

STATE OF CONNECTICUT  
MUNICIPAL ACCOUNTABILITY REVIEW BOARD  
**SPRAGUE SUBCOMMITTEE**  
SPECIAL MEETING NOTICE AND AGENDA

**Meeting Date and Time:** Thursday, May 6, 2021 10:00 AM – 12:00 PM

**Meeting Location:** This will be a virtual meeting. Meeting materials can be found at <https://portal.ct.gov/OPM/Marb/Sprague-Committee-Meetings-and-Materials>

**Call-in Instructions:** Telephone: (860) 840-2075  
Access Code: 377 458 089

**Agenda**

- I. Call to Order
- II. Approval of Minutes:
  - a. March 25, 2021 Subcommittee Special Meeting
- III. Review, Discussion and Possible Action: Labor Contract
  - a. MEUI Local 506
- IV. Review, Discussion and Possible Action: FY 2022 Recommended Budget
- V. Review and Discussion: Updated 5-Year Plan
- VI. Adjourn

**DRAFT**

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

**Meeting Date and Time:** Thursday, March 25, 2021 12:30 PM – 2:00 PM

**Meeting Location:** This was a virtual meeting. Meeting materials can be found at <https://portal.ct.gov/OPM/Marb/Sprague-Committee-Meetings-and-Materials>

**Call-in Instructions:** Telephone: (860) 840-2075  
Access Code: 644 978 872

**Members in Attendance:** Kimberly Kennison (OPM Secretary designee), Christine Shaw (State Treasurer designee), Mark Waxenberg

**Town Officials in Attendance:** First Selectman Cheryl Blanchard, Melissa Sevigny, Superintendent William Hull, Michele Demicco.

**OPM Staff in Attendance:** Julian Freund

I. Call to Order

The meeting was called to order at 12:36 PM

II. Approval of Minutes:

a. November 18, 2020 Subcommittee Special Meeting

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

III. Review and Discussion: FY 2020 Financial Statements and Audit

Susan Jones and Jason Cote, of Hoyt, Filippetti & Malaghan, LLC, summarized the results of the Town's FY 2020 financial statements and audit. The auditors issued a clean opinion of the financial statements. The deficit in the General Fund was reduced from a deficit of approximately (\$800,000) to a deficit of about (\$48,000) as of June 30, 2020. The Capital Non-Recurring Fund deficit grew in FY 2020 to a final deficit amount of approximately (\$635,000). Individual projects may have negative balances for one of two reasons; either funding has been approved or awarded but not yet received, or the project has no funding or insufficient funding authorized. This issue resulted in a new finding in this year's audit.

Members discussed the reporting schedule the Town uses to track the projects in the Capital Non-Recurring Fund. Several prior year findings are repeated in the FY 2020 audit. Some have since been resolved or are nearing the point of having been resolved, but were still open items at fiscal year end and therefore are reported in the FY 2020 audit. The finding regarding internal controls for the Child Nutrition Fund has been resolved. The finding regarding general ledger systems is in the process of being resolved. Both will likely be closed out in the next audit. The finding regarding Policies and Procedures may carry over again due to the length of time it will take to develop a comprehensive manual. Several findings from the prior year were closed, including the internal control finding for the Water and Sewer Authority and two grant compliance issues. The Town indicated that it intends to hire outside help to complete the Policies and Procedures Manual. The Board of Education continues to update its manual.

#### IV. Review and Discussion: Board of Education FY 2022 Recommended Budget

Superintendent Hull summarized the Board of Education FY 2022 Budget. The FY 2022 budget increases by \$98,544, or 1.47%, which is just under the assumed 1.5% increase in the 5-Year Plan. The only staffing increase is a 0.2 FTE adjustment for the Social Worker position. Special Education private tuition at the high school level and both regular and special education tuition for elementary school, magnet schools and school choice are all increasing. Some savings are realized in regular education and public special education tuition at the high school level, as well as private special education tuition at the elementary school level. Savings have also been realized in special education transportation costs. The move to multi-age classrooms at Sayles School has led to several more students opting to attend magnet schools which has added some cost.

Mr. Hull indicated that the BOE is exploring infrastructure, curriculum and some items that have been reduced in recent years as potential uses of anticipated Federal funding. The BOE is reluctant to direct the funding to additional staffing since the funding is one-time.

An enrollment increase at the high school age is projected in three years.

Ms. Shaw asked about short-term needs caused by the pandemic which could be addressed by the Federal funds. Mr. Hull said planning has begun to anticipated infrastructure improvements that will help reduce costs in the long-run, such as HVAC efficiencies and installation of solar panels.

#### V. Adjourn

Ms. Shaw made a motion to adjourn, with a second by Mr. Waxenberg. The meeting adjourned at 1:28 PM.

**MEMORANDUM**  
**Municipal Accountability Review Board**

**To:** Members of the Municipal Accountability Review Board  
**From:** Julian Freund, OPM  
**Subject:** Agreement Between Town of Sprague and MEUI Local 506  
**Date:** May 4, 2021

**Background**

The previous collective bargaining agreement between the Town of Sprague and MEUI Local 506 expired June 30, 2020. An Agreement for a successor contract with a term of July 1, 2020 to June 20, 2023 was signed by the Town and the union on April 26.

According to the Town’s Memorandum of Agreement (MOA) with the Office of Policy and Management (OPM), the MARB has the option of approving, rejecting, or taking no action on the contract. Based on the MOA and statutory provisions, the MARB has until June 9 to approve or reject the contract if it chooses to take action.

This bargaining unit covers four Public Works employees of the Town.

**Summary of Major Economic Provisions**

**Wages**

The Agreement provides for wage adjustments as shown in the table below.

<b>Year</b>	<b>General Wage Increase</b>	<b>Step Advancement</b>
2020/21	2.0%	Yes
2021/22	2.0%	Yes
2022/23	2.0%	Yes

In the attached financial analysis provided by the Town, the general wage increases are projected to add \$13,455 in additional salary expense over the life of the contract. The FY 2021 general wage adjustment is retroactive to July 1, 2020. The FY 2021 and FY 2022 wage increases have been incorporated into current year projections and the FY 2022 budget. Each of the current members is at the top step of the salary table.

The prior contract for Local 506 provided for the following wage adjustments:

<b>Year</b>	<b>General Wage Increase</b>	<b>Step Advancement</b>
2017/18	2.2%	Yes
2018/19	2.2%	Yes
2019/20	2.2%	Yes

### Reimbursable Expenses

The Agreement also provides for several adjustments to certain reimbursable expenses effective July 1, 2021, as follows:

- Reimbursement for safety footwear is increased from \$150/year to \$175/year
- Reimbursement for clothing expense is increased from \$250/year to \$300/year
- A new reimbursement for prescription eyewear at \$150/year

The combined cost of the above reimbursements is shown in the financial impact to be \$900 per year.

### Health Insurance

No changes are made to health insurance provisions in the Agreement. Employees are enrolled in the State Partnership health plan and pay 13% toward the premium cost.

### Attachments

- Copy of Final Contract
- New and Revised Language in Contract
- Financial Analysis
- Comparables

**AGREEMENT**

**BETWEEN THE**

**TOWN OF SPRAGUE**

**AND**

**MUNICIPAL EMPLOYEES UNION INDEPENDENT (MEUI)  
LOCAL UNION 506**

**JULY 1, 2020 - JUNE 30, 2023**



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**ARTICLE V - CHECK-OFF**

- 5.1 The Town shall provide the Union with electronic notification of the name, job title, home or cell phone numbers, home address, and personal and work e-mail addresses of any newly hired employee within seven (7) days of the date of hire.
- 5.2 The Town agrees to deduct from the pay of ~~the bargaining unit members~~ its employees such membership dues, ~~initiation fees, service fees, or reinstatement of service fees~~ as may be fixed by the Union: beginning with the employee’s first payroll period. Such deductions shall continue for the duration of the Agreement or any extension thereof. Employees may express authorization for payroll deduction of membership dues by submitting to the Union a written membership form, or by any other means of indicating agreement allowable under state and federal law. The Union will submit to the Town a list of members who have authorized payroll deduction and shall provide the Town with verification that payroll deduction have been authorized by the employee only in the event a question arises about an employee’s membership status. An employee who is paying dues may withdraw from membership in the Union and stop making those payments by giving written notice to the Union and the Town which notice must be received or postmarked during the period not less than thirty (30) and not more than forty-five (45) days before the annual anniversary date of the employee’s authorization or the date of termination of the applicable contract between the Town and the Union, whichever occurs sooner. The Town will honor employee checkoff authorizations unless they are revoked in writing during the window period, regardless of whether the employee is a member of the Union
- ~~5.2 An employee who fails to become a member of the Union or an employee whose membership is terminated for nonpayment of dues or who resigns from membership shall be required to pay an~~

~~agency service fee. Dues and fees shall be calculated effective the beginning of the first full pay period following initial employment.~~

- 5.4 The deduction of Union ~~fees and dues or service fees~~ for any month shall be authorized on the approved form (see Appendix A) and be made on a bi-weekly basis during the applicable month and shall be remitted to the Union. ~~The payment of applicable fees, dues and/or service fees is a condition of employment.~~

## **ARTICLE VII - GRIEVANCE PROCEDURE**

### 7.2 Procedural Steps.

Step 1 - Written Grievance to First Selectman. Not later than fourteen (14) days after the event giving rise to the grievance, or fourteen (14) days after the employee should have reasonably learned of the event giving rise to the grievance, whichever is later, the employee shall submit a written grievance to the First Selectman or his/her designee. The First Selectman or his/her designee, shall meet with the grievant and/or Union Representative and give his/her written answer to the grievance within ten (10) calendar days after receipt of the written grievance, which answer shall be final and binding on the employee, the Union and the Employer unless it is timely appealed to arbitration by the Union in accordance with the procedures set forth in Article VIII of this Agreement.

- 7.3 Written Presentation. All grievances presented at Step 1 of this procedure shall be signed, numbered and dated, by the aggrieved employee and/or his/her Local Union Representative and shall set forth the facts giving rise to the grievance; the provision(s) of the Agreement, if any, alleged to have been violated; the names of the aggrieved employee(s); and the remedy sought by the Union. All written answers submitted by the Employer shall be signed and dated by the appropriate Employer representative.

## **ARTICLE VIII - ARBITRATION**

- 8.4 Arbitrator's Jurisdiction. The jurisdiction and authority of the arbitrator and his/her opinion and award shall be confined to the interpretation and/or application of the provision(s) of this Agreement at issue between the Union and the Employer. He/She shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement. The arbitrator shall not have jurisdiction to hear or decide more than one (1) grievance without the mutual consent of the Employer and the Union. The written award of the arbitrator on the merits of any grievance adjudicated within his jurisdiction and authority shall be final and binding on the aggrieved employee, the Union, and the Employer. The standard of proof in disciplinary case shall be based on a preponderance of the evidence.

