	5,170.00	14.3%
13000010 51800 SEPARATION PAY	30,148	30,148	.00	.00	.00	30,148.00	.0%
13000010 52150 TELEPHONE EXPENSE	25,000	25,000	5,999.28	656.71	1,555.02	17,445.70	30.2%
13000010 52510 MAINTENANCE SERVICE	255,437	255,437	187,299.60	.00	.00	68,137.49	73.3%
13000010 53110 OFFICE SUPPLIES	5,570	5,570	833.47	184.21	2,353.08	2,383.45	57.2%
13000010 54110 HEALTH INSURANCE PR	282,362	282,362	.00	.00	.00	282,362.38	.0%
13000010 54130 FICA-CITY'S SHARE	101,193	101,193	35,887.82	7,369.11	.00	65,305.18	35.5%
13000010 54140 PENSION - CITY'S SH	88,290	88,290	31,922.08	7,114.46	.00	56,367.92	36.2%
13000010 55180 COMPUTER SOFTWARE	13,400	13,400	1,317.00	.00	138.00	11,945.00	10.9%
13000010 55190 OTHER OFFICE EQUIP	13,100	13,100	2,082.87	475.47	377.34	10,639.79	18.8%
TOTAL EMERGENCY REPORT SYSTEM DEP	2,158,503	2,158,503	737,038.82	110,413.25	4,423.44	1,417,041.21	34.4%
13100010 POLICE DEPARTMENT ADMIN.							
13100010 51000 REGULAR WAGES	261,937	261,937	88,583.78	18,417.57	.00	173,353.22	33.8%
13100010 51530 VACATION BUY BACK	30,000	30,000	27,294.96	2,263.36	.00	2,705.04	91.0%
13100010 51700 LONGEVITY PAY	28,885	28,885	4,687.12	1,555.44	.00	24,197.88	16.2%
13100010 52110 ELECTRICITY	40,000	40,000	8,371.72	2,830.38	.00	31,628.28	20.9%
13100010 52150 TELEPHONE EXPENSE	175,000	175,000	53,230.51	13,038.25	54,862.95	66,906.54	61.8%
13100010 52220 OUTSIDE PRINTING SE	2,400	2,400	848.24	57.34	60.78	1,490.98	37.9%
13100010 52255 MINORITY RECRUITMEN	8,000	8,000	4,577.35	.00	.00	3,422.65	57.2%
13100010 52260 OTHER PRINTING SERV	500	500	80.96	.00	61.25	357.79	28.4%
13100010 52310 CONVENTIONS & DUES	2,200	2,200	1,675.00	.00	.00	525.00	76.1%
13100010 52450 MEDICAL SERVICES	27,500	27,500	618.69	.00	812.43	26,068.88	5.2%
13100010 52630 RENTAL OF VEHICLES	24,000	24,000	7,620.00	1,905.00	1,926.17	14,453.83	39.8%
13100010 52640 RENTAL OF OFFICE EQ	50,000	50,000	23,084.93	8,103.06	12,375.76	14,539.31	70.9%
13100010 52650 OTHER RENTAL	21,600	21,600	7,920.88	1,980.22	13,079.12	600.00	97.2%
13100010 52660 SOFTWARE LICENSES	10,140	10,140	.00	.00	.00	10,140.00	.0%
13100010 52730 BOARDING PRISONERS	3,000	3,000	236.17	236.17	211.63	2,552.20	14.9%
13100010 52750 FEES AND CHARGES	15,000	15,000	.00	.00	.00	15,000.00	.0%
13100010 52770 OTHER CONTRACTUAL S	145,000	145,000	113,895.48	11,876.87	14,608.71	16,495.81	88.6%
13100010 52780 UNIFORM ALLOWANCE -	3,500	3,500	2,728.00	.00	.00	772.00	77.9%
13100010 52820 PSYCHOLOGICAL TESTI	12,000	12,000	1,507.00	.00	.00	10,493.00	12.6%
13100010 52830 OTHER EXAMINATIONS	7,000	7,000	2,250.00	.00	.00	4,750.00	32.1%

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ACCOUNTS FOR: 101	GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
13100010	53130 OTHER SUPPLIES	14,000	14,000	2,153.26	912.51	2,470.09	9,376.65	33.0%
13100010	53210 AUTOMOTIVE FUEL & F	180,000	180,000	50,489.04	.00	.00	129,510.96	28.0%
13100010	54320 PAYMENTS TO OUTSIDE	12,000	12,000	.00	.00	.00	12,000.00	.0%
13100010	55650 SWAT EQUIPMENT	10,000	10,000	1,800.12	.00	1,388.00	6,811.88	31.9%
13100010	56180 EDUCATIONAL REIMBUR	23,300	23,300	5,609.10	.00	2,500.00	15,190.90	34.8%
TOTAL POLICE DEPARTMENT ADMIN.		1,106,962	1,106,962	409,262.31	63,176.17	104,356.89	593,342.80	46.4%
13100030 OPERATIONS								
13100030	51000 REGULAR WAGES	8,860,982	8,860,982	2,958,470.21	653,518.75	.00	5,902,512.17	33.4%
13100030	51500 OVERTIME	300,000	300,000	184,935.47	60,331.25	.00	115,064.53	61.6%
13100030	51520 POLICE MANPOWER OVE	1,500,000	1,500,000	843,042.91	181,364.28	.00	656,957.09	56.2%
13100030	51530 VACATION BUY BACK	406,100	406,100	222,852.24	20,820.08	.00	183,247.76	54.9%
13100030	51540 INTERCITY POLICE EX	200,000	200,000	132,133.80	30,168.26	.00	67,866.20	66.1%
13100030	51610 SHIFT DIFFERENTIAL	115,000	115,000	24,098.52	5,536.77	.00	90,901.48	21.0%
13100030	51700 LONGEVITY PAY	520,000	520,000	173,581.10	14,897.12	.00	346,418.90	33.4%
13100030	51800 SEPARATION PAY	250,000	250,000	4,271.49	.00	.00	245,728.51	1.7%
13100030	51801 WORKERS' COMP. PAY	250,000	250,000	109,385.23	19,321.31	.00	140,614.77	43.8%
13100030	52360 BUSINESS EXPENSE	7,100	7,100	100.00	.00	.00	7,000.00	1.4%
13100030	52780 UNIFORM ALLOWANCE -	180,000	180,000	137,137.99	2,454.95	1,908.00	40,954.01	77.2%
13100030	53520 POLICE CONSUMABLES	25,000	25,000	.00	.00	.00	25,000.00	.0%
TOTAL OPERATIONS		12,614,182	12,614,182	4,790,008.96	988,412.77	1,908.00	7,822,265.42	38.0%
13100031 POLICE DEPARTMENT SUPPORT								
13100031	51000 REGULAR WAGES	585,445	585,445	160,029.97	35,427.76	.00	425,414.95	27.3%
13100031	51300 PART TIME WAGES	250,820	250,820	61,470.90	28,720.71	.00	189,349.10	24.5%
13100031	51510 POLICE TRAINING OVE	100,000	100,000	64,276.42	12,000.56	.00	35,723.58	64.3%
13100031	51801 WORKERS' COMP. PAY	0	0	232.14	39.03	.00	-232.14	100.0%
13100031	52330 TRAINING AND EDUCAT	40,000	40,000	16,281.59	610.00	23,718.41	.00	100.0%
13100031	52350 TRAVEL EXPENSES	6,000	6,000	717.79	.00	1,691.92	3,590.29	40.2%
13100031	52480 OTHER PROFESSIONAL	20,000	20,000	4,055.92	1,342.63	4,572.76	11,371.32	43.1%
13100031	52570 OTHER REPAIRS & MAI	45,000	45,000	14,791.96	.00	5,231.28	24,976.76	44.5%
13100031	52790 UNIFORM ALLOWANCE -	3,000	3,000	365.92	123.12	307.68	2,326.40	22.5%
13100031	53260 TRAFFIC RELATED SUP	15,000	15,000	1,489.00	1,489.00	3,718.00	9,793.00	34.7%
13100031	53450 LABORATORY SUPPLIES	4,500	4,500	1,089.00	1,089.00	3,411.00	.00	100.0%
13100031	53510 FIREARM SUPPLIES	25,000	25,000	22,635.42	8,054.40	14,680.85	-12,316.27	149.3%
TOTAL POLICE DEPARTMENT SUPPORT		1,094,765	1,094,765	347,436.03	88,896.21	57,331.90	689,996.99	37.0%

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<u>13202010 ANIMAL CONTROL</u>							
13202010 51000 REGULAR WAGES	188,128	188,128	71,293.86	17,004.48	.00	116,834.14	37.9%
13202010 51300 PART TIME WAGES	20,300	20,300	.00	.00	.00	20,300.00	.0%
13202010 51500 OVERTIME	14,000	14,000	10,472.92	1,395.45	.00	3,527.08	74.8%
13202010 51530 VACATION BUY BACK	3,100	3,100	3,290.40	.00	.00	-190.40	106.1%
13202010 51700 LONGEVITY PAY	5,100	5,100	2,002.96	.00	.00	3,097.04	39.3%
13202010 51801 WORKERS' COMP. PAY	2,500	2,500	.00	.00	.00	2,500.00	.0%
13202010 52100 GAS HEAT NYMEX	2,800	2,800	.00	.00	.00	2,800.00	.0%
13202010 52110 ELECTRICITY	14,000	14,000	3,728.54	1,368.01	.00	10,271.46	26.6%
13202010 52250 ADVERTISING	500	500	.00	.00	.00	500.00	.0%
13202010 52455 VETERINARY SERVICES	20,000	20,000	4,179.10	1,642.59	2,870.64	12,950.26	35.2%
13202010 52780 UNIFORM ALLOWANCE -	6,200	6,200	4,406.40	.00	.00	1,793.60	71.1%
13202010 53485 DOG FOOD	2,000	2,000	107.15	.00	18.40	1,874.45	6.3%
13202010 55370 OTHER EQUIPMENT	6,700	6,700	649.30	649.30	.00	6,050.70	9.7%
TOTAL ANIMAL CONTROL	285,328	285,328	100,130.63	22,059.83	2,889.04	182,308.33	36.1%
<u>13300010 CIVIL PREPAREDNESS</u>							
13300010 51300 PART TIME WAGES	50,000	50,000	3,982.68	995.67	.00	46,017.32	8.0%
13300010 52150 TELEPHONE EXPENSE	750	750	.00	.00	.00	750.00	.0%
13300010 53130 OTHER SUPPLIES	1,000	1,000	.00	.00	.00	1,000.00	.0%
13300010 54090 OTHER CHARGES	500	500	535.25	.00	.00	-35.25	107.1%
TOTAL CIVIL PREPAREDNESS	52,250	52,250	4,517.93	995.67	.00	47,732.07	8.6%
<u>14000010 PUBLIC WORKS ADMINISTRATION</u>							
14000010 51000 REGULAR WAGES	301,658	301,658	107,000.40	25,734.88	.00	194,657.60	35.5%
14000010 51300 PART TIME WAGES	12,000	12,000	10,109.01	5,226.26	.00	1,890.99	84.2%
14000010 51500 OVERTIME	4,000	4,000	19,717.49	6,298.38	.00	-15,717.49	492.9%
14000010 52680 TOWN AID ROAD	275,000	275,000	9,678.35	3,370.01	1,807.12	263,514.53	4.2%
14000010 53460 CLOTHING & UNIFORMS	12,000	12,000	.00	.00	.00	12,000.00	.0%
TOTAL PUBLIC WORKS ADMINISTRATION	604,658	604,658	146,505.25	40,629.53	1,807.12	456,345.63	24.5%
<u>14100010 ENGINEERING</u>							
14100010 51000 REGULAR WAGES	191,674	191,674	41,525.60	9,153.21	.00	150,148.72	21.7%

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14100010	52310 CONVENTIONS & DUES	2,000	2,000	71.88	71.88	.00	1,928.12	3.6%
14100010	52335 PROFESSIONAL LICENS	1,000	1,000	.00	.00	.00	1,000.00	.0%
14100010	56110 DEP STIPULATED/SEWE	250,000	250,000	33,565.00	.00	.00	216,435.00	13.4%
TOTAL ENGINEERING		444,674	444,674	75,162.48	9,225.09	.00	369,511.84	16.9%
14404072 VEHICLE MAINTENANCE								
14404072	51000 REGULAR WAGES	444,221	444,221	133,767.51	29,564.84	.00	310,453.49	30.1%
14404072	51500 OVERTIME	49,000	49,000	22,604.74	4,861.92	.00	26,395.26	46.1%
14404072	52100 GAS HEAT NYMEX	45,000	45,000	2,176.54	724.51	.00	42,823.46	4.8%
14404072	52110 ELECTRICITY	25,200	25,200	3,425.88	1,166.17	.00	21,774.12	13.6%
14404072	52130 WATER	2,000	2,000	687.65	290.47	.00	1,312.35	34.4%
14404072	52310 CONVENTIONS & DUES	600	600	.00	.00	.00	600.00	.0%
14404072	52320 SUBSCRIPTIONS & PER	6,000	6,000	1,500.00	.00	1,428.00	3,072.00	48.8%
14404072	52540 MOTOR VEHICLE MAINT	90,000	90,000	22,544.56	13,355.32	21,376.35	46,079.09	48.8%
14404072	52545 SPECIAL EQUIPMENT R	40,000	40,000	.00	.00	.00	40,000.00	.0%
14404072	52550 GROUNDS MAINTENANCE	7,200	7,200	3,522.50	1,600.00	.00	3,677.50	48.9%
14404072	52575 EMISSIONS TESTING	1,000	1,000	.00	.00	.00	1,000.00	.0%
14404072	52585 TIRE REPAIR & SERVI	11,000	11,000	304.80	99.80	2,394.98	8,300.22	24.5%
14404072	52630 RENTAL OF VEHICLES	2,000	2,000	.00	.00	.00	2,000.00	.0%
14404072	52650 OTHER RENTAL	2,700	2,700	.00	.00	.00	2,700.00	.0%
14404072	52740 SECURITY SYSTEM	2,700	2,700	.00	.00	.00	2,700.00	.0%
14404072	52940 HAZARDOUS WASTE DIS	6,000	6,000	.00	.00	1,129.60	4,870.40	18.8%
14404072	53210 AUTOMOTIVE FUEL & F	380,000	380,000	76,227.86	52,640.42	153,184.32	150,587.82	60.4%
14404072	53220 MOTOR VEHICLE PARTS	250,000	250,000	51,106.56	15,673.77	65,947.26	132,946.18	46.8%
14404072	53240 TIRES, TUBES & BATT	60,000	60,000	6,236.87	924.83	8,535.14	45,227.99	24.6%
14404072	53250 TOOLS & MISCELLANEO	12,000	12,000	3,452.78	1,504.14	2,851.87	5,695.35	52.5%
14404072	53430 JANITORIAL SUPPLIES	450	450	213.69	.00	186.31	50.00	88.9%
14404072	53445 SAFETY SUPPLIES	2,500	2,500	280.78	.00	935.20	1,284.02	48.6%
14404072	53530 SNOW REMOVAL EQUIPM	40,000	40,000	4,146.00	4,146.00	5,354.00	30,500.00	23.8%
14404072	53560 BROOMS & SWEEPERS	20,000	20,000	2,004.89	1,839.89	9,865.47	8,129.64	59.4%
TOTAL VEHICLE MAINTENANCE		1,499,571	1,499,571	334,203.61	128,392.08	273,188.50	892,178.89	40.5%
14505071 COMPOST SITE								
14505071	52740 SECURITY SYSTEM	2,200	2,200	.00	.00	.00	2,200.00	.0%
14505071	52930 COMPOST SITE	8,000	8,000	.00	.00	.00	8,000.00	.0%
14505071	52940 HAZARDOUS WASTE PIC	30,000	30,000	11,490.67	.00	.00	18,509.33	38.3%

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TOTAL COMPOST SITE	40,200	40,200	11,490.67	.00	.00	28,709.33	28.6%
14509971 SOLID WASTE							
14509971 52900 SPECIAL TRASH PICKU	298,300	298,300	71,475.93	23,672.63	.00	226,824.07	24.0%
14509971 52910 TRASH PICKUP	1,446,200	1,446,200	353,216.67	120,516.67	120,516.67	972,466.66	32.8%
14509971 52915 TRASH PICKUP-CITY B	128,000	128,000	34,377.46	11,087.72	2,341.65	91,280.89	28.7%
14509971 52920 TIPPING FEES	1,450,000	1,450,000	225,314.53	92,059.89	58,599.83	1,166,085.64	19.6%
14509971 52931 YARD WASTE BAG PICK	180,000	180,000	67,625.00	27,750.00	.00	112,375.00	37.6%
14509971 52941 HAZARDOUS WASTE - C	2,000	2,000	920.00	920.00	.00	1,080.00	46.0%
14509971 52950 RECYCLING PICKUP	579,400	579,400	139,850.00	47,450.00	47,450.00	392,100.00	32.3%
14509971 52955 PORTABLE RESTROOMS	25,000	25,000	10,109.52	10,109.52	.00	14,890.48	40.4%
TOTAL SOLID WASTE	4,108,900	4,108,900	902,889.11	333,566.43	228,908.15	2,977,102.74	27.5%
14606074 GROUNDS MAINTENANCE							
14606074 52510 MAINTENANCE SERVICE	3,500	3,500	2,405.00	.00	.00	1,095.00	68.7%
14606074 52580 EQUIPMENT MAINTENAN	2,000	2,000	.00	.00	355.70	1,644.30	17.8%
14606074 53265 STREET MARKING PAIN	5,000	5,000	1,910.49	1,910.49	.00	3,089.51	38.2%
14606074 53490 OTHER OPERATING SUP	5,000	5,000	.00	.00	.00	5,000.00	.0%
14606074 53555 LIGHT POLES	15,000	15,000	.00	.00	.00	15,000.00	.0%
TOTAL GROUNDS MAINTENANCE	30,500	30,500	4,315.49	1,910.49	355.70	25,828.81	15.3%
14606075 BUILDING MAINTENANCE							
14606075 51000 REGULAR WAGES	453,855	453,855	151,225.11	34,013.17	.00	302,629.89	33.3%
14606075 51500 OVERTIME	69,100	69,100	38,865.20	6,444.80	.00	30,234.80	56.2%
14606075 52100 GAS HEAT NYMEX	100,000	100,000	12,627.77	4,632.78	.00	87,372.23	12.6%
14606075 52110 ELECTRICITY	440,000	440,000	102,491.50	34,493.07	.00	337,508.50	23.3%
14606075 52130 WATER	25,000	25,000	8,081.28	1,277.30	.00	16,918.72	32.3%
14606075 52500 HVAC MAINTENANCE	105,000	105,000	15,005.99	3,318.29	1,260.00	88,734.01	15.5%
14606075 52510 MAINTENANCE SERVICE	71,400	71,400	16,429.50	11,269.50	6,325.00	48,645.50	31.9%
14606075 52530 BUILDING MAINTENANC	82,800	82,800	16,399.52	7,251.36	7,905.91	58,494.57	29.4%
14606075 52740 SECURITY SYSTEM	15,500	15,500	2,737.59	1,770.57	252.00	12,510.41	19.3%
14606075 53430 JANITORIAL SUPPLIES	20,000	20,000	8,819.86	5,097.90	178.95	11,001.19	45.0%

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14606075 53445 SAFETY SUPPLIES	5,000	5,000	100.00	100.00	188.67	4,711.33	5.8%
14606075 53495 COFFEE & WATER	500	500	313.65	313.65	.00	186.35	62.7%
TOTAL BUILDING MAINTENANCE	1,388,155	1,388,155	373,096.97	109,982.39	16,110.53	998,947.50	28.0%
14704010 HIGHWAYS & PARKS ADMIN.							
14704010 51000 REGULAR WAGES	2,550,834	2,550,834	726,786.04	172,226.46	.00	1,824,047.96	28.5%
14704010 51400 TEMPORARY PAYROLL	110,000	110,000	68,531.55	5,749.40	.00	41,468.45	62.3%
14704010 51500 OVERTIME	240,000	240,000	168,446.57	33,084.47	.00	71,553.43	70.2%
14704010 51550 SNOW REMOVAL	80,000	80,000	.00	.00	.00	80,000.00	.0%
14704010 52160 STREET LIGHTING	760,000	760,000	193,321.34	51,963.79	.00	566,678.66	25.4%
14704010 52550 GROUNDS MAINTENANCE	41,800	41,800	8,196.72	2,250.00	.00	33,603.28	19.6%
14704010 52610 RENTAL OF LAND	850	850	350.00	.00	.00	500.00	41.2%
14704010 53380 MISC. CONSTRUCTION	74,380	74,380	3,169.74	1,630.72	3,784.02	67,426.24	9.3%
14704010 56990 SPECIAL PROJECTS	55,000	55,000	32,101.83	3,200.00	.00	22,898.17	58.4%
TOTAL HIGHWAYS & PARKS ADMIN.	3,912,864	3,912,864	1,200,903.79	270,104.84	3,784.02	2,708,176.19	30.8%
14706010 HIGHWAYS & PARKS							
14706010 53445 SAFETY SUPPLIES	5,000	5,000	2,364.98	2,164.98	792.94	1,842.08	63.2%
TOTAL HIGHWAYS & PARKS	5,000	5,000	2,364.98	2,164.98	792.94	1,842.08	63.2%
14706076 PARKS MAINTENANCE							
14706076 52110 ELECTRICITY	115,000	115,000	21,023.94	5,938.36	.00	93,976.06	18.3%
14706076 52130 WATER	30,000	30,000	12,103.02	4,330.61	.00	17,896.98	40.3%
14706076 52530 BUILDING MAINTENANC	16,000	16,000	391.44	391.44	.00	15,608.56	2.4%
14706076 52550 GROUNDS MAINTENANCE	77,312	77,312	22,473.30	8,649.51	5,114.67	49,724.03	35.7%
14706076 52740 SECURITY SYSTEM	2,700	2,700	610.62	95.68	389.88	1,699.50	37.1%
TOTAL PARKS MAINTENANCE	241,012	241,012	56,602.32	19,405.60	5,504.55	178,905.13	25.8%
14706077 OUTSIDE CONTRACTORS							
14706077 52570 OTHER REPAIRS & MAI	20,000	20,000	5,462.52	1,115.00	1,925.00	12,612.48	36.9%

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<u>14706077 53380 MISC. CONSTRUCTION</u>	35,000	35,000	7,267.02	6,408.87	230.68	27,502.30	21.4%
<u>14706077 54095 STORM/EMERGENCY LOS</u>	25,100	25,100	.00	.00	.00	25,100.00	.0%
TOTAL OUTSIDE CONTRACTORS	80,100	80,100	12,729.54	7,523.87	2,155.68	65,214.78	18.6%
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14706078 TREES							
<u>14706078 52555 TREE MAINTENANCE</u>	200,000	200,000	63,729.38	29,468.75	24,984.37	111,286.25	44.4%
<u>14706078 53490 OTHER OPERATING SUP</u>	1,000	1,000	.00	.00	.00	1,000.00	.0%
<u>14706078 53570 TREES & SHRUBS</u>	2,500	2,500	.00	.00	.00	2,500.00	.0%
TOTAL TREES	203,500	203,500	63,729.38	29,468.75	24,984.37	114,786.25	43.6%
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15000010 HUMAN RESOURCES							
<u>15000010 51000 REGULAR WAGES</u>	372,344	372,344	110,391.33	25,084.40	.00	261,952.67	29.6%
<u>15000010 51400 TEMPORARY PAYROLL</u>	13,000	13,000	5,137.50	.00	.00	7,862.50	39.5%
<u>15000010 51500 OVERTIME</u>	6,000	6,000	3,359.47	766.64	.00	2,640.53	56.0%
<u>15000010 52220 OUTSIDE PRINTING SE</u>	500	500	.00	.00	275.00	225.00	55.0%
<u>15000010 52230 BEACH STICKERS</u>	500	500	.00	.00	.00	500.00	.0%
<u>15000010 52425 ARCHIVING SERVICES</u>	26,000	26,000	.00	.00	.00	26,000.00	.0%
<u>15000010 52810 VETERANS MEMORIAL D</u>	4,000	4,000	.00	.00	.00	4,000.00	.0%
<u>15000010 52840 BAND CONCERTS</u>	6,000	6,000	2,150.00	.00	.00	3,850.00	35.8%
<u>15000010 52850 HOLIDAY FESTIVITIES</u>	8,000	8,000	3,169.25	1,269.25	550.00	4,280.75	46.5%
<u>15000010 53570 TREES & SHRUBS</u>	2,000	2,000	.00	.00	.00	2,000.00	.0%
<u>15000010 54470 CLIENT ASSISTANCE</u>	8,000	8,000	.00	.00	.00	8,000.00	.0%
<u>15000010 56990 AT RISK YOUTH</u>	10,000	10,000	.00	.00	.00	10,000.00	.0%
TOTAL HUMAN RESOURCES	456,344	456,344	124,207.55	27,120.29	825.00	331,311.45	27.4%
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15100010 ELDERLY SERVICES							
<u>15100010 51000 REGULAR WAGES</u>	170,797	170,797	57,068.99	12,713.43	.00	113,728.19	33.4%
<u>15100010 51100 SR CNT P/T</u>	35,080	35,080	.00	.00	.00	35,080.00	.0%
<u>15100010 52310 CONVENTIONS & DUES</u>	490	490	40.00	.00	.00	450.00	8.2%
<u>15100010 52410 INSTRUCTORS</u>	5,500	5,500	1,825.00	515.00	470.00	3,205.00	41.7%
<u>15100010 52700 TRANSPORTATION CONT</u>	205,685	205,685	46,332.30	31,647.66	.00	159,352.70	22.5%
<u>15100010 52710 ELDERLY NUTRITION</u>	4,700	4,700	.00	.00	.00	4,700.00	.0%

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ACCOUNTS FOR: 101	GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
<u>15100010</u>	<u>53490</u>							
	OTHER OPERATING SUP	3,000	3,000	.00	.00	.00	3,000.00	.0%
	TOTAL ELDERLY SERVICES	425,252	425,252	105,266.29	44,876.09	470.00	319,515.89	24.9%
<hr/>								
15202050 RECREATIONAL SERVICES								
<u>15202050</u>	<u>51000</u>							
	REGULAR WAGES	381,247	381,247	155,833.09	20,429.06	.00	225,413.91	40.9%
<u>15202050</u>	<u>51080</u>							
	RECREATION AIDES	46,200	46,200	40,261.82	-8,356.50	.00	5,938.18	87.1%
<u>15202050</u>	<u>51130</u>							
	BEACH CONSTABLES	62,916	62,916	53,924.16	513.63	.00	8,991.84	85.7%
<u>15202050</u>	<u>51160</u>							
	SPECIAL ACTIVITY IN	25,540	25,540	4,077.50	682.50	.00	21,462.50	16.0%
<u>15202050</u>	<u>51170</u>							
	SUPERVISORS & INSTR	83,974	83,974	40,380.87	105.00	15.00	43,578.13	48.1%
<u>15202050</u>	<u>51180</u>							
	LIFE GUARDS	73,390	73,390	82,984.11	-43.00	.00	-9,594.11	113.1%
<u>15202050</u>	<u>51500</u>							
	OVERTIME	8,700	8,700	6,650.67	64.32	.00	2,049.33	76.4%
<u>15202050</u>	<u>52230</u>							
	BEACH STICKERS	5,000	5,000	.00	.00	.00	5,000.00	.0%
<u>15202050</u>	<u>52310</u>							
	CONVENTIONS & DUES	1,250	1,250	.00	.00	.00	1,250.00	.0%
<u>15202050</u>	<u>52530</u>							
	BUILDING MAINTENANC	12,096	12,096	5,289.50	-7.88	.00	6,806.50	43.7%
<u>15202050</u>	<u>52750</u>							
	FEES AND CHARGES	4,000	4,000	.00	.00	.00	4,000.00	.0%
<u>15202050</u>	<u>53250</u>							
	TOOLS & MISCELLANEO	2,750	2,750	216.00	.00	.00	2,534.00	7.9%
<u>15202050</u>	<u>53440</u>							
	MEDICAL SUPPLIES	4,000	4,000	.00	.00	.00	4,000.00	.0%
<u>15202050</u>	<u>53540</u>							
	RECREATION SUPPLIES	15,300	15,300	1,058.57	300.50	1,234.63	13,006.80	15.0%
<u>15202050</u>	<u>54320</u>							
	PAYMENTS TO OUTSIDE	11,200	11,200	.00	.00	.00	11,200.00	.0%
<u>15202050</u>	<u>55520</u>							
	OTHER RECREATION EQ	4,800	4,800	.00	.00	.00	4,800.00	.0%
	TOTAL RECREATIONAL SERVICES	742,363	742,363	390,676.29	13,687.63	1,249.63	350,437.08	52.8%
<hr/>								
15202051 DAY CAMP PROGRAM								
<u>15202051</u>	<u>51080</u>							
	RECREATION AIDES	0	0	22,076.80	.00	.00	-22,076.80	100.0%
<u>15202051</u>	<u>51400</u>							
	TEMPORARY PAYROLL	152,370	152,370	135,801.95	60.00	.00	16,568.05	89.1%
<u>15202051</u>	<u>52700</u>							
	TRANSPORTATION CONT	18,000	18,000	14,005.00	.00	.00	3,995.00	77.8%
<u>15202051</u>	<u>52750</u>							
	FEES AND CHARGES	6,000	6,000	5,014.00	.00	275.00	711.00	88.2%
	TOTAL DAY CAMP PROGRAM	176,370	176,370	176,897.75	60.00	275.00	-802.75	100.5%
<hr/>								
15202552 BENNETT RINK PROGRAMS								
<u>15202552</u>	<u>52620</u>							
	RENTAL OF BUILDINGS	25,000	25,000	.00	.00	.00	25,000.00	.0%
	TOTAL BENNETT RINK PROGRAMS	25,000	25,000	.00	.00	.00	25,000.00	.0%

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ACCOUNTS FOR: 101 GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
<u>15202553 AQUATIC PROGRAMS</u>							
15202553 51040 AQUATIC PROGRAM INS	20,640	20,640	1,991.50	976.00	.00	18,648.50	9.6%
15202553 51070 SWIMMING POOL STAFF	80,180	80,180	26,724.73	2,557.19	.00	53,455.27	33.3%
15202553 51300 POOL CUSTODIANS	17,500	17,500	10,787.75	325.75	.00	6,712.25	61.6%
15202553 52770 OTHER CONTRACTUAL S	16,000	16,000	.00	.00	.00	16,000.00	.0%
15202553 53540 RECREATION SUPPLIES	2,100	2,100	1,183.00	.00	.00	917.00	56.3%
15202553 53545 SPECIAL ACTIVITY SU	5,000	5,000	.00	.00	.00	5,000.00	.0%
TOTAL AQUATIC PROGRAMS	141,420	141,420	40,686.98	3,858.94	.00	100,733.02	28.8%
<u>15300010 HEALTH DEPARTMENT</u>							
15300010 51000 REGULAR WAGES	482,757	482,757	144,749.66	35,266.77	.00	338,007.34	30.0%
15300010 51500 OVERTIME	5,000	5,000	2,694.40	322.20	.00	2,305.60	53.9%
15300010 52310 CONVENTIONS & DUES	1,000	1,000	675.90	.00	.00	324.10	67.6%
15300010 52450 MEDICAL SERVICES	1,000	1,000	737.84	737.84	213.88	48.28	95.2%
15300010 52535 PEST CONTROL	1,000	1,000	.00	.00	.00	1,000.00	.0%
15300010 52780 UNIFORM ALLOWANCE -	250	250	.00	.00	.00	250.00	.0%
15300010 53440 MEDICAL SUPPLIES	6,000	6,000	1,990.01	1,990.01	.00	4,009.99	33.2%
15300010 53490 OTHER OPERATING SUP	300	300	.00	.00	.00	300.00	.0%
TOTAL HEALTH DEPARTMENT	497,307	497,307	150,847.81	38,316.82	213.88	346,245.31	30.4%
<u>16001060 MAIN LIBRARY</u>							
16001060 51000 REGULAR WAGES	1,575,374	1,575,374	656,405.80	131,281.16	.00	918,968.20	41.7%
TOTAL MAIN LIBRARY	1,575,374	1,575,374	656,405.80	131,281.16	.00	918,968.20	41.7%
<u>18009980 CITY INSURANCE - PREMIUMS</u>							
18009980 54030 GEN'L LIABILITY INS	485,977	485,977	531,325.00	.00	.00	-45,348.00	109.3%
TOTAL CITY INSURANCE - PREMIUMS	485,977	485,977	531,325.00	.00	.00	-45,348.00	109.3%
<u>18009981 CITY INSURANCE - RETENTION</u>							
18009981 54210 PHYSICAL AUTO DAMAG	50,000	50,000	77,078.53	23,274.64	.00	-27,078.53	154.2%

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ACCOUNTS FOR: 101 GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
<u>18009981 54230 GENERAL LIABILITY L</u>	225,000	225,000	62,719.61	-380.56	.00	162,280.39	27.9%
<u>18009981 54250 OTHER LOSSES</u>	40,000	40,000	16,430.00	16,430.00	.00	23,570.00	41.1%
TOTAL CITY INSURANCE - RETENTION	315,000	315,000	156,228.14	39,324.08	.00	158,771.86	49.6%
<hr/> 18109982 CITY GRANTED BENEFITS							
<u>18109982 51530 VACATION BUY BACK</u>	110,000	110,000	20,010.05	1,545.33	.00	89,989.95	18.2%
<u>18109982 51700 LONGEVITY PAY</u>	80,000	80,000	10,760.00	.00	.00	69,240.00	13.5%
<u>18109982 51800 SEPARATION PAY</u>	90,000	90,000	.00	.00	.00	90,000.00	.0%
<u>18109982 54110 HEALTH INSURANCE PR</u>	11,036,241	11,036,241	3,711,383.35	885,012.09	.00	7,324,857.65	33.6%
<u>18109982 54120 LIFE INSURANCE PREM</u>	136,500	136,500	55,623.93	14,292.98	.00	80,876.07	40.8%
<u>18109982 54130 FICA-CITY'S SHARE</u>	1,513,907	1,513,907	556,631.88	110,627.86	.00	957,275.12	36.8%
<u>18109982 54140 PENSION - CITY'S SH</u>	1,257,710	1,257,710	377,768.26	81,895.12	.00	879,941.74	30.0%
<u>18109982 54141 PENSION POLICE</u>	2,396,000	2,396,000	1,198,000.00	599,000.00	.00	1,198,000.00	50.0%
<u>18109982 54170 LONG TERM DISABILIT</u>	96,000	96,000	33,002.57	8,545.04	.00	62,997.43	34.4%
<u>18109982 56180 EDUCATIONAL REIMBUR</u>	15,000	15,000	.00	.00	.00	15,000.00	.0%
TOTAL CITY GRANTED BENEFITS	16,731,358	16,731,358	5,963,180.04	1,700,918.42	.00	10,768,177.96	35.6%
<hr/> 18109983 STATE MANDATED BENEFITS							
<u>18109983 54160 CT UNEMPLOYMENT COM</u>	75,000	75,000	.00	.00	.00	75,000.00	.0%
<u>18109983 54180 HEART & HYPERTENSIO</u>	400,000	400,000	11,891.87	199.21	.00	388,108.13	3.0%
<u>18109983 54190 WORKERS COMPENSATIO</u>	1,606,200	1,606,200	813,533.54	214,103.77	.00	792,666.46	50.6%
TOTAL STATE MANDATED BENEFITS	2,081,200	2,081,200	825,425.41	214,302.98	.00	1,255,774.59	39.7%
<hr/> 18209984 DEBT SERVICE - PAYMENTS							
<u>18209984 54510 GEN'L PURPOSE BONDS</u>	10,382,100	10,382,100	7,345,000.00	2,405,000.00	.00	3,037,100.00	70.7%
<u>18209984 54520 GEN'L PURPOSE BONDS</u>	3,968,677	3,968,677	2,082,225.51	422,000.00	.00	1,886,451.49	52.5%
<u>18209984 54640 CLEAN WATER FUND PM</u>	101,954	101,954	71,018.14	16,988.83	.00	30,935.86	69.7%
TOTAL DEBT SERVICE - PAYMENTS	14,452,731	14,452,731	9,498,243.65	2,843,988.83	.00	4,954,487.35	65.7%
<hr/> 18309910 C-MED							
<u>18309910 54320 PAYMENTS TO OUTSIDE</u>	42,179	42,179	.00	.00	.00	42,179.00	.0%