## **ARTICLE IX - PROBATIONARY PERIOD**

- 9.2 Employees may be disciplined or discharged during the probationary period without cause. Probationary employees ~~and the Union~~ shall have no recourse to the grievance and/or arbitration procedure. The time period described in this Article means six (6) months of actual service.

### **ARTICLE XIII - WAGES**

- 13.2 Effective ~~and retroactive to~~ July 1, ~~2017~~2020, the salary schedule in effect July 1, ~~2016~~2019, shall be increased by two ~~and two tenths~~ (2.20) percent.
- 13.3 Effective July 1, ~~2018~~2021, the adjusted salary schedule in effect July 1, ~~2017~~2020, shall be increased by an additional two ~~and two tenths~~ (2.20) percent.
- 13.4 Effective July 1, ~~2019~~2022, the adjusted salary schedule in effect July 1, ~~2018~~2021, shall be increased by an additional two ~~and two tenths~~ (2.20) percent.

### **ARTICLE XIV - HOURS OF WORK AND OVERTIME**

- 14.3 Hours of Work. Normal working hours for full-time employees are from 7:00 a.m. until 3:30 p.m., Monday through Friday, for a forty (40) hour work week. Summer Hours shall be modified to be from 6:00 a.m. until 2:30 p.m., Monday through Friday, for a forty (40) hour work week, and occur from ~~June~~May 15 through ~~August~~September 15 ~~and may be extended or amended by mutual agreement between the parties~~. Notwithstanding the above, the Employer will have the right to assign employees to different working hours and days if required by operational needs. Employees will receive two (2) weeks written notice of any changes in the normal workweek, except in emergencies.
- 14.4 Meal Periods. There shall be a one-half (1/2) hour unpaid meal period during the course of the regular workday. The employer may schedule a working lunch provided the end of the workday is adjusted accordingly. ~~Employees working at the transfer station shall have a paid working lunch~~. Employees will not take Town vehicles home during lunch or on break times.
- 14.7 Overtime Pay. Overtime at the rate of time and one half (1 1/2) an employee's regular hourly rate of pay shall be paid for all hours ~~actually~~-worked beyond forty (40) hours in a seven (7) day work cycle, such pay to be calculated in fifteen (15) minute segments. Compensatory time off in lieu of overtime payments may be offered up to a maximum of 240 hours which represents not more than 160 hours of actual overtime worked. ~~Hours worked includes all paid time~~.
- 14.8 Required Overtime. The First Selectman or his/~~her~~ designee(s) shall have the right to require overtime work and employees may not refuse overtime assignments.
- 14.9 Any employee who works on a holiday shall be compensated at the rate of double time plus his/~~her~~ regular holiday pay.

### **ARTICLE XV - HOLIDAYS**

~~15.4 In order to be eligible for holiday leave, the full-time employee must be present the last working day preceding the holiday and the first working day following the holiday, unless excused by the Employer.~~

### **ARTICLE XXI - UNIFORMS/CLOTHING/SHOES**

21.1 Each full-time and part-time employee shall receive reimbursement for appropriate ANSI approved footwear up to one hundred and fifty dollars (\$150) annually, and, effective 07/01/2021, one hundred and ~~fifty (\$150)~~seventy-five (\$175) dollars annually.

21.2 Each full-time and part-time employee shall receive reimbursement for appropriate work clothing ~~(this does not include underwear or socks)~~ up to two hundred and fifty dollars (\$250) annually, and, effective 07/01/2021, ~~two~~three hundred (\$300) dollars annually.

21.3 Effective 07/01/2021, each full-time and part-time employee shall receive reimbursement for prescription eyewear up to one hundred and fifty (~~\$250~~150) dollars annually.

### **ARTICLE XXIII - MISCELLANEOUS**

23.1 Volunteer Fire and Ambulance Duty. Any full-time employee who is a member of the Volunteer Fire Department or Volunteer Ambulance Association may be released from regularly scheduled work, upon approval by the First Selectman, at his/her sole discretion, without loss of pay or benefits to respond to emergencies. On any week when the aforementioned benefit is utilized, the employee will submit a report as to when and how long the employee was absent for emergency activity.

23.2 Mileage Reimbursement. Any employee authorized to drive his-~~or~~/her own vehicle for Town business shall be compensated at the IRS rate.

### **ARTICLE XXIV - DRUG AND ALCOHOL POLICY ~~(CDL)~~**

24.1 Statement of Purpose

~~(a) The provisions of this Memorandum of Understanding are intended to comply with the Omnibus Transportation Employees Testing Act of the 1991 (the "Act") and relevant Department of Transportation Regulations, including those of the Federal Highway Administration (FHWA). The parties recognize the significant adverse consequences of the work place use of alcohol and drugs and hereby agree that the work place should be free from the risks posed by their use in order to protect the safety of employees and the public.~~

~~(b) The manufacture, distribution, possession, or use of alcohol or a controlled substance, other than a prescription drug as defined in Section II, is prohibited in the work place.~~

~~24.2 Definitions~~

- (a) ~~Accident. An occurrence involving a commercial motor vehicle operating on a public road which results in (1) a fatality, (2) bodily injury to a person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident, or (3) one or more motor vehicles incurring disabling damage as a result of the accident, requiring the vehicle to be transported away from the scene by a tow truck or other vehicle. The term accident does not include an occurrence involving only boarding and alighting from a stationary motor vehicle, or an occurrence involving only the loading or unloading of cargo.~~
- (b) ~~Alcohol Concentration. The concentration of alcohol in a person's blood or breath. When expressed as a percentage it means grams of alcohol per 100 milliliters of blood or grams of alcohol per 210 liters of breath.~~
- (c) ~~Commercial Motor Vehicle (CMV). Any self-propelled or towed vehicle used on public highways in interstate commerce to transport passengers or property when (1) vehicle has a gross vehicle weight rating or gross combination weight rating of 26,001 or more pounds, or (2) the vehicle is designed to transport more than fifteen (15) passengers, including the driver, or (3) the vehicle is used in the transportation of hazardous materials in a quantity requiring placarding under regulations promulgated under the Hazardous Materials Transportation Act.~~
- (d) ~~Covered Employee. An employee who is covered by the federal alcohol and controlled substances regulations.~~
- (e) ~~Driver. Any person who operates any commercial motor vehicle.~~
- (f) ~~Performing (a safety sensitive function). A driver is considered to be performing a safety sensitive function during periods in which he or she is actually performing, ready to perform, or immediately available to perform a "safety sensitive function".~~
- (g) ~~Prescription Drug. Any drug prescribed to an employee by a licensed physician which is in its original container with the original label identifying the employee's name, the drug, and the doctor prescribing the medication, and which is used strictly according to the instructions and prohibitions contained in the prescription.~~
- (h) ~~Safety Sensitive Function. Any function defined as safety sensitive~~The Town shall maintain a drug and alcohol policy in accordance with the state and federal alcohol and controlled substances regulations.

### 24.3 Prohibitions

- (a) ~~Alcohol. With respect to alcohol use, no driver shall:~~

- ~~(1) — Report to duty or remain on duty while having an alcohol concentration of 0.02 or higher;~~
  - ~~(2) — Possess alcohol while on duty;~~
  - ~~(3) — Use alcohol while performing safety sensitive functions;~~
  - ~~(4) — Perform safety sensitive functions within four (4) hours after using alcohol;~~
  - ~~(5) — Use alcohol for eight (8) hours after an accident or until he/she undergoes an alcohol test; or~~
  - ~~(6) — Refuse to submit to a required alcohol test.~~
- ~~(b) — Controlled Substances. The use, including reporting to duty while having a positive result, possession, manufacturing or distribution of a controlled substance, is prohibited, except when the use is legally prescribed by a physician who has advised the driver that the substance does not adversely affect the ability to operate a vehicle.~~

#### 24.4 — Disciplinary Consequences

- ~~(a) — Alcohol Test Results Greater Than or Equal to .02%, but less than .04%. If an employee tests positive for alcohol as a result of random testing, reasonable suspicion testing, police action and/or CDL physical testing, and the blood alcohol level is greater than or equal to .02%, but less than .04%, the employee shall be subject to discipline. For the first offense, the employee law. Employees will be sent home without pay, and receive a five (5) to ten (10) day suspension at the employer's sole discretion. For a second offense, employment shall cease and the employee shall be terminated immediately in accordance with paragraph "C". If the employee has been previously suspended in accordance with paragraph "B" as a result of a positive drug test, or alcohol test where the blood alcohol level was greater than or equal to .04%, and the blood alcohol level is greater than or equal to .02%, but less than .04%, the more recent matter shall be considered and regarded as a first offense under this provision. During the period of suspension, the employee shall continue to receive insurance benefits, but shall not be eligible for leave.~~
- ~~(b) — Positive Drug Test and/or Alcohol Test Results Greater Than or Equal to .04%/Controlled Substances. If an employee tests positive for drugs or alcohol as a result of random testing, reasonable suspicion testing, a police action and/or CDL physical testing, the employee shall be subject to discipline. In the event the employee tests positive for alcohol (greater than or equal to .04%), the employee shall be suspended for a period of one (1) month suspension without pay or until the employee successfully passes a return to duty alcohol test (and receives clearance by the EAP) whichever is later. In the event an employee fails the drug test, the employee shall be terminated. During the period of suspension, the employee shall continue to receive insurance benefits, but shall not be eligible for leave. Notwithstanding the foregoing, the Employer may consider other relevant factors and impose additional discipline if circumstances so warrant.~~

~~Upon the employee's return from suspension, if it should be determined that the employee may not continue to perform "safety sensitive functions", or does not have proper licensure, the employee shall be reassigned to a lower classification for which the employee is qualified and compensated at the rate established for the lower classification. Once the employee is professionally cleared for the performance of "safety sensitive functions", and has the proper licensure, the employee shall be reinstated to his/her original classification provided he or she is qualified.~~

~~If it should be determined that the above referenced employee may not continue to perform safety sensitive functions, and the operational needs of the Town are not compromised, the employee may be reassigned to a lower classification for which the employee is qualified and compensated at the rate established for the top step of the lower classification a copy of the policy upon hire and provided there is no increase in pay.~~

- ~~(c) — Termination. In the event an employee performing "safety sensitive functions" fails a post-accident drug and/or alcohol test (alcohol level greater than or equal to .02%), or fails for the second time — follow up testing, random testing, reasonable suspicion testing and/or CDL physical testing, employment shall cease and the employee shall be terminated immediately.~~

~~24.5 — Required Alcohol and Controlled Substances Tests. Drivers will be tested for alcohol and/or controlled substances used under the following circumstances:~~

- ~~(a) — Pre-employment (or Assignment). Prior to the first time an employee performs a safety-sensitive function, the individual must undergo controlled substances testing, but not alcohol testing.~~
- ~~(b) — Post-accident. Following an accident, each surviving driver will submit to post-accident alcohol and controlled substances testing if the accident involved a fatality, or if the driver receives a citation under state or local law for a moving traffic violation arising from the accident.~~
- ~~(c) — Random.~~
- ~~(1) — Rate of Testing. The Employer will conduct random alcohol and controlled substances testing of covered employees in accordance with federal alcohol and controlled substances regulations.~~
  - ~~(2) — Selection Method. The selection of drivers shall be determined by a random number table of a computer based random number generator that is matched with a driver's unique identification number. Each driver shall have an equal chance of being tested each time the selections are made.~~
  - ~~(3) — Application to Drivers on Leave. When drivers are off work due to long-term layoffs, illnesses, injuries or vacations, the Employer will skip that employee and~~

~~select the next person appearing on the list of individuals selected at random. The Employer shall not notify any driver to submit to a test while the driver is off work due to these extended leaves.~~

~~(d) — Reasonable Suspicion.~~

- ~~(1) — Training for Supervisors. The Employer will provide training to its supervising personnel regarding reasonable suspicion testing in accordance with the federal alcohol and controlled substances regulations.~~
- ~~(2) — Supervisory personnel who have received reasonable suspicion training pursuant to Section D, subparagraph 1, above, shall direct an employee to submit to an alcohol and/or controlled substances test when that supervisor has a basis to form reasonable suspicion in accordance with the federal alcohol and controlled substances regulations.~~

~~(e) — Return to Duty. A driver who has violated a prohibition in Section III above, must undergo a return to duty alcohol test with a result of less than 0.02 before returning to duty if the violation was for alcohol; and/or must undergo a controlled substances test with a negative result if the violation was for controlled substances use.~~

~~(f) — Follow up Testing. A covered employee who has been identified as needing assistance in resolving problems associated with alcohol misuse or controlled substances use and/or has tested positive on an alcohol or controlled substance test is subject to follow up testing. Follow up testing consists of at least six (6) unannounced tests in the first twelve (12) months following the employee's return to duty.~~

~~24.6 — Alcohol and Controlled Substances Testing Procedures. any updates to the policy prior to implementation. All alcohol and controlled substances tests shall be conducted in accordance with the federal alcohol and controlled substances regulations employees covered under this agreement are the subject to the procedures outlined therein.~~

~~24.7 — Pay Status. Employees receiving initial positive results in alcohol or controlled substances tests shall be placed on administrative leave without pay for further testing. If a final determination is subsequently made that the employee has tested positively, that employee shall be terminated. If a final determination of negative test results is made, the employee's leave shall be retroactively reclassified as administrative leave with pay and the employee shall receive all the pay and benefits he or she would have been entitled to had he or she not been placed on leave.~~

~~24.8 — Evaluation and Treatment~~

~~(a) — A driver who violates a prohibition in Section III shall be evaluated in accordance with the federal alcohol and controlled substances regulations.~~



~~(b) — The Employer will cooperate with an employee seeking to enter an Employee Assistance Program (EAP).~~

~~(c) — Nothing contained in this Section prohibits or restricts the discipline of an employee, up to termination, in accordance with other Sections of this Memorandum.~~

~~24.9 — Voluntary Disclosure. Where an employee holding a commercial drivers license and serving in a position which performs safety sensitive functions unilaterally and voluntarily discloses to the employer that he or she requires treatment for the abuse and/or misuse of alcohol and/or controlled substances (drugs), he shall not, solely by virtue of said disclosure, be subject to discipline, but rather, shall be referred to an employee assistance program for treatment.~~

~~24.10 — Notice Requirements. The Employer will consult with the Union regarding employee orientation meetings and materials. The Union shall be permitted to attend orientation meetings and address the employees if it wishes to.~~

~~24.11 — Cost of Testing. The Employer shall pay for the cost of the alcohol and drug testing, except for the split drug test.~~

~~24.12 — Federal Law. This Article is subject to the Act and the regulations issued thereunder.~~

**ARTICLE XXVXXXV – CDL TRAINING**

~~The Town agrees to provide CDL training to any part time employee who requests in writing such training. The request must be made prior to January 1 and the training must occur prior to July 1. Once an employee requests training the parties agree the individual will be entered into the random drug testing pool and the Town may request one drug test prior to commencing the training.~~

~~25.1 The Town shall provide CDL training to any employee hired without a CDL license.~~

**WAGE SCHEDULE - 7/1/20**

<u>POSITION</u>	<u>EXISTING RATE</u>	<u>START</u>	<u>AFTER</u>	<u>AFTER</u>	<u>AFTER</u>
		<u>85%</u>	<u>YEAR ONE</u>	<u>YEAR TWO</u>	<u>YEAR THREE</u>
			<u>90%</u>	<u>95%</u>	<u>100%</u>

FOREMAN	\$29.49	\$25.57	\$27.07	\$28.58	\$30.08
ASSISTANT FOREMAN	\$27.50	\$23.84	\$25.25	\$26.65	\$28.05
DRIVER/LABORER	\$25.29	\$21.93	\$23.22	\$24.51	\$25.80
PART TIME DRIVER/LABORER	\$23.52	\$20.39	\$21.59	\$22.79	\$23.99
TRANSFER STATION SUPERINTENDENT	\$17.93	\$15.55	\$16.46	\$17.37	\$18.29
TRANSFER STATION WORKER	\$17.36	\$15.05	\$15.94	\$16.82	\$17.71

**WAGE SCHEDULE - 7/1/21**

<b><u>POSITION</u></b>	<b>EXISTING RATE</b>	<b>START <u>85%</u></b>	<b>AFTER YEAR ONE <u>90%</u></b>	<b>AFTER YEAR TWO <u>95%</u></b>	<b>AFTER YEAR THREE <u>100%</u></b>
FOREMAN	\$30.08	\$26.08	\$27.61	\$29.15	\$30.68
ASSISTANT FOREMAN	\$28.05	\$24.32	\$25.75	\$27.18	\$28.61
DRIVER/LABORER	\$25.80	\$22.36	\$23.68	\$25.00	\$26.31
PART TIME DRIVER/LABORER	\$23.99	\$20.80	\$22.02	\$23.25	\$24.47
TRANSFER STATION SUPERINTENDENT	\$18.29	\$15.86	\$16.79	\$17.72	\$18.65
TRANSFER STATION WORKER	\$17.71	\$15.35	\$16.26	\$17.16	\$18.06

**WAGE SCHEDULE - 7/1/22**

<b><u>POSITION</u></b>	<b>EXISTING RATE</b>	<b>START</b> <b><u>85%</u></b>	<b>AFTER</b> <b>YEAR ONE</b> <b><u>90%</u></b>	<b>AFTER</b> <b>YEAR TWO</b> <b><u>95%</u></b>	<b>AFTER</b> <b>YEAR THREE</b> <b><u>100%</u></b>
FOREMAN	\$30.68	\$26.60	\$28.17	\$29.73	\$31.30
ASSISTANT FOREMAN	\$28.61	\$24.81	\$26.26	\$27.72	\$29.18
DRIVER/LABORER	\$26.31	\$22.81	\$24.15	\$25.50	\$26.84
PART TIME DRIVER/LABORER	\$24.47	\$21.22	\$22.46	\$23.71	\$24.96
TRANSFER STATION SUPERINTENDENT	\$18.65	\$16.17	\$17.12	\$18.08	\$19.03
TRANSFER STATION WORKER	\$18.06	\$15.66	\$16.58	\$17.50	\$18.42

**IN WITNESS WHEREOF**, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives on the date written below and have duly executed this Agreement.

Town of Sprague

Municipal Employees Union Independent

BY: \_\_\_\_\_  
~~Cathy Osten~~ Cheryl Blanchard  
First Selectman

BY: \_\_\_\_\_  
Thomas Girard  
Union Steward, MEUI Local 506

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_

BY: \_\_\_\_\_  
Theo Horesco  
MEUI  
Staff Representative,

DATE: \_\_\_\_\_

**AGREEMENT**

**BETWEEN THE**

**TOWN OF SPRAGUE**

**AND**

**MUNICIPAL EMPLOYEES UNION INDEPENDENT (MEUI)  
LOCAL UNION 506**

**JULY 1, 2020 - JUNE 30, 2023**

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## AGREEMENT AND PREAMBLE

The parties to this Agreement are the Town of Sprague (hereinafter referred to the Town or Employer") and the Municipal Employees Union Independent Local 506 (hereinafter referred to as the "Union").

## ARTICLE I - UNION RECOGNITION

- 1.1 Pursuant to the Decision and Certification of Representation by the National Labor Relations Board, Decision No. 3851, the Employer recognizes the Union as the exclusive representative of employees as defined in Section 1.2 of this Agreement.
- 1.2 Definition of Employees. Whenever used in this Agreement, the term "employees" shall mean all Public Works employees including but not limited to full-time, part-time, temporary and seasonal employees expected to be employed for a month or longer in the classifications of Driver/Laborer, Assistant Road Foreman and Road Foreman, Transfer Station employees.

## ARTICLE II - MANAGEMENT RIGHTS

- 2.1 Retention of Managerial Prerogatives. Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives and functions are retained and vested exclusively in the Employer including, but not limited to, the rights, in accordance with its sole and exclusive judgment and discretion: to reprimand, suspend, discharge or otherwise discipline employees for just cause; to determine the number of employees to be employed; to hire employees, determine their qualifications and assign and direct their work; to promote, demote, transfer, lay off, recall to work, and retire employees; to set the standards of productivity; the services to be rendered; to determine the amount and forms of compensation for employees; to maintain the efficiency of operations; to determine the personnel, methods, means, and facilities by which operations are conducted; to set the starting and quitting time and the number of hours and shifts to be worked; to use independent contractors to perform work or services; to subcontract, contract out, close down, or relocate the Employer's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign, or cease any job, department, operation, or service; to control and regulate the use of machinery, facilities, equipment and other property of the Employer; to introduce new or improved production, service, distribution, and maintenance methods, materials, machinery, and equipment; to determine the number, location, and operation of departments, divisions, and all other units of the Employer; to issue, amend and revise policies, rules, regulations, and practices; and to take whatever action is either necessary or advisable to determine, manage and fulfill the mission of the Employer and the direct the Employer's employees.
- 2.2 During a declared emergency, the Employer shall have the right to take any action necessary to meet the emergency notwithstanding any contrary provisions of this Agreement.