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ACCOUNTS FOR: 101 GENERAL FUND	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
TOTAL C-MED	42,179	42,179	.00	.00	.00	42,179.00	.0%
<u>19009990 UNALLOCATED EXPENSES</u>							
19009990 52340 MILEAGE ALLOWANCE R	500	500	.00	.00	.00	500.00	.0%
19009990 56000 UNIDENTIFIED SAVING	160,000	160,000	49,974.22	16,428.00	.00	110,025.78	31.2%
19009990 56010 UNALLOCATED CONTING	2,830,000	2,830,000	.00	.00	.00	2,830,000.00	.0%
19009990 56140 PRIMARY EXPENSE	60,000	60,000	37,723.00	.00	.00	22,277.00	62.9%
19009990 56175 ADVANCE FUNDING OPE	150,000	150,000	.00	.00	.00	150,000.00	.0%
19009990 56210 CONSULTING SERVICES	100,000	100,000	.00	.00	.00	100,000.00	.0%
19009990 56305 ELECTION EXPENSE	35,000	35,000	4,586.85	4,586.85	.00	30,413.15	13.1%
19009990 56320 COVID 19 EXP-STATE	0	0	14,409.54	4,126.92	.00	-14,409.54	100.0%
19009990 56360 BANK SERVICE FEES	50,000	50,000	5,983.59	297.94	.00	44,016.41	12.0%
19009990 56370 DOG FUND REPORT	9,000	9,000	.00	.00	.00	9,000.00	.0%
19009990 56990 MISCELLANEOUS	2,000	2,000	.00	.00	.00	2,000.00	.0%
TOTAL UNALLOCATED EXPENSES	3,396,500	3,396,500	112,677.20	25,439.71	.00	3,283,822.80	3.3%
TOTAL EXPENSES	78,393,731	78,393,731	30,228,747.14	7,790,531.14	798,946.16	47,366,037.37	

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	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	78,393,731	78,393,731	30,228,747.14	7,790,531.14	798,946.16	47,366,037.37	39.6%

** END OF REPORT - Generated by David Taylor **

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ACCOUNTS FOR: 101 GENERAL FUND	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
A01 TUITION	8,487,214	0	8,487,214	1,275,557.79	2,046,398.70	5,165,257.51	39.1%
B04 CONTRACTED BUS SERVICE/PUBLIC	3,110,372	0	3,110,372	211,318.40	.00	2,899,053.60	6.8%
B06 BUS SERVICE: NON PUBLIC SCHOOL	278,537	0	278,537	27,243.41	.00	251,293.59	9.8%
B08 TRANSPORTATION: REG VOC-TECH-	238,850	0	238,850	23,095.47	.00	215,754.53	9.7%
B10 TRANSPORTATION: REG VOC-AG	75,364	0	75,364	7,819.71	.00	67,544.29	10.4%
B12 TRANSPORT: PHYS. HANDICAPPED	1,577,605	0	1,577,605	177,549.80	136,461.08	1,263,594.12	19.9%
B16 TRANSPORTATION: STDNT ACTIVITY	109,717	0	109,717	30,663.00	.00	79,054.00	27.9%
C04 SALARY - SUPERINTENDENT	190,759	0	190,759	85,338.27	.00	105,420.73	44.7%
C06 SALARY - ASST. SUPERINTENDENT	160,000	0	160,000	30,769.25	.00	129,230.75	19.2%
C07 SALARY - CLERICAL: BLAKE ADMIN	928,590	0	928,590	241,475.24	.00	687,114.76	26.0%
C10 SALARY - PRINCIPALS	1,199,575	0	1,199,575	267,438.05	.00	932,136.95	22.3%
C12 SALARY - ASST. PRINCIPALS	904,759	0	904,759	129,023.94	.00	775,735.06	14.3%
C14 SALARY - COORD & DIRECTORS	1,334,374	0	1,334,374	294,113.89	.00	1,040,260.11	22.0%
C16 SALARY - CLASSROOM TEACHERS	26,518,934	0	26,518,934	6,018,674.35	165.04	20,500,094.61	22.7%
C18 SALARY - SPECIAL ED TEACHERS	5,626,082	0	5,626,082	1,077,606.46	.00	4,548,475.54	19.2%
C20 SALARY - ADULT EDUCATION	150,000	0	150,000	32,316.78	.00	117,683.22	21.5%
C22 SALARY - HOMEBOUND	125,000	0	125,000	4,800.00	.00	120,200.00	3.8%
C24 SALARY - SPECIAL AREA TEACHERS	3,205,682	0	3,205,682	589,699.97	.00	2,615,982.03	18.4%
C26 SALARY - PUPIL SERVICES	1,454,761	0	1,454,761	269,859.17	.00	1,184,901.83	18.6%
C28 SALARY - CLERICAL: SECOND. SCH	535,410	0	535,410	135,141.29	.00	400,268.71	25.2%
C30 SALARY - CLERICAL: ELEM. SCH.	262,551	0	262,551	76,675.98	.00	185,875.02	29.2%
C32 SALARY - SUBSTITUTE CLERKS	30,000	0	30,000	1,841.42	.00	28,158.58	6.1%
C34 SALARY - LUNCH AIDES	300,000	0	300,000	67,200.59	.00	232,799.41	22.4%
C36 SALARY - TEACHER AIDES	3,131,743	0	3,131,743	825,149.92	.00	2,306,593.08	26.3%
C38 SALARY - PARA SUBSTITUTES	105,000	0	105,000	41,029.84	.00	63,970.16	39.1%
C40 SALARY - DETACHED WORKER	98,261	0	98,261	27,590.30	.00	70,670.70	28.1%
C42 SALARY - SUBSTITUTE TEACHERS	689,815	0	689,815	55,486.01	.00	634,328.99	8.0%
C44 SALARY - SEVERANCE PAY	300,000	0	300,000	575,619.57	.00	-275,619.57	191.9%
C46 SALARY - NURSES: PUBLIC	824,968	0	824,968	164,026.24	.00	660,941.76	19.9%
C48 SALARY - NURSES: NON-PUBLIC	145,480	0	145,480	7,272.64	.00	138,207.36	5.0%
C58 SALARY - CUSTODIANS	1,877,910	0	1,877,910	533,136.20	.00	1,344,773.80	28.4%
C60 SALARY - SUBSTITUTE CUSTODIANS	105,000	0	105,000	.00	.00	105,000.00	.0%
C62 SALARY - O/T CUSTODIANS	79,638	0	79,638	-1,900.00	.00	81,538.00	-2.4%
C64 SALARY - MAINTENANCE	802,378	0	802,378	266,378.91	.00	535,999.09	33.2%
C66 SALARY - O/T MAINTENANCE	60,799	0	60,799	.00	.00	60,799.00	.0%
C68 SALARY - STUDENT ACTIVITY ADV.	100,000	0	100,000	128,052.19	.00	-28,052.19	128.1%
C70 SALARY - ATHL COACHES: HS	175,000	0	175,000	5,113.08	.00	169,886.92	2.9%
C72 SALARY - CUST COMMUNITY SVCS	16,000	0	16,000	.00	.00	16,000.00	.0%
D04 ELECTRICITY	1,108,733	0	1,108,733	255,180.33	107,828.01	745,724.66	32.7%
D08 WATER	103,919	0	103,919	15,871.45	11,656.81	76,390.74	26.5%
D10 TELEPHONE & COMMUNICATIONS	364,178	0	364,178	50,246.64	8,319.58	305,611.78	16.1%
D12 RUBBISH REMOVAL	220,833	0	220,833	108,154.20	.00	112,678.80	49.0%
D14 CUSTODIAL SUPPLIES	163,049	0	163,049	75,616.66	31,518.42	55,913.92	65.7%
D16 HEAT FOR BUILDINGS	564,487	0	564,487	43,947.32	20,603.84	499,935.84	11.4%

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ACCOUNTS FOR: 101 GENERAL FUND	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
D18 EQUIPMENT - OPERATION OF PLANT	45,000	0	45,000	17,259.68	7,409.34	20,330.98	54.8%
D20 REPAIR TO BUILDINGS	625,000	0	625,000	168,575.19	95,615.79	360,809.02	42.3%
D22 UPKEEP OF GROUNDS SUPPLIES	14,050	0	14,050	.00	.00	14,050.00	.0%
D24 BUILDING SECURITY	388,740	0	388,740	230,968.64	64,470.97	93,300.39	76.0%
D26 GAS, OIL & GREASE	34,090	0	34,090	5,302.56	.00	28,787.44	15.6%
D28 REPAIR TO EQUIPMENT: MAINT.	33,250	0	33,250	705.77	.00	32,544.23	2.1%
D30 OTHER EXPENSES: MAINTENANCE	50,000	0	50,000	7,250.00	99,345.32	-56,595.32	213.2%
D32 EQUIPMENT - MAINT. OF PLANT	32,500	0	32,500	720.00	.00	31,780.00	2.2%
D34 IMPROVEMENT TO SITES	100,000	0	100,000	39,841.80	32,050.67	28,107.53	71.9%
E02 CENTRAL OFFICE - TRAVEL	800	0	800	.00	.00	800.00	.0%
E04 CENTRAL OFFICE - DUES & CONF.	7,000	0	7,000	2,050.00	1,250.00	3,700.00	47.1%
E06 TRAVEL CONV. & DUES: TCHRS/ADM	50,000	0	50,000	19,068.00	.00	30,932.00	38.1%
E08 PROFESSIONAL CERT. REIMBURSMNT	46,500	0	46,500	6,000.00	1,500.00	39,000.00	16.1%
E10 TRAVEL - MAINTENANCE	19,400	0	19,400	.00	.00	19,400.00	.0%
E12 PROPERTY & LIABILITY INSURANCE	525,000	0	525,000	576,565.16	.00	-51,565.16	109.8%
E14 HEALTH INSURANCE: CERTIFIED	9,487,344	0	9,487,344	3,382,955.11	445.50	6,103,943.39	35.7%
E16 LIFE INSURANCE: CERTIFIED	187,913	0	187,913	38,479.11	37,701.42	111,732.47	40.5%
E18 SOCIAL SECURITY	764,786	0	764,786	198,712.27	.00	566,073.73	26.0%
E20 RETIREMENT CONTRIBUTIONS	477,406	0	477,406	115,609.54	.00	361,796.46	24.2%
E22 MEDICARE ONLY - TAXES	881,908	0	881,908	177,507.99	.00	704,400.01	20.1%
E24 UNEMPLOYMENT COMPENSATION	100,000	0	100,000	.00	.00	100,000.00	.0%
E26 HEALTH INSURANCE: NON-CERT	4,617,748	0	4,617,748	1,994,142.95	.00	2,623,605.05	43.2%
E30 WORKER'S COMPENSATION	1,050,000	0	1,050,000	149,745.18	.00	900,254.82	14.3%
F02 POSTAGE	60,000	0	60,000	6,891.00	.00	53,109.00	11.5%
F04 PRINTING & PUBLISHING	35,000	0	35,000	936.00	.00	34,064.00	2.7%
F06 PHOTOCOPY SERVICES	269,809	0	269,809	200,588.23	32,701.86	36,518.91	86.5%
F08 BOE MISC. EXPENSE	1,350	0	1,350	330.43	166.00	853.57	36.8%
F10 DATA PROCESSING SERVICES	78,500	0	78,500	.00	.00	78,500.00	.0%
F12 CONSULTANT SERVICES	260,000	0	260,000	90,446.00	14,337.19	155,216.81	40.3%
F14 SERVICE CONTRACTS	265,000	0	265,000	36,022.48	793.80	228,183.72	13.9%
F18 BOE - OFFICE SUPPLIES	1,800	0	1,800	.00	.00	1,800.00	.0%
F20 CENTRAL OFFICE - SUPPLIES	22,500	0	22,500	28,813.16	1,970.88	-8,284.04	136.8%
F22 CENTRAL OFFICE - MISC. EXPENSE	3,500	0	3,500	109.50	1,032.00	2,358.50	32.6%
F26 POLICE & FIRE	75,000	0	75,000	.00	.00	75,000.00	.0%
F28 BOE - DUES & CONFERENCES	25,200	0	25,200	1,576.00	.00	23,624.00	6.3%
F30 SUBSCRIPTIONS	3,500	0	3,500	.00	.00	3,500.00	.0%
F34 FITZGERALD COMPLEX	60,000	0	60,000	.00	.00	60,000.00	.0%
G02 ANSWERING SERVICE	10,850	0	10,850	23,964.00	.00	-13,114.00	220.9%
G04 REPAIR TO EQUIPMENT: INSTRUCT.	25,000	0	25,000	.00	.00	25,000.00	.0%
G06 MISC. EXPENSES	20,000	0	20,000	2,379.56	72.58	17,547.86	12.3%
G08 ELEM. READING DEVELOPMENT	12,000	0	12,000	7,335.07	52,613.07	-47,948.14	499.6%
G10 TEACHING SUPPLIES	314,400	0	314,400	64,022.75	287,902.20	-37,524.95	111.9%
G12 TEXTBOOKS	225,000	0	225,000	27,993.27	44,311.28	152,695.45	32.1%
G14 PERIODICALS	13,500	0	13,500	21,563.83	44,011.34	-52,075.17	485.7%

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ACCOUNTS FOR: 101 GENERAL FUND	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
G16 EDUCATIONAL MEDIA SUPPLIES	120,000	0	120,000	.00	5,716.71	114,283.29	4.8%
G18 STANDARDIZED TESTING PROGRAM	54,750	0	54,750	350.00	400.00	54,000.00	1.4%
G20 CURRICULUM IMPROVEMENT	45,000	0	45,000	105,691.99	13,731.42	-74,423.41	265.4%
G22 LIBRARY BOOKS	37,500	0	37,500	5,316.86	35,917.10	-3,733.96	110.0%
G24 OTHER LIBRARY EXPENSE	5,000	0	5,000	4,622.77	.00	377.23	92.5%
G26 EQUIPMENT - NON INSTRUCTIONAL	20,000	0	20,000	.00	8,531.97	11,468.03	42.7%
G28 EQUIPMENT - INSTRUCTIONAL	50,000	0	50,000	22,999.56	4,152.89	22,847.55	54.3%
G29 EQUIPMENT - TECHNOLOGY	320,000	0	320,000	64,356.41	10,446.13	245,197.46	23.4%
G30 PSYCHIATRIC SERVICES	0	0	0	9,502.76	4,589.67	-14,092.43	100.0%
G32 MEDICAL SERVICES - SUPPLIES	11,500	0	11,500	974.15	13,124.92	-2,599.07	122.6%
G34 MEDICAL SERVICES - MISC. EXP.	25,000	0	25,000	9,278.84	783.00	14,938.16	40.2%
G36 EQUIPMENT: MEDICAL SERVICES	10,000	0	10,000	.00	.00	10,000.00	.0%
G38 EQUIPMENT & SUPPLIES: ACTIV.	100,000	0	100,000	30,479.60	19,054.55	50,465.85	49.5%
TOTAL GENERAL FUND	89,960,421	0	89,960,421	22,149,196.90	3,299,101.05	64,512,123.05	28.3%

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	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	89,960,421	0	89,960,421	22,149,196.90	3,299,101.05	64,512,123.05	28.3%

** END OF REPORT - Generated by Matthew Cavallaro BOE **

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ACCOUNTS FOR:	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
195 WH FIRE DEPT-ALLINGTOWN (FD3)							
19500010 ALLINGTOWN FD - ADMIN.							
19500010 51000 REGULAR WAGES	282,273	282,273	108,489.82	22,159.42	.00	173,783.18	38.4%
19500010 52100 GAS HEATING	15,000	15,000	781.91	256.74	804.50	13,413.59	10.6%
19500010 52110 ELECTRICITY	16,000	16,000	5,222.44	669.05	.00	10,777.56	32.6%
19500010 52130 WATER	195,000	195,000	374.25	123.33	115.25	194,510.50	.3%
19500010 52150 TELEPHONE EXPENSE	14,000	14,000	5,264.29	2,690.60	325.21	8,410.50	39.9%
19500010 52330 TRAINING AND EDUCAT	34,000	34,000	2,302.14	1,532.00	438.00	31,259.86	8.1%
19500010 52360 BUSINESS EXPENSE	14,000	14,000	3,609.07	754.10	2,338.73	8,052.20	42.5%
19500010 52420 FINANCIAL SERVICES	20,000	20,000	.00	.00	4,700.00	15,300.00	23.5%
19500010 52530 BUILDING MAINTENANC	20,000	20,000	5,710.47	3,137.70	1,987.89	12,301.64	38.5%
19500010 52580 EQUIPMENT MAINTENAN	70,000	70,000	22,619.01	10,741.23	1,359.97	46,021.02	34.3%
19500010 52820 PSYCHOLOGICAL TESTI	14,000	14,000	1,935.00	983.00	.00	12,065.00	13.8%
19500010 53110 OFFICE SUPPLIES	6,000	6,000	1,534.57	176.91	1,011.40	3,454.03	42.4%
19500010 53210 AUTOMOTIVE FUEL & F	18,000	18,000	5,695.74	4,168.87	7.02	12,297.24	31.7%
19500010 54032 GEN'L LIAB INSUR PR	47,177	47,177	21,775.00	10,137.00	.00	25,402.00	46.2%
19500010 54110 HEALTH INSURANCE PR	1,618,808	1,618,808	455,587.96	38,941.57	.00	1,163,220.04	28.1%
19500010 54120 LIFE INSURANCE PREM	15,000	15,000	3,170.78	1,021.10	904.70	10,924.52	27.2%
19500010 54130 FICA-CITY'S SHARE	7,621	7,621	5,442.84	1,065.69	.00	2,178.16	71.4%
19500010 54140 PENSION - CITY'S SH	2,393,411	2,393,411	1,204,723.45	683,783.51	.00	1,188,687.55	50.3%
19500010 54180 HEART & HYPERTENSIO	35,000	35,000	.00	.00	.00	35,000.00	.0%
19500010 54192 WORKERS COMP PREM-A	125,000	125,000	330.00	330.00	.00	124,670.00	.3%
19500010 55160 PC'S/HARDWARE	25,000	25,000	22,130.61	.00	.00	2,869.39	88.5%
19500010 55630 RADIO EQUIPMENT	5,000	5,000	.00	.00	.00	5,000.00	.0%
19500010 55900 CAPITAL OUTLAY - OT	680,000	680,000	.00	.00	.00	680,000.00	.0%
19500010 56010 UNALLOCATED CONTING	175,000	175,000	.00	.00	.00	175,000.00	.0%
19500010 56175 ADVANCE FUNDING OPE	50,000	50,000	.00	.00	.00	50,000.00	.0%
19500010 56990 MISCELLANEOUS	16,000	16,000	7,796.56	1,836.50	968.28	7,235.16	54.8%
TOTAL ALLINGTOWN FD - ADMIN.	5,911,290	5,911,290	1,884,495.91	784,508.32	14,960.95	4,011,833.14	32.1%
19500030 ALLINGTOWN FIRE DEPT OPS							
19500030 51000 REGULAR WAGES	1,596,383	1,596,383	540,659.31	123,125.26	.00	1,055,723.69	33.9%
19500030 51500 OVERTIME	475,000	475,000	192,245.83	34,094.60	.00	282,754.17	40.5%
19500030 51800 SEPARATION PAY	60,000	60,000	.00	.00	.00	60,000.00	.0%
19500030 52150 TELEPHONE EXPENSE	304,900	304,900	46,129.50	.00	.00	258,770.50	15.1%
19500030 52780 UNIFORM ALLOWANCE -	12,000	12,000	8,469.00	889.00	102.00	3,429.00	71.4%
19500030 53250 TOOLS & MISCELLANEO	90,000	90,000	7,134.05	2,166.50	490.38	82,375.57	8.5%
19500030 53440 MEDICAL SUPPLIES	35,000	35,000	10,403.24	4,113.54	1,727.52	22,869.24	34.7%

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ACCOUNTS FOR:	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
195 WH FIRE DEPT-ALLINGTOWN (FD3)							
19500030 54130 FICA-CITY'S SHARE	60,442	60,442	22,496.17	4,948.42	.00	37,945.83	37.2%
19500030 54140 PENSION - CITY'S SH	66,073	66,073	22,046.12	4,626.63	.00	44,026.88	33.4%
19500030 55220 TRUCKS	465,000	465,000	.00	.00	.00	465,000.00	.0%
19500030 56180 EDUCATIONAL REIMBUR	107,225	107,225	.00	.00	.00	107,225.00	.0%
TOTAL ALLINGTOWN FIRE DEPT OPS	3,272,023	3,272,023	849,583.22	173,963.95	2,319.90	2,420,119.88	26.0%
19520045 GRANTS-ALLINGTOWN FD3							
19520045 45231 PILOT-COLLEGES & HO	-770,501	-770,501	.00	.00	.00	-770,501.00	.0%
19520045 45249 MRSA - MOTOR VEHICL	-960,525	-960,525	-831,796.00	.00	.00	-128,729.00	86.6%
19520045 45290 STATE MISCELLANEOUS	-21,515	-21,515	.00	.00	.00	-21,515.00	.0%
19520045 45340 SCCRWA- PILOT GRANT	-49,166	-49,166	-24,387.72	.00	.00	-24,778.28	49.6%
TOTAL GRANTS-ALLINGTOWN FD3	-1,801,707	-1,801,707	-856,183.72	.00	.00	-945,523.28	47.5%
19520047 MISCELLANEOUS REVENUE-ALL/FD3							
19520047 42900 MISCELLANEOUS FEES	-60,000	-60,000	-10,530.00	-1,225.00	.00	-49,470.00	17.6%
19520047 45130 FEDERAL EMERGENCY M	-271,429	-271,429	-100,000.00	.00	.00	-171,429.00	36.8%
19520047 46720 POLICE/FD EXTRA DUT	-4,000	-4,000	-3,682.00	.00	.00	-318.00	92.1%
19520047 47050 FD BUNDLE BILLING E	-40,000	-40,000	-425.02	.00	.00	-39,574.98	1.1%
19520047 47600 DONATIONS	-100,000	-100,000	.00	.00	.00	-100,000.00	.0%
19520047 47900 MISCELLANEOUS	0	0	-11,686.89	-2,545.59	.00	11,686.89	100.0%
TOTAL MISCELLANEOUS REVENUE-ALL/F	-475,429	-475,429	-126,323.91	-3,770.59	.00	-349,105.09	26.6%
19524041 PROPERTY TAXES - ALLINGTOWN FD							
19524041 41100 CURRENT PROPERTY TA	-6,790,177	-6,790,177	-3,613,834.03	-33,230.64	.00	-3,176,342.97	53.2%
19524041 41200 PRIOR YEARS TAX LEV	-66,000	-66,000	-22,548.56	-3,041.29	.00	-43,451.44	34.2%
19524041 41300 SUSPENSE TAXES	-6,000	-6,000	-4,632.03	-1,170.98	.00	-1,367.97	77.2%
19524041 41610 CURRENT PROPERTY TA	-22,000	-22,000	-6,891.81	-1,220.17	.00	-15,108.19	31.3%
19524041 41620 PRIOR YEARS TAX INT	-15,000	-15,000	-8,921.26	-445.92	.00	-6,078.74	59.5%
19524041 41630 SUSPENSE INTEREST	-7,000	-7,000	-5,326.92	-1,160.65	.00	-1,673.08	76.1%
TOTAL PROPERTY TAXES - ALLINGTOWN	-6,906,177	-6,906,177	-3,662,154.61	-40,269.65	.00	-3,244,022.39	53.0%
TOTAL REVENUES	-9,183,313	-9,183,313	-4,644,662.24	-44,040.24	.00	-4,538,650.76	
TOTAL EXPENSES	9,183,313	9,183,313	2,734,079.13	958,472.27	17,280.85	6,431,953.02	

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	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	0	0	-1,910,583.11	914,432.03	17,280.85	1,893,302.26	100.0%

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ACCOUNTS FOR: 240	SEWER OPERATING FUND	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
24048037 SEWER OPERATIONS ADMIN								
24048037 51000	REGULAR WAGES	121,950	121,950	.00	.00	.00	121,950.00	.0%
24048037 51050	SEWER BOARD CLERK	4,000	4,000	.00	.00	.00	4,000.00	.0%
24048037 51500	OVERTIME	8,000	8,000	.00	.00	.00	8,000.00	.0%
24048037 52360	BUSINESS EXPENSE	12,000	12,000	205.00	.00	2,946.24	8,848.76	26.3%
24048037 52420	FINANCIAL SERVICES	55,156	55,156	.00	.00	.00	55,156.00	.0%
24048037 52440	ENGINEERING SERVICE	500,000	500,000	9,144.24	.00	10,240.00	480,615.76	3.9%
24048037 52580	EQUIPMENT MAINTENAN	500,000	500,000	19,158.00	10,913.00	26,885.00	453,957.00	9.2%
24048037 52750	STATE PERMIT	7,000	7,000	.00	.00	.00	7,000.00	.0%
24048037 53200	HEATING OIL	15,000	15,000	.00	.00	.00	15,000.00	.0%
24048037 54100	FRINGE BENEFITS	9,330	9,330	.00	.00	.00	9,330.00	.0%
24048037 54130	FICA-CITY'S SHARE	9,000	9,000	.00	.00	.00	9,000.00	.0%
24048037 54140	PENSION - CITY'S SH	101,954	101,954	.00	.00	.00	101,954.00	.0%
24048037 54640	CLEAN WATER FUND PA	2,000	2,000	.00	.00	.00	2,000.00	.0%
24048037 55710	CAPITAL IMPROV.-SEW	600,000	600,000	149,709.45	103,340.07	177,164.23	273,126.32	54.5%
24048037 55720	CAPITAL IMP - COLLE	600,000	600,000	17,961.39	7,461.39	25,949.72	556,088.89	7.3%
24048037 55749	CLEAN WATER (NEW)	1,797,987	1,797,987	836,924.92	172,528.15	.00	961,062.08	46.5%
24048037 56010	UNALLOCATED CONTING	300,000	300,000	.00	.00	.00	300,000.00	.0%
24048037 56990	MISCELLANEOUS	535,000	535,000	.00	.00	.00	535,000.00	.0%
TOTAL SEWER OPERATIONS ADMIN		5,178,377	5,178,377	1,033,103.00	294,242.61	243,185.19	3,902,088.81	24.6%
24048040 IN-HOUSE SEWER OPERATIONS								
24048040 51000	REGULAR WAGES	1,906,913	1,906,913	546,157.10	121,945.61	.00	1,360,755.90	28.6%
24048040 51500	OVERTIME	660,000	660,000	271,366.65	61,042.52	.00	388,633.35	41.1%
24048040 51530	VACATION BUY BACK	17,000	17,000	853.60	.00	.00	16,146.40	5.0%
24048040 51800	SEPARATION PAY	50,000	50,000	.00	.00	.00	50,000.00	.0%
24048040 52100	GAS HEATING	70,000	70,000	4,102.63	1,725.99	55,897.37	10,000.00	85.7%
24048040 52105	GASES (PROPANE, ETC	5,000	5,000	534.97	46.74	45.39	4,419.64	11.6%
24048040 52110	ELECTRICITY	1,200,000	1,200,000	209,449.25	93,888.81	446,996.82	543,553.93	54.7%
24048040 52130	WATER	175,000	175,000	44,569.73	12,258.69	105,430.27	25,000.00	85.7%
24048040 52150	TELEPHONE EXPENSE	8,000	8,000	1,834.50	559.98	4,024.34	2,141.16	73.2%
24048040 52510	MAINTENANCE SERVICE	80,000	80,000	19,321.83	4,795.75	1,410.00	59,268.17	25.9%
24048040 52540	MOTOR VEHICLE MAINT	40,000	40,000	9,080.69	1,758.93	1,664.00	29,255.31	26.9%
24048040 52650	OTHER RENTAL	5,000	5,000	.00	.00	.00	5,000.00	.0%
24048040 52770	OTHER CONTRACTUAL S	200,000	200,000	39,609.68	20,120.80	12,968.45	147,421.87	26.3%
24048040 52910	TRASH PICKUP	16,000	16,000	2,179.17	1,639.38	1,594.20	12,226.63	23.6%
24048040 53000	SUPPLIES & MATERIAL	200,000	200,000	54,134.80	16,395.48	23,351.79	122,513.41	38.7%

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ACCOUNTS FOR: 240	SEWER OPERATING FUND	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED	
24048040	53200	HEATING OIL	1,000,000	1,000,000	298,652.39	138,300.24	85,305.74	616,041.87	38.4%
24048040	53210	AUTOMOTIVE FUEL & F	25,000	25,000	8,113.35	.00	16,886.65	32.5%	
24048040	53250	TOOLS & MISCELLANEO	50,000	50,000	20,386.09	1,505.61	12,647.07	16,966.84	66.1%
24048040	53430	JANITORIAL SUPPLIES	16,000	16,000	3,617.07	984.48	554.53	11,828.40	26.1%
24048040	53435	CHEMICALS	140,000	140,000	60,317.95	22,213.61	45,883.34	33,798.71	75.9%
24048040	53445	SAFETY SUPPLIES	8,000	8,000	1,919.36	745.38	.00	6,080.64	24.0%
24048040	53450	LABORATORY SUPPLIES	68,000	68,000	16,015.50	4,782.75	8,892.00	43,092.50	36.6%
24048040	53460	CLOTHING & UNIFORMS	36,000	36,000	7,528.61	1,877.81	28,430.20	41.19	99.9%
24048040	54100	FRINGE BENEFITS	460,000	460,000	140,040.80	34,515.35	.00	319,959.20	30.4%
24048040	54130	FICA-CITY'S SHARE	183,932	183,932	61,034.77	13,084.53	.00	122,897.23	33.2%
24048040	54140	PENSION - CITY'S SH	200,000	200,000	49,509.12	10,810.38	.00	150,490.88	24.8%
24048040	54232	GENERAL LIABILITY C	250,000	250,000	4,698.67	.00	.00	245,301.33	1.9%
24048040	54735	SEWER CLAIMS-WORKER	100,000	100,000	95,838.59	18,145.34	.00	4,161.41	95.8%
24048040	56215	OUTSIDE SERVICES	150,000	150,000	17,548.50	5,502.00	25,148.64	107,302.86	28.5%
TOTAL IN-HOUSE SEWER OPERATIONS			7,319,845	7,319,845	1,988,415.37	588,646.16	860,244.15	4,471,185.48	38.9%
<hr/>									
24048046 SEWER CHARGES									
24048046	46610	SEWER USE FEES-CURR	-11,827,022	-11,827,022	-6,099,163.48	-74,882.23	.00	-5,727,858.52	51.6%
24048046	46620	SEWER USE FEES - PR	-30,000	-30,000	354.45	2,445.56	.00	-30,354.45	-1.2%
24048046	46630	SEWER INTEREST & LI	-20,000	-20,000	-14,106.09	-2,919.78	.00	-5,893.91	70.5%
24048046	46640	SEWER INTEREST & LI	-15,000	-15,000	-2,137.28	-100.69	.00	-12,862.72	14.2%
24048046	46670	ORANGE SHARE SERVIC	-380,000	-380,000	-150,000.00	.00	.00	-230,000.00	39.5%
24048046	47675	ORANGE SHARE CWF DE	-196,200	-196,200	-39,106.23	.00	.00	-157,093.77	19.9%
24048046	47680	NITROGEN CREDIT	-30,000	-30,000	-17,167.00	.00	.00	-12,833.00	57.2%
TOTAL SEWER CHARGES			-12,498,222	-12,498,222	-6,321,325.63	-75,457.14	.00	-6,176,896.37	50.6%
TOTAL REVENUES			-12,498,222	-12,498,222	-6,321,325.63	-75,457.14	.00	-6,176,896.37	
TOTAL EXPENSES			12,498,222	12,498,222	3,021,518.37	882,888.77	1,103,429.34	8,373,274.29	

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CITY OF WEST HAVEN LIVE
YEAR TO DATE BUDGET REPORT

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FOR 2023 04

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	0	0	-3,299,807.26	807,431.63	1,103,429.34	2,196,377.92	100.0%

** END OF REPORT - Generated by David Taylor **

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

P 1
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FOR 2021 12

ACCOUNTS FOR: 458	FOR: ESSER FUNDS - BOE	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
000 NULL								
45870145	45290							
	STATE MISCELLANE	0	0	0	-2,034,327.00	.00	2,034,327.00	100.0%
	TOTAL NULL	0	0	0	-2,034,327.00	.00	2,034,327.00	100.0%
S55 ALL DAY KINDERGARTEN								
S55V25RC	61112							
	SALARY TEACHERS	0	0	0	109,212.45	.00	-109,212.45	100.0%*
S55V25RC	61121							
	SALARY: EDUCATIO	0	0	0	149,007.99	.00	-149,007.99	100.0%*
S55V25RC	61191							
	SALARY - OTHER	0	0	0	650,000.00	.00	-650,000.00	100.0%*
S55V25RC	63220							
	INST. PROG. IMPR	0	0	0	350,000.00	.00	-350,000.00	100.0%*
S55V25RC	64000							
	PURCHASED PROPER	0	0	0	630,668.00	.00	-630,668.00	100.0%*
S55V25RC	66110							
	INSTRUCTIONAL SU	0	0	0	145,438.56	.00	-145,438.56	100.0%*
	TOTAL ALL DAY KINDERGARTEN	0	0	0	2,034,327.00	.00	-2,034,327.00	100.0%
	TOTAL ESSER FUNDS - BOE	0	0	0	.00	.00	.00	.0%
	TOTAL REVENUES	0	0	0	-2,034,327.00	.00	2,034,327.00	
	TOTAL EXPENSES	0	0	0	2,034,327.00	.00	-2,034,327.00	

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

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FOR 2021 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	0	0	0	.00	.00	.00	.0%

** END OF REPORT - Generated by Matthew Cavallaro BOE **

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

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FOR 2023 04

ACCOUNTS FOR:
461 ESSER II

ORIGINAL APPROP	TRANFRS/ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
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000 NULL

<u>46170045 45290 STATE MISCELLANE</u>	0	0	0	-5,187,500.00	.00	5,187,500.00	100.0%
TOTAL NULL	0	0	0	-5,187,500.00	.00	5,187,500.00	100.0%

S35 UNUSED

<u>S61V29SG 61112 SALARY TEACHERS</u>	7,500,000	0	7,500,000	3,750,000.00	.00	3,750,000.00	50.0%
<u>S61V29SG 63300 OTHER PROFESSION</u>	623,000	0	623,000	311,500.00	.00	311,500.00	50.0%
<u>S61V29SG 65100 STUDENT TRANSPOR</u>	396,305	0	396,305	248,110.57	.00	148,194.43	62.6%
<u>S61V29SG 66110 INSTRUCTIONAL SU</u>	203,227	296,773	500,000	250,000.00	.00	250,000.00	50.0%
TOTAL UNUSED	8,722,532	296,773	9,019,305	4,559,610.57	.00	4,459,694.43	50.6%
TOTAL ESSER II	8,722,532	296,773	9,019,305	-627,889.43	.00	9,647,194.43	-7.0%
TOTAL REVENUES	0	0	0	-5,187,500.00	.00	5,187,500.00	
TOTAL EXPENSES	8,722,532	296,773	9,019,305	4,559,610.57	.00	4,459,694.43	

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

P 2
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FOR 2023 04

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	8,722,532	296,773	9,019,305	-627,889.43	.00	9,647,194.43	-7.0%

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

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FOR 2023 04

ACCOUNTS FOR: 462 ARP/ESSER III	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
000 NULL							
<u>46270045 45290 STATE MISCELLANE</u>	0	0	0	-6,300,000.00	.00	6,300,000.00	100.0%
TOTAL NULL	0	0	0	-6,300,000.00	.00	6,300,000.00	100.0%
S35 UNUSED							
<u>S62V29SG 61112 SALARY TEACHERS</u>	4,500,000	0	4,500,000	125,000.00	.00	4,375,000.00	2.8%
<u>S62V29SG 63300 OTHER PROFESSION</u>	1,500,000	9,781,456	11,281,456	4,105,754.38	.00	7,175,701.62	36.4%
<u>S62V29SG 66110 INSTRUCTIONAL SU</u>	1,100,000	2,595,000	3,695,000	1,596,014.22	26,171.33	2,072,814.45	43.9%
TOTAL UNUSED	7,100,000	12,376,456	19,476,456	5,826,768.60	26,171.33	13,623,516.07	30.1%
TOTAL ARP/ESSER III	7,100,000	12,376,456	19,476,456	-473,231.40	26,171.33	19,923,516.07	-2.3%
TOTAL REVENUES	0	0	0	-6,300,000.00	.00	6,300,000.00	
TOTAL EXPENSES	7,100,000	12,376,456	19,476,456	5,826,768.60	26,171.33	13,623,516.07	

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

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FOR 2023 04

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	7,100,000	12,376,456	19,476,456	-473,231.40	26,171.33	19,923,516.07	-2.3%

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

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FOR 2020 12

ACCOUNTS FOR:	ORIGINAL APPROP	TRANFRS/ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
450 COVID RELIEF FUND - BOE							
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000 NULL							
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<u>45070045 45290 STATE MISCELLANE</u>	0	0	0	-94,328.00	.00	94,328.00	100.0%
TOTAL NULL	0	0	0	-94,328.00	.00	94,328.00	100.0%
<hr/>							
S43 UNUSED							
<hr/>							
<u>S43V40SG 61191 SALARY - OTHER</u>	0	0	0	94,328.00	.00	-94,328.00	100.0%*
TOTAL UNUSED	0	0	0	94,328.00	.00	-94,328.00	100.0%
TOTAL COVID RELIEF FUND - BOE	0	0	0	.00	.00	.00	.0%
TOTAL REVENUES	0	0	0	-94,328.00	.00	94,328.00	
TOTAL EXPENSES	0	0	0	94,328.00	.00	-94,328.00	

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

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FOR 2020 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	0	0	0	.00	.00	.00	.0%

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

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FOR 2021 12

ACCOUNTS FOR:	ORIGINAL APPROP	TRANFRS/ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
450 COVID RELIEF FUND - BOE							
<hr/>							
000 NULL							
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<u>45070045 45290 STATE MISCELLANE</u>	0	0	0	-1,187,515.00	.00	1,187,515.00	100.0%
TOTAL NULL	0	0	0	-1,187,515.00	.00	1,187,515.00	100.0%
<hr/>							
S43 UNUSED							
<hr/>							
<u>S43V40SG 61112 SALARY TEACHERS</u>	0	0	0	43,382.00	.00	-43,382.00	100.0%*
<u>S43V40SG 61121 SALARY: EDUCATIO</u>	0	0	0	103,752.00	.00	-103,752.00	100.0%*
<u>S43V40SG 63300 OTHER PROFESSION</u>	0	0	0	315,381.00	.00	-315,381.00	100.0%*
<u>S43V40SG 66110 INSTRUCTIONAL SU</u>	0	0	0	725,000.00	.00	-725,000.00	100.0%*
TOTAL UNUSED	0	0	0	1,187,515.00	.00	-1,187,515.00	100.0%
TOTAL COVID RELIEF FUND - BOE	0	0	0	.00	.00	.00	.0%
TOTAL REVENUES	0	0	0	-1,187,515.00	.00	1,187,515.00	
TOTAL EXPENSES	0	0	0	1,187,515.00	.00	-1,187,515.00	

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

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FOR 2021 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	0	0	0	.00	.00	.00	.0%

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YEAR-TO-DATE BUDGET REPORT

FOR 2023 12

ACCOUNTS FOR: 101 GENERAL FUND	ORIGINAL APPROP	TRANSFERS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
C44 SALARY - SEVERANCE PAY	300,000	0	300,000	575,619.57	.00	-275,619.57	191.9%
TOTAL GENERAL FUND	300,000	0	300,000	575,619.57	.00	-275,619.57	191.9%

Revised Tentative Agreement
between
The City of West Haven
and
West Haven Professional Firefighters
IAFF Local 1198, AFL-CIO
October 6, 2022

The City of West Haven and the West Haven Professional Firefighters IAFF Local 1198, AFL-CIO, hereby reach a Tentative Agreement on the terms of a successor agreement to commence July 1, 2022. The negotiating committees for the City and Union agree to recommend that the Tentative Agreement be ratified.