- 2.3 The Employer's failure to exercise any right, prerogative, or function hereby reserved to it, or the Employer's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the Employer's right to exercise such right, prerogative, or function or to preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

### **ARTICLE III - UNION RIGHTS**

- 3.1 Bulletin Boards. The Union may post, on existing bulletin boards provided by the Town for the posting of notices by individual employees, notices concerning legitimate Union business. Notices posted shall be dated and authorized by the Union and shall not be derogatory, defamatory or scurrilous in character. The Town reserves the right to remove notices which violate this provision.
- 3.2 Access to Premises During Working Hours. Non-employee representatives of the Union shall be granted access to the Town's premises for the purpose of attending such meetings in such areas of the Town's property as may be mutually arranged by the Town and the Union. In addition, non-employee representatives of the Union shall be granted access to the Town's premises in circumstances in which the Union's right to administer this Agreement cannot be effected other than by entry upon the Town's premises. In circumstances in which non-employee representatives of the Union wish to enter upon the Town's property for purposes other than attending scheduled meetings between the Town and the Union, the Union, prior to such entry, shall inform the First Selectman of the purpose of such visit, and access to the Town's property shall be limited to such times and such areas of the Town's property as may be mutually agreed upon by the Town and the Union.
- 3.3 Orientation and Training. Once a year, the designated Union Steward shall be released from the workday, with pay, with the approval of the First Selectman, to attend Steward's training.
- 3.4 The Town shall provide a copy of the contract and the name of the Union Steward or Staff Representative to all new bargaining unit members upon hire.

### **ARTICLE IV - NO STRIKES OR LOCKOUT**

- 4.1 In consideration of the Employer's commitment as set forth in Section 4.2 of this Agreement, the Union and all employees shall not participate in any strike, sympathy strike, slow-down, work stoppage, or any other interference with or interruption of work at any of the Employer's operations.
- 4.2 In consideration of the Union's commitment as set forth in Section 4.1 of this Agreement, the Employer shall not lock out employees.

## ARTICLE V - CHECK-OFF

- 5.1 The Town shall provide the Union with electronic notification of the name, job title, home or cell phone numbers, home address, and personal and work e-mail addresses of any newly hired employee within seven (7) days of the date of hire.
- 5.2 The Town agrees to deduct from the pay of its employees such membership dues as may be fixed by the Union beginning with the employee's first payroll period. Such deductions shall continue for the duration of the Agreement or any extension thereof. Employees may express authorization for payroll deduction of membership dues by submitting to the Union a written membership form, or by any other means of indicating agreement allowable under state and federal law. The Union will submit to the Town a list of members who have authorized payroll deduction and shall provide the Town with verification that payroll deduction have been authorized by the employee only in the event a question arises about an employee's membership status. An employee who is paying dues may withdraw from membership in the Union and stop making those payments by giving written notice to the Union and the Town which notice must be received or postmarked during the period not less than thirty (30) and not more than forty-five (45) days before the annual anniversary date of the employee's authorization or the date of termination of the applicable contract between the Town and the Union, whichever occurs sooner. The Town will honor employee checkoff authorizations unless they are revoked in writing during the window period, regardless of whether the employee is a member of the Union
- 5.3 No payroll deduction of dues or agency service fee shall be made from workers' compensation or for any payroll period in which earnings received are insufficient to cover the amount of deduction, nor shall such deductions be made from subsequent payrolls to cover the period in question (non-retroactive).
- 5.4 The deduction of Union dues for any month shall be authorized on the approved form (see Appendix A) and be made on a bi-weekly basis during the applicable month and shall be remitted to the Union.
- 5.5 The Union agrees to indemnify and save the Employer harmless from and against any and all claims, demands, suits, or other form of liability that may arise out of or by reason of any action or inaction taken by the Employer for the purpose of complying with any provision of this Article, including reasonable attorney's fees and costs.
- 5.6 The Employer agrees to voluntary payroll deductions for the Union's Political Action Fund. These deductions shall be kept consistent with the federal and state law on this subject.

## ARTICLE VI - NON-DISCRIMINATION

- 6.1 No Discrimination. The Town and the Union agree not to discriminate against employees covered by this Agreement on account of membership or non-membership in the Union.

The Town and the Union agree not to discriminate against employees covered by this Agreement on account of race, religion, creed, color, national origin, sex, sexual orientation, age, physical handicap or disability, military status, or political affiliation.

## ARTICLE VII - GRIEVANCE PROCEDURE

- 7.1 Definition of a grievance shall be as follows:

- (a) Discharge, suspension or other disciplinary action.
- (b) Charge of discrimination or a safety violation, provided, however, that such grievance is not arbitrable.
- (c) Interpretation and/or application of the Articles and Sections of this Agreement.

- 7.2 Procedural Steps.

Step 1 - Written Grievance to First Selectman. Not later than fourteen (14) days after the event giving rise to the grievance, or fourteen (14) days after the employee should have reasonably learned of the event giving rise to the grievance, whichever is later, the employee shall submit a written grievance to the First Selectman or his/her designee. The First Selectman or his/her designee, shall meet with the grievant and/or Union Representative and give his/her written answer to the grievance within ten (10) calendar days after receipt of the written grievance, which answer shall be final and binding on the employee, the Union and the Employer unless it is timely appealed to arbitration by the Union in accordance with the procedures set forth in Article VIII of this Agreement.

- 7.3 Written Presentation. All grievances presented at Step 1 of this procedure shall be signed, numbered and dated, by the aggrieved employee and/or his/her Local Union Representative and shall set forth the facts giving rise to the grievance; the provision(s) of the Agreement, if any, alleged to have been violated; the names of the aggrieved employee(s); and the remedy sought by the Union. All written answers submitted by the Employer shall be signed and dated by the appropriate Employer representative.

- 7.4 Time Limitations. The time limitations set forth in Section 7.2 are the essence of this Agreement. No grievance shall be accepted by the Employer unless it is submitted within the time limits set forth in this Agreement. If the grievance is not timely submitted, it shall be deemed waived. If the grievance is not timely appealed, it shall be deemed to have been settled in accordance with the Employer's answer. The failure of the Employer to meet or respond shall be deemed a denial of the grievance. Notwithstanding the foregoing, any time limit specified in

this Article, except for the initial filing of a grievance, may be extended by mutual written agreement of the Union and the Employer.

- 7.5 Time lost from regularly scheduled work hours shall be paid.

### ARTICLE VIII - ARBITRATION

- 8.1 Arbitration Appeal Procedure. Any grievance as defined in Section 7.1 of this Agreement that has been properly and timely processed through the grievance procedure set forth in Section 7.2 of this Agreement, and that has not been settled at the conclusion thereof, may be appealed to arbitration by the Union serving the Employer with a written notice of its intent to appeal. The failure to appeal a grievance to arbitration in accordance with this Section 7.2 within twenty (20) calendar days after receipt of the written answer of the Employer shall constitute a waiver of the Union's right to appeal to arbitration.
- 8.2 Selection of Arbitration. Grievances shall be submitted to the American Arbitration Association in accordance with its rules and procedures with a contemporaneous copy to the Employer. Nothing shall preclude the parties from submitting the grievance to the arbitrator for mediation prior to arbitration of the dispute. The fees of the American Arbitration Association and the fees and expenses of the arbitrator shall be shared equally by the Employer and the Union; otherwise, each party shall bear its own arbitration expense.
- 8.3 Time Limitations. The time limitations set forth in this Article VIII are the essence of this Agreement. No appeal for arbitration shall be accepted by the Employer unless it is submitted or appealed within the time limits set forth in Section 8.1 of this Agreement. If the appeal to arbitration is not timely submitted, it shall be deemed waived. Notwithstanding the foregoing, any time limit specified in this Article, may be extended by mutual written agreement of the Union and the Employer.
- 8.4 Arbitrator's Jurisdiction. The jurisdiction and authority of the arbitrator and his/her opinion and award shall be confined to the interpretation and/or application of the provision(s) of this Agreement at issue between the Union and the Employer. He/She shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement. The arbitrator shall not have jurisdiction to hear or decide more than one (1) grievance without the mutual consent of the Employer and the Union. The written award of the arbitrator on the merits of any grievance adjudicated within his jurisdiction and authority shall be final and binding on the aggrieved employee, the Union, and the Employer. The standard of proof in disciplinary case shall be based on a preponderance of the evidence.
- 8.5 The employee may utilize accrued vacation or personal leave or take unpaid leave for time lost from regularly scheduled work hours.

### ARTICLE IX - PROBATIONARY PERIOD

- 9.1 Definition of Probationary Employee. An employee who has never accrued seniority or an employee rehired after termination of seniority shall be in a probationary status, until he or she has completed six (6) months of actual employment.
- 9.2 Employees may be disciplined or discharged during the probationary period without cause. Probationary employees shall have no recourse to the grievance and/or arbitration procedure. The time period described in this Article means six (6) months of actual service.

#### ARTICLE X - SENIORITY

- 10.1 Seniority Definition: Seniority shall mean an employee's length of continuous service with the Town, within the bargaining unit, measured in calendar days from the first day the employee actually worked for the Town on or after the employee's most recent date of hire. If application of the preceding sentence results in two (2) or more employees having the same seniority, the employee whose name appears earlier on the Town's alphabetical listing of employees shall be deemed more senior. Seniority shall not accrue to a probationary employee until completion of the probationary period set forth in this Agreement, at which time the employee shall possess seniority as defined in Section 10.2. Seniority shall be applicable only as expressly provided in this Agreement.
- 10.2 Definition of Bargaining Unit Seniority: The length of service of each employee within the bargaining unit.
- 10.3 Definition of Town Seniority: The length of continuous service of each employee with the Town since the last date of hire.
- 10.4 Upon request of the Union, the Town shall prepare, on an annual basis, a list of all employees covered by this Agreement, showing their seniority and length of service, and shall deliver same to the Union office.
- 10.5 Loss of Seniority: All new employees hired will be required to serve a probationary period. The employer reserves the right to discipline and/or terminate said employee for any reason during the probationary trial period, and the same shall not be a grievable and/or arbitrable matter. An employee shall lose his/her seniority for the following reasons only:
- (a) discharge, quit, retirement, or resignation;
  - (b) failure to give notice of intent to return to work after recall within ten (10) days, or failure to return to work on the date specified for recall, as set forth in the written notice or recall.
  - (c) failure to return to work upon expiration of a leave of absence;

- (d) layoff for a period of twenty four (24) months or for a period equal to the employee's seniority, whichever is less.