City #1	Article VI , Grievance Procedure, Section 1 Should any employee, or group of employees, feel aggrieved concerning his or their wages, hours or conditions of employment, which wages, hours and conditions are controlled by this contract, or which are provided for in any Statute, Charter Provision, Special Act, Ordinance, Fire Department Rules, and Regulations and or Fire Department Policy which is not in conflict with this contract, adjustment shall be sought as follows: Changes to Section 1A and B Section 1E – leave as current language
City #2	Article VIII , Manpower, Sections 3 and 4, as proposed (probationary firefighter language)
City #3	Article IX , Holidays – Update to 14 holidays
City #4	Article X , Workweek – Attached (Superintendent language)
City #5	Article XI , Extra Work, Section 4 – as proposed (no extra duty if had sick leave)
City #6	Article XII , Vacation Relief – Attached
City #7	Article XIII , Sick Leave – Attached
City #8	Article XV , Special Leave – add “swap” Each employee shall be granted special leave <u>(defined as a “swap”)</u> for any day or <u>any</u> night which he is able to secure another employee to work in his place, provided:

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City #9	<p>Article XVI, Insurance Plans Members move to State Partnership Plan on <u>no later than July 1, 2023</u>; premium cost share as follows: July 1, 2022: 13% July 1, 2023: 14% July 1, 2024: 14.5%</p>
City #10	<p>Article XXII, Probationary Period <u>Section 2</u> All newly hired firefighters new employees shall be required to attend a State of Connecticut Fire Department Training School "the Connecticut Fire Academy ("CFA") recruit firefighter class," or its equivalent, within the first year of employment (if possible). This excludes weekend classes. , unless such employee has come from <u>The provision of this section shall not apply to newly hired firefighters that were previously employed with</u> another career fire department and has been certified as equivalent to the Standard of the CFA as long as said individual was employed as such in the last 18 months. <u>However, the provisions of ARTICLE VIII Section 4, shall still apply for orientation and performance assessment purposes.</u> <u>Newly hired firefighter staff who are required to attend a training academy as per this agreement</u> Said employee shall receive gas, a twelve <u>twelve</u> dollars (\$10.00 <u>\$12.00</u>) lunch allowance and a twelve-fifteen <u>twelve-fifteen</u> dollar (\$12.00 <u>\$15.00</u>) dinner allowance if school is outside New Haven. <u>In the event that meals are provided by the State of Connecticut Fire Department Training School, the meal allowance will not be issued to the employee attending such training event.</u> No overtime shall be paid to an employee for time spent traveling to and from school. Said employee shall receive a mileage allowance as set forth by the State of Connecticut. If available a City vehicle will be provided. No mileage allowance will be paid if City vehicle is used.</p>
City #11	<p>Article XXIX, Duration of Contract: July 1, 2022 – June 30, 2025</p>
Union	<p>Article VII Two (2) members of the Union may collectively take up to three (3) paid days per fiscal year as "Funeral Committee Business" to plan or attend funerals of deceased members of the bargaining unit or other Fire Departments, with advance permission of the Chief or designee, which permission shall not be unreasonably withheld.</p>
Union	<p>Article XXIV – Wages July 1, 2022: 2.5% (retroactive) July 1, 2023: 2.5% July 1, 2024: 2.5%</p>
Union	<p>Article XXVIII, Uniforms, Section 1(B) – \$500 Clothing Allowance</p>

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	Note, in (A)(1) City will pay for replacement Blauer type coat, one time, modify to reflect.
Union	Article XXVIII: [NEW] Wellness – Department will reimburse employees up to \$250/year for the cost of a gym membership upon proof of payment.
Union	Appendix A: Wages – EMT and EMT/Paramedic Increase EMT stipend by \$100 each year – July 1, 2022: \$3,500 July 1, 2023: \$3,600 July 1, 2024: \$3,700 Increase paramedic stipend by \$400 in first year, then by \$200 July 1, 2022: \$5,500 July 1, 2023: \$5,700 July 1, 2024: \$5,900
Union	Appendix A: Wages – Fire Officer III/IV – \$250/\$300 on ratification
Union	Appendix A: Wages – CME Increase CME payment for off duty personnel by \$25 per year, page 31 of current cba.

Proposal No. 4

**ARTICLE X
WORKWEEK**

Section 2

- A. The schedule of the part time Superintendent of Apparatus shall be on an as needed basis.
- B. He will be paid Superintendent's pay for the hours worked.
- C. The pay schedule for the position of part time Superintendent will be as follows: For regularly scheduled preventive maintenance and repairs, he will be paid Superintendent's pay per hour for the hours worked. In the event of equipment break down or facilities emergency; the individual who is contacted will be paid a minimum of four (4) hours; for nights, weekends or holidays. If he is called in during the normal workweek (Monday-Friday), he shall have his option to be paid if the employee remains on duty for the four (4) hours or gets paid for the actual hours worked if less than four (4) hours.
- D. The hours worked by the Superintendent will be documented by the duty officer and a copy of which shall be attached to his daily report.
- E. In the event that the part time Superintendent is unavailable, a qualified, certified person can act in his absence.
- F. When the Superintendent is working as a firefighter (sustaining minimum manpower as provided for in Article X, Section I, paragraph b), and has met the 46-hour requirement that qualifies him/her for the time and one-half rate of pay, he/she shall be paid the Superintendent rate at one and one-half the hourly rate only for the hours worked in the Superintendent role. All such work shall be deemed mission critical or emergent and shall require the prior approval of the Chief, Deputy Chief or his/her designee. This work shall be documented in the officer's daily report. Time worked shall be entered into the electronic time and attendance/scheduling system so that compensation can be issued in the pay period in which the work took place.
- G. When the Superintendent is working on shift (sustaining minimum manpower), and is below 46 hours, he/ she shall be paid the differential between his/her firefighter rate of pay, and the Superintendent rate of pay for the time spent performing Superintendent duties.

H. When the Superintendent has worked in excess of 46 hours while sustaining minimum manpower in his/her role as a firefighter, and then elects to perform non-emergent or scheduled maintenance or repair work while not sustaining minimum manpower, he/she shall be paid the Superintendent hourly rate and shall not be eligible for time and one half pay for Superintendent work.

* * * * *

Proposal No. 7

**ARTICLE XIII
SICK LEAVE**

* * * * *

Section 1

Sick leave will be based on fifteen (15) days per year, accumulation to one hundred seventy five (175) days. Employees hired on or after ratification and approval of this Agreement that expires on June 30, 2022, shall be entitled to twelve (12) sick days each fiscal year, accumulation to one hundred seventy-five (175) days.

- A. After any employee has been out of work for more than two (2) days sick, or sick leave abuse is suspected, upon request from the Chief or his designee, he must submit a doctor's note to the Chief's office.
- B. Members with non-service injuries or medical conditions are subject to an independent medical exam at the discretion of Management, to determine the ability to perform full duties.

Section 2

~~Effective July 1st, 2001 all employees hired after 1-1-95 will have fifteen (15) days per year sick time, with an accumulation up to one hundred fifty (150) days. At the time of retirement in accordance with the age and years of service requirements set forth in the defined pension plan (which will also apply to employees in the defined contribution plan), said employee will be paid for up to one hundred and ten (110) days at a rate of six (6) hours pay per day of his accumulated time. Employees hired on or after ratification and approval of this Agreement that expires on June 30, 2022, shall be entitled to twelve (12) sick days each fiscal year.~~

Payment for each day of unused sick leave (as set forth in Section 2) shall be paid at the time of retirement, or at the employee's option, applied to early retirement. If an employee has unused sick leave at the time of his death, his widow, or if he is not survived by a widow, his children shall receive payment for such unused sick leave.

Article XII
Vacation Time

Section 2

Employees shall be permitted to select their vacation leave throughout the fiscal year, except that no employee may be on vacation leave during a period which includes Thanksgiving Day, Thanksgiving Night, Christmas Eve Day, Christmas Eve Night, Christmas Day, Christmas Night, New Year's Eve Night and New Year's Day, New Year's Night, Easter Day, Easter Night, Memorial Day, Memorial Night, July 4th Day and Night, and Labor Day and Night. ~~Employees must secure their own relief. If overtime work is required to cover such vacation leave, he must be able to secure another employee to replace him on an overtime basis. The number of vacation days due each employee may be taken regardless of days or nights. Any Employees who wish to be off duty on any of the above listed days and nights may secure a swap or secure their own relief within rank, independent of the established rotating overtime list. When securing relief, if a member accepts the shift, the firefighter who solicited the shift will then be charged vacation time to cover the shift for the purposes of overtime.~~ Employees may take all day or all night tours, or any combination. For the purpose of this section, a day is from 8:00 AM to 6:00 PM and a night is from 6:00 PM to 8:00 AM. If an employee wishes to take a vacation day he shall notify the Duty Officer no later than 0700 hrs for day shift and no later than 1500 hrs. for night shift. Vacations and Special Leave may be denied for mandatory training scheduled at least ten (10) days in advance, unless properly documented prior to the beginning of the period.

For the City Date

For the Union Date

For the City Date

For the Union Date

Summary of Savings: Agreement Between City of West Haven and West Haven Professional Firefighters

General Topic	Change	Fiscal Impact		
		FY 22-23	FY 23-24	FY 24-25
Wages	General Wage Increases %	2.5%	2.5%	2.5%
	Cost of General Wage Increase in \$	\$ 30,991	\$ 35,796	\$ 37,211
	Cost of Step Yearly Increment Changes in \$	\$ -	\$ 21,861	\$ 14,397
Healthcare	Health Plan Design Change: Switch to Partnership			
Health Premium Cost Share	Current employee share	13%	13%	13%
	Proposed employee share	13%	14%	14.5%
	Premium Savings (shift to Partnership)	\$ (15,470)	\$ (30,940)	\$ (30,940)
	HSA contribution to deductible savings	\$ (14,500)	\$ (29,000)	\$ (29,000)
	Projected Savings	\$ (29,970)	\$ (59,940)	\$ (59,940)
Pension	Current Contribution ___%	NA	NA	NA
	New Contribution __%	NA	NA	NA
	Cost/(Savings) in \$	\$ -	\$ -	\$ -
Net Annual Impact		\$ 1,021	\$ (2,283)	\$ (8,332)
Sick Leave	Current provisions: ____			
	New provisions: ____			
	Cost/(Savings)	\$ -	\$ -	\$ -
Vacation Leave	Current provisions: ____			
	New provisions: ____			
	Cost/(Savings)	\$ -	\$ -	\$ -
Other Measures				
Education Reimbursement	Cost/(Savings)	\$ 5,200	\$ 5,200	\$ 5,200
Uniform Allowance	Cost/(Savings)	\$ 4,100	\$ 4,100	\$ 4,100
Training	Cost/(Savings)	\$ 1,400	\$ 1,400	\$ 1,400
Total Contractual Impact		\$ 11,721	\$ 8,417	\$ 2,368
Total Contractual Impact on 5-Year Plan		\$ (11,525)	\$ (33,319)	\$ (24,780)

Notes:

5-Year Plan has all FF at the Highest Step, therefore the step increase has no impact on the 5-Year Plan.

5-Year Plan includes 2% increase, therefore the impact of salary increases is 0.5%.

5-Year plan did not include a change in the Health Plan to the CT Partnership Plan.

Change to Partnership effective Jan. 1, 2023.

Allingtown Fire District Tentative Agreement July 1, 2022

RANK		FY 2022		FY 2023		RANK		FY 2024		RANK		FY 2025			
		<u>PAYROLL</u>	<u>STEP</u>	<u>2.5% INCR</u>	<u>PAYROLL</u>		<u>STEP</u>	<u>2.5% INCR</u>	<u>PAYROLL</u>		<u>STEP</u>	<u>2.5% INCR</u>	<u>PAYROLL</u>		
	CAPTS	76,131	-	1,903	78,034	CAPTS	(0)	1,944	79,978	CAPTS	(0)	1,987	81,966		
	CAPTS	76,131	-	1,903	78,034	CAPTS	(0)	1,944	79,978	CAPTS	(0)	1,987	81,966		
	CAPTS	76,131	-	1,903	78,034	CAPTS	(0)	1,944	79,978	CAPTS	(0)	1,987	81,966		
	CAPTS	76,131	-	1,903	78,034	CAPTS	(0)	1,944	79,978	CAPTS	(0)	1,987	81,966		
	FF - A	67,885	-	1,697	69,582	FF - A	(0)	1,726	71,308	FF - A	0	1,769	73,077		
	FF - A	67,885	-	1,697	69,582	FF - A	(0)	1,726	71,308	FF - A	0	1,769	73,077		
	FF - A	67,885	-	1,697	69,582	FF - A	(0)	1,726	71,308	FF - A	0	1,769	73,077		
	FF - A	67,885	-	1,697	69,582	FF - A	(0)	1,726	71,308	FF - A	0	1,769	73,077		
	FF - A	67,885	-	1,697	69,582	FF - A	(0)	1,726	71,308	FF - A	0	1,769	73,077		
	FF - A	67,885	-	1,697	69,582	FF - A	(0)	1,726	71,308	FF - A	0	1,769	73,077		
	FF - A	67,885	-	1,697	69,582	FF - A	(0)	1,726	71,308	FF - A	0	1,769	73,077		
	FF - A	67,885	-	1,697	69,582	FF - A	(0)	1,726	71,308	FF - A	0	1,769	73,077		
	FF - A	67,885	-	1,697	69,582	FF - A	(0)	1,726	71,308	FF - A	0	1,769	73,077		
	FF - A	67,885	-	1,697	69,582	FF - A	(0)	1,726	71,308	FF - A	0	1,769	73,077		
	FF - A	67,885	-	1,697	69,582	FF - A	(0)	1,726	71,308	FF - A	0	1,769	73,077		
B	FF-B2	62,942	-	1,574	64,515	FF - A	5,186	1,606	71,308	FF - A	0	1,769	73,077		
C	FF-A Open Position				8,367										
B	FF-C2	57,551	-	1,439	58,990	FF-B1	3,243	1,475	63,707	FF-B2	2,448	1,593	67,748		
A	FF-B1 Open Position				62,157	FF-B2	2,399	1,554	66,110	FF-A	5,314	1,653	73,077		
A	FF-C1 Open Position				53,595	FF-C2	5,518	1,340	60,453	FF-B1	3,315	1,511	65,280		
A	FF-C1 Open Position				53,595	FF-C2	5,518	1,340	60,453	FF-B1	3,315	1,511	65,280		
		1,239,638	-	30,991	1,448,344			21,861	35,796	1,497,634			14,397	37,211	1,549,242

A Open positions have been projected to fill on 7/1/2022 for this presentation.

B Positions that were actually filled at odd times during FY 2022 are converted to hire date of 7/1/2021 for this presentation.

C Not filled.

THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1198
AND
THE WEST SHORE FIRE DISTRICT WEST HAVEN, CT.

Wage Comparison

		Firefighter		Lieutenant		Captain	
		Min	Max	Min	Max	Min	Max
West Shore		46,379	72,805	79,381	79,381	85,892	85,892
Group H							
	Danbury	63,557	84,314	87,954	95,739	101,844	104,222
	East Hartford	64,007	77,825	86,502	89,858	93,379	97,052
	Meriden	58,378	78,842	82,708	88,780	90,876	97,494
	Norwalk	68,778	83,698	83,295	99,810	92,651	109,992
	Norwich	55,652	71,010	75,688	77,904	80,791	83,142
	Stamford	53,065	81,361	92,782	91,782	107,154	107,154
	AVERAGE	60,573	79,508	84,821	90,645	94,449	99,843
	WEST SHORE	46,379	72,805	79,381	79,381	85,892	85,892
	% DIFFERENCE	-23.4%	-8.4%	-6.4%	-12.4%	-9.1%	-14.0%
AENGLC							
	Bridgeport	55,040	72,153	80,291	82,974	90,090	95,428
	East Hartford	64,007	77,825	86,502	89,858	93,379	97,052
	Mansfield	66,699	73,164			75,370	82,315
	Meriden	58,378	78,842	82,708	88,780	90,876	97,494
	New Haven	44,469	81,992	91,847	91,847	102,009	102,009
	New London	47,455	64,551	68,796	70,151	66,492	67,718
	Norwich	55,652	71,010	75,688	77,904	80,791	83,142
	Torrington	62,689	67,888	77,028	77,028		
	Waterbury	58,267	72,424	79,663	79,663	86,901	86,901
	AVERAGE	56,962	73,317	80,315	82,276	85,738	89,007
	WEST SHORE	46,379	72,805	79,381	79,381	85,892	85,892
	% DIFFERENCE	-18.6%	-0.7%	-1.2%	-3.5%	0.2%	-3.5%
Contiguous							
	Milford	64,704	75,876	79,699	83,138	88,880	92,330
	New Haven	44,469	81,992	91,847	91,847	102,009	102,009
	AVERAGE	54,586	78,934	85,773	87,492	95,445	97,169
	WEST SHORE	46,379	72,805	79,381	79,381	85,892	85,892
	% DIFFERENCE	-15.0%	-7.8%	-7.5%	-9.3%	-10.0%	-11.6%

Wage Comparison

	Firefighter		Captain	
	Min	Max	Min	Max
Allingtown	57,288	74,391	83,385	83,385
West Shore	46,379	72,805	85,892	85,892
Bridgeport	55,040	72,153	90,090	95,428
Danbury	63,557	84,314	101,844	104,222
East Hartford	64,007	77,825	93,379	97,052
Mansfield	66,699	73,164	75,370	82,315
Meriden	58,378	78,842	90,876	97,494
Milford	64,704	75,876	88,880	92,330
New Haven	44,469	81,992	102,009	102,009
New London	47,455	64,551	66,492	67,718
Norwalk	68,778	83,698	92,651	109,992
Norwich	55,652	71,010	80,791	83,142
Stamford	53,065	81,361	107,154	107,154
Torrington	62,689	67,888		
Waterbury	58,267	72,424	86,901	86,901
AVERAGE	57,796	75,565	89,410	93,204
ALLINGTOWN	57,288	74,391	83,385	83,385
% DIFFERENCE	-0.9%	-1.6%	-6.7%	-10.5%

CITY OF WEST HAVEN and WEST HAVEN PROFESSIONAL FIREFIGHTERS
IAFF LOCAL 1198, AFL-CIO

*Wage Comparison - Recently Settled Contracts
2022-2023*

	Firefighter		Captain	
	Min	Max	Min	Max
Allingtown	58,724	76,257	85,466	85,466
City of Groton	52,929	79,271	87,690	87,690
Colchester	48,402	72,634	85,044	85,044
Danbury	65,146	86,422	104,390	106,828
Farmington	66,754	77,345		
Greenwich	66,222	85,981	112,484	112,484
Guilford	65,192	80,240	87,884	87,884
Hartford	49,096	80,977	85,239	102,325
Manchester	60,776	84,303		
Meriden	59,689	82,686	92,929	99,678
Milford	66,321	77,773	91,102	94,638
New Canaan	64,747	91,036	108,321	114,083
Norwalk	72,969	88,797	98,297	116,694
Norwich	57,043	72,786	82,810	85,220
West Shore	47,307	74,261	87,610	87,610
Wilton	67,541	88,030	96,705	104,515
AVERAGE	60,676	81,503	93,885	98,823
ALLINGTOWN	58,724	76,257	85,466	85,466
% DIFFERENCE	-3.2%	-6.4%	-9.0%	-13.5%

Previous wage comparison submitted to MARB

% DIFFERENCE	-0.90%	-1.60%	-6.70%	-10.50%
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THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1198
AND
THE WEST SHORE FIRE DISTRICT WEST HAVEN, CT.

Insurance Comparison

	HDHP	In-Network Deductible	OON Deductible	OON OOP Max	Rx after Deductible	Employer Funded	PPO	SPP 2.0	Comments
West Shore	11%	\$2000/\$4000	\$4000/\$8000	\$4000/\$8000	\$5/25/40	50%	buy up		
Bridgeport								25%	New hires will start at a 25% PCS, with a 1% increase per year up to 50%, and will be capped at 50%. POA if ineligible for HSA w/PCS:
Danbury	9.0%	\$1500/\$3000	\$1500/\$3000	\$3000/\$6000		60%			16%
East Hartford	11.0%	\$1500/\$3000	\$1500/\$3000	\$4000/\$8000	\$10/25/40				
Mansfield	14.0%	\$2000/\$4000	\$4000/\$8000	\$4000/\$8000	\$10/20/30	60%			
Meriden	17.5%	\$2000/\$4000			\$0/15/30	50%			14% PCS with Wellness
Milford	10.0%	\$2000/\$4000	\$2000/\$4000	\$5000/\$10000	\$5/25/50	75%	16%		Hired after 3/7/17 - HDHP only
New Haven	14.5%				\$5/15/25	50%	buy up		
New London								20%	
Norwalk								14%	
Norwich	8.0%	\$1500/\$3000	\$1500/\$3000	\$3000/\$6000		50%			
Stamford	11.0%	\$2000/\$4000	\$2000/\$4000	\$3000/\$6000	\$5/25/40	50%			
Torrington	14.0%	\$2000/\$4000		\$5000/\$10000	\$0/15/30	50%			
Waterbury	17.0%	\$2000/\$4000	\$3000/\$6000	\$4000/\$8000	\$5/25/50	50%			

THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1198
AND
THE WEST SHORE FIRE DISTRICT WEST HAVEN, CT.

Wage Increase Per Contract Term

	2017	2018	2019	2020	2021	2022	2023	
West Shore	2.25%	2.00%	1.75%	1.75%	1.75%			7/1/19 increase is deferred
Bridgeport	0.00%	2.50%	2.50%	2.00%				
Danbury	2.75%	2.75%	2.75%	1.50%	1.50%	2.50%	3.00%	
East Hartford			2.00%	2.00%	1.25%			
Mansfield		0.00%	1%/1%	1%/1%	1.25%/1.25%			July/January
Meriden					2.00%	2.25%	2.25%	
Milford				2.00%	2.25%	2.50%		
New Haven		1.00%	2.00%	2.00%	2.00%	2.00%	2.00%	
New London		2.00%	2.00%	2.00%				
Norwalk	1.25%/1.10%	1.25%/1.10%	1.25%/1.10%					July/January
Norwich				2.00%	2.25%	2.50%	2.75%	
Stamford	2.50%	2.25%						
Torrington		2.00%	2.00%	2.00%				
Waterbury	0.00%	2.25%	2.75%	2.75%				

THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1198
AND
THE WEST SHORE FIRE DISTRICT WEST HAVEN, CT.

Longevity Comparison

West Shore	10-15 yrs: \$650 15-20 yrs: \$800 20+yrs: \$900
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Bridgeport	Afte 5 yrs: \$75 X number of years worked Hired after 7/1/11, must have completed 10 YOS for this benefit
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Danbury	10 yrs: \$300 15 yrs: \$400 20 yrs: \$550 25+yrs: \$700
---------	--

East Hartford	Noted in title to Article, but no such language in contract
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Mansfield	6-10 yrs: \$575 10-15 yrs: \$650 15-20 yrs: \$750 20+yrs: \$900
-----------	--

Meriden	Employees hired after 1/1/16 are not eligible for longevity. 5 YOS: \$300 10 YOS: \$400 15 YOS: \$500 20 YOS: \$600 25 YOS: \$750
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Milford	10-14 yrs: 2.5% of basic salary 15-19 yrs: 3% of basic salary 20+yrs: 3.5% of basic salary
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New Haven	Employees hired before 8/28/13 only 5-10 yrs: 1% of Firefighter 1st Step salary 10-15 yrs: 2% of Firefighter 1st Step salary 15-20 yrs: 2.75% of Firefighter 1st Step salary 20+ yrs: 3.25% of Firefighter 1st Step salary
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New London	10-15 yrs: \$500 15-20 yrs: \$600 20-25 yrs: \$800 25+yrs: \$1,000
------------	---

Norwalk	8 yrs: \$250 plus \$15 for each additional YOS
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Norwich	No such language
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Stamford	Hired after 7/1/97, longevity payment capped at 35 years
	5 yrs: \$ 500
	10 yrs: \$1,000
	15 yrs: \$1,500
	20 yrs: \$2,000
	25 yrs: \$2,500
	30 yrs: \$3,000
	35 yrs: \$3,500
	40 yrs: \$4,000
	45 yrs: \$4,500
	50 yrs: \$5,000

Torrington	All employees shall receive five dollars (\$5.00) per week longevity increase after each five (5) year period of service.
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Waterbury	No such language
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DRAFT
10/06/2022

**CITY OF WEST HAVEN
FIRE DEPARTMENT ALLINGTOWN
WEST HAVEN, CONNECTICUT**

CONTRACT

**WEST HAVEN
PROFESSIONAL FIREFIGHTERS
IAFF LOCAL 1198, AFL-CIO**



Expires - June 30, ~~2022~~2025

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**CONTRACT BETWEEN THE CITY OF WEST HAVEN
AND
LOCAL 1198, INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS**

The following contract, entered into by and between respectively the City of West Haven, for and on behalf of the City of West Haven Fire Department Allingtown, hereinafter referred to as the "City", and Local 1198, International Association of Fire Fighters, herein referred to as the "Union", is designed to maintain and promote a harmonious relationship between the City and such of its employees who are within the provisions of this contract in order that a more efficient and progressive public service may be rendered.

**ARTICLE I
RECOGNITION**

The City hereby recognizes the Union as the exclusive representative and bargaining agent for the bargaining unit, consisting of all uniformed and investigative full time paid personnel within the City, except that of the Fire Chief, Deputy Chief/Fire Marshal and Assistant Chief.

**ARTICLE II
MANAGEMENT RIGHTS**

It is recognized that the City, through its Board of Fire Commissioners and Fire Chief, has and will continue to retain the rights and responsibilities not specifically abridged or modified by this agreement. The rights and responsibilities include, but are not limited to, developing and implementing departmental rules, regulations, and standard operating procedures, provided the development and implementation does not conflict or contradict existing statutory or regulatory provisions, established past practices, and those rights and responsibilities specifically abridged or modified by this agreement, including but not limited to the following:

- A. To determine the care, maintenance, and operation of City equipment and property.
- B. To prescribe and enforce the Rules and Regulations of the City as written or as may be amended from time to time. Provided such rules are made known in a reasonable manner to the employees affected by them.
- C. To take any action necessary in emergency situations regardless of prior commitments in order to carry out the responsibility of the City to the Citizens of West Haven

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

**ARTICLE III
PAYROLL DEDUCTION OF UNION DUES, FEES**

The City shall deduct union dues, and initiation fees, from the earned wages of each employee in such an amount as determined by the Union, provided that no such deduction shall be made from any employee's wages except when authorized by him/her on an appropriate form, a copy of which must be submitted to the City. Such deduction made from the pay of individual members and the total deducted shall be delivered to such official of the Union as the Union may designate, in writing, to the City. The Union agrees that it will indemnify and hold the City harmless from any claim, actions or proceedings by any employee arising from deductions made by the City hereunder. Once the funds, collected by the City hereunder, are remitted to the Union, the disposition of such funds thereafter shall be the sole and exclusive obligations of the Union, and the City shall have no further obligation, financial or otherwise.

Section 1

The Union will give each present employee, and to each employee, when he is hired, a copy of this contract.

Section 2

The City shall deduct Pension Fund contributions from each employee covered under the present collective bargaining agreement. Said contribution shall be deducted weekly in an amount mutually agreed upon by the Union and the City. Each employee will sign an appropriate form which authorizes Pension Fund deductions, a copy of which will be given to each employee. Any new employee hired after July 1st, 1998 will adhere to what the City or Fire District negotiated for new employees in pension and/or social security.

**ARTICLE IV
BULLETIN BOARDS**

The City shall permit the use of one bulletin board in each firehouse, by the Union, for the posting of notices concerning Union business and activities. The City will allow the Union to use P.O. BOX 26095 West Haven, CT 06516 as its mailing address for Union mail only. The City will not be responsible for employee's personal mail. Employees are not to use said address for their personal mail.

**ARTICLE V
DISCIPLINARY ACTION**

Section 1

In case of disciplinary action, the City shall notify both the employee and the Union by certified mail, or hand delivered and signed by both parties.

Section 2

No permanent employee shall be removed, dismissed, discharged, suspended, fined, reduced in rank or disciplined in any other manner, except for just cause. If any employee is disciplined, and, in the judgment of such employee, this action is taken by the Chief or his designee, without just cause, he may, no later than ten (10) days after the date of such action, appeal in writing to the Board of Fire Commissioners to have the action rescinded or to have the severity of the punishment reduced. Within seven (7) days after receiving such appeal, said Board of Fire Commissioners shall arrange to and shall meet with the Union's Grievance Committee for the purpose of attempting to resolve this dispute. If such employee is dissatisfied with the results of such a meeting, he may, no later than seven (7) days thereafter submit such dispute to arbitration by the Connecticut State Board of Mediation and Arbitration, said Board shall hear the dispute and render a decision which shall be final and binding on all parties. Said Board of Mediation and Arbitration shall have the power to uphold the action of the City to rescind or modify such action, and such power shall include, but shall not be limited to, the right to reinstate a suspended or discharged employee with full back pay. Each party shall pay its costs and common costs, if any, shall be shared equally. All time frames are considered calendar days.

The jurisdiction and authority of the arbitrator and his/her award shall be confined to the interpretation of the provision or provisions of this Agreement in dispute between the Union and the City. The arbitrator shall have no authority to modify, amend, revise, add to or subtract from any of the terms of this Agreement.

ARTICLE VI GRIEVANCE PROCEDURES

Section 1

Should any employee, or group of employees, feel aggrieved concerning his or their wages, hours or conditions of employment, which wages, hours and conditions are controlled by this contract, ~~or which are provided for in any Statute, Charter Provision, Special Act, Ordinance, Fire Department Rules, and Regulations and or Fire Department Policy which is not in conflict with this contract,~~ adjustment shall be sought as follows:

- A. The Union shall submit such grievance, in writing, on an approved grievance form, to the Chief of the Fire Department, Deputy Chief, or designee within ten (10) days of the event giving rise to such grievance, setting forth the nature of the grievance. Within ~~seven (7)~~ten (10) days after the Chief/ Deputy Chief receives such grievance, he shall arrange to, and shall meet, with the representatives of the Union, for the purpose of adjusting or resolving such grievance.
- B. If such grievance is not resolved to the satisfaction of the Union by the Chief/ Deputy Chief within four (4) days after such meeting, the Union may present such grievance, in writing, within four (4) days after it receives the answer from the Chief/Deputy Chief, to the Board of Fire Commissioners. Within ten (10) days after said Fire Board receives such grievance, the Board shall arrange to and shall

meet with the representatives of the Union, [and to include the City of West Haven Personnel Director](#) for the purpose of adjusting or resolving such grievance.

- C. If such grievance is not resolved to the satisfaction of the Union by the Fire Board within five (5) days after such meeting, the Union may submit the dispute to arbitration by the Connecticut State Board of Mediation and Arbitration within ten (10) days after it receives the answer from the Fire Board. Said Board shall hear and act on such dispute in accordance with its rules and render a decision which shall be final and binding on all parties.
- D. The time limits specified in the preceding sections of this article may be extended by mutual agreement of all parties. The steps provided for herein may be waived by mutual agreement of the parties.
- E. If a grievance is not submitted within the prescribed time limits, as hereinbefore provided, including the provisions for time limit extensions, it shall be deemed settled. If the City fails to meet and/or to answer any grievance within the prescribed time limits, as hereinbefore provided, including the provisions for time limit extensions, such grievance shall be deemed settled in the Union's favor.
- F. All time frames are considered calendar days.

ARTICLE VII UNION BUSINESS LEAVE

Section 1

Two members of the Union Negotiating Committee shall be granted leave from duty with full pay for the number of hours spent at meetings between the City and the Union for the purpose of negotiating the terms of a contract, when such meetings take place at a time during which such members are scheduled to be on duty on their regular shift.

Section 2

Two members of the Union Grievance Committee shall be granted leave from duty with full pay for the number of hours spent at meetings between the City and the Union for the purpose of processing grievances, when such meetings take place at a time during which such members are scheduled to be on duty on their regular shift.

Section 3

Such members of the Union, as may be designated by the Union, shall be granted leave from duty with full pay for hours spent for Union business such as attending labor conventions, and labor education conferences, and any Union business concerning the City of West Haven, provided no more than two (2) employees may be granted such leave at the same time, and provided, when possible, the Chief/Deputy Chief shall be notified in writing at least seven (7) days before such leave is granted. Union business leave shall not exceed twelve (12) working days in a one (1) year

period. All costs associated with such leave in excess of twelve working days will be reimbursed to the City by the Union.

Section 4

For the purpose of this article, a "working day" shall consist of 12 hours each, either day or night. Time spent shall be charged in hourly increments.

Section 5

Two (2) members of the Union may collectively take up to three (3) paid days per fiscal year as "Funeral Committee Business" to plan or attend funerals of deceased members of the bargaining unit or other Fire Departments, with advance permission of the Chief or designee, which permission shall not be unreasonably withheld.

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**ARTICLE VIII
MANPOWER**

Section 1

In order to protect the health and welfare of the employees in the bargaining unit, the minimum manpower will not fall below the established shift of five (5) firefighters per shift. This excludes the Chief, Deputy Chief, Asst. Chief and Supt. of Apparatus.