#### ARTICLE XI - LAYOFF/RECALL

- 11.1 When the Town determines that a reduction in the work force is necessary, the Town shall notify the Union and shall meet to discuss the impact on the bargaining unit.
- 11.2 When it becomes necessary for the Town to reduce the work force, the Town shall give at least six months written notice to the affected employees.
- 11.3 Layoff and Recall/Reduction In Force. Layoff or reduction of employees shall be done by the Town by classification subject to seniority within the classification. All seasonal employees will be eliminated before any full or part-time positions. All part-time positions will be eliminated before any full-time positions. All probationary employees in the classification shall be laid off before any permanent employee in the classification. Permanent employees who are laid off will be placed on the recall list for twenty four (24) months. Reinstatement shall be in reverse order of seniority by rank, which is the person with the highest seniority shall be rehired or reinstated first, provided, however, that he/she has previously worked in that job classification, and is qualified to perform the functions of an employee in such classification. Effective, July 1, 2015, no part-time or seasonal employees may be hired while a full-time employee is on the recall list
- 11.4 Bumping. In the event of a lay-off, an employee laid off, may bump the employee with the least seniority in the same classification or in a lower classification, if the employee has more seniority than the employee he/she will bump, and is qualified to immediately perform the duties, responsibilities and functions of an employee in such classification.

#### ARTICLE XII - VACANCIES

- 12.1 All vacant positions, which the Town intends to fill, within the bargaining unit shall be posted for a period of no less than five (5) working days prior to the issuance of any public notice of said vacancy. From among applicants qualified for a posted position, the Town will award the position to the most qualified applicant; provided that, if, because two (2) or more applicants are equally qualified, application of such standard results in a choice of more than one (1) applicant who might be awarded the job, the Town will award the job to the senior employee.
- 12.2 All part time and seasonal employees shall have the expected weekly hours and/or daily start and finishing times, as well as the expected duration of the position included in the job posting. Any change in those conditions needs to be negotiated with the Union prior to implementation.

- 12.3 When employees are on sick leave, vacation, layoff or worker's compensation at the time a job is posted, a Union Representative may make application on the employee's behalf by signing the employee's name and his/her own name on the application. Such a signature indicates that the Union Representative has been authorized to place the application on behalf of the absent employee. The Town has no obligation to notify employees who are not at work when jobs are posted.

### **ARTICLE XIII - WAGES**

- 13.1 In all classifications the "start" straight time rate of pay shall be eighty-five (85%) percent of the maximum straight time rate of pay. Provided the employee meets standard as defined in Section 22.1, after year one, the straight time rate of pay shall be ninety (90%) percent of the maximum straight time rate of pay; after year two, the straight time rate of pay shall be ninety-five (95%) percent of the maximum straight time rate of pay; and after year three, the straight time rate of pay shall be the maximum.
- 13.2 Effective and retroactive to July 1, 2020, the salary schedule in effect July 1, 2019, shall be increased by two (2.0%) percent.
- 13.3 Effective July 1, 2021, the adjusted salary schedule in effect July 1, 2020, shall be increased by an additional two (2.0%) percent.
- 13.4 Effective July 1, 2022, the adjusted salary schedule in effect July 1, 2021, shall be increased by an additional two (2.0%) percent.
- 13.5 Notwithstanding the foregoing, new employees may be hired at the second step, based on credit for previous experience. The employee shall advance through the remaining steps pursuant to Section 13.1, until the maximum step is reached.

### **ARTICLE XIV - HOURS OF WORK AND OVERTIME**

- 14.1 Application of Article. The sole purpose of this Article is to provide a basis for the computation of straight time, overtime and other premium wages. Nothing in this agreement shall be construed as a guarantee of overtime hours. The Employer's pay records, practices and procedures shall govern the payment of all wages.
- 14.2 Normal Workweek. The normal workweek shall consist of seven days beginning immediately after 12:00 midnight on Sunday and ending at 12:00 midnight the following Sunday.
- 14.3 Hours of Work. Normal working hours for full-time employees are from 7:00 a.m. until 3:30 p.m., Monday through Friday, for a forty (40) hour work week. Summer Hours shall be modified to be from 6:00 a.m. until 2:30 p.m., Monday through Friday, for a forty (40) hour work week,



and occur from May 15 through September 15 and may be extended or amended by mutual agreement between the parties. Notwithstanding the above, the Employer will have the right to assign employees to different working hours and days if required by operational needs. Employees will receive two (2) weeks written notice of any changes in the normal workweek, except in emergencies.

- 14.4 Meal Periods. There shall be a one-half (1/2) hour unpaid meal period during the course of the regular workday. The employer may schedule a working lunch provided the end of the workday is adjusted accordingly. Employees working at the transfer station shall have a paid working lunch. Employees will not take Town vehicles home during lunch or on break times.
- 14.5 Rest Periods: Employees will be allowed fifteen (15) minute breaks scheduled near the middle of each half shift.
- 14.6 When an employee is required by the employer to attend training, the employee shall be paid for hours worked.
- 14.7 Overtime Pay. Overtime at the rate of time and one half (1 1/2) an employee's regular hourly rate of pay shall be paid for all hours worked beyond forty (40) hours in a seven (7) day work cycle, such pay to be calculated in fifteen (15) minute segments. Compensatory time off in lieu of overtime payments may be offered up to a maximum of 240 hours which represents not more than 160 hours of actual overtime worked. Hours worked includes all paid time.
- 14.8 Required Overtime. The First Selectman or his/her designee(s) shall have the right to require overtime work and employees may not refuse overtime assignments.
- 14.9 Any employee who works on a holiday shall be compensated at the rate of double time plus his/her regular holiday pay.
- 14.10 Overtime shall be distributed equitably among qualified volunteers with similar skills and duties. A record of accrued overtime shall be posted on a weekly basis. Accrued overtime hours will be zeroed-out at the end of each fiscal year.  
  
In the event of a violation, the effected employee shall receive the next opportunity for overtime.
- 14.11 When an employee refuses voluntary overtime, the hours offered shall be charged to the employee as if worked for equalization purposes.
- 14.12 Any employee called in to work other than time contiguous to the regularly scheduled hours of work, i.e., early reporting before the start of the regular work day and hours worked at the end of the regular work day, shall be paid a minimum of three (3) hours at one and one-half (1/2) times their regular hourly rate.

## ARTICLE XV - HOLIDAYS

15.1 Paid Holidays for full-time employees will be observed as follows:

New Years Day	Labor Day
Martin Luther King Day	Columbus Day
Lincoln's Birthday	Veterans' Day
Presidents' Day	Thanksgiving Day
Friday Before Easter	Day After Thanksgiving
Memorial Day	Christmas Day
Independence Day	Day After Christmas

Part-time employees will receive only the above holidays that fall on their regularly scheduled workday.

- 15.2 When a holiday falls on a Sunday, it will normally be observed on the following Monday. When a holiday falls on a Saturday, it will normally be observed on the preceding Friday.
- 15.3 If an employee wishes to take a day off for a religious holiday, he/she may either elect to take a vacation day, a personal day, or a day off without pay.

## ARTICLE XVI - VACATION

16.1 All full-time employees, who work forty (40) hours or more per week, covered by the Agreement, shall be granted time off with pay for vacation leave according to the following schedule:

<u>Length of Service</u>	<u>Annual Vacation</u>
After One (1) Year Continuous Service	40 hours
After Two (2) Years	80 hours
After Five (5) Years	120 hours
After Fifteen (15) Years	160 hours

- 16.2 Employees who work less than 40 hours a week will have their vacation time modified by their regularly scheduled hours. For example – an employee regularly scheduled to work 20 hours a week who has completed Two (2) years of continuous service would receive (20 hours a week worked/40 hours a week for full time) \* 80 annual hours for a full time employee = 40 hours earned.
- 16.3 The Town may deny a vacation request due to operational needs or multiple employees requesting the same day(s) off.

- 16.4 On or before June 1st, an employee may express his/her preference, in writing, to the First Selectman or his/her designee for the scheduling of a vacation leave.
- 16.5 In the event of conflicting vacation dates, seniority shall be the determining factor. The First Selectman shall determine how many employees may be on vacation on a given date. Employees vacation dates submitted on or before June 1<sup>st</sup> are subject to change, provided the change does not conflict with any other employees vacation requests, and the employee provides at least two weeks' notice of the change.
- 16.6 Vacation leave may be taken in increments of not less than four (4) hours.
- 16.7 Any employee may take vacation days in conjunction with personal leave or holidays.
- 16.8 Upon voluntary resignation, in good standing, retirement, or death of any employee, the employee or the legal representative of his/her estate will be paid for all accrued vacation time at his/her current base rate of pay.
- 16.9 An employee may carryover up to ten (10) vacation days into the next contract year.

#### ARTICLE XVII - LEAVE

- 17.1 Sick Leave. All full-time employees covered by this Agreement shall accrue 1 sick day per month of employment. Part-time and season employees shall accrue 1 prorated sick day per month. Pro-rated sick days shall be based on the employees hours worked relative to full-time employees' hours. After six (6) months of active employment, probationary employees shall be allowed to utilize sick leave. Sick leave may be taken in one (1) hour increments.
- 17.2 Personal Leave: All full-time employees, who work (40) hours or more per week, shall be granted 4 personal days.
- 17.3 Employees will have the right to accumulate up to forty (40) days of sick leave.
- 17.4 An employee laid off shall retain accrued sick leave to his/her credit provided he/she returns to Town service on a permanent basis.
- 17.5 Funeral Leave: In the event of the death of an employee's spouse, child, mother, father, grandmother, grandfather, step family members and in-laws, said employee shall be permitted to take up to three (3) days of bereavement leave to attend the funeral. At the sole discretion of the First Selectman, an employee may be granted additional funeral leave, without pay. The decision of the First Selectman shall be final and shall not be a grievable matter by the employee or the Union.

- 17.6 Military Leave. The Employer will comply with the provisions of the Uniform Services Employment and Reemployment Act of 1994.
- 17.7 Jury Duty. Employees performing jury duty will be compensated by the Town for the difference between what is earned as a juror and the employee's regular week's pay, for a maximum period of five (5) days. Additional paid leave may be approved, at the sole discretion of the First Selectman. The decision of the First Selection shall not subject to the grievance and arbitration provisions provided herein.
- 17.8 Upon separation from service, employees shall be paid out for any remaining sick days.
- 17.9 All approved leave under this article shall count as time worked when determining overtime so long as the leave time does not occur on the same day as overtime is worked.
- 17.10 Each member of this bargaining unit will be released from one-half of his/her shift in order to attend one (1) Union picnic per year.

### **ARTICLE XVIII - HEALTH INSURANCE**

- 18.1 Change of Coverage. The Employer shall provide full time employees and their dependents substantially similar group health and hospitalization and short-term disability (STD) insurance coverage and benefits as existed in Employer's conventional insurance plan immediately prior to the signing of this agreement. Upon reasonable notice, the Employer reserves the right to change or provide alternate insurance carriers, health maintenance organizations, or benefit levels or to self-insure as it deems appropriate for any form or portion of insurance coverage referred to in this article, so long as the new coverage and benefits are substantially similar to the conventional insurance which predated this agreement. The Employer will not be responsible for changes unilaterally imposed by an insurance provider so long as the Employer uses its best efforts to minimize changes by incumbent insurance providers from one plan year to another.
- 18.2 Co-Pay: Each employee shall be responsible for to contribute a percentage of the applicable conventional premium rate (COBRA rate) determined by the insurance carrier or administrator for all health insurance benefits excluding life insurance and accidental death and dismemberment. An employee may elect individual, two people, or family coverage. The employee shall have the following percentage deducted from his/her monthly 3 of the monthly conventional premium rate (COBRA rate) for individual, two person coverage, or family coverage, whichever they elect.
- 13%
- 18.3 Waiver of Coverage. Notwithstanding the above, full time employees may voluntarily elect to waive, in writing, all medical insurance coverage outlined above. Payment to those employees waiving such coverage shall be made in June of each year for the previous year in the amount of

the premium saved by the Employer at the time of the waiver, because of said waiver, or the following schedule, whichever is less:

<u>Coverage</u>	<u>Payment</u>
Single	\$1,500
Family	\$2,500

- (a) When a change in an employee's status prompts the employee to resume Employer-provided insurance coverage, the written waiver may, upon written notice to the Employer, be revoked. Upon receipt of revocation of the waiver, insurance coverage shall be reinstated as soon as possible; subject, however, to any regulations or restrictions, including waiting periods, which may then be prescribed by the appropriate insurance carriers. Depending upon the effective date of such reinstated coverage, appropriate financial adjustments shall be made between the employee and the Employer to ensure that the employee has been compensated, but not overcompensated, for any waiver elected in this section.
- (b) Notice of intention to waive insurance coverage must be sent to the First Selectman not later than May 1st, to be effective on July 1st of each contract year. The election waiver coverage shall only be approved after the employee has provided the Employer with proof of alternative insurance coverage.
- (c) Waiver of coverage procedures must be acceptable to the applicable insurance carrier.

18.4 Pre-Tax (§ 125). The Employer offers a pre-tax contribution option for employees. This employee benefit is known as a Section 125 plan. Employees electing this option shall be afforded the opportunity to make contributions toward premiums for medical insurance, dental insurance and out-of-pocket medical expenses on a pre-tax, rather than an after-tax basis.

### ARTICLE XIX- JOB DESCRIPTIONS

19.1 Any newly created or revised job descriptions shall be subject to the Union's right to negotiate the impact, if any, of any mandatory/material change in a job description. After creating or revising a job description, the Town will provide an opportunity for the Union to have input into the process. The Union may request that the Town review and/or revise a job description.

### ARTICLE XX - DISCIPLINE

20.1 No permanent employee shall be discharged, suspended or otherwise disciplined without just cause. Disciplinary actions shall follow this order:

- (a) Verbal warning;
- (b) Written warning;

- (c) Suspension; and
- (d) Discharge.

It is mutually understood and agreed by the Employer and the Union that deviation from the above order for disciplinary actions may be warranted in appropriate circumstances.

- 20.2 Notwithstanding the foregoing, in cases where an Employee is charged with a felony crime or a crime arising out of employment and the Employer determines that the charge(s) will be deleterious to or bring discredit to the Employer, he or she may place the employee on administrative leave, without pay.

**ARTICLE XXI - UNIFORMS/CLOTHING/SHOES**

- 21.1 Each full-time and part-time employee shall receive reimbursement for appropriate ANSI approved footwear up to one hundred and fifty (\$150) and, effective 07/01/2021, one hundred and seventy-five (\$175) dollars annually.
- 21.2 Each full-time and part-time employee shall receive reimbursement for appropriate work clothing up to two hundred and fifty (\$250) and, effective 07/01/2021, three hundred (\$300) dollars annually.
- 21.3 Effective 07/01/2021, each full-time and part-time employee shall receive reimbursement for prescription eyewear up to one hundred and fifty (\$150) dollars annually.

**ARTICLE XXII - PERFORMANCE EVALUATIONS**

- 22.1 Performance Standards. The job performance of all bargaining unit employees may be evaluated on an annual basis, on their classification date, utilizing the following ratings and standards.

<b><u>RATING</u></b>	<b><u>DESCRIPTION</u></b>
BELOW STANDARD	Performance below acceptable standards for the position. Specific areas requiring improvement must be documented and an improvement plan developed.
MEETS STANDARD	Performance meets standards for the position.
ABOVE STANDARD	Performance consistently above the standards for the position. Specific examples of above standard performance must be documented.

- 22.2 The Town will make every effort to maintain uniform evaluation standards. *Performance ratings shall not be grievable beyond Step 3 of the grievance procedure.* However, the withholding of a

step increase or the imposition of other disciplinary action resulting from a performance evaluation shall be fully grievable.

- 22.3 Employees receiving a performance rating of Below Standard shall be reevaluated in 3 months. If performance still is Below Standard, disciplinary action may be imposed for unacceptable job performance. Performance shall continue to be evaluated in three month intervals until the next annual performance rating. Employees who have received a rating of Below Standard shall not be eligible for a step increase until they receive a rating of Meets Standards or higher for two consecutive evaluation periods. The step increase shall not be retroactive. The employee's classification date will not change for the purpose of future step eligibility.

### **ARTICLE XXIII - MISCELLANEOUS**

- 23.1 Volunteer Fire and Ambulance Duty. Any full-time employee who is a member of the Volunteer Fire Department or Volunteer Ambulance Association may be released from regularly scheduled work, upon approval by the First Selectman, at his/her sole discretion, without loss of pay or benefits to respond to emergencies. On any week when the aforementioned benefit is utilized, the employee will submit a report as to when and how long the employee was absent for emergency activity.
- 23.2 Mileage Reimbursement. Any employee authorized to drive his/her own vehicle for Town business shall be compensated at the IRS rate.
- 23.3 Meal Allowance. Any employee called to work two (2) hours prior to his/her regularly scheduled work hours or who works four (4) or more hours after his/her regularly scheduled work hours shall receive reimbursement up to eight dollars (\$8.00) for breakfast and fifteen dollars (\$15.00) for supper. Any employee not regularly scheduled to work who works around the lunch hour on weekends or any employee who works around the lunch hour on holidays, shall receive reimbursement for up to ten dollars (\$10.00) for lunch.
- 23.4 Retirement Benefits: The Town agrees to continue discussion and investigation into possible retirement plans for the bargaining unit. Should the Town get the necessary approval and/or funding to implement a pension plan, negotiations on pension would be reopened for the express purpose of clarifying the Boards pension obligations and establish contractual language on the subject.

### **ARTICLE XXIV - DRUG AND ALCOHOL POLICY**

- 24.1 The Town shall maintain a drug and alcohol policy in accordance with state and federal law. Employees will be provided a copy of the policy upon hire and provided any updates to the policy prior to implementation. All employees covered under this agreement are the subject to the procedures outlined therein.

**ARTICLE XXV – CDL TRAINING**

25.1 The Town shall provide CDL training to any employee hired without a CDL license.

**ARTICLE XXVI - SUBCONTRACTING**

26.1 The Town has the right to subcontract any or all work performed by bargaining unit employees provided that this right shall not be used for the purpose or intention of undermining the Union. However, the Town will not initiate the contracting out of work normally performed by employees within the bargaining unit unless (1) bargaining unit employees who would normally perform the work are unavailable to do the work even with a reasonable amount of overtime or (2) the bargaining unit employees do not possess the required qualifications and skills to do the work in a qualified manner or would be unable to complete the work within the requisite time with a reasonable amount of overtime.

**ARTICLE XXVII - SCOPE OF AGREEMENT**

27.1 Duration. This Agreement shall be in effect and remain in effect through June 30, 2020, and during the period of negotiations for a new agreement as provided by statute. Either party may notify the other party in writing of its desire to bargain collectively with respect to the successor agreement; however, neither party shall be obligated to take part in any such collective bargaining session prior 150 days prior to the expiration of this agreement.

27.2 Headings. The paragraph captions used in this Agreement are included solely for convenience and shall not affect or be used in conjunction with the interpretation of this Agreement.

27.3 This Agreement supersedes and cancels all prior practices and agreements, whether written or oral, unless expressly stated to the contrary herein, and together with any letters of understanding issued concurrently (or after) with this Agreement constitutes the complete and entire Agreement between the parties, and concludes collective bargaining (except as provided for in the grievance procedure) for its term.

27.4 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. The parties shall immediately negotiate a substitute for the invalidated articles, section, sentence, clause and phrase.