Section 2

In the event that manpower shall fall below the minimum manpower strength, as provided for in above section for each platoon, such shortages shall be filled by overtime work in accordance with Article XI of the contract.

Section 3

For the purpose of increasing manpower and to begin an orientation period, probationary or newly hired firefighter staff, who have not completed a State of Connecticut recruit academy or equivalent training program; or are not FF II certified, will only be assigned to a day tour of duty from 0800 hours to 1600 hours, Monday through Friday only. The probationary firefighter(s) will remain restricted to the above schedule on the day shift, an employee will be placed on the day shift until they can be enrolled in the first available academy/rookie school. Upon enrollment in and while attending rookie school said employee's a firefighter recruit academy, the probationary firefighters' position will not be filled by overtime until completion of school/his/her training.

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The above requirement shall not apply to newly hired firefighter staff who have been employed with another career fire department and are FF II certified to the Connecticut Fire Academy standard, and were employed as such in the previous 18 months. As in accordance with ARTICLE XXII, Probationary Period of this agreement.

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Section 4

The City may require any probationary ~~firefighter staff employee~~ to work a special schedule for the purpose of orientation, and performance assessment. This special schedule shall not to exceed forty (40) hours per week, Monday through Friday, from 0800 hours to 1600 hours, consisting of a five (5) day tour of duty per week, provided that no such ~~employee~~ probationary firefighter may be placed on such special schedule for a total of not less than one(1) calendar week. This special schedule may be extended by the Chief or Deputy Chief if needed. In addition, the City may require a probationary employee to work a similar special schedule for a period not to exceed the time required to attend the State of Connecticut Fire Training School or equivalent, however said employee shall not be part of the manpower on duty under Article VIII, nor shall he be permitted to work overtime to restore manpower strength under Article XI, so long as said probationary employee is working such special schedule.

Section 5

The City will maintain a minimum of eight (8) Paramedics and eight (8) EMTs. All other firefighters must be either a Paramedic or an EMT.

**ARTICLE IX
HOLIDAYS**

Section 1

In each fiscal year, each employee shall receive ~~thirteen (13)~~fourteen (14) days of holiday pay. Employees shall receive a full day's pay for each holiday. Holiday pay for each holiday shall be computed at employee's hourly rate times twelve (12) hours. Employees shall be paid for four (4) holidays on the first pay period in August; five (5) holidays on the first pay period in December; ~~four (4)~~five (5) holidays on the first pay period in April.

These holidays shall be as follows:

New Year's Day, Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Easter, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day.

Effective July 1, 1992, all holiday pay shall be paid in the pay period in which the holiday occurs. At the employee's option, said pay may be accumulated until such time as specified by the employee, but must be paid not later than the end of the current fiscal year.

Section 2

Each employee or his widow shall receive the Holiday pay due such employee at the time of his retirement or death, as the case may be. In the event that an employee dies and is not survived by a widow, the Holiday pay due such employee shall be paid to his children up to and including age 18.

Section 3

If an employee terminates his/her employment or retires, he shall be paid for the Holidays that they have earned and worked for.

**ARTICLE X
WORKWEEK**

Section 1

- A. Effective July 1, 2013, the work day for employees shall be a ten (10) hour tour 8:00 am to 6:00 pm immediately followed by a fourteen (14) hour tour 6:00 pm to 8:00 am, which shall be followed by seventy-two (72) consecutive hours off. For overtime purposes the time shall be split into one (1) ten (10) hour period and one (1) fourteen (14) hour period. Overtime payment will be paid in twelve (12) hour jobs, one (1) twelve (12) hour job paid for the day tour and one (1) twelve (12) hour job paid for the night tour.
- B. Rank and file fire personnel shall be paid for hours worked as overtime after forty-six (46) hours worked (in accordance with sustaining the minimum manpower clause requirement) in a single pay period of seven (7) days, at the rate of one and one-half times the hourly rate. The calculation of the forty-six (46) hours shall exclude any time off that is not considered compensable work under the Fair Labor Standards Act for these purposes (e.g. vacation, sick, personal). The 7 day/46 hour plan shall be administered and paid for in accordance with the Fair Labor Standards Act.

Section 2

- A. The schedule of the part time Superintendent of Apparatus shall be on an as needed basis.
- B. He will be paid Superintendent's pay for the hours worked.
- C. The pay schedule for the position of part time Superintendent will be as follows: For regularly scheduled preventive maintenance and repairs, he will be paid Superintendent's pay per hour for the hours worked. In the event of equipment break down or facilities emergency; the individual who is contacted will be paid a minimum of four (4) hours; for nights, weekends or holidays. If he is called in during the normal workweek (Monday-Friday), he shall have his option to be paid if the employee remains on duty for the four (4) hours or gets paid for the actual hours worked if less than four (4) hours.
- D. The hours worked by the Superintendent will be documented by the duty officer and a copy of which shall be attached to his daily report.

E. In the event that the part time Superintendent is unavailable, a qualified, certified person can act in his absence.

F. When the Superintendent is working as a firefighter (sustaining minimum manpower as provided for in Article X, Section 1, paragraph b), and has met the 46-hour requirement that qualifies him/her for the time and one-half rate of pay, he/she shall be paid the Superintendent rate at one and one-half the hourly rate only for the hours worked in the Superintendent role. All such work shall be deemed mission critical or emergent and shall require the prior approval of the Chief, Deputy Chief or his/her designee. This work shall be documented in the officer's daily report. Time worked shall be entered into the electronic time and attendance/scheduling system so that compensation can be issued in the pay period in which the work took place.

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G. When the Superintendent is working on shift (sustaining minimum manpower), and is below 46 hours, he/ she shall be paid the differential between his/her firefighter rate of pay, and the Superintendent rate of pay for the time spent performing Superintendent duties.

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H. When the Superintendent has worked in excess of 46 hours while sustaining minimum manpower in his/her role as a firefighter, and then elects to perform non-emergent or scheduled maintenance or repair work while not sustaining minimum manpower, he/she shall be paid the Superintendent hourly rate and shall not be eligible for time and one half pay for Superintendent work.

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Section 3

In the event an employee is late reporting for duty, and an employee from the previous shift is ordered to stay over, the employee reporting late shall forfeit the pay that must be paid to the employee being held over.

Section 4

Notice of mandatory training shall be given ten (10) days in advanced.

ARTICLE XI EXTRA WORK

Section 1

Whenever any employee works in excess of his regularly assigned workweek, as provided for in Article X, in addition to any other benefits to which he may be entitled, he shall be paid for such extra work at his regular hourly rate multiplied by twelve (12) hours for each complete shift of such extra work, or multiplied by the actual number of hours of extra time worked, except if an employee is called back from off duty to work extra time, he shall have his option to be paid if the employee remains on duty for the four hours or get paid for actual hours worked if less than four hours. In the event an employee is ordered to be held over his shift, he shall be paid the

number of hours worked, times his hourly rate, but in no case shall it be less than one (1) hour as long as the employee remains for the full hour.

Section 2

- A. Extra work shall be worked for the rank, i.e. firefighter, officer, EMT and Paramedic, held by the man last reporting off duty whose absence brings the platoon below the minimum manpower strength required under Section 1, Article VIII.
- B. Extra work for officers shall be scheduled in rotation among officers, in accordance with the Department's Extra Work Guidelines. The first officer contacted will be notified that he is first up on the overtime list and shall make himself available. If no officer accepts the overtime assignment, then the officer on duty shall remain on duty until he can secure another officer to replace him. All extenuating circumstance shall be approved by the Chief, Deputy Chief, or the BFC. In the event no other officer is available to accept said job, and the extenuating circumstances are approved by the Chief, Deputy Chief, or BFC, then the job will be offered to all grade "A" firefighters. They may accept the job or not, there will be no penalty to the grade "A" firefighter. If no grade "A" accepts said job, then the officer on duty will be ordered in
 - 1. Firefighters who are on the officer's list who are on duty and who are either regularly assigned or are working extra or are working special leave.
 - 2. Grade "A" firefighters in seniority. If no grade "A" firefighter accepts, then the senior grade "A" firefighter will be ordered to take the assignment, unless there is a firefighter who is on the officer's list and is on duty as stated in step one (1), then he will be ordered to take the assignment regardless of seniority.
- C. Extra work for firefighters shall be scheduled in rotation among all firefighters, from a list of all firefighters. Such extra work and the hiring practices thereof shall be governed by the Extra Work Guidelines for the City of West Haven Fire Department Allingtown dated September 17, 2013, attached hereto at Appendix F. Any changes to the Extra Work Guidelines in effect at the signing of this contract must be mutually agreed upon between the Union and the City. The first firefighter contacted will be notified that he is first up on the overtime list and shall make himself available. In the event no other firefighter is available to accept said job, the first firefighter will be told he is first contacted. The job will then be offered to all Captains. They may accept the job or not, there will be no penalty to the Captain. If no Captain accepts said job, then the first firefighter contacted will be ordered in.
- D. For the purpose of this Article and Sections, EMT-Paramedic shall be considered a classification, and overtime shall be distributed to this class in the same manner as Section B and C above.

- E. When an Officer is out sick or injured the Board of Fire Commissioners may appoint an Acting Officer from the existing promotional list in accordance with the promotional guidelines, or in the absence of such promotional list the senior man. When a 2nd Officer is out more than 6 working days, the Board of Fire Commissioners may appoint an Acting Officer.

Section 3

All extra work performed to maintain manpower strength, or to provide additional manpower strength because of an emergency, such as snowstorms, shall be offered, in order, to the employees on the rotating extra work roster, established under Section 2 of this Article. Whenever any employee works extra, or refuses to work extra, only then, his name shall be placed at the bottom of such rotating extra work roster. If no employee accepts an extra work assignment, on a voluntary basis, the Chief, Deputy Chief or Duty Officer shall have the right to order the first employee who was offered such extra work assignment to perform such overtime assignment.

Section 4

No employee shall be allowed to perform an extra work assignment, (i.e.: swap/payback/overtime job), if they were ~~off-on~~ sick or injured leave, for a minimum of 24 hours, during the 24 hour period preceding an extra work assignment, in the preceding 24 hours.

Section 5

After deducting injured days from the total of compensable absences, make up overtime will be calculated between Management and the Union.

ARTICLE XII VACATIONS

Section 1

Each employee who has completed 1 year, but less than seven (7) years, of service on June 30th of such fiscal year, shall receive an annual vacation leave of twelve (12) days with pay in such fiscal year.

Each employee who has completed, or will have completed, seven (7) years but less than ten (10) years of service on June 30th of such fiscal year, shall receive an annual vacation leave of fourteen (14) days with pay in such fiscal year.

Each employee who has completed, or will have completed, ten (10) years, but less than fifteen (15) years of service on June 30th of such fiscal year, shall receive an annual vacation leave of eighteen (18) days with pay in such fiscal year.

Each employee who has completed or will have completed fifteen (15) years of service but less than twenty (20) years of service on June 30th of such fiscal year, shall receive an annual vacation leave of twenty two (22) days with pay in such fiscal year.

Each employee who has completed or will have completed twenty (20) years of service but less than twenty five (25) years of service on June 30th of such fiscal year, shall receive an annual vacation leave of twenty eight (28) days with pay in such fiscal year.

Each employee who has completed or will have completed twenty five (25) years of service on June 30th of such fiscal year, shall receive an annual vacation leave of thirty (30) days with pay in such fiscal year.

- A. Anyone hired before July 1st, upon completion of one (1) year of service will be prorated 1 day per month to July 1st of the upcoming fiscal year.

Section 2

Employees shall be permitted to select their vacation leave throughout the fiscal year, except that no employee may be on vacation leave during a period which includes Thanksgiving Day, Thanksgiving Night, Christmas Eve Day, Christmas Eve Night, Christmas Day, Christmas Night, New Year's Eve Night and New Year's Day, New Year's Night, Easter Day, Easter Night, Memorial Day, Memorial Night, July 4th Day and Night, and Labor Day and Night. ~~Employees must secure their own relief. If overtime work is required to cover such vacation leave, he must be able to secure another employee to replace him on an overtime basis. The number of vacation days due each employee may be taken regardless of days or nights. Any Employees who wish to be off duty on any of the above listed days and nights may secure a swap or secure their own relief within rank, independent of the established rotating overtime list. When securing relief, if a member accepts the shift, the firefighter who solicited the shift will then be charged vacation time to cover the shift for the purposes of overtime.~~ Employee may take all day or all night tours, or any combination. For the purpose of this section, a day is from 8:00 AM to 6:00 PM and a night is from 6:00 PM to 8:00 AM. If an employee wishes to take a vacation day he shall notify the Duty Officer no later than 0700 hrs for day shift and no later than 1500 hrs for night shift. Vacations and Special Leave may be denied for mandatory training scheduled at least ten (10) days in advance, unless properly documented prior to the beginning of the 10-day period.

Section 3

Any employee, who is entitled to vacation leave at the time of his retirement, shall receive vacation pay in lieu of such leave, computed on the basis of multiplying his regular hourly rate by twelve (12) hours for each working day of unused vacation. In the event that the employee is entitled to vacation leave at the time of his death, his widow, or if he is not survived by a widow, his children, as per pension up to and including age 18, shall receive vacation pay on the same basis as that to which the employee was entitled at the time of his death.

Section 4

If an employee terminates his/her employment or retires, they shall be paid for the vacation they have earned. This will be computed by taking the employee's yearly-vacation leave, dividing it by twelve to get the monthly allotment, and multiplying it by the number of months worked in the fiscal year. Any partial day will be rounded to the next highest number.

ARTICLE XIII SICK LEAVE

Sick leave is defined as an employee's absence from duty because of his illness or a non-service related injury; or the serious illness or injury of his spouse or child that requires his home attendance. Sick leave taken for the purpose of a spouse or child shall be limited to three (3) days for one injury or illness. These three (3) days are inclusive of the fifteen (15) days allotted (twelve (12) days allotted for employees hired on or after ratification and approval of this Agreement that expires on June 30, 2022), and have to adhere to established City sick time guidelines.

Section 1

Sick leave will be based on fifteen (15) days per year, accumulation to one hundred seventy five (175) days. Employees hired on or after ratification and approval of this Agreement that expires on June 30, 2022, shall be entitled to twelve (12) sick days each fiscal year, accumulation to one hundred seventy-five (175) days.

- A. After any employee has been out of work for more than two (2) days sick, or sick leave abuse is suspected, upon request from the Chief or his designee, he must submit a doctor's note to the Chief's office.
- B. Members with non-service injuries or medical conditions are subject to an independent medical exam at the discretion of Management, to determine the ability to perform full duties.

Section 2

~~Effective July 1st, 2001 all employees hired after 1-1-95 will have fifteen (15) days per year sick time, with an accumulation up to one hundred fifty (150) days. At the time of retirement in accordance with the age and years of service requirements set forth in the defined pension plan (which will also apply to employees in the defined contribution plan), said employee will be paid for up to one hundred and ten (110) days at a rate of six (6) hours pay per day of his accumulated time. Employees hired on or after ratification and approval of this Agreement that expires on June 30, 2022, shall be entitled to twelve (12) sick days each fiscal year.~~

Payment for each day of unused sick leave (as set forth in Section 2) shall be paid at the time of retirement, or at the employee's option, applied to early retirement. If an employee has unused sick leave at the time of his death, his widow, or if he is not survived by a widow, his children shall receive payment for such unused sick leave.

Section 3

If an employee terminates his/her employment or retires, they shall be paid for the sick days they have earned.

Section 4

If an employee has unused sick leave at the time of his death, his widow, or if he is not survived by a widow, his children shall receive payment up to a maximum one hundred fifteen (115) days for such unused sick leave.

**ARTICLE XIV
INJURY LEAVE**

Section 1

Each employee who is injured or disabled in the performance of his duties shall be entitled to injury leave with full pay from the date of injury until such time as he is able to return to duty or reaches the point of maximum recovery, whichever comes first. However, at the discretion of the City, the employee shall have a physical examination by a physician designated by the City certifying his ability to perform his duties.

- A. Each employee who is working as an Acting Officer who is injured or disabled in the performance of his duties, shall be entitled to injury leave at the pay rate of a Captain from the date of injury until such time as he is able to return to duty, or reaches the point of maximum recovery, whichever comes first.

Section 2

The City shall pay the hospital, medical and drug expenses for each employee who is injured or disabled in the performance of duty, provided he reports such injury or disability to his superior officer as soon as he becomes injured or disabled. Furthermore, he must establish through proper evidence and/or witnesses that such an injury or disability was suffered in the performance of his duty and, provided ruled compensable by compensation commissioner. Any employee making a claim under this section shall cooperate with the City on such claim. Reimbursement for employee expenditures shall be made by the City on the next pay period following expenditure. Employee must use a participating pharmacy whenever possible.

Section 3

The Union agrees that any employee on injury leave shall sign an authorization form similar to that attached to this contract, which will allow the City and the Chief of the Department the right to request the treating physician to issue medical status reports for the injury in question, and to inspect and copy the medical records of said employee for said injury. If an employee is on a job connected or compensable injury leave for one (1) year or more and has reached maximum medical improvement, the City will have the right to petition the Pension and Retirement Board for said employee's retirement.

**ARTICLE XV
SPECIAL LEAVE**

Each employee shall be granted special leave (defined as a “swap”) for any day or any night which he is able to secure another employee to work in his place, provided:

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- A. Such substitution does not impose any additional cost on the City.
- B. The Chief, Deputy Chief or Duty Officer is notified not less than one (1) hour prior to it becoming effective, except in the case of an emergency, notification may be made by telephone.
- C. Neither the Department nor the City is held responsible for enforcing any agreements made between employees.
- D. Such substitution is within classification only.
- E. Special leave may be denied by the shift commander, weekdays only, in the event of a previously scheduled mandatory training for which proper notification is posted at least 10 days in advance.
- F. An employee may accept overtime, extra work or a regular work assignment, and secure another employee to work in his place. The original employee accepting said overtime, extra work or regular assignment shall be paid. The employee obligated through proper documentation to fulfill the swap is held responsible for the job. Upon the failure to meet that responsibility, that employee shall sustain the loss of vacation time to cover said shift.

**ARTICLE XVI
INSURANCE PLANS**

Section 1

Effective July 1, 2019, a \$2,000/\$4,000 HDHP will be implemented and will replace the Blue Cross Century Preferred Point of Service Plan. The City 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 City’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 no later than July 1, 2023, the City will provide to eligible employees the State Partnership Plan 2.0 (the “SPP”). If an employee (or spouse or dependent(s)) does not comply with the wellness provisions/requirement of the SPP, known as the Health Enhancement Plan

(“HEP”), the employee will be responsible for penalties issued for non-compliance in accordance with the SPP.

Effective July 1, ~~2019~~2022, the cost share shall be at ~~11%~~13% for the HDHPSPP. Effective July 1, ~~2020-2023~~ the cost shares shall be at ~~12%~~14% for the HDHPSPP. Effective July 1, ~~2021~~2024, the cost share shall be at ~~13%~~14.5% for the HDHPSPP.

Beginning July 1, 2019, the City shall provide a payment for employees that waive single coverage, in the amount of \$2,000, and single plus one or family coverage in the amount of \$4,000. Payment will be made annually during the first payroll period in January (paid in arrears back to July 1st) and the first payroll period in July (paid in arrears back to January 1st). However, employees are not eligible to receive a payment in lieu of health benefits if they receive coverage as a spouse, partner, child, dependent or otherwise under any City or Board of Education health insurance plan.

In addition, the following coverage to employees and their dependents:

1. Full service dental plan with riders A, B, C, and D; and
2. Vision care supplemental coverage will be provided for employees and covered dependents at an annual amount of \$85.00 for frames and \$85.00 for prescription lenses.

Section 2

At retirement, health benefits shall be provided to retirees in accordance with the insurance plan(s) being offered to bargaining unit members, which will change from time to time as a result of negotiations with the bargaining unit. An employee’s spouse who is married to the employee (hired before ratification and approval of this Agreement that expires on June 30, 2022) at the time of retirement will be covered until death or remarriage; and dependents as required by law. The premium cost share in retirement shall be equal to the amount paid by active members of the department which will change from time to time as a result of negotiations with the bargaining unit. Medicare shall be the primary coverage for an employee and spouse who become age eligible for Medicare. The City shall provide the supplemental coverage as offered to other West Haven general government employees, known as Plan F. Said coverage shall require an annual premium share contribution being paid by active employees, not to exceed the amount of \$1,500.00 for single or \$2,500.00 for employee plus spouse.

The terms of this Section 2 shall be applicable to those covered by both Sections 1 and 2 of this Article. However, the City will cover the cost of retiree health insurance, in accordance with this Section, for an employee/retiree only who was hired on or after ratification and approval of this Agreement that expires on June 30, 2022.

Section 3

- A. Effective July 1, 2007, life insurance coverage will be \$50,000 until retirement. All life insurance coverage will be canceled upon retirement or termination. Employee will have the option to continue coverage at his own expense.

- B. The City shall be allowed to seek other insurance carriers as long as coverage provided is at least equal to the existing plans. Any change shall be with mutual agreement.
- C. The City shall provide all employees a copy of all medical benefits and riders.

**ARTICLE XVII
LEAVE OF ABSENCE WITHOUT PAY**

Section 1

The Board of Fire Commissioners may grant a leave of absence without pay to any employee, upon his request, for a period not to exceed one (1) year. Upon expiration of an approved leave of absence, or earlier if so requested by such employee, he shall be reinstated in the position held at the time leave was granted, provided he is physically able to perform the duties of such position. Said employee shall take a physical examination by a physician designated by the City at the expense of the City before being reinstated to his position. In no case shall such leave be granted for the sole purpose of accepting other employment or self-employment. However, an employee, whose principal reason for taking a leave of absence is for reason other than seeking new employment, may be employed during such leave.

Section 2

An employee on leave of absence may, at his option, remain a member of any such insurance plan, such as Blue Cross, Blue Shield, Major Medical, etc., if he pays all premiums needed to pay for such insurance coverage. However, if an employee is on leave of absence due to service in a Military organization of the United States, he will maintain all benefits provided for in this agreement, and will accrue all seniority earned while on such leave, and will remain in such insurance programs if he pays all premiums needed to pay such insurance, and will remain in the Pension program provided he makes the pension contributions provided for in this agreement.

**ARTICLE XVIII
MILITARY LEAVE**

Any employee who returns from Military Service, and within ninety (90) days of the date of his discharge from such service, requests reinstatement to the Fire Department, shall be reinstated to the position held at the time he left for the Military Service, provided such service does not exceed four (4) years, and he shall be paid at the same rate of pay he would be receiving if he had continued his service in the Fire Department instead of being on military leave. Any accumulated sick leave to his credit shall be returned to an employee so reinstated. Such employee's pension rights, vacation, and other seniority rights shall accumulate during such military leave.

**ARTICLE XIX
SENIORITY**

Section 1

Seniority shall consist of relative length of accumulated services of each employee in the City. An employee's length of service shall not be reduced by time lost due to sick or injury leave. Employees who have the same length of service in the City shall be placed on the seniority list in the order they appeared on the eligibility list from which they were appointed to the City. A copy of all such eligibility lists shall be given to the Union by the City.

Section 2

In the event of a reduction in the work force, all layoffs shall be made in inverse order of Departmental Seniority. Any subsequent hiring shall be confined to the previously laid off employees by hiring the last employee laid off who has not been subsequently rehired until all such laid off employees have been offered reinstatement.

Section 3

The City shall provide a seniority list to the Union on an annual basis.

**ARTICLE XX
UNION ACTIVITY PROTECTED**

Except for the right to strike, or to withhold services which are hereby prohibited, all other Union activities are protected, except as such activities are restricted by or in conflict with other provisions of this contract. Nothing shall abridge the rights of any duly authorized person or representative of the Union to present the views of the Union to the citizens on issues which affect the welfare of its members.

**ARTICLE XXI
SPS DUTY**

Section 1

Whenever any private person or organization is required or shall seek the services of the employees of the City for SPS duty, such work shall be rotated by the Chief, Deputy Chief or Duty Officer of the City among those employees who volunteer for such work during their off duty hours. Whenever an employee works such an assignment or refuses such an assignment, his name shall be placed on the bottom of the SPS rotating roster.

The rate of pay shall be as follows:

- A. July 1, 1999, the hourly rate will be time and one half of the employee's hourly rate for the hours worked; minimum of 4 hours.

**ARTICLE XXII
PROBATIONARY PERIOD**

Section 1

To enable the Board of Fire Commissioners to exercise sound discretion in the filling of positions within the Fire Department, no appointment to the position of Firefighter shall be deemed final and permanent until after expiration of one (1) year probationary service, and no appointment to a promotional position above the rank of Firefighter shall be deemed final and permanent until after the expiration of the one (1) year of probationary service. Days not worked in excess of five (5) will not count towards the probationary period. During the probationary period of any employee, the Board of Fire Commissioners may extend the probationary period up to but not to exceed eighteen (18) months; also the Board of Fire Commissioners may terminate the employment of such employee, or in the case of a promoted employee, return him to his former classification, if, during this period upon observation and consideration of his performance of duty, they shall deem him unfit for such appointment. Nothing contained herein shall be used to deny any employee of any rights or any benefits to which he may be entitled under the pension or retirement provisions covering employees in the bargaining unit.

Section 2

All ~~newly hired firefighters~~~~new employees~~ shall be required to attend ~~a State of Connecticut Fire Department Training School -~~ the Connecticut Fire Academy ("CFA") recruit firefighter class, or its equivalent, within the first year of employment (if possible). This excludes weekend classes.

~~unless such employee has come from~~ The provision of this section shall not apply to newly hired firefighters that were previously employed with another career fire department and has been certified as equivalent to the Standard of the CFA as long as said individual was employed as such in the last 18 months.

However, the provisions of ARTICLE VIII Section 4, shall still apply for orientation and performance assessment purposes.

Newly hired firefighter staff who are required to attend a training academy as per this agreement~~Said employee~~ shall receive ~~gas,~~ a ~~ten-twelve~~ dollars (~~\$10.00~~12.00) lunch allowance and a ~~twelve-fifteen~~ dollar (~~\$12.00~~15.00) dinner allowance if school is outside New Haven. In the event that meals are provided by the State of Connecticut Fire Department Training School, the meal allowance will not be issued to the employee attending such training event. No overtime shall be paid to an employee for time spent traveling to and from school. Said employee shall receive a mileage allowance as set forth by the State of Connecticut. If available a City vehicle will be provided. No mileage allowance will be paid if City vehicle is used.

**ARTICLE XXIII
SAVINGS CLAUSE**

Section 1

The City retains all rights it had prior to the signing of this contract, except such rights that are relinquished or abridged by this contract.

Section 2

All other job benefits enjoyed by employees, which are not specifically provided for or abridged in this contract, are hereby protected by this contract.

**ARTICLE XXIV
WAGES**

The wages for all employees shall be set forth in Appendix A, hereto.

~~FY 2017-2018 – 0% GWI~~

~~FY 2018-2019 – 0% GWI~~

FY ~~2019~~2022-2020-2023 – ~~0%~~2.5% GWI (retroactive to July 1, 2022)

FY ~~2020~~2023-2021-2024 – ~~0%~~2.5% GWI

FY ~~2021~~2024-2022-2025 – ~~1%~~2.5% GWI

**ARTICLE XXV
RETIREMENT AND PENSION**

Section 1

Effective July 2, 2012, the City entered into an Assumption Agreement with the former Allingtown Fire District and West Haven Professional Firefighters IAFF Local 1198, AFL-CIO, whereby the City accepted and assumed all ongoing funding and administrative responsibility with respect to a defined benefit Pension Plan between Allingtown Fire District and the Union, bearing an effective term July 1, 2008-June 30, 2013. Coincident with the signing of this labor contract, the City and the Union are entering into a successor agreement with respect to the assumed Pension Plan, bearing an effective date of July 1, 2013. Any bargaining unit member who was a Member of the defined benefit Pension Plan and an employee of the Fire Department as of June 30, 2013, shall continue to be eligible for participation in that Pension Plan, according to its terms.

As to the defined benefit Pension Plan effective July 1, 2013, there shall be a lifetime lockout for all employees who were members on November 27, 2013. The members shall pay an additional 1/2 percent (over the current contribution rate) every other year for 10 years, beginning with the fiscal year 7/1/14 and in even years thereafter as a pension contribution and shall pay an increase of 1% in year 11 (7/1/25) of this agreement as a pension contribution. For retirements after November 27, 2013, increases to pension payment will only be based upon an average of the four quarters of CPI-W (as issued by the Federal Bureau of Labor Statistics) ending on 12/31 of

the calendar year. The increase (based upon that CPI-W average for the previous year) will then be effective at the beginning of the new fiscal year (July 1).

Section 2

The defined benefit plan as more fully described in Section 1 above, shall be closed to any future employees of the City of West Haven Fire Department Allingtown and all employees hired after July 1, 2013 shall be entitled to participate in the City of West Haven Defined Contribution Plan as more particularly described in the documentation provided to the Union negotiating committee during the course of the talks relating to the signing of this contract. The City shall proceed in accordance with Federal and State law to provide any employee so covered with coverage under the Federal Social Security Administration benefit plan and shall have appropriate payroll deductions made. The City will provide coverage under its Long Term Disability Plan to any bargaining unit fire personnel hired on or after July 1, 2013 and not otherwise covered by a defined benefit plan offered by the City.

**ARTICLE XXVI
FUNERAL LEAVE**

Each employee who is scheduled for duty shall be granted leave with pay in the event of a death in his immediate family. Such leave shall start on the day of death and continue through and include the day of burial, except that in no event shall such leave be more than two (2) twenty-four (24) hour shifts. Such special leave may be extended at the discretion of the Board of Fire Commissioners or the Chief.

For the purpose of this article, the term "immediate family" shall mean and include the following: mother, father, mother-in-law, father-in-law, sister, brother, wife, child, grandparents and grandchildren, step mother/father, step brother/sister and step children. In addition, each employee shall be granted one (1) twenty-four (24) hour shift of funeral leave to attend the funeral services or wake of his aunt or uncle, and his wife's aunt or uncle, and his wife's brother, sister, grandparents, niece or nephew.

**ARTICLE XXVII
RESIDENCY**

All employees, on the effective date of this agreement, may reside within a twenty five (25) mile radius from City of West Haven's limits within the State of Connecticut. Any member may petition the Board of Fire Commissioners to have their residency clause waived.

**ARTICLE XXVIII
UNIFORMS AND ALLOWANCE**

Section 1

Uniforms shall be issued to all bargaining unit employees in the following manner:

- A. All new employees shall be issued a complete dress uniform and two full sets of work uniforms to include both summer and winter clothing. In addition, the

department shall provide initial issue and as needed, complete turnout gear to include helmet, coat, trousers, boots, gloves, t-shirts, Blauer jacket, hoods and personal SCBA AV 3000 facemasks which will meet or exceed Connecticut OSHA requirements. Any accessories for the facemasks i.e., nosecones, corrective lenses, etc., will be purchased by the employee.

1. Upon request the City will pay ~~one hundred dollars (\$100)~~ towards a new for a replacement Blauer type coat one (1) time only, ~~and~~ when said coat needs replacement.

B. All other uniforms and protective clothing shall be distributed as follows:

1. Effective and retroactive to July 1, ~~2014~~2022, the yearly clothing allowance will be ~~four~~five hundred dollars (~~\$400~~\$500), which includes footwear. The increase in this benefit shall not be retroactive.
2. All uniforms and turnout gear will remain the property of the City.
3. As of July 1, 1993, numbered badges will be instituted by seniority. An employee may keep his badge after retirement. New members will receive new numbered badges, which will reflect their seniority.
4. Glove replacement: When firefighting gloves are lost, the department will replace said gloves, with the cost of the gloves to be deducted from their clothing allowance.

Section 2

Employees may wear dress uniform or work clothes back and forth to work. Work clothes must be kept neat and clean and in good condition.

Section 3

The City shall reimburse employees up to two hundred fifty dollars (\$250) per year for the cost of a gym membership upon proof of payment.

ARTICLE XXIX DURATION OF CONTRACT

The duration of this contract shall extend through June 30, ~~2022~~2025, as it applies to all provisions of this agreement. Either party wishing to terminate, amend or modify such contract, must so notify the other party, in writing, no more than one hundred and fifty (150) days prior to the expiration date of the contract. Within fifteen (15) days of the receipt of such notification by either party, a conference shall be held between the City and the Union Negotiating Committee for the purpose of such amendment, modification or termination.

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8. All promotional lists shall be promulgated for a period of three (3) years. The Union shall be notified of the start and expiration dates of the lists.
9. The Board of Fire Commissioners shall fill any and all vacancies that are covered by this procedure, which arise within the Department, from the eligibility list provided for in subsection eight (8) hereof, within ninety (90) days from the date said vacancy occurs. If no list is established, the Board of Fire Commissioners will have an additional ninety (90) days to establish a list.
 - A. Any personnel appointed to the Captains position through the testing procedures shall within one year or according to the Connecticut State Schedule, achieve EMT status and hold that certification of EMT for fifteen years.
 - B. Newly appointed Captains shall achieve Officer One (1) status and Instructor One (1) status as these state classes become available.
10. A general bibliography of material to be used in the written portion of the examination shall be posted.
11. In each promotional examination, consideration for education shall be given in the following manner, any combination not to exceed 6 points total. The points are broken down into the following classes; there will be no stacking of points within the same classification.

a. Emergency Medical Technician (EMT)	1 point
b. Paramedic	2 points (MAXIMUM OF 2 POINTS)
c. Associates Degree, or higher, in Fire Technology or related courses from an accredited educational institution.	4 points
d. Firefighter II	3 points
e. Fire Instructor I	2 points
f. Fire Instructor II	3 points
g. Fire Officer I	2 points
h. Fire Officer II	3 points
12. The Union and the City agree to have representation from the Union present upon opening of the exams and tabulating of the final test results. All test results will be available after tabulating the scores of the written and oral portions of the exam.

**ARTICLE XXXI
JURY DUTY**

Section 1

In accordance with (Connecticut general Statute Section 51-247) as amended by P.A. 91-160.

Full-time employed jurors will be paid regular wages by their employers for the first five (5) days of jury services or part thereof. Jurors who serve more than five (5) days shall be paid by the state for the sixth day and each day thereafter at the State of Connecticut prevailing rate for a juror.

The City will adhere to the above when the employee is scheduled to work a day shift of duty. After the first five (5) days of jury duty, the City will pay the employee his salary and the employee will sign their State of Connecticut check over to the City. If the employee is not scheduled to work a regular tour of duty, he will retain his daily payment.

This agreement does not include voluntary jury duty.

**APPENDIX A
WAGES**

Hourly salary plan effective and retroactive to July 1, 2017-2022 - 0%2.5%

<u>Classification</u>	<u>Grade A</u>	<u>Grade B-2</u>	<u>Grade B-1</u>	<u>Grade C-2</u>	<u>Grade C-1</u>
Firefighter	\$31.88	\$29.54	\$28.46	\$27.02	\$24.55
	\$30.79	\$28.54	\$27.50	\$26.10	\$23.71
Captain	\$35.73	\$34.52			
Supt. & Mechanic	\$35.91	\$34.69			

Hourly salary plan effective July 1, 2018-2023 - 0%2.5%

<u>Classification</u>	<u>Grade A</u>	<u>Grade B-2</u>	<u>Grade B-1</u>	<u>Grade C-2</u>	<u>Grade C-1</u>
Firefighter	\$32.67	\$30.28	\$29.18	\$27.69	\$25.16
	\$30.79	\$28.54	\$27.50	\$26.10	\$23.71
Fire Captain	\$36.62	\$34.52			
Supt. & Mechanic	\$36.80	\$34.69			

Hourly salary plan effective July 1, 2019-2024 - 0%2.5%

<u>Classification</u>	<u>Grade A</u>	<u>Grade B-2</u>	<u>Grade B-1</u>	<u>Grade C-2</u>	<u>Grade C-1</u>
Firefighter	\$33.49	\$31.04	\$29.91	\$28.39	\$25.79
	\$30.79	\$28.54	\$27.50	\$26.10	\$23.71
Fire Captain	\$37.54	\$34.52			
Supt. & Mechanic	\$37.72	\$34.69			

Hourly salary plan effective July 1, 2020 - 0%

<u>Classification</u>	<u>Grade A</u>	<u>Grade B-2</u>	<u>Grade B-1</u>	<u>Grade C-2</u>	<u>Grade C-1</u>
Firefighter	\$30.79	\$28.54	\$27.50	\$26.10	\$23.71
Fire Captain	\$34.52				
Supt. & Mechanic	\$34.69				

Hourly salary plan effective July 1, 2021 = 1%

<u>Classification</u>	<u>Grade A</u>	<u>Grade B-2</u>	<u>Grade B-1</u>	<u>Grade C-2</u>	<u>Grade C-1</u>
Firefighter	\$31.10	\$28.82	\$27.77	\$26.36	\$23.95
Fire Captain	\$34.86				
Supt. & Mechanic	\$35.03				

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Section 1

Any firefighter who has less than one (1) year of service shall be paid at step C-1 of the salary schedule. Any firefighter who has one (1) year but less than two (2) years of service shall be paid at step C-2 of the salary schedule. Any firefighter who has two (2) or more years of service shall be paid at step B-1 of the salary schedule. Any firefighter who has three (3) or more years of service shall be paid at step B-2. Any firefighter who has four (4) or more years of service shall be paid at step A.