**WAGE SCHEDULE - 7/1/20**

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<u>POSITION</u>	<u>EXISTING RATE</u>	<u>START</u> <u>85%</u>	<u>AFTER</u> <u>YEAR ONE</u> <u>90%</u>	<u>AFTER</u> <u>YEAR TWO</u> <u>95%</u>	<u>AFTER</u> <u>YEAR THREE</u> <u>100%</u>
FOREMAN	\$29.49	\$25.57	\$27.07	\$28.58	\$30.08
ASSISTANT FOREMAN	\$27.50	\$23.84	\$25.25	\$26.65	\$28.05
DRIVER/LABORER	\$25.29	\$21.93	\$23.22	\$24.51	\$25.80
PART TIME DRIVER/LABORER	\$23.52	\$20.39	\$21.59	\$22.79	\$23.99
TRANSFER STATION SUPERINTENDENT	\$17.93	\$15.55	\$16.46	\$17.37	\$18.29
TRANSFER STATION WORKER	\$17.36	\$15.05	\$15.94	\$16.82	\$17.71

**WAGE SCHEDULE - 7/1/21**

<u>POSITION</u>	<u>EXISTING RATE</u>	<u>START</u> <u>85%</u>	<u>AFTER</u> <u>YEAR ONE</u> <u>90%</u>	<u>AFTER</u> <u>YEAR TWO</u> <u>95%</u>	<u>AFTER</u> <u>YEAR THREE</u> <u>100%</u>
FOREMAN	\$30.08	\$26.08	\$27.61	\$29.15	\$30.68
ASSISTANT FOREMAN	\$28.05	\$24.32	\$25.75	\$27.18	\$28.61
DRIVER/LABORER	\$25.80	\$22.36	\$23.68	\$25.00	\$26.31
PART TIME DRIVER/LABORER	\$23.99	\$20.80	\$22.02	\$23.25	\$24.47

TRANSFER STATION SUPERINTENDENT	\$18.29	\$15.86	\$16.79	\$17.72	\$18.65
TRANSFER STATION WORKER	\$17.71	\$15.35	\$16.26	\$17.16	\$18.06

**WAGE SCHEDULE - 7/1/22**

POSITION	EXISTING RATE	START	AFTER	AFTER	AFTER
		<u>85%</u>	YEAR ONE <u>90%</u>	YEAR TWO <u>95%</u>	YEAR THREE <u>100%</u>
FOREMAN	\$30.68	\$26.60	\$28.17	\$29.73	\$31.30
ASSISTANT FOREMAN	\$28.61	\$24.81	\$26.26	\$27.72	\$29.18
DRIVER/LABORER	\$26.31	\$22.81	\$24.15	\$25.50	\$26.84
PART TIME DRIVER/LABORER	\$24.47	\$21.22	\$22.46	\$23.71	\$24.96
TRANSFER STATION SUPERINTENDENT	\$18.65	\$16.17	\$17.12	\$18.08	\$19.03
TRANSFER STATION WORKER	\$18.06	\$15.66	\$16.58	\$17.50	\$18.42

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives on the date written below and have duly executed this Agreement.

Town of Sprague

Municipal Employees Union Independent

BY: Cheryl Blanchard  
Cheryl Blanchard  
First Selectman

BY: Thomas Girard  
Thomas Girard  
Union Steward, MEUI Local 506

DATE: 04/26/2021

DATE: 04/26/21

BY: Theo Horesco  
Theo Horesco

Staff Representative, MEUI

DATE: 04/26/2021

**Summary of Cost (Savings) between Town of Sprague and MEUI Local 506**

General Topic	Change			
		FY 20-21	FY 21-22	FY 22-23
Wages	General Wage Increases %	2%	2%	2%
	Cost of General Wage Increase in \$	\$ 4,389	\$ 4,480	\$ 4,586
	Cost of Step Yearly Increment Changes in \$	\$ -	\$ -	\$ -
Healthcare	Health Plan Design Change: Cost/(Savings)	\$ -	\$ -	\$ -
Health Premium Cost Share	Current employee share			
	Proposed employee share			
	Projected Savings	\$ -	\$ -	\$ -
Pension	Current Contribution ___%	___%	___%	___%
	New Contribution ___%	___%	___%	___%
	Cost/(Savings) in \$	\$ -	\$ -	\$ -
<b>Net Annual Impact</b>		<b>\$ 4,389</b>	<b>\$ 4,480</b>	<b>\$ 4,586</b>
Sick Leave	Current provisions: ____			
	New provisions: ____			
	Cost/(Savings)	\$ -	\$ -	\$ -
Vacation Leave	Current provisions: ____			
	New provisions: ____			
	Cost/(Savings)	\$ -	\$ -	\$ -
<b>Other Measures to Offset Costs of Contract</b>				
footwear reimbursement	Cost/(Savings)	\$ -	\$ 100	\$ 100
clothing reimbursement	Cost/(Savings)	\$ -	\$ 200	\$ 200
eyewear reimbursement	Cost/(Savings)	\$ -	\$ 600	\$ 600
<b>Total Cost (Savings) (includes one-time and non-recurring)</b>		<b>\$ 4,389</b>	<b>\$ 5,380</b>	<b>\$ 5,486</b>

**Notes:**

**FY 20-21   FY 21-22   FY 22-23**

Cheshire	2.50%	2.00%	2.00%
Clinton	2.00%	2.00%	2.00%
Colchester	2.00%		
Brookfield	2.50%	2.25%	2.25%
Coventry	2.50%	2.25%	
Ellington	2.75%	2.75%	2.75%
Hebron	2.25%		
Suffield	2.25%	2.25%	2.25%
Franklin	3.00%		

**MUNICIPAL ACCOUNTABILITY REVIEW BOARD  
MEMORANDUM**

**To:** Members of the Municipal Accountability Review Board  
**From:** Julian Freund  
**Date:** May 2, 2021  
**Subject:** Town of Sprague FY 2022 Budget

**Background**

According to the MARB statute, the MARB has approval authority of certain elements of the annual budgets of Tier II municipalities, including approval of assumptions regarding state revenues, property tax revenues and mill rates. The statute also provides MARB with an opportunity for review and comment on the budget prior to adoption by the local legislative body. The Memorandum of Agreement for restructuring funds between OPM and the Town of Sprague requires the entire Town budget be approved by the MARB.

The Town’s Board of Finance released a Recommended FY 2022 Budget for its April 29 meeting. A public hearing on the budget has been scheduled for May 11. Following the public hearing, the budget goes to a Town Meeting where voters may make revisions before approving the budget or may opt to send the budget to referendum.

**Recommended FY 2022 Budget Review**

**Revenues**

Overall General Fund revenues increase by \$221,155 or 2.3%, in the recommended FY 2022 budget. This net increase is driven by an increase in Property Taxes of \$131,266, and the planned use of \$105,000 of bond premium to offset Debt Service payments in FY 2022.

**Revenue Summary**

<b>Category</b>	<b>FY 2020 Actual</b>	<b>FY 2021 Adopted</b>	<b>FY 2021 Projected</b>	<b>FY 2022 Proposed</b>	<b>Change vs FY 2021</b>	<b>Percent Change</b>
Property Taxes	5,953,612	6,110,523	6,106,023	6,241,789	131,266	2.1%
State Aid	3,263,030	3,266,027	3,266,027	3,250,916	(15,111)	-0.5%
All Other Revenues	1,092,724	215,158	215,158	320,158	105,000	48.8%
<b>Total Revenues</b>	<b>10,309,366</b>	<b>9,591,708</b>	<b>9,587,208</b>	<b>9,812,863</b>	<b>221,155</b>	<b>2.3%</b>

*Property Taxes*

Current Levy Tax Collections in the Recommended FY 2022 budget total \$5,801,039. This is an increase of \$131,266, or 2.3% over the FY 2021 levy. Grand List growth of 1.6% generates \$90,981 of the new Current Levy revenue. The remainder of the increase is the result of a proposed 0.25 mill increase to the

mill rate, to a mill rate of 36.00 mills. The mill rate increase generates an additional \$40,285 in tax revenue.

<b>Current Levy</b>				
	FY 2021 Adopted	Increase due to:		FY 2022 Proposed
		Grand List Growth	Mill Increase 0.25	
Current Levy	5,669,773	90,981	40,285	5,801,039

Property tax collections in the Recommended Budget are based on a tax collection rate of 97.0% which has been the budgeted collection rate for several years. The table below depicts the Town’s actual collection rates from FY 2018 to FY 2020 and the budgeted collection rates for FY 2021 and FY 2022.

	<b>FY 2018 Actual</b>	<b>FY 2019 Actual</b>	<b>FY 2020 Actual</b>	<b>FY 2021 Budgeted</b>	<b>FY 2022 Budgeted</b>
Tax Collection Rate					
Collection Rate	97.7%	97.8%	97.7%	97.0%	97.0%

Collections on prior year taxes, interest and lien fees, and supplemental motor vehicle taxes are all budgeted at the same level as the current fiscal year.

*5-Year Plan: The previously approved 5-Year Plan assumed no Grand List growth for the FY 2021 budget. All of the additional revenue generated by the actual Grand List growth on the October 2020 list represents unanticipated tax revenue. The Plan also provided for a 0.5 mill increase to the mill rate, compared to the 0.25 mill rate increase in the Recommended Budget. The net effect of greater Grand List growth and a lower tax rate increase will be an additional \$51,968 in taxes when compared to the 5-Year Plan.*

	<b>FY 2022 As shown in 5-Year Plan</b>	<b>FY 2022 As Recommended</b>	<b>Variance</b>
<b>Current Levy</b>	5,749,071	5,801,039	51,968

*State Aid*

State Aid to municipalities comprises approximately 33% of the Town’s General Fund revenues. Most sources of State Aid are budgeted in FY 2022 at the same level as in FY 2021. The exception is the State Police Overtime Reimbursement account which is budgeted at \$0 in FY 2022. This reduction is based on an expectation that DWI enforcement grant funding will not be available in FY 2022. The budgeted amounts for State Aid are consistent with the levels of funding for aid to municipalities in the Governor’s recommended budget.

The Recommended budget does not currently include any of the additional support for Distressed Municipalities as proposed in the Governor’s budget or any of the anticipated ARPA funding.

*5-Year Plan: The 5-Year Plan assumed level State Aid in FY 2022. As noted above, the level of State Aid included in the Recommended Budget is consistent with the State budget.*

**Other Revenue**

All other sources of revenue represent just over 3% of General Fund revenues. Among the Other Revenue Sources in FY 2022 is the use of \$105,000 of bond premium from the September bond issue to be used as an offset to scheduled Debt Service payments in FY 2022.

*5-Year Plan: The 5-Year Plan assumed that bond premium in the amount of \$152,900 would be utilized in FY 2022 to offset scheduled Debt Service payments. The Recommended budget amount of \$105,900 will preserve \$47,900 of bond premium for future Debt Service offset.*

**Expenditures**

Overall expenditures increase by \$83,161, or 0.9% in the Recommended FY 2022 budget. This net increase reflects a 1.5% increase in Education expenditures, an increase of 1.1% in Town operations, and a decrease of -4.1% in Debt Service and capital expenditures.

**Expenditure Summary**

<b>Category</b>	<b>FY 2020 Actual</b>	<b>FY 2021 Adopted</b>	<b>FY 2021 Projected <sup>1</sup></b>	<b>FY 2022 Proposed</b>	<b>Change vs FY 2021</b>	<b>Percent Change</b>
Town Operating	1,939,635	1,950,642	1,901,392	1,973,009	22,367	1.1%
Debt Service and CNR	848,543	911,625	913,464	873,875	(37,750)	-4.1%
Education	6,342,104	6,688,595	6,688,595	6,787,139	98,544	1.5%
<b>Total Expenditures</b>	<b>9,130,282</b>	<b>9,550,862</b>	<b>9,503,451</b>	<b>9,634,023</b>	<b>83,161</b>	<b>0.9%</b>

1. The Board of Finance adopted budget shows FY 2021 expenditures projected to complete the year on budget. The Board of Education's monthly financial reports indicate that a year-end balance is expected.