A. For all employees hired after July 1, 1998:

<u>Years of Service</u>	<u>Pay Class</u>
0-1 year	C-1
1-2 years	C-2
2-3 years	B-1
3-4 years	B-2
4 + years	A

Any Firefighter who has completed one (1) year as a Grade B-2 Firefighter shall be moved up to Grade A level.

In addition to the wages set forth above, employees who successfully certify as Emergency Medical Technicians and Emergency Medical Paramedics with medical control from the Participating Sponsor Hospital shall receive an education allowance in the following amounts:

Emergency Medical Technician ~~\$3,400/yr.~~
Effective and retroactive to July 1, 2022: \$3,500
July 1, 2023: \$3,600
July 1, 2024: \$3,700

EMT-Paramedic ~~\$5,100/yr.~~
Effective and retroactive to July 1, 2022: \$5,500
July 1, 2023: \$5,700
July 1, 2024: \$5,900

Payments of said amount shall be made upon initial certification and within thirty (30) days of the anniversary of such certification in each fiscal year, if certification is maintained. Effective 1-1-02 all employees hired after such date will be paid this stipend upon completion of (1) yr of service within 30 thirty days of said date, and then paid annually within 30 thirty days of said employees anniversary date of hire.

Personnel who are on duty for any required Continuing Medical Education will be replaced by the Department provided this education is not offered within the City of West Haven while on duty (not including CME). Effective July 1, 2022, pPersonnel who are off duty will be paid ~~seventy five (\$75.00)~~one hundred (\$100) dollars per class, provided attendance form is completed and turned in to the Chief. Effective July 1, 2023, off duty personnel who attend such classes will be paid one hundred twenty (\$125) dollars per class, provided attendance form is completed and turned in to the Chief, and effective July 1, 2024, off duty personnel who attend

[such classes will be paid one hundred fifty \(\\$150\) dollars per class, provided attendance form is completed and turned in to the Chief.](#) This includes EMT recertification, Skills days, CME's and tests. All Paramedics and EMT's must maintain their certification per call of the exam.

The City will provide up to two (2) Day Shifts of paid relief to attend any training class or seminar approved by the Chief's office. The City will also cover the cost of the class fee to reimburse the employee upon successful completion and provided the proper documentation is provided to the Chief's office.

Educational Stipend:

Must be fire related degrees; documentation to be provided to the Chief. Stipend to be paid for the highest achieved degree, non-cumulative.

Associates Degree	\$300.00
Bachelors Degree	\$400.00
Masters Degree	\$500.00

Yearly State Certification

Firefighter I	\$75.00
Firefighter II	\$100.00
Firefighter III	\$125.00
Fire Service Instructor I	\$150.00
Fire Officer I and II	\$175.00
Fire Officer III/IV	\$250/\$300 upon ratification of the July 1, 2022 - June 30, 2025 cba

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**APPENDIX B
FIRE DEPARTMENT WEIGHT PROGRAM AMENDMENT**

Discussions shall continue with the Chief, Deputy Chief, and the Union leadership regarding a mutually agreeable Body Mass Index (“BMI”) plan. If the parties are unable to agree on such a plan by December 31, 2014, either party may submit the issue to the State Board of Mediation and Arbitration for resolution through binding interest arbitration. Meanwhile, the existing language carried over from the July 1, 2007-June 30, 2013 contract set forth below shall remain in effect except as amended below.

Section 1

All members, listed below, shall not gain an amount in excess of 10% of their weight, as of the February 1, 1979 weigh in, for the duration of this contract:

FF Stephen G. Panza	155
FF Richard R. Innamorato	
FF Peter R. Redding	
FF Joseph M. DeGrand	
FF Michael A. DiMassa	
FF Roman Oleschuk	
FF Stephen A. Grodzicki	
FF Kevin W. Scanlon	
FF Paul B. Martus	
FF Jason W. Cameron	
FF Nicholas P. DeMaio	

Section 2

There shall be a weigh in of all bargaining unit employees on or about the 1st of February and the 1st of August, yearly. If any employee exceeds the weight, as prescribed above, at each weigh in, he shall be suspended for one (1) day, without pay, and without benefit of any substitute penalty.

Section 3

At the expiration of said contract, those members who are subject to the 10% weight gain differential shall be re-evaluated by the Commission and representatives of the bargaining unit.

Section 4

If any member of the bargaining unit is unable to maintain his prescribed weight or weight gain, as the case may be, because of medical reasons, he shall be exempt from punitive action, provided he furnishes the Chief of the department with a written opinion from the City medical Doctor supporting such medical reasons.

**APPENDIX C
CITY FIRE DEPARTMENT
ALCOHOL AND DRUG POLICY**

Discussions shall continue with the Chief, Deputy Chief, and the Union leadership regarding a mutually agreeable plan for random drug testing. If the parties are unable to agree on such a plan by December 31, 2014, either party may submit the issue to the State Board of Mediation and Arbitration for resolution through binding interest arbitration. Meanwhile, the existing language carried over from the July 1, 2007-June 30, 2013 contract set forth below, shall remain in effect except as amended below.

1. PURPOSE: The purpose of this policy is as follows:

- a. To establish and maintain a safe, healthy working environment for all members;
- b. To insure the reputation of the City Fire Department and its firefighters as good, responsible citizens worthy of public trust;
- c. To reduce the incidents of accidental injury to persons and property;
- d. To reduce absenteeism, tardiness, and indifferent job performance;
- e. To provide assistance toward rehabilitation for any member who seeks the Fire Department's help in overcoming any addiction to, dependence upon, or problem with alcohol or drugs.

2. DEFINITIONS:

- a. Alcohol or alcoholic beverages- means any beverage that contains an alcohol component;
- b. Drug- any substance (other than alcohol), capable of altering the mood, perception, pain level or judgment of the individual consuming it;
- c. Prescribed drug- means any substance prescribed for the individual consuming it by a licensed practitioner;
- d. Illegal drug- means any drug or controlled substance; the sale or consumption of which is illegal;
- e. Supervisor- means an officer or acting officer who is the member's immediate supervisor or higher in the chain of command;
- f. Employee Assistance Program- means the employee assistance program provided by the City Fire Department.

3. EMPLOYEE ASSISTANCE PROGRAM:

- a. Any member who feels that he/she has developed an addiction to, dependence upon, or problem with alcohol or drugs, legal or illegal, is encouraged to seek assistance. Entrance into the Employee Assistance Program can occur by self-referral, recommendation or referral by a supervisor.
- b. Request for assistance through "recommendation" or "supervisor referral" will be treated as confidential. "Self-referral" confidentiality will be maintained between the individual seeking help and employee assistance personnel.
- c. Rehabilitation itself is the responsibility of the member. For members enrolled in a formal treatment program, the City Fire Department will grant rehabilitation leave at full

pay up to accumulated sick leave. Out-patient care will be charged to sick leave. Members using up accumulated sick leave will be allowed to use vacation time.

TO BE ELIGIBLE FOR CONTINUATION OF EMPLOYMENT ON A REHABILITATION PAY BASIS, THE EMPLOYEE MUST PROVIDE CERTIFICATION THAT HE/SHE IS CONTINUOUSLY ENROLLED IN A TREATMENT PROGRAM AND ACTIVELY PARTICIPATING IN THAT PROGRAM. UPON SUCCESSFUL COMPLETION OF TREATMENT, THE MEMBER WILL BE RETURNED TO ACTIVE STATUS WITHOUT REDUCTION OF PAY OR SENIORITY.

4. VIOLATIONS:

ALCOHOL

No alcoholic beverages will be brought into or consumed upon Fire Department premises.

Drinking or being under the influence of alcohol while on duty is cause for suspension or termination.

Any member whose off-duty use of alcohol results in any violation of City Fire Department's rules and regulations including, but not limited to, excessive absenteeism or tardiness, accidents or the inability to perform duties in a satisfactory manner, may be referred to the Employee Assistance Program for rehabilitation in lieu of disciplinary action. In the event the member refuses or fails rehabilitation, disciplinary action may be imposed under the terms of this policy and the collective bargaining agreement.

PRESCRIPTION DRUGS

No prescription drugs shall be brought upon the Fire Department property by any person other than the person to whom the drug is prescribed- by a licensed medical practitioner- and shall be used only in the manner, combination and quantity prescribed.

Any member whose use of prescribed drugs results in any violation including, but not limited to, excessive absenteeism or tardiness, accidents or inability to perform duties in a satisfactory manner, may be referred to the Employee Assistance Program for rehabilitation in lieu of disciplinary action. In the event the member refuses or fails rehabilitation, disciplinary action may be imposed under the terms of this policy and the collective bargaining agreement.

ILLEGAL DRUGS

The use of an illegal drug or controlled substance or the possession of them on or off duty is cause for suspension or termination.

The sale, trade, or delivery of illegal drugs or controlled substances by an employee to another person is cause for suspension or termination and for referral to law enforcement authorities.

5. PROCEDURES

The procedures of the Fire Department in regard to members using, possessing, or under the influence of alcohol, drugs or chemicals while on duty are as follows:

- A. Members shall report to their place of assignment fit and able to perform their required duties and shall not by any improper act render themselves unfit for duty.

STEP 1 Supervisors who have reasonable grounds to believe a member is under the influence of alcohol, drugs or chemicals shall immediately relieve said member from duty in order to protect said member, and the public from harm.

STEP 2 The supervisor shall notify the duty chief immediately.

STEP 3 Reporting supervisor and duty chief will interview the member. If they both believe based on reasonable grounds that the member is under the influence of alcohol, drugs or chemicals, then said member will be taken to the hospital for evaluation.

STEP 4 The decision to relieve the member from duty should be documented as soon as possible. Both the reporting supervisor and the duty officer should document reasons and observations while the incident is clear in their minds.

STEP 5 If the member is willing to sign the appropriate release form, the hospital will perform the appropriate alcohol and drug tests.

- a. It should be made clear to the member before he signs a release form that the results will be made available to his/her supervisors and may be used in any disciplinary proceedings against the member.
- b. If the tests are not given or the results not provided the member will be considered in violation of this policy. The member will then remain off-duty for the remainder of the shift.

STEP 6 When an alcohol/drug test is administered the member will remain off-duty until results are available.

- a. When test results are positive the member will be assigned temporary light duty and may be referred to the Employee Assistance Program in lieu of disciplinary action.
- b. The Chief of City Fire Department shall make final determination whether member returns to active duty or remains off-duty regardless of test results.
- c. Rejection of treatment or failure to complete the rehabilitation program will be cause for suspension or termination.
- d. Upon successful completion of treatment, the member will be returned to active duty without reduction in pay or seniority.
- e. No member will be eligible for the Employee Assistance Program more than one time for the same addiction.

6. EFFECTIVE DATE NOTICE TO MEMBERS - STATE LAW

- a. This policy is effective immediately upon notification of members.
- b. All present and future members will be issued a copy of this policy.

- c. These policies will be implemented in a manner that will comply with all state and federal laws.

APPENDIX D

Any employee hired after July 1st, 1998, will not smoke during his/her tenure on the Department. If a violation is found, the employee will be disciplined as such:

1st violation: Verbal warning

2nd violation: Written reprimand

3rd violation: Loss of 1 week's pay

4th violation: 30 day suspension and enrollment in smoking cessation program at the employee's expense.

5th violation: Termination

**APPENDIX E
DEPUTY FIRE MARSHAL**

Basic Function

Works under the direction of the Fire Marshal when not working on shift to assist in the enforcement of local, state, and federal regulations, laws, and ordinances as they pertain to life safety and fire prevention.

Typical Duties (May include, but are not limited to the following):

- * Performs code enforcement inspections of properties to ensure compliance with applicable Codes, standards, regulations, and ordinances
- * Reviews plans for new construction and installation of fire protection systems to determine compliance with applicable codes and standards
- * Works with property owners, contractors, engineers, architects and others on fire protection requirements and recommendations
- * Inspects and tests fire alarm systems, fire sprinkler systems, detection equipment and other fire protection and control mechanisms
- * Investigates complaints of fire and life safety hazards and prepares abatement notices to property and business owners for the purpose of preventing the re-occurrence of hazardous conditions
- * Responds to fires and directs, assists, or conducts the investigation for the purpose of determining cause, origin, and the possibility of arson.
- * Conducts or coordinates public fire safety programs in schools and the community
- * Issues permits as required by Fire Marshals

Additional requirements

- * Required to be a State of Connecticut certified Fire Marshal
- * Must complete a minimum of ninety (90) hours of continuing education over three (3) years to maintain certification.
- * Complete any necessary training or certification as required by the State or local Fire Marshal.

Compensation

The stipend will be paid in the first pay period of February

2007 - \$2000

2008 - \$2300

2009 - \$2500

The stipend for subsequent years \$2500

In addition, will be compensated their hourly rate when required to attend continuing education (90 hours over a 3 year period)

Will not be replaced when on duty to attend continuing education classes unless deemed necessary by the State or Local Fire Marshal.

When available, may use City vehicles to attend classes.

Members promoted to management will no longer retain the rights to Appendix E.

APPENDIX F
OVERTIME GUIDELINES FOR CITY OF WEST HAVEN FIRE DEPARTMENT
09/17/2013

1. The following guideline has been agreed upon between the Union and City. Any changes to this document must be mutually agreed upon by both parties.
2. Extra work on the calendar greater than seven plus (7+) days in advance, shall be booked Friday mornings after 0900.
3. Extra work created less than seven days will be booked as it becomes available. Booking off an overtime job will result in the following:
 - A. More than 24 hours prior to start of job, you own the job until it is rebooked. If job is filled, you forfeit 1 square.
 - B. Less than 24 hours prior to the start of job, you own the job until it is re-booked. If job is filled, you forfeit 2 squares.
 - C. No penalty for death in the family or on the job injury.
4. Call back for overtime:
 - A. Calls/notification for overtime received more than 24 hours, a 1/2 hour call back is allowed before moving to the next person on the list. After 1/2 hour if no reply is received by the booking officer, a strike will be given. If a strike is present in the square a bye will be given.
 - B. Calls/notification for overtime received less than 24 hours, a 5 minute call back is allowed before moving to the next person on the list. After 5 minutes if no reply is received by the booking officer, a strike will be given. If a strike is present in the square a bye will be given.
5. Anyone may book on to work overtime.
6. The 1st person contacted will be notified they are 1st up and who the job is for. In the event no one accepts the job, the person contacted 1st shall be ordered in.
7. Overtime supersedes short swaps.
8. Employees are allowed no more than 2 phone numbers.
9. The Union Executive Board will mediate all disputes and consult with management prior to final decision.
10. For all jobs other than SPS, personnel will be allowed 1 strike per square. SPS will remain yes or no.

11. Vacation and sick days:
 - A. Day shift = 1 vacation or sick day.
 - B. Night shift = 1 vacation or sick day.
 - C. 24 hour shift = 2 vacation or 2 sick days.
12. Unavailability guide:
 - A. 1 vacation or 1 sick day, unavailable night before. (24 hours)
 - B. 1 vacation or 1 sick night, unavailable next day. (24 hours)
 - C. 2 vacations (day and night) 24 hours, unavailable for three 24 hour shifts.
 - D. Ex: VOOO, OVOO, OOVO, OOOV
 - E. Officer must be notified of your unavailable dates.
 - F. 2 sick days (day and night) 24 hours, unavailable for following 24 hours.
13. Personnel must notify the on duty officer prior to 7:00 a.m. or 3:00 p.m. to book off vacation or sick. In additional, the officer must be notified if 1 or 2 shifts will be booked.

MEMORANDUM TO MARB BOARD CONCERNING SALE OF VACANT BUILDING IN WEST HAVEN, CONNECTICUT

To Whom it May Concern:

Submitted for the Board's review is the sale of a vacant building and surrounding property.

BUILDING:

Locally the building is known as the Blake Administrative Building School so named for the late State Sen. William T. Blake, a former West Haven resident and engineer by trade who served as the Senator for the #14 district. The late Sen. Blake died at a young age. Prior to serving as the Administrative Offices of the Board of Education for about 50 years the building was known as the Lincoln Elementary School. In 1928 the City acquired 21 building lots to build the school.

The building was last used as a school building in 2010. It had been used by the University of New Haven for a short time, but they expressed no long term interest. For the last five years the building has only been used as secondary storage and is not maintained. Because of renovations performed to convert the building to administrative purposes, the building has no historic value.

PROPOSED USE:

An existing West Haven business proposed expansion of their business into the Blake Building. The Shoreline Wellness Center provides behavioral health services to persons of all ages. The staff includes Child and Adult Psychiatrists. They have outgrown their current location. Outwardly, the building will not look different, but the interior will be renovated.

TAXES/FEES:

The new development will generate approximately \$30,000.00 in City annual property tax revenue in addition to the fire dist. Tax. The project will generate at least \$30,000.00 in building permit fees as well as payments to the sewer department. The City will save approximately \$20,000.00 in annual costs concerning oversight of the vacant building. The buyers currently rent their place of business.

DEVELOPMENT HISTORY:

In late 2018, the City put an RFP out for development of three vacant school buildings including the Blake Administrative Building. The winning approved bidder eventually withdrew. The next best proposal was then selected. A contract was entered into in February, 2020. That contract expired with no action by the developer probably because of COVID.

The City next considered three development proposals.

Park Lane Group: 24 over 55 (age) units, \$7 million investment (all public funding), all from tax credits and public sources. Hoped for some retail or mixed use at the site. Would require a tax abatement. \$100,000.00 purchase price. Experienced Developer.

Enclave Group: Up to 24 units of market rate housing. Does require some tax abatement assistance. \$3 million investment anticipated. No public money required. Construction to start in 90 days from recording of title. Experienced Developer. \$150,000.00.

Alpha Holdings, \$175,000.00, up to 25 units, not experienced as a developer with a development this size. Has a litigation history as a

property manager. Would not require public financing. Was undecided as to tax abatement.

Shoreline Development, 105,000.00 business expansion. The City Council preferred this bid because the Developer is not requesting a tax abatement, they are an existing City Business, their proposal does not require any state funds or environmental remediation and the proposal does not include housing. The Mayor strongly preferred a full business use for the site as opposed to housing and the City Council agreed.



STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES & PUBLIC PROTECTION
DIVISION OF EMERGENCY MANAGEMENT & HOMELAND SECURITY



2022

Dear HMGP Sub-Awardee,

The Division of Emergency Management and Homeland Security (DEMHS) is pleased to forward for your signature a Hazard Mitigation Grant Program (HMGP) subgrant award. Please review the award carefully and pay particular attention to the general and special grant conditions. Afterwards, in order to accept the awards and its conditions, please sign and date the award either electronically or by hand. You can then return it to the DEMHS Hazard Mitigation Unit by scan/email at DEMHS.HMGP@ct.gov.

Also enclosed are the related reporting compliance documents, which can be requested digitally, including:

- Standard Reporting Schedule
- Financial Report (This form must be completed quarterly for each funded project and submitted along with the Reimbursement Request Form or Cash Advance Form)
- Progress Report (due quarterly)
- Record of Environmental Consideration
- Reimbursement Request Form
- Confirmation of Receipt of Grant Documents

Please feel free to contact our Hazard Mitigation Grant Program staff at DEMHS.HMGP@ct.gov if you have any questions. Otherwise, simply return the signed grant award and certifications at your earliest convenience. You will be sent a fully executed copy for your files.

Sincerely,

Brenda Bergeron
Deputy Commissioner, Department of Emergency Services and Public Protection
Division of Emergency Management and Homeland Security

Enclosures

CC:

Ken Dumais, State Hazard Mitigation Officer
Danielle Moyer, Emergency Management Program Specialist



STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES & PUBLIC PROTECTION
DIVISION OF EMERGENCY MANAGEMENT & HOMELAND SECURITY



NOTICE OF SUB-GRANT AWARD

The Department of Emergency Services and Public Protection, Division of Emergency Management and Homeland Security, (DESPP/DEMHS) hereby makes the following grant award in accordance with the Hazard Mitigation Grant Program, and in accordance with the grant solicitation and the attached grant application, if applicable.

Sub-Grantee: City of West Haven, Connecticut
Address: 355 Main St
City/State/Zip: West Haven, CT, 06516
Town Code:
State Agency Code:
Federal Employer ID: 066002126 **DUNS Number:** 082662206
DEMHS Grant No: HMGP-4500-0001-CT (R) (1)
Project Title: Advanced Assistance - West Haven, CT Water Pollution Control Facility
Date of Award: 9/22/22
Period of Award: From: 08/05/21 **To:** 02/01/23
Amount of Award: Federal: \$369,431.00 **State:** \$0.00
State Match: \$0.00 **Grantee Match:** \$41,047.90
Total Budget: \$410,479.00
Fed Grant No: HMGP-4500-0001-CT (R) (1) **Grantee Fiscal Year** From: July 1 To: June 30

My signature below, for and on behalf of the above named sub-grantee, indicates acceptance of the above referenced award and further certifies that:

1. I have the authority to execute this agreement on behalf of the sub-grantee; and,
2. The sub-grantee will comply with all attached sub-grant Conditions.

BY:

Signature of Authorized Official

Date

Typed Name and Title of Authorized Official

Municipal Designated Point of Contact
(responsible for implementation of project)

FOR THE DIVISION OF EMERGENCY SERVICES AND PUBLIC PROTECTION

BY:

Signature of Authorized Official

Brenda Bergeron, Deputy Commissioner
 Name and Title of Authorized Official

Date

SUMMARY DESCRIPTION OF FUNDING

Through this accord, the City of West Haven will use Federal grant funding in the amount of \$369, 431.00 from the Hazard Mitigation Grant Program for advanced assistance under HMGP 4500. The goal of the Hazard Mitigation Grant Program is to reduce the risk of damage from future natural disasters.



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GENERAL GRANT CONDITIONS

SECTION 1: Grant Funds.

Grant funds shall be obligated on a reimbursement basis only and upon submission by the sub-grantee of a request for reimbursement for which all work and costs have been clearly identified and all supporting back up documentation has been attached. Any work that was done prior to grant award, with the exception of eligible pre-award costs identified within the sub-grantee's Federally approved project application, will not be eligible for reimbursement. The sub-grantee agrees to expend grant funds awarded pursuant to this agreement for eligible purposes only and to comply with all of the terms and conditions of the grant award and any related documents that set forth its obligations as sub-grantee and in compliance with all programmatic requirements of this HMA Grant.

SECTION 2: Fiscal Control.

The sub-grantee shall establish and maintain audit quality accounting records, policies and procedures to assure sound fiscal control, effective management and proper disbursement of grant funds. Controls must be adequate to insure that expenditures charged to grant activities are made for allowable purposes only.

SECTION 3: Quarterly Reports.

The sub-grantee must submit quarterly progress reports to DESPP/DEMHS, even if no progress has been made on this project, so they can be reviewed and provided to FEMA. Reimbursement may be withheld by DESPP/DEMHS until complete and timely quarterly reports are received and approved. All permits obtained must be forwarded to DESPP/DEMHS for Federal review.

SECTION 4: Changes in Scope of Work.

If it becomes necessary for the sub-grantee to deviate from the scope of work as identified in the approved sub-grant award, the sub-grantee must notify DESPP/DEMHS as soon as this is known but in any event, prior to commencement of new scope of work. Any deviation from the Scope of Work or conditions of funding must be approved in advance, in writing. Failure to do so could jeopardize Federal funding. 44 CFR 13.30(c) (2)

SECTION 5: Deadlines and Extensions.

FEMA regulations require sub-grantees to complete project work by date as identified on the Sub-Grant Award. If the need for an extension to the period of performance becomes apparent, the sub-grantee agrees to immediately notify DESPP/DEMHS, who must then notify FEMA, of the need for an extension. All extension requests must be requested and approved in writing. Failure to do so may jeopardize Federal funding. Please note that a request for an extension does not guarantee approval.

SECTION 6: Disallowed Costs.

If it is determined at any time during the course of this project that funds have been provided for work that falls outside of the approved scope of work, project costs may be disallowed. In this event, if these funds have already been provided, the sub-grantee agrees to return the disallowed funds to Department of Emergency Management and Homeland Security not later than 60 days after determination has been made.

SECTION 7: Funding Limitation.

Award of this project in no way obligates DESPP/DEMHS to fund the project in excess of this grant, beyond the period of this grant, or in future years.



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SECTION 8: Retention of Records and Records Accessibility.

- 8.1. Financial records, supporting documents, statistical records, and all other records pertaining to this grant shall be retained for a period of three years starting from the date of the submission of the final expenditure report, with the following qualifications.
- 8.2. If any litigation, claim or audit is started before the expiration date of the three-year period, the records shall be retained until all litigation, claims or audit findings involving the records have been resolved.
- 8.3. Records for the purchase of equipment (i.e., non-expendable, tangible personal property) acquired with grant funds shall be retained for three years after the final disposition of said property.
- 8.4. The State or its representatives shall have the right at reasonable hours to examine any books, records and other documents of the sub-grantee or its subcontractors or sub-grantees pertaining to work performed under this agreement. The State will give sub-grantee or such sub-subcontractor or sub-grantee at least twenty-four hours' notice of such intended examination. At the State's request, the sub-grantee shall provide the State with hard copies of or magnetic tape containing any data or information relating to the State's business, which data or information is in the possession or control of the sub-grantee. The sub-grantee shall incorporate this paragraph verbatim into any agreement it enters into with any subcontractor or sub-grantee relating to this grant.

SECTION 9: Audits.

- 9.1. In accordance with the following conditions, the sub-grantee agrees to conduct and submit to DESPP/DEMHS a completed audit package with management letters and corrective action Plans for audits of each of the fiscal years included in the period of this grant and any Amendments thereto.
- 9.2. If the sub-grantee meets the requirements of the State Single Audit Act, Sections 4-230 through 4-236, as amended, of the Connecticut General Statutes (C.G.S.), the sub-grantee is required to submit a State Single Audit Report to the Office of Policy and Management. C.G.S. Section 4-231 requires those non-state entities which expended a total amount of State Financial Assistance equal to or in excess of \$100,000 in any fiscal year to have either a single audit or a program-specific audit conducted for such fiscal year. A program-specific audit may be conducted if the sub-grantee received State Financial Assistance from DESPP/DEMHS for this grant and it is the only State Financial Assistance that the sub-grantee has received during this fiscal period. The State Single Audit Report should be filed with the Office of Policy and Management no later than six months after the end of the audit period.
- 9.3. If the sub-grantee receives any federal funds in this grant as identified on the Notice of Grant Award, and meets the requirements of OMB Circular A-133, Audits of State and Local Governments and Non Profit Organizations, the sub-grantee is required to submit an audit conducted in accordance with Generally Accepted Accounting Principles (GAAP) and/or Generally Accepted Governmental Auditing Standards (GAGAS) issued by the Comptroller General of the United States, as well as OMB Circular A-133. This circular requires those state and local governments and nonprofit organizations which expended a total amount of Federal Financial Assistance equal to or in excess of \$300,000 in any fiscal year to have a federal single audit or a program-specific audit conducted for such fiscal year. A program-specific audit may be conducted if the sub-grantee receives Financial Assistance under only one Federal program. For audit purposes, State or sub-grantee match funds as identified on the Notice of Sub-Grant Award, are subject to the same requirements as the federal monies. OMB Circular A-133 requires that the audit report be submitted by the earlier of 30 days after the date of receipt of the auditor's report(s), or 9 months after the end of the audit period.



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SECTION 10: Conflict of Interest.

No person who is an officer, employee, consultant or review board member of the sub-grantee shall participate in the selection, award or administration of a contract, subcontract, sub-grant or agreement or in the selection and supervision of an employee if a conflict of interest, real or apparent, would be involved. Such a conflict would arise when the officer, employee, consultant or review board member or any member of his/her immediate family, or his/her partner, or an organization which employs, or is about to employ any of the above has a financial interest in the entity or firm selected for the contract, subcontract, or sub-grant or when the individual employed is related to any of the foregoing persons.

SECTION 11: Nondiscrimination and Affirmative Action.

- 11.1. The sub-grantee agrees and warrants that in the performance of the grant such grantee will not discriminate or permit discrimination against any person or group of persons on the grounds of race, color, religious creed, age, marital status, national origin, ancestry, sex, mental retardation or physical disability, including, but not limited to, blindness, unless it is shown by such grantee that such disability prevents performance of the work involved, in any manner prohibited by the laws of the United States or of the State of Connecticut.
- 11.2. The sub-grantee agrees to take affirmative action to insure that applicants with job-related qualifications are employed and that employees are treated when employed without regard to their race, color, religious creed, age, marital status, national origin, ancestry, sex, mental retardation, or physical disability, including, but not limited to, blindness, unless it is shown by such grantee that such disability prevents performance of the work involved.
- 11.3. The sub-grantee agrees, in all solicitations or advertisements for employees placed by or on behalf of the grantee, to state that it is an "affirmative action-equal opportunity employer" in accordance with regulations adopted by the State Commission on Human Rights and Opportunities.
- 11.4. The sub-grantee agrees and warrants that in the performance of the grant such grantee will not discriminate or permit discrimination against any person or group of persons on the grounds of sexual orientation, in any manner prohibited by the laws of the United States or of the State of Connecticut, and that employees are treated when employed without regard to their sexual orientation.
- 11.5. The sub-grantee agrees to provide each labor union or representative of workers with which such grantee has a collective bargaining agreement or other contract or understanding and each vendor with which such grantee has a contract or understanding, a notice to be provided by the Commission on Human Rights and Opportunities advising the labor union or workers' representative of the grantee's commitments under this section, and to post copies of the notice in conspicuous places available to employees and applicants for employment.
- 11.6. The sub-grantee agrees to comply with each provision of this section and Connecticut General Statute sections 46a-68e and 46a-68f and with each regulation or relevant order issued by the Commission on Human Rights and Opportunities pursuant to Connecticut General Statute sections 46a-56, 46a-68e and 46a-68f.
- 11.7. The sub-grantee agrees to provide the Commission on Human Rights and Opportunities with such information requested by the Commission, and permit access to pertinent books, records and accounts, concerning the employment practices and procedures of the grantee which relate to the provisions of this section and Connecticut General Statute section 46a-56.
- 11.8. If the grant is a public works contract, the sub-grantee agrees and warrants that the sub-grantee will make good faith efforts to employ minority business enterprises as subcontractors and suppliers of materials on such public works project.
- 11.9. Determination of the sub-grantee's good faith efforts shall include but shall not be limited to the following factors: The sub-grantee's employment and subcontracting policies, patterns and practices;

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affirmative advertising, recruitment and training; technical assistance activities and such other reasonable activities or efforts as the Commission on Human Rights and Opportunities may prescribe that are designed to ensure the participation of minority business enterprises in public works projects. The sub-grantee shall develop and maintain adequate documentation, in a manner prescribed by the Commission, of its good faith efforts. For the purposes of this paragraph, "minority business enterprise" means any small contractor or supplier of materials fifty-one per cent or more of the capital stock, if any, or assets of which is owned by a person or persons who are active in the daily affairs of the enterprise, who have the power to direct the management and policies of the enterprise and who are members of a minority, as such term is defined in subsection (a) of Connecticut General Statute section 32-9n; "good faith" means that degree of diligence which a reasonable person would exercise in the performance of legal duties and obligations; "good faith efforts" includes, but is not limited to, those reasonable initial efforts necessary to comply with statutory or regulatory requirements and additional or substituted efforts when it is determined that such initial efforts will not be sufficient to comply with such requirements; and "public works contract" means any agreement between any individual, firm or corporation and the State or any political subdivision of the State other than a municipality for construction, rehabilitation, conversion, extension, demolition or repair of a public building, highway or other changes or improvements in real property, or which is financed in whole or in part by the State, including, but not limited to, matching expenditures, grants, loans, insurance or guarantees.

- 11.10. The sub-grantee shall include the provisions of subsections 11.1 to 11.8, inclusive, in every subcontract or purchase order entered into in order to fulfill any obligation of a grant with the State and such provisions shall be binding on a subcontractor, vendor or manufacturer unless exempted by regulations or orders of the Commission on Human Rights and Opportunities. The sub-grantee shall take such action with respect to any such subcontract or purchase order as the Commission may direct as a means of enforcing such provisions including sanctions for noncompliance in accordance with Connecticut General Statute section 46a-56; provided, if such sub-grantee becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the Commission, the sub-grantee may request the State of Connecticut to enter into any such litigation or negotiation prior thereto to protect the interests of the State and the State may so enter.

SECTION 12: Executive Orders.

- 12.1. This Agreement is subject to the provisions of Executive Order No. Three of Governor Thomas J. Meskill regarding nondiscrimination promulgated June 16, 1971, and such Executive Order is incorporated herein by reference and made a part thereof. The parties agree to abide by said Executive Order and agree that the State Labor Commissioner shall have continuing jurisdiction in respect to contract performance in regard to nondiscrimination until the Agreement is completed or terminated prior to completion. This Agreement may be canceled, terminated or suspended by the State Labor Commissioner for violation of or noncompliance with said Executive Order or any state or federal law concerning nondiscrimination, notwithstanding that the Labor Commissioner is not a party to this Agreement.
- 12.2. This Agreement is subject to the provisions of Executive Order No. Seventeen of Governor Thomas J. Meskill promulgated February 15, 1973, requiring contractors and subcontractors to list employment openings with the Connecticut State Employment Service and such Executive Order is incorporated herein by reference and made a part thereof. The parties agree to abide by said Executive Order and agree that the granting agency and the State Labor Commissioner shall have joint and several continuing jurisdiction in respect to performance in regard to listing all employment openings with the Connecticut State Employment Service. This Agreement may be canceled, terminated, or suspended by the granting agency or the State Labor Commissioner for violation of or noncompliance with said Executive Order No. Seventeen, notwithstanding that the Labor Commissioner is not a party to this Agreement.

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12.3. This Agreement is subject to the provisions of Executive Order No. Sixteen of Governor John G. Rowland promulgated August 4, 1999, regarding Violence in the Workforce Prevention and, such Executive Order is incorporated herein by reference and made a part thereof. This agreement may be canceled, terminated, or suspended by the State for violation of or noncompliance with said Executive Order No. Sixteen.

SECTION 13: Americans with Disabilities Act.

This section applies to those sub-grantees, which are or will become responsible for compliance with the terms of the Americans with Disabilities Act of 1990 during the period of award of the grant. The sub-grantee represents that it is familiar with the terms of this Act and that it is in compliance with the law. Failure of the sub-grantee to satisfy this standard either now or during the period of the sub-grant as it may be amended will render the grant voidable at the option of the State upon notice to the sub-grantee. The sub-grantee warrants that it will hold the State harmless from any liability, which may be imposed upon the State as a result of any failure of the sub-grantee to be in compliance with this Act.

SECTION 14: Independent Contractor.

The sub-grantee shall act as an independent contractor in performing this agreement, maintaining complete control over its employees and all of its subcontractors. Before hiring outside consultants or entering into contractual agreements with persons, partnerships or companies, the grantee will notify DEMHS/DESPP of the contractor's identity.

SECTION 15: Federal Compliance and Assurances.

If the sub-grantee receives any federal funds in this sub-grant as identified on the Notice of Grant Award, the sub-grantee and all its sub-grantees will comply with the nondiscrimination requirement of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 as amended, and the Age Discrimination Act of 1975 to the effect that, no person shall, on the grounds of race, color, national origin, age, sex, or disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under, or denied employment in connection with any program or activity funded in whole or in part with funds made available in this sub-grant.

SECTION 16: Non-Supplanting.

- 16.1. If the sub-grantee receives any federal funds in this grant as identified on the Notice of Sub-Grant Award, the sub-grantee agrees that these sub-grant funds will be used so as to supplement and increase, but not supplant, the level of state, local, private and federal funds that would otherwise be made available for this project and to serve this target population, and will in no event replace such state, local, private and Federal funds.
- 16.2. The sub-grantee shall not use state funds conveyed by the sub-grant to supplant any local funds, if a municipality, or other state funds, if a state agency, which were budgeted for purposes analogous to that of the state sub-grant funds.

SECTION 17: Additional Federal Conditions.

If the sub-grantee receives any Federal funds in this sub-grant as identified on the Notice of Sub-Grant Award, the sub-grantee agrees to comply with the attached Additional Federal Conditions which have been issued by the Federal grantor agency to DEMHS/DESPP and which are hereby made a part of this sub-grant award.



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SECTION 18: Indemnification.

The sub-grantee shall indemnify, defend and hold harmless the State and its successors and assigns from and against any and all (1) actions, suits, claims, investigations and legal, administrative or arbitration proceedings pending or threatened, whether mature, un-matured, contingent, known or unknown, at law or in equity, in any forum (collectively, "Claims") arising in connection with this Agreement including, but not limited to, acts of commission or omission (collectively, the "Acts") by the sub-grantee or any of its members, directors, officers, shareholders, representatives, agents, servants, consultants, employees or any other person or entity with whom the sub-grantee is in privity of oral or written contract; (2) liabilities arising in connection with this Agreement, out of the Sub-Grantee's Acts concerning its or their duties and obligations as set forth in this Agreement; and (3) all damages, losses, costs and expenses, including but not limited to, attorneys' and other professionals' fees, that may arise out of such Claims and/or liabilities for bodily injury, death and/or property damages. The sub-grantee shall reimburse the State, for any and all damages to the real or personal property of the State caused by the Acts of the sub-grantee. The State shall give to the sub-grantee reasonable notice of any such Claim. The sub-grantee shall also use counsel reasonably acceptable to the State in carrying out its obligations under this section. This Section shall survive the expiration or early termination of this Agreement, and shall not be limited by reason of any insurance coverage.

SECTION 19: Insurance.

The sub-grantee agrees that while performing any service specified in this sub-grant, the sub-grantee shall maintain sufficient insurance (liability and/or other), according to the nature of the service to be performed, so as to "save harmless" the State of Connecticut from any insurable cause whatsoever. If requested, certificates of insurance shall be filed with DESPP/DEMHS prior to the performance of services.

SECTION 20: Special Grant Conditions.

The sub-grantee agrees to comply with the attached Special Sub-Grant Conditions, which have been issued in connection with this specific program, and which are hereby made a part of this award.

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SPECIAL SUB-GRANT CONDITIONS

1. The sub-grantee, including all other recipients of assistance under the sub-grant, whether by contract, subcontract, or sub-grant, upon request, agrees to cooperate with research and evaluation efforts of DEMHS or any party designate by DEMHS for such purpose. The sub-grantee further agrees that such cooperation includes but is not limited to:
 - a. collecting and maintaining project data, including client data,
 - b. supplying project data to DEMHS or its designee; and,
 - c. permitting access by DEMHS or its designee to any and all project information whether stored by manual or electronic means
2. It will be the sole responsibility of the sub-grantee, and its staff, to insure that any report, article, computer program, database, or other product or publication, whether oral or in writing resulting from the performance of duties pursuant to this sub-grant application and sub-grant award, protects the privacy of confidential information and complies with confidentiality and privacy rights and obligations created by any Federal and state law, court rules, or rules of professional conduct applicable to the work performed by the sub-grantee.
3. The sub-grantee shall comply with the following statutes and regulations:
 - a. Section 3789d(c), Omnibus Crime Control and Safe Streets Act of 1968, as amended;
 - b. Title VI of the Civil Rights Act of 1964, as amended;
 - c. 28 C.F.R. Part 42, Subparts C, D, E;
 - d. Section 504, Rehabilitation Act of 1973, as amended (28 C.F.R. Part 42, Subpart G);
 - e. Title II of the Americans with Disabilities Act, (28 C.F.R. Part 35);
 - f. Title IX of the Education Amendments of 1972, (28 C.F.R. Part 54);
 - g. The Age Discrimination Act of 1975, (28 C.F.R. Part 24, Subpart I).
4. The sub-grantee hereby assures and certifies compliance with all applicable Federal statutes, regulations, policies, guidelines, and requirements, including OMB Circulars A-21, A-87, A-102, A-110, A-122, A-133; Ex. Order 12372 (intergovernmental review of federal programs); and 28 C.F.R. pts. 66 or 70 (administrative requirements for grants and cooperative agreements). The sub-grantee also specifically assures and certifies that:
 - a. It has the legal authority to apply for federal assistance and the institutional, managerial, and financial capability (including funds sufficient to pay any required non-federal share of project cost) to ensure proper planning, management, and completion of the project described in this application.
 - b. It will give the awarding agency or the General Accounting Office, through any authorized representative, access to and the right to examine all paper or electronic records related to the financial assistance.
 - c. It will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
 - d. It will comply with all lawful requirements imposed by the awarding agency, specifically including any applicable regulations, such as 28 C.F.R. pts. 18, 22, 23, 30, 35, 38, 42, 61, and 63.

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- e. It will assist the awarding agency (if necessary) in assuring compliance with section 106 of the National Historic Preservation Act of 1966 (16 U.S.C. §470), Ex. Order 11593 (identification and protection of historic properties), the Archeological and Historical Preservation Act of 1974 (16 U.S.C. § 469 a-1 et seq.), and the National Environmental Policy Act of 1969 (42 U.S.C. § 4321).
 - f. It has the legal authority to apply for federal assistance and the institutional, managerial, and financial capability (including funds sufficient to pay any required non-federal share of project cost) to ensure proper planning, management, and completion of the project described in this application.
 - g. It will give the awarding agency or the General Accounting Office, through any authorized representative, access to and the right to examine all paper or electronic records related to the financial assistance.
 - h. It will comply (and we require any sub-grantee's or contractors to comply) with any applicable statutorily-imposed nondiscrimination requirements, which may include the Omnibus Crime Control and Safe Streets Act of 1968 (42 U.S.C. § 3789d); the Victims of Crime Act (42 U.S.C. § 10604(e)); The Juvenile Justice and Delinquency Prevention Act of 2002 (42 U.S.C. § 5672(b)); the Civil Rights Act of 1964 (42 U.S.C. § 2000d); the Rehabilitation Act of 1973 (29 U.S.C. §794); the Americans with Disabilities Act of 1990 (42 U.S.C. § 12131-34); the Education Amendments of 1972 (20 U.S.C. §§1681, 1683, 1685-86); and the Age Discrimination Act of 1975 (42 U.S.C. §§ 6101-07); see Ex. Order 13279 (equal protection of the laws for faith-based and community organizations).
 - i. If a governmental entity:
 - i. It will comply with the requirements of the Uniform Relocation Assistance and Real Property Acquisitions Act of 1970 (42 U.S.C. § 4601 et seq.), which govern the treatment of persons displaced as a result of federal and federally-assisted programs; and
 - ii. It will comply with requirements of 5 U.S.C. §§ 1501-08 and §§ 7324-28, which limit certain political activities of State or local government employees whose principal employment is in connection with an activity financed in whole or in part by federal assistance.
5. Sub-grantee agrees to monthly status meetings with DEMHS Hazard Mitigation and Resiliency Unit to verify project status and project deliverables.

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ENVIRONMENTAL REVIEW PROJECT CONDITIONS

1. If ground disturbing activities occur during implementation, the sub-applicant (sub-grantee) will comply with Connecticut General Statutes 10-389 and monitor excavation activity and if any artifacts or human remains are found during the excavation process all work is to cease. (a) Notwithstanding the provisions of sections 7-67 and 7-69, The applicant will notify the State Archaeologist, DEMHS, FEMA and the State Historical Preservation Officer.
2. The sub-applicant (sub-grantee) must follow all applicable local, state, and federal laws, regulations, and requirements for the abatement and disposal of lead, asbestos, and other routinely encountered hazardous substances. If there is an unusual material encountered or there is an extraordinary amount of lead, asbestos, or other routinely encountered material the sub-applicant (sub-grantee) must contact DEMHS and DEMHS must contact FEMA. The sub-applicant (sub-grantee) must also contact the relevant agency with authority for regulation of the material.
3. If deviations from the proposed scope of work result in design changes, the need for additional ground disturbance, additional removal of vegetation, or result in any other unanticipated changes to the physical environment, the sub-applicant (sub-grantee) must contact DEMHS and DEMHS must contact FEMA, and a re-evaluation under NEPA and other applicable environmental laws will be conducted by FEMA.

Other Project Conditions

1. All permits must be obtained and forwarded to the DESPP/DEMHS before any work begins.
2. Any deviation from the Scope of Work or conditions of funding must be approved in advance, in writing.
3. Sub-grantees must comply with all HMA requirements, grant management procedures in 44 CFR Part 13, the sub-grant agreement, and applicable Federal, state, and local laws and regulations.

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**STANDARD REPORTING SCHEDULE FOR DESPP/DEMHS
HAZARD MITIGATION ASSISTANCE (HMA) PROGRAM SUB-GRANTEES**

1. **Reimbursement requests are contingent on receiving Quarterly Reports**
Please prepare all project documentation and submit with your reimbursement request. All documentation must be accurate, complete and up to date and consistent with the approved Scope of Work. Failure to properly document project costs may result in delay or loss of Federal funding. Your Hazard Mitigation Program project manager may schedule a reconciliation meeting with FEMA, which may include a field inspection, prior to approving reimbursement request.

2. **Quarterly Reports**
Due to DESPP/DEMHS 15 days after the calendar quarter ends
 - For the quarter ending 3/31, reports are due 4/15
 - For the quarter ending 6/30, reports are due 7/15
 - For the quarter ending 9/30, reports are due 10/15
 - For the quarter ending 12/31, reports are due 1/15

3. **Closeout**
When project is complete, please prepare all project documentation for final cost reconciliation (i.e., the difference between actual and estimated costs). All documentation for closeout must be accurate, complete and up to date. Failure to properly document project costs may result in loss of Federal funding. When you have your project documentation, please notify your Hazard Mitigation Program project manager, who will schedule a reconciliation meeting with FEMA, which may include a field inspection.

**Please mail Quarterly Reports, Reimbursement Requests and all supporting
Documentation to:**

Attention: Hazard Mitigation Program
Department of Emergency Services and Public Protection
Division of Emergency Management and Homeland Security
1111 Country Club Road, Floor 3C, Middletown, CT 06457

1111 Country Club Road, Middletown, CT 06457
Phone: 860.685.8531 / Fax: 860.685.8902
An Affirmative Action/Equal Employment Opportunity Employer



STATE OF CONNECTICUT
 DEPARTMENT OF EMERGENCY SERVICES & PUBLIC PROTECTION
 DIVISION OF EMERGENCY MANAGEMENT & HOMELAND SECURITY



Reimbursement Request Cover Page
 (Revised September 2019)

Municipality/Agency:
 Award Number:
 Sub-Grant Award Number:

A separate reimbursement request is required for each project. Reimbursement requests may vary depending on federal match awarded to the project. Contact DEMHS.HMGP@ct.gov for more information

Total submission amount: \$

Federal Share: \$

Match Funding: \$

To request a digital Reimbursements Request Cover Page
email: DEMHS.HMGP@ct.gov

Please attach to this cover sheet, a completed hardcopy and digital spreadsheet, including all supporting documentation (contracts, invoices showing paid, canceled checks, itemized proof of payment, time & attendance sheets, etc.) This documentation must support total amount of funds expended to date on project.

Mandatory: Please describe project activities that were completed for which reimbursement is requested:

Reimbursements will be payable directly to the municipality and mailed to the address on record for the office of the chief executive Officer.

Signatures required:

 Point of Contact or Sub-Grant Project Director Chief Executive Officer or Sub-Grant Financial Officer Date

Please mail this form and full reimbursement packet to:

Department of Emergency Services and Public Protection Division
 of Emergency Management and Homeland Security Attention:
 Hazard Mitigation Grant Program
 1111 Country Club Rd, 3rd Floor North
 Middletown, CT 06457

For digital submission or questions, email:
DEMHS.HMGP@ct.gov

For more information regarding Hazard Mitigation Programs, [click here](#) or visit <https://portal.ct.gov/DEMHS/Emergency-Management/Resources-For-Officials/Hazard-Mitigation>

FOR DEMHS PURPOSES ONLY

RECORD OF ENVIRONMENTAL CONSIDERATION (REC)

Project HMGP-4500-0001-CT (R) (1)

Title: Advanced Assistance - West Haven, CT Water Pollution Control Facility

NEPA DETERMINATION

Non Compliant Flag: No	EA Draft Date:	EA Final Date:
EA Public Notice Date:	EA Fonsi	Level: CATEX
EIS Notice of Intent	EIS ROD Date:	
Comment		

Project Location/Lat, Long: Water Pollution Control Facility at 2 Beach St. West Haven, CT
Latitude: 41.267866; Longitude: -72.931523

Project Scope of Work:

The proposed project is an advanced assistance project aimed at developing practical alternatives to improve wastewater pollution control facility (WPCF) resiliency and reliability. Tasks in this project include project scoping, geotechnical borings, and the development of flood protection measures and alternatives. This project does not include construction. If, at a later date, FEMA funding is pursued for implementation or construction of the preferred alternative, a full Environmental and Historic Preservation review of the application package will be required.

The project will evaluate various flood protection measures and alternatives to determine methods of flood protection or hardening that make sense for the WPCF, as well as the area just north of the plant and the Main Pump Station (MPS). The project evaluation will include protection to the current FEMA 100-year Base Flood Elevation and the estimated 500-year Flood Elevation. The project will consider flood protection options including protection of the entire site and protection of individual assets or groups of assets.

This project includes a desktop study which will review available data and determine data gaps. Based on that desktop study, a Topographic Survey Plan will be developed. A topographic survey will then be conducted to obtain additional data. A limited geotechnical investigation will also be undertaken. Up to three new geotechnical borings, generally situated north and east of the WPCF site to Monahan Street will be collected. These borings will supplement those taken from the WPCF expansion/upgrade project commissioned in 2012/2013. Limited environmental sampling (soil samples) will also be conducted to further characterize the subsurface conditions at the locations of the three (3) borings. Soil samples will be sent to a state-certified laboratory for analysis. Information from the topographic survey, geotechnical survey and environmental sampling would fill existing data gaps, allowing for appropriate flood protection measures and alternatives to be developed for the WPCF, MPS, and area north of the WPCF. During the development of the flood protection measures, the applicant will seek to obtain input on environmental and historic preservation laws applicability from appropriate State agencies including CT DEEP and the CT State Hazard Mitigation Office.

NEPA Comment:

NEPA: This project has been determined to be Categorically Excluded from the need to prepare either an Environmental Impact Statement or Environmental Assessment in accordance with FEMA Instruction 108-1-1 and DHS Instruction 023-01-001-01. Particular attention should be given to the project conditions before and during project implementation. Failure to comply with these conditions may jeopardize federal assistance including funding.

- mfagan2 - 02/25/2022 19:08:22 GMT

CATEX CATEGORIES

Catex Category Code	Description	Selected
a4	(a4) Information gathering, data analysis and processing, information dissemination, review, interpretation, and development of documents. If any of these activities result in proposals for further action, those proposals must be covered by an appropriate CATEX. Examples include but are not limited to: (a) Document mailings, publication and distribution, training and information programs, historical and cultural demonstrations, and public affairs actions. (b) Studies, reports, proposals, analyses, literature reviews; computer modeling; and non-intrusive intelligence gathering activities.	Yes

RECORD OF ENVIRONMENTAL CONSIDERATION (REC)

Project HMGP-4500-0001-CT (R) (1)

Title: Advanced Assistance - West Haven, CT Water Pollution Control Facility

EXTRAORDINARY

Extraordinary Circumstance Code	Description	Selected ?
	No Extraordinary Circumstances were selected	

ENVIRONMENTAL LAW / EXECUTIVE ORDER

Environmental Law/ Executive Order	Status	Description	Comment
Clean Air Act (CAA)	Completed	Project will not result in permanent air emissions - Review concluded	CAA: Geotechnical borings associated with this advanced assistance scoping project would not result in permanent air emissions. - mfagan2 - 02/25/2022 19:11:21 GMT
Coastal Barrier Resources Act (CBRA)	Completed	Project is not on or connected to CBRA Unit or otherwise protected area - Review concluded	CBRA: Geotechnical borings are expected to be taken north and east of the WPCF to Monahan Street. Therefore, the geotechnical borings will not be conducted in the Otherwise Protected Area (OPA) located just south of the WPCF. - mfagan2 - 02/25/2022 19:10:03 GMT
Clean Water Act (CWA)	Completed	Project would not affect any water of the U.S. - Review concluded	CWA: Geotechnical borings associated with this advanced assistance project would not affect waters of the U.S. - mfagan2 - 02/25/2022 19:10:31 GMT
Coastal Zone Management Act (CZMA)	Completed	Project is located in a coastal zone area and/or affects the coastal zone	CZMA: Geotechnical borings associated with this advanced assistance scoping project would not require consistency review. - mfagan2 - 02/25/2022 19:10:52 GMT
	Completed	State administering agency does not require consistency review - Review concluded	
Executive Order 11988 - Floodplains	Completed	Located in floodplain or effects on floodplain/flood levels	EO 11988: Geotechnical borings associated with this advanced assistance scoping project would not have an adverse effect on the floodplain. - mfagan2 - 02/25/2022 19:13:26 GMT
	Completed	No adverse effect on floodplain and not adversely affected by the floodplain - Review concluded	
Executive Order 11990 - Wetlands	Completed	No effects on wetlands and project outside wetlands - Review concluded	EO 11990: Geotechnical borings associated with this advanced assistance scoping project would not have an effect on wetlands. - mfagan2 - 02/25/2022 19:13:55 GMT
Executive Order 12898 - Environmental Justice for Low Income and Minority Populations	Completed	Low income or minority population in or near project area	EO 12898: Geotechnical borings associated with this advanced assistance scoping project would not affect low income or minority populations near the project area. - mfagan2 - 02/25/2022 19:13:55 GMT

RECORD OF ENVIRONMENTAL CONSIDERATION (REC)

Project HMGP-4500-0001-CT (R) (1)

Title: Advanced Assistance - West Haven, CT Water Pollution Control Facility

Environmental Law/ Executive Order	Status	Description	Comment
			14:18 GMT
	Completed	No disproportionately high and adverse impact on low income or minority population - Review concluded	
Endangered Species Act (ESA)	Completed	Listed species and/or designated critical habitat present in areas affected directly or indirectly by the federal action	ESA: Determination based on 11/19/2021 review of USFWS site at: https://ecos.fws.gov/ipac/ ; the project as described will not affect ESA-listed Red Knot, Roseate Tern or critical habitat. - mfagan2 - 02/25/2022 19:09:20 GMT
	Completed	No effect to species or designated critical habitat (See comments for justification) - Review concluded	
Farmland Protection Policy Act (FPPA)	Completed	Project does not affect designated prime or unique farmland - Review concluded	
Migratory Bird Treaty Act (MBTA)	Completed	Project located within a flyway zone	MBTA: Geotechnical borings associated with this advanced assistance scoping project would not have the potential to take any of the 12 species of migratory birds potentially in the project area. - mfagan2 - 02/25/2022 19:12:02 GMT
	Completed	Project does not have potential to take migratory birds - Review concluded	
Magnuson-Stevens Fishery Conservation and Management Act (MSA)	Completed	Project located in or near Essential Fish Habitat	MSFCMA: Geotechnical borings associated with this advanced assistance scoping project would not be conducted in Essential Fish Habitat and therefore would not adversely affect Essential Fish Habitat. - mfagan2 - 02/25/2022 19:12:31 GMT
	Completed	Project does not adversely affect Essential Fish Habitat - Review concluded	
National Historic Preservation Act (NHPA)	Completed	Standard Section 106 review	NHPA: Under the terms of the CT Section 106 Programmatic Agreement, FEMA made a finding of No Historic Properties Affected and sent this finding, along with supporting Section 106 documentation, to the State Historic Preservation Officer (SHPO) on 01/19/2022 and to the Delaware Tribe of Indians, the Mashantucket Pequot Indian Tribe, the Mohegan Tribe, and the Narragansett Tribe on 01/14/2022. The SHPO concurred with FEMA's determination of effect on 02/24/2022. In compliance with 36 CFR 800.2(c)(ii), the Delaware Tribe of Indians, the Mashantucket Pequot Indian Tribe, the

RECORD OF ENVIRONMENTAL CONSIDERATION (REC)

Project HMGP-4500-0001-CT (R) (1)

Title: Advanced Assistance - West Haven, CT Water Pollution Control Facility

Environmental Law/ Executive Order	Status	Description	Comment
			Mohegan Tribe and the Narragansett Tribe, being federally-recognized, non-resident Indian Tribe(s) with traditional cultural interests in New Haven County, were invited to participate in the consultation regarding this Undertaking. FEMA received no response from the Delaware Tribe of Indians, the Mashantucket Pequot Indian Tribe, the Mohegan Tribe and the Narragansett Tribe within 30 days of receipt of FEMA's consultation. As such, FEMA is assuming concurrence with its finding of effect, as per 36 CFR 800.3(c)(4). See attached consultation documentation. No further consultation is required unless there is a change to the scope of work. - mfagan2 - 02/25/2022 19:18:45 GMT
	Completed	Historic Buildings and Structures	
	Completed	No properties in the project area are 50 years or older or listed on the National Register - Review concluded	
	Completed	Archeological Resources	
	Completed	Project affects undisturbed ground	
	Completed	Project area has no potential for presence of archeological resources	
	Completed	Determination of no historic properties affected (FEMA finding/SHPO/THPO concurrence or consultation attached) - Review concluded	
Wild and Scenic Rivers Act (WSR)	Completed	Project is not along and does not affect Wild and Scenic River - Review concluded	

CONDITIONS

Special Conditions required on implementation of Projects:

CT NHPA CONDITION #2 (human remains): In the event of the discovery of human remains, the Subrecipient and their contractor must immediately stop all work in the vicinity of the discovery and take reasonable measures to avoid or minimize harm to the finds. The Subrecipient and their contractor must secure all human remains discoveries and restrict access to discovery sites. The Subrecipient and their contractor must follow the provisions of applicable state laws, including Connecticut General Statute, Section 10-388 et seq. (Human burials), or any amendments or supplanting

RECORD OF ENVIRONMENTAL CONSIDERATION (REC)

Project HMGP-4500-0001-CT (R) (1)

Title: Advanced Assistance - West Haven, CT Water Pollution Control Facility

laws and regulations. Violation of state law will jeopardize FEMA funding for this project. The Subrecipient will inform the Office of the Chief Medical Examiner, the State, the Recipient, and the FEMA Deputy Regional Environmental Officer Mary Shanks, 617-901-2204. FEMA will consult with the SHPO and Tribes, if remains are of tribal origin. Work in sensitive areas may not resume until consultation is completed and appropriate measures have been taken to ensure that the project is compliant with the National Historic Preservation Act

Source of condition: National Historic Preservation Act (NHPA)

Monitoring Required: No

NHPA CONDITION #1 (artifacts): In the event of the discovery of archaeological deposits (e.g. Native American pottery, stone tools, shell, old house foundations, old bottles) the Subrecipient and their contractor shall immediately stop all work in the vicinity of the discovery and take reasonable measures to avoid or minimize harm to the finds. The Subrecipient and their contractor shall secure all archaeological discoveries and restrict access to discovery sites. The Subrecipient shall immediately report the archaeological discovery to the Recipient (CT DEEP) and the FEMA Deputy Regional Environmental Officer (Mary Shanks, 617-901-2204); FEMA will determine the next steps.

Source of condition: National Historic Preservation Act (NHPA)

Monitoring Required: No

Standard Conditions:

Any change to the approved scope of work will require re-evaluation for compliance with NEPA and other Laws and Executive Orders.

This review does not address all federal, state and local requirements. Acceptance of federal funding requires recipient to comply with all federal, state and local laws. Failure to obtain all appropriate federal, state and local environmental permits and clearances may jeopardize federal funding.

If ground disturbing activities occur during construction, applicant will monitor ground disturbance and if any potential archeological resources are discovered, will immediately cease construction in that area and notify the State and FEMA.



STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES & PUBLIC PROTECTION
DIVISION OF EMERGENCY MANAGEMENT & HOMELAND SECURITY



CONFIRMATION OF RECEIPT OF GRANT DOCUMENTS

Please confirm receipt of attached grant documents by checking boxes and signing below:

- General and Special Grant Conditions
- Record of Environmental Consideration
- Standard Reporting Schedule
- Quarterly Reporting Form
- Reimbursement Request Form

Signature of Chief Executive Officer

Date

Printed Name of Chief Executive Officer

Town of Sprague Budget Status as of October 31, 2022

Summary

As of the end of October 2022, total revenues collected are 47% of the FY 2022/23 budgeted amount. This is on par with total revenues collected for the same period in FY 2021/2022 which were 46% of the total budgeted amount.

Total expenditures as of 10/31/22 are at 30% of budget. This is on par with expenditures for the same period in FY 2021/22 which were 28% of the budget.

<i>Budget Category</i>	FY 2022/2023			Same Period Prior Year
	Budget	Year to Date	Year to Date %	
Property Taxes	6,568,716	3,830,289	58%	58%
State Education Grants	2,682,435	673,273	25%	25%
Other State Grants	437,049	139,606	32%	16%
Other Revenue	263,113	75,620	29%	67%
Total General Fund Revenues	9,951,313	4,718,788	47%	46%
Town/Municipal Expenditures	3,000,124	1,022,293	34%	38%
Board of Education Expenditures	6,895,693	1,915,597	28%	23%
Total General Fund Expenditures	9,895,817	2,937,890	30%	28%

The attached Budget vs. Actual report provides a detailed report of all revenues and expenditures as of the end of October. At this time, no significant variances are projected for either revenues or expenditures.

Revenues

Property Taxes are the largest revenue source to the Town, representing 66.0% of total revenues. Collections on Property Taxes for the period to October 31, 2022 of the current fiscal year are at 58% of the budgeted amount. This is on par with prior year property tax revenue collections which were also 58% of the budgeted amount.

State Grants make up 31.3% of total budgeted revenues. As of the end of October 2022, the Town received its Municipal Revenue Sharing grant in the amount of \$57,114 and has received 26% of its budgeted State grant revenue. This is slightly higher than the 23% collected in the same period in the prior year.

The remaining revenue sources include interest income, fees, permits and miscellaneous revenue. In the aggregate, these sources comprise approximately 2.64% of total budgeted revenues. Current year collections on these sources total \$75,620 and are at 29% of the total budgeted amount. Collections in the prior year were 67% of the budgeted amount, which included the payment from Water & Sewer for their portion of the bond payment which has not yet been received in FY23 (26% adjusted without the bond payment revenue).

Expenditures

Departmental and other operating expenditures as of October 31st, 2022 tend to range between 21% and 34% with a few exceptions where year-to-date expenditures don't fall into that range. In most cases, Town current year expenditures are comparable to last fiscal year's expenditures for the same period with no major outliers.

Payments for memberships on regional agencies (66% year-to-date), insurance premiums (35% year-to-date) and maintenance contracts (56% year-to-date) tend to be invoiced in one or several installments. Similarly, payments on bond principal (66% year-to-date) and interest (49% year-to-date) are scheduled payments that do not necessarily occur evenly throughout the fiscal year.

Year to date expenditures by the Board of Education total \$1,915,597 or 28% of total budget. For the same period last fiscal year, Board of Education expenditures were 23% of budget. (Differences between the education expenditures between the Town report and the Board of Education report are due to timing and recording of grant-related expenditures/revenues.)

Town of Sprague
BOF Budget vs. Actual
with YE estimated totals
 July through October 2022

	Three-Month Totals			Current Year Totals				Comparison	Estimated Year-End Totals				
	August 2022	Sept 2022	Oct 2022	Budget	Year to Date	\$ Remaining	% of Budget		Same Period PY %	Year-End Est.	Budget	\$ Remaining	% of Budget
Ordinary Income/Expense													
Income													
5000 - Taxes													
5000-1 - Current Taxes	177,985	57,173	35,113	6,130,716	3,561,205	(2,569,511)	58%	57%	6,130,716	6,130,716	-	100%	
5000-2 - Current Interest & Lien Fees	4,459	2,559	1,775	20,000	8,793	(11,207)	44%	41%	20,000	20,000	-	100%	
5000-3 - Prior Year Tax	14,030	7,050	12,478	125,000	46,031	(78,969)	37%	49%	125,000	125,000	-	100%	
5000-4 - Prior Year Interest/Lien Fees	4,740	1,609	3,384	35,000	12,457	(22,543)	36%	47%	35,000	35,000	-	100%	
5000-5 - Current Supp MV Tax	-	-	-	72,000	2,062	(69,938)	3%	7%	72,000	72,000	-	100%	
5000-6 - Firefighter Tax Abatement	-	-	-	(14,000)	-	14,000	0%	0%	(14,000)	(14,000)	-	100%	
5000-7 - PILOT Solar Farm	200,000	-	-	200,000	200,000	-	100%	100%	200,000	200,000	-	100%	
5000-8 - Tax & Applic. Refunds (contra)	(43)	-	(175)	-	(218)	(218)	100%	100%	(218)	-	(218)	100%	
5000-9 - Tax Overpymnts Ret'd (contra)	-	(41)	-	-	(41)	(41)	100%	100%	(41)	-	(41)	100%	
Total 5000 - Taxes	401,171	68,350	52,575	6,568,716	3,830,289	(2,738,427)	58%	58%	6,568,457	6,568,716	(259)	100%	
5100 - State Grants-School													
5100-1 - ECS - Assis. to Towns for Educ.	-	-	673,273	2,682,435	673,273	(2,009,162)	25%	25%	2,682,435	2,682,435	-	100%	
Total 5100 - State Grants-School	-	-	673,273	2,682,435	673,273	(2,009,162)	25%	25%	2,682,435	2,682,435	-	100%	
5200 - State Grants-Local													
5200-1 - Telecomm. Property Tax Grant	-	-	-	4,500	-	(4,500)	0%	0%	4,500	4,500	-	100%	
5200-10 - Judicial 10th Circuit Court	-	-	525	1,000	525	(475)	53%	26%	1,000	1,000	-	100%	
5200-11 - SLA - Emergency Mgmt. Agency	-	-	-	2,800	-	(2,800)	0%	0%	2,800	2,800	-	100%	
5200-13 - St. Police O/T	-	-	-	-	-	-	0%	0%	-	-	-	0%	
5200-14 - Town Aid Roads	-	-	-	-	-	-	0%	50%	-	-	-	0%	
5200-16 - Elderly & Disabled Transp Grant	-	-	-	8,543	-	(8,543)	0%	0%	8,543	8,543	-	100%	
5200-18 - Motor Vehicle Transition Grant	81,967	-	-	-	81,967	-	100%	0%	81,967	-	81,967	100%	
5200-2 - Municipal Rev Sharing-Muni Proj	-	-	57,114	386,528	57,114	(329,414)	15%	0%	386,528	386,528	-	100%	
5200-4 - PILOT - State Property	-	-	-	14,278	-	(14,278)	0%	232%	14,278	14,278	-	100%	
5200-5 - Mashantucket Pequot Grant	-	-	-	17,479	-	(17,479)	0%	0%	17,479	17,479	-	100%	
5200-6 - Veterans Tax Relief	-	-	-	1,160	-	(1,160)	0%	0%	1,160	1,160	-	100%	
5200-7 - Disability Exemption Reimb.	-	-	-	761	-	(761)	0%	0%	761	761	-	100%	
Total 5200 - State Grants-Local	81,967	-	57,639	437,049	139,606	(297,443)	32%	16%	519,016	437,049	81,967	119%	
5300 - Local Revenues													
5300-1 - Interest Income	2,703	2,796	3,468	1,500	10,683	9,183	712%	35%	3,000	1,500	1,500	200%	
5300-10 - Permit Fees, P&Z, Inland & Wetl	988	4,489	2,272	3,500	7,749	4,249	221%	8%	3,500	3,500	-	100%	
5300-13 - Landfill Receipts	2,247	2,261	2,088	23,000	8,546	(14,454)	37%	25%	23,000	23,000	-	100%	
5300-14 - Newsletter Ads	-	2,200	-	2,000	2,200	200	110%	7%	2,200	2,000	200	110%	
5300-15 - Marriage Licenses	-	48	16	150	80	(70)	53%	64%	150	150	-	100%	
5300-16 - Sportsmans Licenses	2	8	1	150	15	(135)	10%	15%	150	150	-	100%	
5300-17 - Farmland Preservation	81	69	75	950	273	(677)	29%	34%	950	950	-	100%	
5300-2 - Licenses,Burial, Crem, Pis, Liq	250	350	140	1,000	975	(25)	98%	58%	1,000	1,000	-	100%	
5300-3 - Building Inspector Fees	2,110	5,570	1,910	25,000	10,810	(14,190)	43%	27%	25,000	25,000	-	100%	
5300-4 - Dog License Fees	47	73	47	1,300	363	(937)	28%	17%	1,300	1,300	-	100%	
5300-5 - Sundry Receipts, faxes, etc	2	-	16	400	24	(376)	6%	8%	400	400	-	100%	
5300-6 - Recording Land Rec,maps, trade	1,206	1,195	1,259	10,000	4,537	(5,463)	45%	61%	10,000	10,000	-	100%	
5300-8 - Conveyance Tax	4,325	2,005	1,720	17,000	11,805	(5,195)	69%	66%	17,000	17,000	-	100%	
5300-9 - Copies	501	784	360	5,000	1,830	(3,170)	37%	56%	5,000	5,000	-	100%	
Total 5300 - Local Revenues	14,462	21,848	13,372	90,950	59,890	(31,060)	66%	38%	92,650	90,950	1,700	102%	
5400 - Misc Revenues													
5400-1 - Trans. Subsidy from SCRRRA	-	-	-	2,000	-	(2,000)	0%	0%	2,000	2,000	-	100%	
5400-5 - Other Revenues	955	5,245	1,270	-	8,415	8,415	100%	100%	8,415	-	8,415	100%	
5400-6 - Waste Management	-	3,352	3,963	52,000	7,315	(44,685)	14%	24%	52,000	52,000	-	100%	
Total 5400 - Misc Revenues	955	8,597	5,233	54,000	15,730	(38,270)	29%	37%	62,415	54,000	8,415	116%	
5500-3 - Resv. Dam Proj. - Prinp. S&W	-	-	-	45,000	-	(45,000)	0%	100%	45,000	45,000	-	100%	
5500-4 - Resv. Dam Proj. - Int. W & S	-	-	-	20,234	-	(20,234)	0%	94%	20,234	20,234	-	100%	
5800 - Transfer in of Capitalized Interest for Bond	-	-	-	52,929	-	(52,929)	0%	0%	52,929	52,929	-	100%	
Total Income	498,555	98,795	802,092	9,951,313	4,718,788	(5,232,525)	47%	46%	10,043,136	9,951,313	91,823	101%	
Gross Profit	498,555	98,795	802,092	9,951,313	4,718,788	(5,232,525)	47%	46%	10,043,136	9,951,313	91,823	101%	

Town of Sprague
BOF Budget vs. Actual
with YE estimated totals
 July through October 2022

	Three-Month Totals			Current Year Totals				Comparison	Estimated Year-End Totals				
	August 2022	Sept 2022	Oct 2022	Budget	Year to Date	\$ Remaining	% of Budget		Same Period PY %	Year-End Est.	Budget	\$ Remaining	% of Budget
Expense													
6000 - Board of Selectmen													
6000-1 - First Selectman	3,202	3,202	3,202	41,621	12,808	(28,813)	31%	33%	41,621	41,621	-	100%	
6000-2 - Selectman 2	100	100	100	1,200	400	(800)	33%	33%	1,200	1,200	-	100%	
6000-3 - Selectman 3	100	100	100	1,200	400	(800)	33%	33%	1,200	1,200	-	100%	
6000-4 - Selectman Office Sup, Misc.	725	98	414	1,401	1,237	(164)	88%	70%	1,401	1,401	-	100%	
6000-5 - Selectman - Mileage	-	-	-	1,000	-	(1,000)	0%	0%	1,000	1,000	-	100%	
6000-6 - Selectman Executive Assistant	2,856	2,856	2,856	37,128	11,424	(25,704)	31%	40%	37,128	37,128	-	100%	
Total 6000 - Board of Selectmen	6,983	6,356	6,672	83,550	26,269	(57,281)	31%	36%	83,550	83,550	-	100%	
6005 - Elections													
6005-1 - Election Salaries	751	549	342	6,402	1,774	(4,628)	28%	18%	6,402	6,402	-	100%	
6005-2 - Election Misc.	2,110	673	249	15,708	4,957	(10,751)	32%	18%	15,708	15,708	-	100%	
Total 6005 - Elections	2,861	1,222	591	22,110	6,731	(15,379)	30%	18%	22,110	22,110	-	100%	
6010 - Board of Finance													
6010-2 - BOF - Town Rpt, Sup.	-	-	-	188	-	(188)	0%	0%	188	188	-	100%	
Total 6010 - Board of Finance	-	-	-	188	-	(188)	0%	0%	188	188	-	100%	
6011 - Auditing													
6011 - Auditing	-	-	-	25,850	5,000	(20,850)	19%	0%	25,850	25,850	-	100%	
6012 - Bookkeeper													
6012-1 - Bookkeeper - Salary	2,344	2,175	2,283	29,353	9,160	(20,193)	31%	34%	29,353	29,353	-	100%	
6012-2 - Bookkeeper-Support	-	-	-	900	-	(900)	0%	0%	900	900	-	100%	
Total 6012 - Bookkeeper	2,344	2,175	2,283	30,253	9,160	(21,093)	30%	33%	30,253	30,253	-	100%	
6015 - Assessors													
6015-1 - Assessors, Salary	1,757	1,757	1,757	22,835	7,028	(15,807)	31%	33%	22,835	22,835	-	100%	
6015-4 - Assessors, Travel Expense	-	-	-	300	-	(300)	0%	0%	300	300	-	100%	
6015-5 - Assessors, Sch,Wrkshp, Seminars	-	-	-	-	-	-	0%	0%	-	-	-	0%	
6015-6 - Assess. Misc. Supplies, Postage	-	-	274	1,500	274	(1,226)	18%	30%	1,500	1,500	-	100%	
6015-7 - Assess. Map upds, Pric.Manuls	-	-	-	-	-	-	0%	0%	-	-	-	0%	
Total 6015 - Assessors	1,757	1,757	2,031	24,635	7,302	(17,333)	30%	31%	24,635	24,635	-	100%	
6025 - Tax Collector													
6025-1 - Tax Collector, Salary	2,124	2,124	2,124	27,607	8,496	(19,111)	31%	33%	27,607	27,607	-	100%	
6025-4 - Tax Collector Misc. Sup. Sch.	-	-	50	700	50	(650)	7%	5%	700	700	-	100%	
6025-5 - Tax Collector, Postage	-	-	166	1,900	166	(1,734)	9%	0%	1,900	1,900	-	100%	
Total 6025 - Tax Collector	2,124	2,124	2,340	30,207	8,712	(21,495)	29%	32%	30,207	30,207	-	100%	
6030 - Town Treasurer													
6030 - Town Treasurer	200	200	200	2,400	800	(1,600)	33%	33%	2,400	2,400	-	100%	
6035 - Town Counsel & Financial Advisr													
6035-1 - Town Counsel	-	-	1,407	45,000	5,614	(39,386)	12%	58%	45,000	45,000	-	100%	
6035-2 - Financial Advisor	-	-	-	3,000	-	(3,000)	0%	0%	3,000	3,000	-	100%	
Total 6035 - Town Counsel & Financial Advisr	-	-	1,407	48,000	5,614	(42,386)	12%	43%	48,000	48,000	-	100%	
6040 - Town Clerk													
6040-1 - Town Clerk, Salary	3,967	3,967	3,967	51,569	15,868	(35,701)	31%	33%	51,569	51,569	-	100%	
6040-2 - Town Clerk, Office Sup, Misc.	(1,000)	53	-	1,463	(872)	(2,335)	-60%	19%	1,463	1,463	-	100%	
6040-3 - Town Clerk, Dog Licenses	-	-	-	350	-	(350)	0%	0%	350	350	-	100%	
6040-4 - Town Clerk, School	590	-	-	1,156	590	(566)	51%	64%	1,156	1,156	-	100%	
6040-5 - Town Clerk, Microfm(Security)	-	-	-	400	-	(400)	0%	0%	400	400	-	100%	
Total 6040 - Town Clerk	3,557	4,020	3,967	54,938	15,586	(39,352)	28%	33%	54,938	54,938	-	100%	
6045 - Telephone Services/DSL/Website													
6045 - Telephone Services/DSL/Website	840	1,026	749	12,169	3,638	(8,531)	30%	27%	12,169	12,169	-	100%	
6050 - Pool Secretaries													
6050-1 - Pool Sec,Salary-Asst Town Clerk	1,872	1,872	1,832	24,331	7,448	(16,883)	31%	34%	24,331	24,331	-	100%	
6050-2 - Pool Sec, Salary-Land Use Clerk	816	1,941	2,545	36,229	7,202	(29,027)	20%	34%	36,229	36,229	-	100%	
Total 6050 - Pool Secretaries	2,688	3,813	4,377	60,560	14,650	(45,910)	24%	34%	60,560	60,560	-	100%	
6055 - Town Off. Bldg.													
6055-1 - Town Off. Bldg.Janitorial Serv	715	715	715	9,900	2,145	(7,755)	22%	24%	9,900	9,900	-	100%	
6055-2 - Town Off. Bldg. Sup. Maint.	526	81	184	2,000	915	(1,085)	46%	19%	2,000	2,000	-	100%	
6055-3 - Town Off/Sen.Ctr.- Bldg.Heat	-	-	-	14,000	-	(14,000)	0%	0%	14,000	14,000	-	100%	
6055-4 - Town Off Bldg/Sen Ctr - Lights	572	536	900	11,876	2,302	(9,574)	19%	28%	11,876	11,876	-	100%	
6055-5 - Town Off. Bldg. rpr & renov.	48	-	1,480	5,000	3,750	(1,250)	75%	69%	5,000	5,000	-	100%	
Total 6055 - Town Off. Bldg.	1,861	1,332	3,279	42,776	9,112	(33,664)	21%	24%	42,776	42,776	-	100%	

Town of Sprague
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	Three-Month Totals			Current Year Totals				Comparison	Estimated Year-End Totals				
	August 2022	Sept 2022	Oct 2022	Budget	Year to Date	\$ Remaining	% of Budget		Same Period PY %	Year-End Est.	Budget	\$ Remaining	% of Budget
6100 · P & Z Comm.													
6100-1 · P & Z Comm. Encf. Off.	578	578	578	7,518	2,312	(5,206)	31%	33%	7,518	7,518	-	100%	
6100-2 · P & Z Comm. Planner	-	-	-	11,500	1,632	(9,868)	14%	18%	11,500	11,500	-	100%	
Total 6100 · P & Z Comm.	578	578	578	19,018	3,944	(15,074)	21%	24%	19,018	19,018	-	100%	
6111 · Land Use Miscellaneous	-	-	-	500	-	(500)	0%	0%	500	500	-	100%	
6115 · Ec. Devel.	-	-	-	900	225	(675)	25%	100%	900	900	-	100%	
6120 · Conservation Commission													
6120-2 · Training workshop	-	-	-	100	-	(100)	0%	0%	100	100	-	100%	
6120-4 · Miscellaneous	-	35	-	1,000	35	(965)	4%	0%	1,000	1,000	-	100%	
Total 6120 · Conservation Commission	-	35	-	1,100	35	(1,065)	3%	0%	1,100	1,100	-	100%	
6150 · Conservation Wetlands Enf Off	360	-	-	7,000	360	(6,640)	5%	15%	7,000	7,000	-	100%	
6200 · Highways													
6200-1 · Highways, General Maintenance	2,434	3,313	504	49,000	11,637	(37,363)	24%	22%	49,000	49,000	-	100%	
6200-10 · Drug & Alcohol Testing	-	-	-	500	-	(500)	0%	40%	500	500	-	100%	
6200-2 · Highways, Public Works Salary	13,595	14,759	15,121	239,303	58,872	(180,431)	25%	33%	239,303	239,303	-	100%	
6200-3 · Highways, Misc. o/t labor.	1,449	537	422	28,000	3,784	(24,216)	14%	10%	28,000	28,000	-	100%	
6200-4 · Boots - Highways	-	195	-	2,500	195	(2,305)	8%	6%	2,500	2,500	-	100%	
6200-5 · Storm Materials	2,887	-	-	27,500	6,768	(20,732)	25%	0%	27,500	27,500	-	100%	
6200-6 · Highways, Roadway Mgmt.	-	-	543	40,000	11,477	(28,523)	29%	128%	40,000	40,000	-	100%	
6200-7 · Highways, Town Garage	59	54	95	8,000	345	(7,655)	4%	6%	8,000	8,000	-	100%	
6200-8 · Stormwater Permit Fees(Phasel)	-	-	-	8,500	-	(8,500)	0%	0%	8,500	8,500	-	100%	
Total 6200 · Highways	20,424	18,858	16,685	403,303	93,078	(310,225)	23%	36%	403,303	403,303	-	100%	
6202 · Tree Maintenance													
6202-1 · Tree Warden	-	-	-	2,250	-	(2,250)	0%	0%	2,250	2,250	-	100%	
6202-2 · Tree Warden- Training Seminars	-	-	-	350	-	(350)	0%	0%	350	350	-	100%	
6202-3 · Tree Pruning, Removal, Replacme	-	-	4,431	12,000	4,431	(7,569)	37%	29%	12,000	12,000	-	100%	
6202-4 · Tree Warden Mileage	-	-	-	400	-	(400)	0%	0%	400	400	-	100%	
Total 6202 · Tree Maintenance	-	-	4,431	15,000	4,431	(10,569)	30%	23%	15,000	15,000	-	100%	
6205 · Street Lighting													
6205-1 · Street Lighting	1,197	1,286	1,286	18,500	4,639	(13,861)	25%	24%	18,500	18,500	-	100%	
6205-2 · Repairs	-	-	-	2,000	-	(2,000)	0%	0%	2,000	2,000	-	100%	
Total 6205 · Street Lighting	1,197	1,286	1,286	20,500	4,639	(15,861)	23%	24%	20,500	20,500	-	100%	
6300 · Social Security	3,502	3,696	3,778	56,880	14,743	(42,137)	26%	31%	56,880	56,880	-	100%	
6310 · Deferred Compensation	1,191	1,191	1,191	15,479	4,764	(10,715)	31%	34%	15,479	15,479	-	100%	
6400 · Regional Agencies													
6400-1 · Reg. Agency - TVCCA	-	-	-	1,100	1,100	-	100%	100%	1,100	1,100	-	100%	
6400-10 · RegAgency-SSAC of Eastern CT	-	300	-	300	300	-	100%	100%	300	300	-	100%	
6400-11 · RegAg-SE CT Enterpr Reg	-	-	1,038	1,038	1,038	-	100%	100%	1,038	1,038	-	100%	
6400-12 · RegAgcy-Regional Animal Control	-	-	-	9,811	9,811	-	100%	100%	9,811	9,811	-	100%	
6400-2 · Reg. Agency - Cncl. of Gvnt	-	-	-	1,632	-	(1,632)	0%	100%	1,632	1,632	-	100%	
6400-3 · Reg. Agency - Soil/Wtr. Con.	-	-	68	300	68	(232)	23%	0%	300	300	-	100%	
6400-4 · Reg. Agency - Women's Center	-	-	250	250	250	-	100%	100%	250	250	-	100%	
6400-5 · Uncas Health District	-	-	4,989	19,956	9,978	(9,978)	50%	50%	19,956	19,956	-	100%	
6400-6 · Reg. Agency - CCM	-	-	-	2,032	2,032	-	100%	100%	2,032	2,032	-	100%	
6400-7 · Reg. Agency - Norwich PrbCrt	-	-	550	2,199	1,100	(1,099)	50%	49%	2,199	2,199	-	100%	
6400-8 · Council of Small Towns (COST)	-	-	-	975	975	-	100%	0%	975	975	-	100%	
6400-9 · Quinebaug Walking Weekends	-	-	-	500	-	(500)	0%	0%	500	500	-	100%	
Total 6400 · Regional Agencies	-	300	6,895	40,093	26,652	(13,441)	66%	68%	40,093	40,093	-	100%	
6500 · Insurance													
6500-1 · Insurance, General Town	-	7,651	-	36,440	16,135	(20,305)	44%	40%	36,440	36,440	-	100%	
6500-2 · Insurance, Fire Department	-	4,512	-	18,051	9,024	(9,027)	50%	50%	18,051	18,051	-	100%	
6500-4 · Insurance, Water & Sewer Plants	-	2,158	-	8,633	4,316	(4,317)	50%	50%	8,633	8,633	-	100%	
6500-5 · Insurance,CIRMA (Workers Comp)	(7,823)	8,687	-	40,069	9,551	(30,518)	24%	29%	40,069	40,069	-	100%	
6500-6 · Insurance, Empl. Medical Ins.	897	18,620	11,925	162,476	56,433	(106,043)	35%	32%	162,476	162,476	-	100%	
6500-7 · Employee Insurance Waiver	121	121	121	6,450	484	(5,966)	8%	33%	6,450	6,450	-	100%	
Total 6500 · Insurance	(6,805)	41,749	12,046	272,119	95,943	(176,176)	35%	35%	272,119	272,119	-	100%	
6600 · Police Department													
6600-1 · Police Dept. Resident Trooper	-	-	-	182,006	-	(182,006)	0%	0%	182,006	182,006	-	100%	
6600-2 · Police Dept., O/T 50% contra	-	-	-	5,000	-	(5,000)	0%	0%	5,000	5,000	-	100%	
6600-3 · Police Dept. DARE Program	-	-	-	300	-	(300)	0%	0%	300	300	-	100%	
6600-4 · Police Dept., Supplies, Misc.	90	-	98	500	188	(312)	38%	0%	500	500	-	100%	
6600-5 · Police Dept.- Sch. Crs. Guard	-	392	532	5,070	924	(4,146)	18%	20%	5,070	5,070	-	100%	
Total 6600 · Police Department	90	392	630	192,876	1,112	(191,764)	1%	0%	192,876	192,876	-	100%	

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	Three-Month Totals			Current Year Totals				Comparison	Estimated Year-End Totals				
	August 2022	Sept 2022	Oct 2022	Budget	Year to Date	\$ Remaining	% of Budget		Same Period PY %	Year-End Est.	Budget	\$ Remaining	% of Budget
6605 · Fire Dept.													
6605-1 · Fire Dept., Vehicle Maint.	134	-	-	24,000	580	(23,420)	2%	4%	24,000	24,000	-	100%	
6605-2 · Fire Dept, Fixed Expenses	1,145	1,779	1,426	36,300	11,363	(24,937)	31%	38%	36,300	36,300	-	100%	
6605-3 · Fire Dept. Truck Supplies	-	-	-	7,550	-	(7,550)	0%	0%	7,550	7,550	-	100%	
6605-4 · Fire Dept., Firehouse Maint.	1,599	100	100	11,200	1,914	(9,286)	17%	9%	11,200	11,200	-	100%	
6605-5 · Fire Dept., Training	1,900	-	1,900	14,500	3,800	(10,700)	26%	15%	14,500	14,500	-	100%	
6605-6 · Fire Dept., Business Exp.	-	-	480	14,140	1,198	(12,942)	8%	5%	14,140	14,140	-	100%	
6605-7 · Fire Dept., Equip. Maint.	468	1,904	-	12,600	2,372	(10,228)	19%	2%	12,600	12,600	-	100%	
Total 6605 · Fire Dept.	5,246	3,783	3,906	120,290	21,227	(99,063)	18%	16%	120,290	120,290	-	100%	
6610 · Emergency													
6610-1 · Salary Director	-	-	-	2,200	-	(2,200)	0%	0%	2,200	2,200	-	100%	
6610-5 · Training Expense	-	-	-	500	-	(500)	0%	0%	500	500	-	100%	
6610-6 · Equipment Maintenance	-	-	-	830	-	(830)	0%	0%	830	830	-	100%	
6610-8 · Local Emerg. Plan Chair.(LEPC)	-	-	-	500	-	(500)	0%	0%	500	500	-	100%	
Total 6610 · Emergency	-	-	-	4,030	-	(4,030)	0%	0%	4,030	4,030	-	100%	
6615 · Fire Marshal/Burning Official													
6615-1 · Fire Marshal/Salary	667	667	667	8,000	2,668	(5,332)	33%	33%	8,000	8,000	-	100%	
6615-2 · Fire Marshal/Off.Exp.Ed.Misc	-	-	-	2,250	-	(2,250)	0%	0%	2,250	2,250	-	100%	
6615-4 · Burning Official - Salary	-	-	-	625	-	(625)	0%	0%	625	625	-	100%	
Total 6615 · Fire Marshal/Burning Official	667	667	667	10,875	2,668	(8,207)	25%	25%	10,875	10,875	-	100%	
6620 · Enf. Off-Bldg.Code													
6620-1 · Enf.Off-Bldg.Code - Salary	1,558	1,558	1,558	20,260	6,232	(14,028)	31%	33%	20,260	20,260	-	100%	
6620-2 · Enf. Off-Bldg.Code - Mileage	-	-	-	800	-	(800)	0%	0%	800	800	-	100%	
6620-3 · Enf.Off-Bldg.Code - Mbrshp.Fee	-	-	-	250	-	(250)	0%	0%	250	250	-	100%	
6620-6 · Enf.Off-Bldg.Code- Ed.Training	-	-	-	850	-	(850)	0%	0%	850	850	-	100%	
6620-7 · Enf.Off-Bldg.Code- Code Vol,Sup	-	-	-	500	-	(500)	0%	0%	500	500	-	100%	
Total 6620 · Enf. Off-Bldg.Code	1,558	1,558	1,558	22,660	6,232	(16,428)	28%	31%	22,660	22,660	-	100%	
6625 · Blight Enforcement Officer													
6625-1 · Blight Enforce. Officer-Salary	308	308	308	3,700	1,232	(2,468)	33%	33%	3,700	3,700	-	100%	
6625-2 · Blight Enforce.Officer-Mileage	-	-	-	150	-	(150)	0%	0%	150	150	-	100%	
6625-3 · Blight Enforce.Officer-Postage	-	-	-	150	-	(150)	0%	46%	150	150	-	100%	
Total 6625 · Blight Enforcement Officer	308	308	308	4,000	1,232	(2,768)	31%	33%	4,000	4,000	-	100%	
6700 · Sanit/Wst Rem.													
6700-2 · Sanit/Wst.Rem,Matls.Misc	294	209	171	5,000	827	(4,173)	17%	18%	5,000	5,000	-	100%	
6700-3 · Sanit/Wst.Rem., Recycling	5,496	6,021	6,122	65,000	18,439	(46,561)	28%	28%	65,000	65,000	-	100%	
Total 6700 · Sanit/Wst Rem.	5,790	6,230	6,293	70,000	19,266	(50,734)	28%	28%	70,000	70,000	-	100%	
6702 · Waste Management Exp. (Waste Management)	5,642	5,016	4,900	67,000	15,558	(51,442)	23%	37%	67,000	67,000	-	100%	
6810 · Comm. of Aging													
6810-1 · Comm. on Aging - Salary	1,480	2,033	1,996	30,359	7,823	(22,536)	26%	34%	30,359	30,359	-	100%	
6810-2 · Commission on Aging-Munic Agent	-	-	-	100	-	(100)	0%	0%	100	100	-	100%	
6810-4 · Comm. on Aging - Off sup/misc.	45	45	91	1,250	226	(1,024)	18%	17%	1,250	1,250	-	100%	
6810-5 · Comm. of Aging - Elevator Contr	220	220	220	2,640	880	(1,760)	33%	33%	2,640	2,640	-	100%	
6810-6 · Comm. of Aging - Programs	27	681	-	2,000	708	(1,292)	35%	6%	2,000	2,000	-	100%	
6810-7 · Comm. of Aging - Van Driver	-	-	-	3,500	-	(3,500)	0%	0%	3,500	3,500	-	100%	
6810-7a · Comm of Aging-Van Dr	1,531	1,430	1,306	20,907	5,798	(15,109)	28%	35%	20,907	20,907	-	100%	
6810-9 · Van Expense, Comm. on Aging	41	414	250	7,000	934	(6,066)	13%	13%	7,000	7,000	-	100%	
Total 6810 · Comm. of Aging	3,344	4,823	3,863	67,756	16,369	(51,387)	24%	29%	67,756	67,756	-	100%	
6950 · Capital Project													
6950-1 · Capital Project,Rpr Centr Plnt	240	870	-	6,000	1,110	(4,890)	19%	42%	6,000	6,000	-	100%	
6950-2 · Engineering Fees, Cap. Proj.	3,064	2,910	324	18,700	9,308	(9,392)	50%	0%	18,700	18,700	-	100%	
Total 6950 · Capital Project	3,304	3,780	324	24,700	10,418	(14,282)	42%	17%	24,700	24,700	-	100%	
7000 · Parks & Playgrounds	160	266	270	750	696	(54)	93%	40%	750	750	-	100%	
7003 · Recreation Facilities (BoS)													
7003-2 · Electricity	123	141	155	1,825	419	(1,406)	23%	22%	1,825	1,825	-	100%	
Total 7003 · Recreation Facilities (BoS)	123	141	155	1,825	419	(1,406)	23%	22%	1,825	1,825	-	100%	

Town of Sprague
BOF Budget vs. Actual
with YE estimated totals
 July through October 2022

	Three-Month Totals			Current Year Totals				Comparison		Estimated Year-End Totals			
	August 2022	Sept 2022	Oct 2022	Budget	Year to Date	\$ Remaining	% of Budget	Same Period PY %	Year-End Est.	Budget	\$ Remaining	% of Budget	
7004 - Recreation Events(SPARC)													
7004-1 - RecEvent-3 Villages Fall Fest	-	-	-	2,000	-	(2,000)	0%	8%	2,000	2,000	-	100%	
7004-2 - Rec Event-Earth Day	-	-	-	400	-	(400)	0%	0%	400	400	-	100%	
7004-3 - Rec Event-Youth Yr Lng Activity	-	-	-	500	-	(500)	0%	0%	500	500	-	100%	
7004-4 - Rec Event-Shetucket River Fest	-	-	-	250	-	(250)	0%	0%	250	250	-	100%	
7004-8 - Rec Event-Other	-	-	-	500	-	(500)	0%	60%	500	500	-	100%	
Total 7004 - Recreation Events(SPARC)	-	-	-	3,650	-	(3,650)	0%	13%	3,650	3,650	-	100%	
7005 - Other Recreation Programs													
7005-1 - Sprague/Franklin/Canterbury LL	-	-	-	1,250	-	(1,250)	0%	0%	1,250	1,250	-	100%	
Total 7005 - Other Recreation Programs	-	-	-	1,250	-	(1,250)	0%	0%	1,250	1,250	-	100%	
7010 - Grist Mill													
7010-1 - Grist Mill - Supplies, Maint.	-	-	-	850	-	(850)	0%	0%	850	850	-	100%	
7010-2 - Grist Mill-Elevator Maintenance	201	201	201	3,000	804	(2,196)	27%	53%	3,000	3,000	-	100%	
7010-3 - Grist Mill - Heat, Light	325	607	884	9,000	1,816	(7,184)	20%	18%	9,000	9,000	-	100%	
7010-5 - Grist Mill - Janitor- Salaries	335	335	335	4,800	1,005	(3,795)	21%	17%	4,800	4,800	-	100%	
Total 7010 - Grist Mill	861	1,143	1,420	17,650	3,625	(14,025)	21%	22%	17,650	17,650	-	100%	
7012 - Historical Museum													
7012-1 - Salary	-	-	-	2,184	-	(2,184)	0%	0%	2,184	2,184	-	100%	
7012-14 - Sprague Historical Society	-	-	-	200	106	(94)	53%	65%	200	200	-	100%	
Total 7012 - Historical Museum	-	-	-	2,384	106	(2,278)	4%	6%	2,384	2,384	-	100%	
7015 - Library													
7015-1 - Library - Librarian Assistant-1	711	574	350	14,640	2,356	(12,284)	16%	27%	14,640	14,640	-	100%	
7015-10 - Library - Director	2,288	2,321	2,433	29,011	9,475	(19,536)	33%	38%	29,011	29,011	-	100%	
7015-11 - Library - Programs	17	39	53	2,500	109	(2,391)	4%	18%	2,500	2,500	-	100%	
7015-12 - Professional Fees	-	-	-	500	-	(500)	0%	0%	500	500	-	100%	
7015-13 - Library-St Lib CT Membership	350	-	-	350	350	-	100%	64%	350	350	-	100%	
7015-2 - Library - Books	1,596	413	(1,156)	4,500	853	(3,647)	19%	14%	4,500	4,500	-	100%	
7015-3 - Library - Sup./Misc.	98	-	(27)	2,054	71	(1,983)	3%	23%	2,054	2,054	-	100%	
7015-4 - Library - Library Assistant - 4	756	910	1,008	14,640	3,094	(11,546)	21%	20%	14,640	14,640	-	100%	
7015-5 - Librarian Assistant - 5	858	868	1,232	9,700	4,166	(5,534)	43%	27%	9,700	9,700	-	100%	
7015-6 - Library - Librarian Assistant-6	44	812	740	7,320	1,843	(5,477)	25%	23%	7,320	7,320	-	100%	
Total 7015 - Library	6,718	5,937	4,633	85,215	22,317	(62,898)	26%	28%	85,215	85,215	-	100%	
7100 - Miscellaneous													
7100-10 - Newsletter- Salary	-	60	60	600	170	(430)	28%	0%	600	600	-	100%	
7100-11 - Bank Fees	-	160	-	-	160	160	100%	0%	160	-	160	100%	
7100-12 - Newsletter - Misc.	45	47	-	500	92	(408)	18%	35%	500	500	-	100%	
7100-2 - War Mem./Lords Bridge Gazebo	-	-	47	675	47	(628)	7%	21%	675	675	-	100%	
7100-3 - Cemeteries, Vets Graves	-	-	-	800	-	(800)	0%	0%	800	800	-	100%	
7100-4 - Contingent Fund	-	-	4,819	40,000	4,819	(35,181)	12%	70%	40,000	40,000	-	100%	
7100-5 - Memorial Day Celebration	-	-	-	1,000	-	(1,000)	0%	0%	1,000	1,000	-	100%	
7100-6 - Legal Ads	331	3,667	1,425	12,000	3,784	(8,216)	32%	15%	12,000	12,000	-	100%	
7100-8 - Unemployment Compensation	-	-	-	-	-	-	0%	0%	-	-	-	0%	
Total 7100 - Miscellaneous	376	3,934	6,351	55,575	9,072	(46,503)	16%	23%	55,735	55,575	160	100%	
7150 - Sewer & Water Dept.													
7150-1 - Water & Sewer Public Services	-	1,976	-	7,700	1,976	(5,724)	26%	20%	7,700	7,700	-	100%	
Total 7150 - Sewer & Water Dept.	-	1,976	-	7,700	1,976	(5,724)	26%	20%	7,700	7,700	-	100%	
7200 - Office Machines/Sup/Mnt.													
7200-1 - Office Mach/Sup/Mnt -Town Clerk	1,484	1,372	265	10,150	3,263	(6,887)	32%	28%	10,150	10,150	-	100%	
7200-10 - Fixed Asset Inventory	-	-	1,528	1,389	1,528	139	110%	0%	1,528	1,389	139	110%	
7200-2 - Office Mach/Sup/Mnt.- Tax Coll.	1,576	-	1,285	10,250	8,904	(1,346)	87%	78%	10,250	10,250	-	100%	
7200-3 - Office Mach/Sup/Mnt.- Assessor	-	-	-	15,737	14,008	(1,729)	89%	84%	15,737	15,737	-	100%	
7200-4 - Office Mach/Sup/Mnt-Select/Trea	206	257	-	1,000	463	(537)	46%	0%	1,000	1,000	-	100%	
7200-5 - Office Machines - Equip.Mnt.	-	80	1,292	7,000	1,372	(5,628)	20%	0%	7,000	7,000	-	100%	
7200-6 - Office MachSupp-ServSupp	220	-	-	5,000	220	(4,780)	4%	13%	5,000	5,000	-	100%	
7200-7 - Paychex Services	259	278	284	3,500	944	(2,556)	27%	35%	3,500	3,500	-	100%	
7200-8 - Off.Mach/Sup/Mnt-Library Suppor	-	-	-	4,201	2,095	(2,106)	50%	48%	4,201	4,201	-	100%	
7200-9 - Off.Mach/Sup/Mnt.-Mail System	-	-	177	708	177	(531)	25%	25%	708	708	-	100%	
Total 7200 - Office Machines/Sup/Mnt.	3,745	1,987	4,831	58,935	32,974	(25,961)	56%	47%	59,074	58,935	139	100%	

**BOE Budget v. Actual
10/31/2022**

	Approved Budget	Current Mo. Budget Trf	Prior YTD Budget Trfs	Revised Budget	Year to Date Actual	Encumbered/ Ordered	Total Expenditures	Variance	Forecasted Expenditure	Forecasted Balance
1000-Regular Instruction										
1000.51110. Wages Paid to Teachers - Regular Ed	\$ 1,144,377.00	\$ -	\$ -	\$ 1,144,377.00	\$ 247,918.99	\$ -	\$ 247,918.99	\$ 896,458.01	\$ 879,738.90	\$ 16,719.11
1000.51120. Wages Paid to Instructional Aides - Regular Ed	\$ 14,401.00	\$ -	\$ -	\$ 14,401.00	\$ 1,786.54	\$ -	\$ 1,786.54	\$ 12,614.46	\$ 5,995.82	\$ 6,618.64
1000.52100. Group Life Insurance - Regular	\$ 726.00	\$ -	\$ -	\$ 726.00	\$ 290.75	\$ -	\$ 290.75	\$ 435.25	\$ 425.56	\$ 9.69
1000.52200. FICA/Medicare Employer - Regular Ed	\$ 19,222.00	\$ -	\$ -	\$ 19,222.00	\$ 3,858.91	\$ -	\$ 3,858.91	\$ 15,363.09	\$ 15,245.20	\$ 117.89
1000.52500. Tuition Reimbursement	\$ 10,000.00	\$ -	\$ -	\$ 10,000.00	\$ -	\$ -	\$ -	\$ 10,000.00	\$ -	\$ 10,000.00
1000.52800. Health Insurance - Regular	\$ 279,651.00	\$ -	\$ -	\$ 279,651.00	\$ 121,360.30	\$ -	\$ 121,360.30	\$ 158,290.70	\$ 175,281.26	\$ (16,990.56)
1000.53200. Substitutes - Regular Education	\$ 3,500.00	\$ -	\$ -	\$ 3,500.00	\$ -	\$ -	\$ -	\$ 3,500.00	\$ -	\$ 3,500.00
1000.53230. Purchased Pupil Services	\$ 1,250.00	\$ -	\$ -	\$ 1,250.00	\$ -	\$ -	\$ -	\$ 1,250.00	\$ 937.50	\$ 312.50
1000.54300. Equipment Repairs & Maint	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1000.54420. Equipment Leasing	\$ 18,000.00	\$ -	\$ -	\$ 18,000.00	\$ 8,847.70	\$ 15,136.58	\$ 23,984.28	\$ (5,984.28)	\$ -	\$ (5,984.28)
1000.56100. General Supplies - Regular Education	\$ 7,000.00	\$ -	\$ -	\$ 7,000.00	\$ 2,069.15	\$ -	\$ 2,069.15	\$ 4,930.85	\$ 3,698.14	\$ 1,232.71
1000.56110. Instructional Supplies - Regular Education	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00	\$ 350.95	\$ 273.44	\$ 624.39	\$ 4,375.61	\$ 3,281.71	\$ 1,093.90
1000.56400. Workbooks/Disposables	\$ 10,000.00	\$ -	\$ -	\$ 10,000.00	\$ 42.80	\$ -	\$ 42.80	\$ 9,957.20	\$ 7,467.90	\$ 2,489.30
1000.56410. Textbooks	\$ 3,000.00	\$ -	\$ -	\$ 3,000.00	\$ -	\$ 195.48	\$ 195.48	\$ 2,804.52	\$ 2,103.39	\$ 701.13
1000.56501. Ink and Toner	\$ 8,000.00	\$ -	\$ -	\$ 8,000.00	\$ -	\$ -	\$ -	\$ 8,000.00	\$ 6,000.00	\$ 2,000.00
1000.57300. Equipment - Non Instructional	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1000.58100. Dues & Fees	\$ 9,869.00	\$ -	\$ -	\$ 9,869.00	\$ -	\$ -	\$ -	\$ 9,869.00	\$ 9,869.00	\$ -
Total	\$ 1,533,996.00	\$ -	\$ -	\$ 1,533,996.00	\$ 386,526.09	\$ 15,605.50	\$ 402,131.59	\$ 1,131,864.41	\$ 1,110,044.38	\$ 21,820.04
1200-Special Education										
1200.51110. Wages Paid to Teachers - SPED	\$ 351,322.00	\$ -	\$ -	\$ 351,322.00	\$ 68,065.14	\$ -	\$ 68,065.14	\$ 283,256.86	\$ 228,884.73	\$ 54,372.13
1200.51120. Wages Paid to Instructional Aides - SPED	\$ 273,997.00	\$ -	\$ -	\$ 273,997.00	\$ 30,441.80	\$ -	\$ 30,441.80	\$ 243,555.20	\$ 159,285.00	\$ 84,270.20
1200.51901. Wages Paid - Other Non Certified Staff - SPED	\$ 87,776.00	\$ (25,265.68)	\$ -	\$ 62,510.32	\$ 16,904.59	\$ -	\$ 16,904.59	\$ 45,605.73	\$ 46,606.13	\$ (1,000.40)
1200.52100. Group Life Insurance - SPED	\$ 981.00	\$ -	\$ -	\$ 981.00	\$ 303.66	\$ -	\$ 303.66	\$ 677.34	\$ 511.35	\$ 165.99
1200.52200. FICA/Medicare Employer - SPED	\$ 33,064.00	\$ -	\$ -	\$ 33,064.00	\$ 4,475.84	\$ -	\$ 4,475.84	\$ 28,588.16	\$ 24,000.75	\$ 4,587.41
1200.52300. Pension Contributions	\$ 3,552.00	\$ -	\$ -	\$ 3,552.00	\$ 781.68	\$ -	\$ 781.68	\$ 2,770.32	\$ 1,758.76	\$ 1,011.56
1200.52800. Health Insurance	\$ 239,621.00	\$ -	\$ -	\$ 239,621.00	\$ 65,895.62	\$ -	\$ 65,895.62	\$ 173,725.38	\$ 134,988.60	\$ 38,736.78
1200.53200. Substitutes - SPED	\$ 3,500.00	\$ -	\$ -	\$ 3,500.00	\$ -	\$ -	\$ -	\$ 3,500.00	\$ -	\$ 3,500.00
1200.53230. Purchased Pupil Services	\$ 29,000.00	\$ -	\$ -	\$ 29,000.00	\$ (10,435.85)	\$ 231.67	\$ (10,204.18)	\$ 39,204.18	\$ -	\$ 39,204.18
1200.53300. Other Prof/Tech Services	\$ 2,500.00	\$ -	\$ -	\$ 2,500.00	\$ 1,185.00	\$ 895.00	\$ 2,080.00	\$ 420.00	\$ 315.00	\$ 105.00
1200.55800. Travel Reimbursement	\$ 1,200.00	\$ -	\$ -	\$ 1,200.00	\$ 60.50	\$ -	\$ 60.50	\$ 1,139.50	\$ -	\$ 1,139.50
1200.56100. General Supplies - Special Education	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ -	\$ -	\$ -	\$ 1,000.00	\$ 750.00	\$ 250.00
1200.56110. Instructional Supplies - SPED	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ 130.13	\$ -	\$ 130.13	\$ 869.87	\$ 652.40	\$ 217.47
1200.56400. Workbooks/Disposables	\$ 500.00	\$ -	\$ -	\$ 500.00	\$ -	\$ -	\$ -	\$ 500.00	\$ 375.00	\$ 125.00
1200.57300. Equipment Non-Instructional	\$ 1,430.00	\$ -	\$ -	\$ 1,430.00	\$ -	\$ -	\$ -	\$ 1,430.00	\$ 1,072.50	\$ 357.50
1200.58100. Dues & Fees	\$ 760.00	\$ -	\$ -	\$ 760.00	\$ 250.00	\$ -	\$ 250.00	\$ 510.00	\$ 510.00	\$ -
Total	\$ 1,031,203.00	\$ (25,265.68)	\$ -	\$ 1,005,937.32	\$ 178,058.11	\$ 1,126.67	\$ 179,184.78	\$ 826,752.54	\$ 599,710.22	\$ 227,042.32
1300-Adult Education - Cooperative										
1300.55690. Tuition - Adult Cooperative	\$ 15,366.00	\$ -	\$ -	\$ 15,366.00	\$ -	\$ -	\$ -	\$ 15,366.00	\$ 15,366.00	\$ -
Total	\$ 15,366.00	\$ -	\$ -	\$ 15,366.00	\$ -	\$ -	\$ -	\$ 15,366.00	\$ 15,366.00	\$ -
1500-Stipends - Extra Curricular										
1500.51930. Extra Curricular Stipends Paid	\$ 8,821.00	\$ -	\$ -	\$ 8,821.00	\$ -	\$ -	\$ -	\$ 8,821.00	\$ 12,941.00	\$ (4,120.00)
Total	\$ 8,821.00	\$ -	\$ -	\$ 8,821.00	\$ -	\$ -	\$ -	\$ 8,821.00	\$ 12,941.00	\$ (4,120.00)
1600-Summer School										
1600.51110. Wages Paid to Teachers - Summer School	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00	\$ 6,108.75	\$ -	\$ 6,108.75	\$ (1,108.75)	\$ -	\$ (1,108.75)
1600.51120. Wages Paid to Inst Aides - Summer School	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00	\$ 1,631.25	\$ -	\$ 1,631.25	\$ 618.75	\$ -	\$ 618.75
1600.51901. Wages Paid - Other Non-Cert - Summer School	\$ 2,400.00	\$ -	\$ -	\$ 2,400.00	\$ 1,747.25	\$ -	\$ 1,747.25	\$ 652.75	\$ -	\$ 652.75
1600.52200. FICA/Medicare Employer - Summer School	\$ 309.00	\$ -	\$ -	\$ 309.00	\$ 346.97	\$ -	\$ 346.97	\$ (37.97)	\$ -	\$ (37.97)
Total	\$ 9,959.00	\$ -	\$ -	\$ 9,959.00	\$ 9,834.22	\$ -	\$ 9,834.22	\$ 124.78	\$ -	\$ 124.78
1700-Tutoring										
1700.000100.51110. Wages Paid to Teacher Tutors - Reg Ed	\$ 4,000.00	\$ -	\$ -	\$ 4,000.00	\$ -	\$ -	\$ -	\$ 4,000.00	\$ -	\$ 4,000.00
1700.000100.52200. FICA/Medicare Employer - Reg Ed	\$ 700.00	\$ -	\$ -	\$ 700.00	\$ -	\$ -	\$ -	\$ 700.00	\$ -	\$ 700.00
1700.000200.51120. Wages Paid to Inst Aide Tutors - Spec Ed	\$ 6,000.00	\$ -	\$ -	\$ 6,000.00	\$ -	\$ -	\$ -	\$ 6,000.00	\$ -	\$ 6,000.00
1700.000200.52200. FICA/Medicare Employer - Spec Ed	\$ 8,000.00	\$ -	\$ -	\$ 8,000.00	\$ -	\$ -	\$ -	\$ 8,000.00	\$ -	\$ 8,000.00
1700.000200.53230. Purchased Pupil Services - Spec Ed	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 18,700.00	\$ -	\$ -	\$ 18,700.00	\$ -	\$ -	\$ -	\$ 18,700.00	\$ -	\$ 18,700.00
1800-Stipends - Sports Teams										
1800.51930. Sports Teams Stipends Paid	\$ 16,283.00	\$ -	\$ -	\$ 16,283.00	0.00	0.00	\$ -	\$ 16,283.00	\$ 16,283.00	\$ -
1800.52200. FICA/Medicare Employer	\$ 1,245.00	\$ -	\$ -	\$ 1,245.00	0.00	0.00	\$ -	\$ 1,245.00	\$ 1,245.00	\$ -

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10/31/2022**

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1800.53540. Sports Officials	\$ 3,570.00	\$ -	\$ -	\$ 3,570.00	540.00	0.00	\$ 540.00	\$ 3,030.00	\$ 3,030.00	\$ -
1800.56100. General Supplies - Sports Teams	\$ -	\$ -	\$ -	\$ -			\$ -	\$ -	\$ -	\$ -
Total	\$ 21,098.00	\$ -	\$ -	\$ 21,098.00	\$ 540.00	\$ -	\$ 540.00	\$ 20,558.00	\$ 20,558.00	\$ -
2110-Social Work Services										
2110.51900. Wages Paid - Social Worker	\$ 48,125.00	\$ -	\$ -	\$ 48,125.00	5,468.75	0.00	\$ 5,468.75	\$ 42,656.25	\$ 18,593.75	\$ 24,062.50
2110.52100. Group Life Insurance - Social Worker	\$ 38.00	\$ -	\$ -	\$ 38.00	7.90	0.00	\$ 7.90	\$ 30.10	\$ 11.00	\$ 19.10
2110.52200. FICA/Medicare Employer - Social Worker	\$ 700.00	\$ -	\$ -	\$ 700.00	74.94	0.00	\$ 74.94	\$ 625.06	\$ 273.97	\$ 351.10
2110.52800. Health Insurance - Social Worker	\$ 9,842.00	\$ -	\$ -	\$ 9,842.00	2,182.90	0.00	\$ 2,182.90	\$ 7,659.10	\$ 3,112.62	\$ 4,546.49
2110.56100. Supplies	\$ 200.00	\$ -	\$ -	\$ 200.00	0.00	0.00	\$ -	\$ 200.00	\$ 150.00	\$ 50.00
2110.56110. Instructional Supplies	\$ -	\$ -	\$ -	\$ -	24.94	0.00	\$ 24.94	\$ (24.94)	\$ -	\$ (24.94)
Total	\$ 58,905.00	\$ -	\$ -	\$ 58,905.00	\$ 7,759.43	\$ -	\$ 7,759.43	\$ 51,145.57	\$ 22,141.33	\$ 29,004.24
2130-Health Office										
2130.51901. Wages Paid - School Nurse	\$ 87,726.00	\$ -	\$ -	\$ 87,726.00	26,421.09	0.00	\$ 26,421.09	\$ 61,304.91	\$ 61,721.51	\$ (416.60)
2130.51910. Wages Paid - Nurse Substitutes	\$ 4,000.00	\$ -	\$ -	\$ 4,000.00	0.00	0.00	\$ -	\$ 4,000.00	\$ -	\$ 4,000.00
2130.51930. Nursing Stipends Paid	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	0.00	0.00	\$ -	\$ 2,000.00	\$ 2,000.00	\$ -
2130.52100. Group Life Insurance - Health Office	\$ 76.00	\$ -	\$ -	\$ 76.00	31.50	0.00	\$ 31.50	\$ 44.50	\$ 44.10	\$ 0.40
2130.52200. FICA/Medicare Employer - Health	\$ 8,486.00	\$ -	\$ -	\$ 8,486.00	1,996.47	0.00	\$ 1,996.47	\$ 6,489.53	\$ 6,727.51	\$ (237.98)
2130.52800. Health Insurance - Health Office	\$ 11,104.00	\$ -	\$ -	\$ 11,104.00	4,937.20	0.00	\$ 4,937.20	\$ 6,166.80	\$ 6,912.07	\$ (745.27)
2130.53230. Purchased Pupil Services	\$ 720.00	\$ -	\$ -	\$ 720.00	162.00	500.00	\$ 662.00	\$ 58.00	\$ 58.00	\$ -
2130.53300. Other Prof/Tech Services	\$ 600.00	\$ -	\$ -	\$ 600.00	630.00	0.00	\$ 630.00	\$ (30.00)	\$ -	\$ (30.00)
2130.54300. Repairs & Maint Equipment	\$ 200.00	\$ -	\$ -	\$ 200.00	0.00	0.00	\$ -	\$ 200.00	\$ 150.00	\$ 50.00
2130.55800. Conference/Travel - Health Office	\$ 700.00	\$ -	\$ -	\$ 700.00	0.00	0.00	\$ -	\$ 700.00	\$ -	\$ 700.00
2130.56100. Supplies	\$ 2,400.00	\$ -	\$ -	\$ 2,400.00	1,612.29	202.00	\$ 1,814.29	\$ 585.71	\$ 439.28	\$ 146.43
2130.56430. Professional Periodicals	\$ 100.00	\$ -	\$ -	\$ 100.00	0.00	0.00	\$ -	\$ 100.00	\$ -	\$ 100.00
2130.58100. Dues & Fees	\$ 600.00	\$ -	\$ -	\$ 600.00	113.00	0.00	\$ 113.00	\$ 487.00	\$ 487.00	\$ -
Total	\$ 118,712.00	\$ -	\$ -	\$ 118,712.00	\$ 35,903.55	\$ 702.00	\$ 36,605.55	\$ 82,106.45	\$ 78,539.47	\$ 3,566.98
2140-Psychological Services										
2140.51900. Wages Paid - School Psychologist	\$ 53,052.00	\$ -	\$ -	\$ 53,052.00	12,057.25	0.00	\$ 12,057.25	\$ 40,994.75	\$ 40,994.75	\$ -
2140.52100. Group Life Insurance - Psychologist	\$ 38.00	\$ -	\$ -	\$ 38.00	10.20	0.00	\$ 10.20	\$ 27.80	\$ 27.60	\$ 0.20
2140.52200. FICA/Medicare Employer - Psychologist	\$ 770.00	\$ -	\$ -	\$ 770.00	156.41	0.00	\$ 156.41	\$ 613.59	\$ 612.84	\$ 0.75
2140.52800. Health Insurance	\$ 20,714.00	\$ -	\$ -	\$ 20,714.00	9,348.05	0.00	\$ 9,348.05	\$ 11,365.95	\$ 13,200.47	\$ (1,834.52)
2140.53230. Purchased Pupil Services	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	0.00	0.00	\$ -	\$ 2,000.00	\$ 1,500.00	\$ 500.00
2140.56100. Assessment Supplies	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	1,095.56	0.00	\$ 1,095.56	\$ 904.44	\$ 678.33	\$ 226.11
2140.56110. Instructional Supplies - Psychologist	\$ 200.00	\$ -	\$ -	\$ 200.00	0.00	0.00	\$ -	\$ 200.00	\$ 150.00	\$ 50.00
Total	\$ 78,774.00	\$ -	\$ -	\$ 78,774.00	\$ 22,667.47	\$ -	\$ 22,667.47	\$ 56,106.53	\$ 57,163.99	\$ (1,057.46)
2150-Speech & Audiology Services										
2150.53230. Purchased Pupil Services	\$ 71,622.00	\$ -	\$ -	\$ 71,622.00	17,632.89	63,585.27	\$ 81,218.16	\$ (9,596.16)	\$ -	\$ (9,596.16)
2150.56100. Supplies	\$ 775.00	\$ -	\$ -	\$ 775.00	213.52	0.00	\$ 213.52	\$ 561.48	\$ 421.11	\$ 140.37
Total	\$ 72,397.00	\$ -	\$ -	\$ 72,397.00	\$ 17,846.41	\$ 63,585.27	\$ 81,431.68	\$ (9,034.68)	\$ 421.11	\$ (9,455.79)
2160-PT/OT Services										
2160.53230. Purchased Pupil Services	\$ -	\$ -	\$ -	\$ -	\$ 78.55	\$ 687.39	\$ -	\$ (765.94)	\$ -	\$ (765.94)
2160.56100. Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ -	\$ -	\$ -	\$ -	\$ 78.55	\$ 687.39	\$ -	\$ (765.94)	\$ -	\$ (765.94)
2210-Improvement of Instruction										
2210.53220. In Service	\$ 4,000.00	\$ -	\$ -	\$ 4,000.00	550.00	925.00	\$ 1,475.00	\$ 2,525.00	\$ -	\$ 2,525.00
2210.55800. Conference/Travel - Professional Development	\$ 6,000.00	\$ -	\$ -	\$ 6,000.00	0.00	0.00	\$ -	\$ 6,000.00	\$ -	\$ 6,000.00
2210.56100. Supplies	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	0.00	0.00	\$ -	\$ 2,000.00	\$ -	\$ 2,000.00
Total	\$ 12,000.00	\$ -	\$ -	\$ 12,000.00	\$ 550.00	\$ 925.00	\$ 1,475.00	\$ 10,525.00	\$ -	\$ 10,525.00
2230-Technology										
2230.51901. Wages Paid - Technology Staff	\$ 6,481.00	\$ -	\$ -	\$ 6,481.00	1,922.05	0.00	\$ 1,922.05	\$ 4,558.95	\$ 4,558.97	\$ (0.02)
2230.52100. Group Life Insurance - Technology	\$ 4.00	\$ -	\$ -	\$ 4.00	1.90	0.00	\$ 1.90	\$ 2.10	\$ 1.88	\$ 0.22
2230.52200. FICA/Medicare Employer - Technology	\$ 496.00	\$ -	\$ -	\$ 496.00	144.59	0.00	\$ 144.59	\$ 351.41	\$ 351.19	\$ 0.22
2230.52300. Pension Contributions - Technology	\$ 260.00	\$ -	\$ -	\$ 260.00	79.76	0.00	\$ 79.76	\$ 180.24	\$ 179.47	\$ 0.77
2230.52800. Health Insurance - Technology	\$ 1,111.00	\$ -	\$ -	\$ 1,111.00	592.49	0.00	\$ 592.49	\$ 518.51	\$ 592.44	\$ (73.93)
2230.53520. Other Technical Services	\$ 76,014.00	\$ -	\$ -	\$ 76,014.00	37,302.75	39,342.20	\$ 76,644.95	\$ (630.95)	\$ -	\$ (630.95)
2230.56100. Supplies	\$ 500.00	\$ -	\$ -	\$ 500.00	0.00	0.00	\$ -	\$ 500.00	\$ 375.00	\$ 125.00
2230.56500. Technology Supplies	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	0.00	0.00	\$ -	\$ 2,000.00	\$ 1,500.00	\$ 500.00
2230.57340. Technology Hardware - Instructional	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	5,400.00	0.00	\$ 5,400.00	\$ (3,400.00)	\$ -	\$ (3,400.00)
2230.57341. Technology Hardware - Non-Instructional	\$ 3,000.00	\$ -	\$ -	\$ 3,000.00	0.00	0.00	\$ -	\$ 3,000.00	\$ 2,250.00	\$ 750.00
2230.57350. Software - Instructional	\$ 28,856.00	\$ -	\$ -	\$ 28,856.00	15,253.90	0.00	\$ 15,253.90	\$ 13,602.10	\$ 13,602.10	\$ -

**BOE Budget v. Actual
10/31/2022**

	Approved Budget	Current Mo. Budget Trf	Prior YTD Budget Trfs	Revised Budget	Year to Date Actual	Encumbered/ Ordered	Total Expenditures	Variance	Forecasted Expenditure	Forecasted Balance
2230.57351. Software - Non-Instructional	\$ 33,145.00	\$ -	\$ -	\$ 33,145.00	3,556.50	0.00	\$ 3,556.50	\$ 29,588.50	\$ 29,588.50	\$ -
Total	\$ 153,867.00	\$ -	\$ -	\$ 153,867.00	\$ 64,253.94	\$ 39,342.20	\$ 103,596.14	\$ 50,270.86	\$ 52,999.55	\$ (2,728.69)
2310-Board of Education										
2310.51901. Wages Paid - Non-Certified - BOE Admin Office	\$ 12,635.00	\$ 12,632.84	\$ -	\$ 25,267.84	7,343.47	0.00	\$ 7,343.47	\$ 17,924.37	\$ 17,924.37	\$ -
2310.52100. Group Life Insurance - BOE Office	\$ 8.00	\$ -	\$ -	\$ 8.00	5.62	0.00	\$ 5.62	\$ 2.38	\$ 9.50	\$ (7.12)
2310.52200. FICA/Medicare Employer - BOE Office	\$ 967.00	\$ -	\$ -	\$ 967.00	540.64	0.00	\$ 540.64	\$ 426.36	\$ 1,392.40	\$ (966.04)
2310.52300. Pension Contributions - BOE Office	\$ 506.00	\$ -	\$ -	\$ 506.00	311.00	0.00	\$ 311.00	\$ 195.00	\$ 699.74	\$ (504.74)
2310.52600. Unemployment Compensation - BOE Office	\$ 3,000.00	\$ -	\$ -	\$ 3,000.00	0.00	0.00	\$ -	\$ 3,000.00	\$ -	\$ 3,000.00
2310.52700. Workers' Compensation - BOE Office	\$ 21,927.00	\$ -	\$ -	\$ 21,927.00	9,508.29	12,418.71	\$ 21,927.00	\$ -	\$ -	\$ -
2310.52800. Health Insurance - BOE Office	\$ 4,674.00	\$ -	\$ -	\$ 4,674.00	3,800.94	0.00	\$ 3,800.94	\$ 873.06	\$ 6,334.97	\$ (5,461.91)
2310.53020. Legal Services - BOE Office	\$ 15,000.00	\$ -	\$ -	\$ 15,000.00	0.00	0.00	\$ -	\$ 15,000.00	\$ -	\$ 15,000.00
2310.55200. Property/Liability Insurance - BOE Office	\$ 19,620.00	\$ -	\$ -	\$ 19,620.00	11,057.50	9,810.50	\$ 20,868.00	\$ (1,248.00)	\$ -	\$ (1,248.00)
2310.55400. Advertising - BOE Office	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	2,195.60	1,230.20	\$ 3,425.80	\$ (1,425.80)	\$ -	\$ (1,425.80)
2310.55800. Conference/Travel - BOE Office	\$ 300.00	\$ -	\$ -	\$ 300.00	0.00	0.00	\$ -	\$ 300.00	\$ -	\$ 300.00
2310.56100. Supplies - BOE Office	\$ 1,400.00	\$ -	\$ -	\$ 1,400.00	34.49	0.00	\$ 34.49	\$ 1,365.51	\$ 1,024.13	\$ 341.38
2310.58100. Dues & Fees - BOE Office	\$ 2,572.00	\$ -	\$ -	\$ 2,572.00	0.00	0.00	\$ -	\$ 2,572.00	\$ 2,572.00	\$ -
2310.58900. Graduation Costs - BOE Office	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	0.00	0.00	\$ -	\$ 1,000.00	\$ 1,000.00	\$ -
2310.58990. Other Expenses	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	0.00	0.00	\$ -	\$ 1,000.00	\$ 1,000.00	\$ -
Total	\$ 86,609.00	\$ 12,632.84	\$ -	\$ 99,241.84	\$ 34,797.55	\$ 23,459.41	\$ 58,256.96	\$ 40,984.88	\$ 31,957.11	\$ 9,027.77
2320-Superintendents Office										
2320.51900. Wages Paid - Superintendent	\$ 77,950.00	\$ -	\$ -	\$ 77,950.00	23,076.96	0.00	\$ 23,076.96	\$ 54,873.04	\$ 51,923.04	\$ 2,950.00
2320.51901. Wages Paid - Non-Certified - Supt Admin Office	\$ 12,635.00	\$ 12,632.84	\$ -	\$ 25,267.84	7,343.47	0.00	\$ 7,343.47	\$ 17,924.37	\$ 17,924.37	\$ -
2320.52100. Group Life Insurance - Superintendent Office	\$ 134.00	\$ -	\$ -	\$ 134.00	5.63	0.00	\$ 5.63	\$ 128.37	\$ 9.49	\$ 118.88
2320.52200. FICA/Medicare Employer - Superintendent	\$ 2,126.00	\$ -	\$ -	\$ 2,126.00	875.33	0.00	\$ 875.33	\$ 1,250.67	\$ 2,145.21	\$ (894.54)
2320.52300. Pension Contributions - Superintendent's Office	\$ 506.00	\$ -	\$ -	\$ 506.00	311.00	0.00	\$ 311.00	\$ 195.00	\$ 699.74	\$ (504.74)
2320.52800. Health Insurance - Superintendent's Office	\$ 4,674.00	\$ -	\$ -	\$ 4,674.00	3,800.97	0.00	\$ 3,800.97	\$ 873.03	\$ 6,334.94	\$ (5,461.91)
2320.55800. Conference/Travel - Superintendent's Office	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	0.00	0.00	\$ -	\$ 1,000.00	\$ -	\$ 1,000.00
2320.56100. Supplies - Superintendent's Office	\$ 300.00	\$ -	\$ -	\$ 300.00	0.00	0.00	\$ -	\$ 300.00	\$ 225.00	\$ 75.00
2320.58100. Dues & Fees - Superintendent's Office	\$ 3,541.00	\$ -	\$ -	\$ 3,541.00	0.00	0.00	\$ -	\$ 3,541.00	\$ 3,541.00	\$ -
Total	\$ 102,866.00	\$ 12,632.84	\$ -	\$ 115,498.84	\$ 35,413.36	\$ -	\$ 35,413.36	\$ 80,085.48	\$ 82,802.79	\$ (2,717.31)
2400-School Administration Office										
2400.51900. Wages Paid - Principal	\$ 128,427.00	\$ -	\$ -	\$ 128,427.00	39,516.72	0.00	\$ 39,516.72	\$ 88,910.28	\$ 88,909.63	\$ 0.65
2400.51901. Wages Paid - Non-Certified - School Administration	\$ 77,361.00	\$ -	\$ -	\$ 77,361.00	21,067.67	0.00	\$ 21,067.67	\$ 56,293.33	\$ 58,769.77	\$ (2,476.44)
2400.52100. Group Life Insurance - School Administration Office	\$ 194.00	\$ -	\$ -	\$ 194.00	78.33	0.00	\$ 78.33	\$ 115.67	\$ 115.71	\$ (0.04)
2400.52200. FICA/Medicare Employer - School Administration	\$ 7,781.00	\$ -	\$ -	\$ 7,781.00	2,161.93	0.00	\$ 2,161.93	\$ 5,619.07	\$ 5,794.95	\$ (175.88)
2400.52300. Pension Contributions - School Admin Office	\$ 3,095.00	\$ -	\$ -	\$ 3,095.00	0.00	0.00	\$ -	\$ 3,095.00	\$ -	\$ 3,095.00
2400.52800. Health Insurance - School Administration Office	\$ 25,566.00	\$ -	\$ -	\$ 25,566.00	11,553.80	0.00	\$ 11,553.80	\$ 14,012.20	\$ 16,175.29	\$ (2,163.09)
2400.53300. Other Prof/Tech Services	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	0.00	0.00	\$ -	\$ 2,000.00	\$ 1,500.00	\$ 500.00
2400.55301. Postage	\$ 3,500.00	\$ -	\$ -	\$ 3,500.00	914.59	0.00	\$ 914.59	\$ 2,585.41	\$ 1,939.06	\$ 646.35
2400.55800. Conference/Travel - School Administration Office	\$ 750.00	\$ -	\$ -	\$ 750.00	0.00	0.00	\$ -	\$ 750.00	\$ -	\$ 750.00
2400.56100. Supplies	\$ 2,500.00	\$ -	\$ -	\$ 2,500.00	450.23	0.00	\$ 450.23	\$ 2,049.77	\$ 1,537.33	\$ 512.44
2400.58100. Dues & Fees - School Administration	\$ 952.00	\$ -	\$ -	\$ 952.00	956.00	0.00	\$ 956.00	\$ (4.00)	\$ -	\$ (4.00)
Total	\$ 252,126.00	\$ -	\$ -	\$ 252,126.00	\$ 76,699.27	\$ -	\$ 76,699.27	\$ 175,426.73	\$ 174,741.74	\$ 684.99
2510-Business Office										
2510.51901. Wages Paid - Non Certified - Business Office	\$ 104,919.00	\$ -	\$ -	\$ 104,919.00	31,634.39	0.00	\$ 31,634.39	\$ 73,284.61	\$ 73,286.56	\$ (1.95)
2510.52100. Group Life Insurance - Business Office	\$ 72.00	\$ -	\$ -	\$ 72.00	29.63	0.00	\$ 29.63	\$ 42.37	\$ 42.19	\$ 0.18
2510.52200. FICA/Medicare Employer - Business Office	\$ 8,027.00	\$ -	\$ -	\$ 8,027.00	2,397.72	0.00	\$ 2,397.72	\$ 5,629.28	\$ 5,628.55	\$ 0.73
2510.52300. Pension Contributions - Business Office	\$ 4,834.00	\$ -	\$ -	\$ 4,834.00	1,487.04	0.00	\$ 1,487.04	\$ 3,346.96	\$ 3,346.03	\$ 0.93
2510.52800. Health Insurance - Business Office	\$ 9,994.00	\$ -	\$ -	\$ 9,994.00	4,344.71	0.00	\$ 4,344.71	\$ 5,649.29	\$ 6,319.63	\$ (670.34)
2510.53300. Other Prof/Tech Services - Business Office	\$ 15,000.00	\$ -	\$ -	\$ 15,000.00	3,542.11	0.00	\$ 3,542.11	\$ 11,457.89	\$ 11,457.89	\$ -
2510.53410. Audit/Accounting Services - Business Office	\$ 25,850.00	\$ -	\$ -	\$ 25,850.00	4,830.23	10,000.00	\$ 14,830.23	\$ 11,019.77	\$ 11,019.77	\$ -
2510.55800. Conference/Travel - Business Office	\$ 300.00	\$ -	\$ -	\$ 300.00	0.00	0.00	\$ -	\$ 300.00	\$ -	\$ 300.00
2510.56100. Supplies - Business Office	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	1,195.86	113.09	\$ 1,308.95	\$ (308.95)	\$ -	\$ (308.95)
Total	\$ 169,996.00	\$ -	\$ -	\$ 169,996.00	\$ 49,461.69	\$ 10,113.09	\$ 59,574.78	\$ 110,421.22	\$ 111,100.62	\$ (679.40)
2600-Building & Grounds										
2600.51901. Wages Paid - Building Maintenance	\$ 114,615.00	\$ -	\$ -	\$ 114,615.00	31,962.31	0.00	\$ 31,962.31	\$ 82,652.69	\$ 76,763.33	\$ 5,889.36
2600.52100. Group Life Insurance - Maintenance Department	\$ 189.00	\$ -	\$ -	\$ 189.00	37.80	0.00	\$ 37.80	\$ 151.20	\$ 136.84	\$ 14.36
2600.52200. FICA/Medicare Employer - Maintenance	\$ 8,768.00	\$ -	\$ -	\$ 8,768.00	2,298.94	0.00	\$ 2,298.94	\$ 6,469.06	\$ 6,301.59	\$ 167.47
2600.52300. Pension Contributions - Maintenance Office	\$ 4,585.00	\$ -	\$ -	\$ 4,585.00	1,048.64	0.00	\$ 1,048.64	\$ 3,536.36	\$ 3,589.36	\$ (53.00)
2600.52800. Health Insurance - Maintenance	\$ 39,949.00	\$ -	\$ -	\$ 39,949.00	25,921.95	0.00	\$ 25,921.95	\$ 14,027.05	\$ 36,290.76	\$ (22,263.71)

**BOE Budget v. Actual
10/31/2022**

	Approved Budget	Current Mo. Budget Trf	Prior YTD Budget Trfs	Revised Budget	Year to Date Actual	Encumbered/Ordered	Total Expenditures	Variance	Forecasted Expenditure	Forecasted Balance
2600.54010. Purchased Property Services	\$ 30,081.00	\$ -	\$ -	\$ 30,081.00	12,305.40	19,602.42	\$ 31,907.82	\$ (1,826.82)	\$ -	\$ (1,826.82)
2600.54101. Rubbish Removal	\$ 8,700.00	\$ -	\$ -	\$ 8,700.00	3,331.39	5,560.20	\$ 8,891.59	\$ (191.59)	\$ -	\$ (191.59)
2600.54300. Equipment Repairs & Maint	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00	574.90	0.00	\$ 574.90	\$ 4,425.10	\$ 3,318.83	\$ 1,106.28
2600.54301. Building Repairs & Maint	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00	6,361.28	3,052.00	\$ 9,413.28	\$ (4,413.28)	\$ (3,309.96)	\$ (1,103.32)
2600.54411. Water	\$ 3,000.00	\$ -	\$ -	\$ 3,000.00	704.72	2,250.00	\$ 2,954.72	\$ 45.28	\$ -	\$ 45.28
2600.54412. Sewer	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	508.18	1,500.00	\$ 2,008.18	\$ (8.18)	\$ -	\$ (8.18)
2600.55300. Communications - Telephone & Internet	\$ 12,000.00	\$ -	\$ -	\$ 12,000.00	5,395.25	5,225.00	\$ 10,620.25	\$ 1,379.75	\$ -	\$ 1,379.75
2600.55800. Conference/Travel - Building Maintenance	\$ 100.00	\$ -	\$ -	\$ 100.00	0.00	0.00	\$ -	\$ 100.00	\$ -	\$ 100.00
2600.56100. General Supplies - Maintenance Department	\$ 16,000.00	\$ -	\$ -	\$ 16,000.00	1,119.92	0.00	\$ 1,119.92	\$ 14,880.08	\$ 11,160.06	\$ 3,720.02
2600.56220. Electricity	\$ 60,000.00	\$ -	\$ -	\$ 60,000.00	19,758.28	46,753.28	\$ 66,511.56	\$ (6,511.56)	\$ -	\$ (6,511.56)
2600.56230. Liquid Propane	\$ 12,000.00	\$ -	\$ -	\$ 12,000.00	1,918.76	10,081.24	\$ 12,000.00	\$ -	\$ -	\$ -
2600.56240. Heating Oil	\$ 23,400.00	\$ -	\$ -	\$ 23,400.00	0.00	24,889.45	\$ 24,889.45	\$ (1,489.45)	\$ 14,400.00	\$ (15,889.45)
2600.56260. Gasoline	\$ 600.00	\$ -	\$ -	\$ 600.00	383.39	0.00	\$ 383.39	\$ 216.61	\$ 216.61	\$ -
2600.57300. Equipment	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	0.00	0.00	\$ -	\$ 1,000.00	\$ 750.00	\$ 250.00
2600.57330. Furniture & Fixtures	\$ -	\$ -	\$ -	\$ -	0.00	0.00	\$ -	\$ -	\$ -	\$ -
Total	\$ 346,987.00	\$ -	\$ -	\$ 346,987.00	\$ 113,631.11	\$ 118,913.59	\$ 232,544.70	\$ 114,442.30	\$ 149,617.42	\$ (35,175.11)
2700-Student Transportation										
2700.55100. Contracted Pupil Transp Reg	\$ 372,605.00	\$ -	\$ -	\$ 372,605.00	45,908.04	312,516.48	\$ 358,424.52	\$ 14,180.48	\$ 14,180.48	\$ -
2700.55108. Contracted Pupil Transp Spec Ed HS	\$ 58,500.00	\$ -	\$ -	\$ 58,500.00	102,610.00	61,990.00	\$ 164,600.00	\$ (106,100.00)	\$ -	\$ (106,100.00)
2700.55109. Contracted Pupil Transp Spec Ed Elem\Summer School	\$ 49,317.00	\$ -	\$ -	\$ 49,317.00	92,785.00	390.00	\$ 93,175.00	\$ (43,858.00)	\$ -	\$ (43,858.00)
2700.55150. Contracted Pupil Transp Athletics/Ext Curr	\$ 8,775.00	\$ -	\$ -	\$ 8,775.00	1,776.88	0.00	\$ 1,776.88	\$ 6,998.12	\$ 6,998.12	\$ -
2700.55151. Contracted Pupil Transp Field Trips	\$ 2,500.00	\$ -	\$ -	\$ 2,500.00	273.00	0.00	\$ 273.00	\$ 2,227.00	\$ -	\$ 2,227.00
2700.56260. Gasoline	\$ 35,000.00	\$ -	\$ -	\$ 35,000.00	7,040.60	28,559.40	\$ 35,600.00	\$ (600.00)	\$ -	\$ (600.00)
Total	\$ 526,697.00	\$ -	\$ -	\$ 526,697.00	\$ 250,393.52	\$ 403,455.88	\$ 653,849.40	\$ (127,152.40)	\$ 21,178.60	\$ (148,331.00)
6000-HS Tuition										
6000.000100.55610. Tuition - HS Regular Ed - public schools	\$ 1,053,516.00	\$ -	\$ -	\$ 1,053,516.00	336,624.50	744,717.50	\$ 1,081,342.00	\$ (27,826.00)	\$ -	\$ (27,826.00)
6000.000200.55610. Tuition - HS Special Ed - public schools	\$ 659,932.00	\$ -	\$ -	\$ 659,932.00	101,971.11	653,977.30	\$ 755,948.41	\$ (96,016.41)	\$ (41,289.21)	\$ (54,727.20)
6000.000200.55630. Tuition - HS Special Ed - private schools	\$ 238,105.00	\$ -	\$ -	\$ 238,105.00	200,201.00	118,230.00	\$ 318,431.00	\$ (80,326.00)	\$ (58,954.15)	\$ (21,371.85)
Total	\$ 1,951,553.00	\$ -	\$ -	\$ 1,951,553.00	\$ 638,796.61	\$ 1,516,924.80	\$ 2,155,721.41	\$ (204,168.41)	\$ (100,243.36)	\$ (103,925.05)
6100-Elementary Tuition										
6100.55631. Tuition - Elem Special Ed - private schools	\$ 159,169.00	\$ -	\$ -	\$ 159,169.00	29,142.57	199,372.83	\$ 228,515.40	\$ (69,346.40)	\$ (53,374.58)	\$ (15,971.82)
6100.000100.55660. Tuition - Elem Magnet Schools	\$ 52,552.00	\$ -	\$ -	\$ 52,552.00	30,888.00	6,558.00	\$ 37,446.00	\$ 15,106.00	\$ -	\$ 15,106.00
6100.000200.55660. Tuition - Elem Magnet Schools - Special Ed	\$ 113,340.00	\$ -	\$ -	\$ 113,340.00	6,460.00	141,660.00	\$ 148,120.00	\$ (34,780.00)	\$ (5,347.30)	\$ (29,432.70)
Total	\$ 325,061.00	\$ -	\$ -	\$ 325,061.00	\$ 66,490.57	\$ 347,590.83	\$ 414,081.40	\$ (89,020.40)	\$ (58,721.88)	\$ (30,298.52)
Total Expenditures	\$ 6,895,693.00	\$ -	\$ -	\$ 6,895,693.00	\$ 1,989,701.45	\$ 2,542,431.63	\$ 4,531,367.14	\$ 2,363,559.92	\$ 2,382,318.08	\$ (18,758.16)

MARB Meeting Dates: 2023

Date	Meeting	Time	Tentative Location	Subcommittee Notes
January				
1/12/23	Full MARB	10:00 AM	Board of Regents	
1/24/23	West Haven Subcommittee	10:00 AM	West Haven City Hall	
1/26/23	Hartford Subcommittee	10:00 AM	Remote	FY22 Audit
February				
2/16/23	Full MARB	10:00 AM	Remote	
2/21/23	West Haven Subcommittee	10:00 AM	West Haven City Hall	BOE Budget
March				
3/9/23	Full MARB	10:00 AM	Board of Regents	
3/21/23	West Haven Subcommittee	10:00 AM	West Haven City Hall	City Budget/5YP
3/23/23	Hartford Subcommittee	10:00 AM	Remote	BOE Budget
3/23/23	Sprague Subcommittee	12:30 PM	Remote	Audit/BOE Budget
April				
4/13/23	Full MARB	10:00 AM	Board of Regents	
4/25/23	West Haven Subcommittee	10:00 AM	West Haven City Hall	
4/27/23	Hartford Subcommittee	10:00 AM	Remote	City Budget/5YP
4/27/23	Sprague Subcommittee	12:30 PM	Remote	Town Budget/5YP
May				
5/11/23	Full MARB	10:00 AM	Board of Regents	
5/23/23	West Haven Subcommittee	10:00 AM	West Haven City Hall	
June				
6/15/23	Full MARB	10:00 AM	Remote	
6/20/23	West Haven Subcommittee	10:00 AM	West Haven City Hall	
6/22/23	Hartford Subcommittee	10:00 AM	Remote	

Date	Meeting	Time	Tentative Location	Subcommittee Notes
July				
7/13/23	Full MARB	10:00 AM	Legislative Office Bldg	
7/25/23	West Haven Subcommittee	10:00 AM		
August				
<i>No meetings scheduled in August</i>				
September				
9/7/23	Full MARB	10:00 AM	Legislative Office Bldg	
9/19/23	West Haven Subcommittee	10:00 AM	West Haven City Hall	
9/21/23	Hartford Subcommittee	10:00 AM	Remote	
October				
10/5/23	Full MARB	10:00 AM	Legislative Office Bldg	
10/17/23	West Haven Subcommittee	10:00 AM	West Haven City Hall	
November				
11/2/23	Full MARB	10:00 AM	Legislative Office Bldg	
11/14/23	West Haven Subcommittee	10:00 AM	West Haven City Hall	
11/16/23	Hartford Subcommittee	10:00 AM	Remote	
December				
12/7/23	Full MARB	10:00 AM	Legislative Office Bldg	
12/19/23	West Haven Subcommittee	10:00 AM	West Haven City Hall	