**Town Operations**

Budgeted expenditures for Town Operations reflect several adjustments, including the following:

- Reduction in salary for administrative support to Board of Selectmen due to turnover: -\$9,267
- Increase in Public Works salaries to correct for number of employees budgeted and to include general wage increase in tentative agreement: \$26,295
- Increase in liability insurance to include cost of cyber-insurance: \$11,869
- Reduction in Commission on Aging to reflect fewer hours of operation at Senior Center and reduction in senior bus service: -\$12,820
- Reduction funding of Grist Mill to reflect less use of community areas of building: -\$7,591

Health Insurance expenses increase by \$13,021, or 9.3%. The Town participates in the State Partnership for health insurance. Budgeted expenses reflect Partnership rates.



*5-Year Plan: Operating Expenditures in the second year of the 5-Year Plan (FY 2022) totaled \$1,975,629 which is approximately \$2,600, or 0.1%, higher than the budget recommended by the Board of Finance for FY 2022.*

#### *Debt Service and Transfer to Capital Fund*

Total Debt Service requirements decline by -\$37,750 based on scheduled payments. The budgeted Debt Service payments incorporate the September 2020 bond issue which permanently financed \$3.44 million of maturing bond anticipation notes. As part of the bond issue, the Town received bond premium which has been planned to offset a portion of interest cost over three years (FY 2021 – FY 2023). The contribution to Capital reserve remains at \$22,000 in FY 2022.

*5-Year Plan: Debt Service in the Recommended Budget is consistent with the scheduled payments reflected in the 5-Year Plan. Interest payments are \$4,250 less than previously projected in the 5-Year Plan based on an updated interest payment schedule. Transfer to Capital reserve is consistent with the 5-Year Plan at \$22,000.*

#### *Education*

The Education budget represents an increase of \$98,544, or 1.5% over the current year budget. As explained in the Board of Education budget document, the FY 2022 Education budget reflects the combined effect of the following major budget drivers:

- Increases in the following accounts:
  - Certified and non-certified salaries: \$87,009
  - Health and life insurance benefits: \$98,050
  - Special Education Private High School Tuition: \$84,171
  - Elem. School Tuition and Magnet/School Choice Regular & Special Ed. Tuition: \$99,357
  
- Decreases in the following accounts:
  - Contracted Special Education Transportation: -\$63,315
  - High School Tuition Regular Education: -\$113,050
  - High School Tuition, Special Education Public: -\$48,461
  - Elementary School Tuition, Special Education Private: -\$68,500

The remaining Education accounts increase in the aggregate by a net \$23,283.

*5-Year Plan: The proposed FY 2022 Budget for Education is consistent with the 5-Year Plan which provided for increases of 1.5% per year.*





TOWN OF SPRAGUE  
OPERATING BUDGET AND  
CAPITAL & NON-RECURRING ITEMS BUDGET

BoF DRAFT  
\*\*\*NOT FINAL\*\*\*

	A	B	C	D	E	F	G	H	I	J	K	L	M
3				2019-2020		2020-2021		2020-2021		2021-2022		21-22 Bud \$	21-22 Bud %
84		<b>CAPITAL &amp; NON-RECURRING</b>											
85	Source	<b>CNR REVENUES</b>											
86	Bond10	Bond 10 year				32,000		-		-			-100.0%
87	Bond15	Bond 15 year				-		-		-			0.0%
88	Bond20	Bond 20 year				154,625		-		-			-100.0%
89	CNR	Capital & Non-Recurring Fund				-		-		-			0.0%
90	BFD	CNR - Baltic Fire Department Reserve Fund				-		-		-			0.0%
91	GF	General Fund				-		-		-			0.0%
92	LOCIP	Local CIP				-		-		-			0.0%
93	OSF	Openspace Fund				-		-		-			0.0%
94	TAR	Town Aid for Roads				-		-		-			0.0%
95	FAD	Fundraisers and Donations				-		-		-			0.0%
96	GRANT	Grants				-		-		485,000			100.0%
97	OTH	Other				28,000		-		-			-100.0%
98		<b>TOTAL CNR REVENUES</b>				-		<b>214,625</b>		-		<b>485,000</b>	126.0%
99													
100		<b>CNR EXPENDITURES</b>											
108													
109		<b>Major Grant Projects</b>											
118	Bond10	Hanover Reservoir Dredging and Dam Repair				-		20,000		-			
119													
120	OTH	Fish Ladder				-		28,000		-			
121													
122		<b>Town Facilities</b>											
133	CASH	Town Facilities Technology				-		3,000		-		6,000	
135	CASH	Library Technology, Equipment and Capital Improvements				-		3,000		-			
143													
144		<b>Town Reserve Fund Contributions</b>											
145	CASH	Transfer to Plan of C & D Reserve				-		3,000		-		3,000	
146	CASH	Transfer to Salary 27th Pay Period Reserve				-		3,000		-		3,000	
147	CASH	Transfer to Town Revaluation Reserve				-		10,000		-		10,000	
148													
149		<b>Public Works</b>											
150	Bond20	Tree Removal and Pruning				-		154,625		-			
151	GF	Tree Replacement				-		-		-			
152													
239		<b>Water and Sewer Authority</b>											
260	CASH	Water & Sewer Capital Upgrades				-		17,000		-			
270													
271		<b>Fire Department</b>											
272						-		-		-			
282	Bond10	Turn Out Gear				-		12,000		-			
298	GRANT	Retaining Wall				-		-		-		485,000	
308	Bond15	Ambulance - A524				-		-		-			
314	Bond20	Rescue - R-424				-		-		-			
315		<b>Total CNR Expenditures</b>				-		<b>253,625</b>		-		<b>507,000</b>	
316		<b>Less Total CNR Revenues</b>				-		<b>(214,625)</b>		-		<b>(485,000)</b>	
317		<b>Due from Tax Base (Acct #7360)</b>				<b>26,500</b>		<b>39,000</b>		-		<b>22,000</b>	-43.6%



TOWN OF SPRAGUE  
OPERATING BUDGET AND  
CAPITAL & NON-RECURRING ITEMS BUDGET

BoF DRAFT  
\*\*\*NOT FINAL\*\*\*

	A	B	C	D	E	F	G	H	I	J	K	L	M
			2019-2020	2020-2021		2020-2021		2020-2021		2021-2022		21-22 Bud \$	21-22 Bud %
3													
318		<b>DETAIL BREAKDOWN OF GENERAL GOVERNMENT</b>											
319	6000	<b>BOARD OF SELECTMEN</b>	<b>90,965</b>	<b>91,227</b>		<b>90,627</b>		<b>81,864</b>		<b>81,864</b>		<b>(9,363)</b>	<b>-10.3%</b>
320	-1	First Selectman	40,100	40,400		40,400		40,804		40,804		404	1.0%
321	-2	Selectman	1,200	1,200		1,200		1,200		1,200		-	0.0%
322	-3	Selectman	1,100	1,200		1,200		1,200		1,200		-	0.0%
323	-4	Office supplies, meetings, misc.	1,260	1,260		1,260		1,260		1,260		-	0.0%
324	-5	Mileage	1,672	1,500		500		1,000		1,000		(500)	-33.3%
325	-6	Executive Assistant	45,209	45,667		45,667		36,400		36,400		(9,267)	-20.3%
326	-7	Stipends for Additional Board Participation	425	-		400		-		-		-	0.0%
327													
328	6005	<b>ELECTIONS</b>	<b>11,407</b>	<b>23,007</b>		<b>23,007</b>		<b>20,550</b>		<b>20,550</b>		<b>(2,458)</b>	<b>-10.7%</b>
329	-1	Elections - Salaries	3,643	6,100		6,100		6,409		6,409		309	5.1%
330	-2	Elections - Misc	7,764	16,907		16,907		14,141		14,141		(2,767)	-16.4%
331													
332	6010	<b>BOARD OF FINANCE</b>	<b>188</b>	<b>188</b>		<b>188</b>		<b>188</b>		<b>188</b>		<b>-</b>	<b>0.0%</b>
333	-2	Town reports, supplies, brochures	188	188		188		188		188		-	0.0%
334													
335	6011	<b>AUDITING</b>	<b>18,137</b>	<b>23,200</b>		<b>23,200</b>		<b>23,200</b>		<b>23,200</b>		<b>-</b>	<b>0.0%</b>
336													
337	6012	<b>BOOKKEEPER</b>	<b>29,012</b>	<b>29,392</b>		<b>29,392</b>		<b>29,677</b>		<b>29,677</b>		<b>285</b>	<b>1.0%</b>
338	-1	Salary	27,902	28,492		28,492		28,777		28,777		285	1.0%
339	-2	Support	1,110	900		900		900		900		-	0.0%
340													
341	6015	<b>TAX ASSESSOR</b>	<b>23,312</b>	<b>25,425</b>		<b>25,425</b>		<b>25,287</b>		<b>25,287</b>		<b>(138)</b>	<b>-0.5%</b>
342	-1	Salary	22,591	22,165		22,165		22,387		22,387		222	1.0%
343	-4	Travel expense	41	300		300		300		300		-	0.0%
344	-5	Education & Dues	-	280		280		100		100		(180)	-64.3%
345	-6	Sup. post., pricing manuals, repair/maint	680	1,680		1,680		1,500		1,500		(180)	-10.7%
346	-7	Mapping	-	1,000		1,000		1,000		1,000		-	0.0%
347													
348	6025	<b>TAX COLLECTOR</b>	<b>29,950</b>	<b>28,907</b>		<b>28,907</b>		<b>27,965</b>		<b>27,965</b>		<b>(942)</b>	<b>-3.3%</b>
349	-1	Salary	26,532	26,797		26,797		27,065		27,065		268	1.0%
350	-2	DMV Charge Delinquent MV	-	-		-		-		-		-	0.0%
351	-4	Misc. supplies, school	514	700		700		700		700		-	0.0%
352	-5	Postage	2,905	1,410		1,410		200		200		(1,210)	-85.8%
353													
354	6030	<b>TOWN TREASURER</b>	<b>2,400</b>	<b>2,400</b>		<b>2,400</b>		<b>2,400</b>		<b>2,400</b>		<b>-</b>	<b>0.0%</b>
355													
356	6035	<b>TOWN COUNSEL</b>	<b>26,670</b>	<b>27,000</b>		<b>27,000</b>		<b>27,000</b>		<b>27,000</b>		<b>-</b>	<b>0.0%</b>
357	-1	Town Counsel	20,691	20,000		20,000		20,000		20,000		-	0.0%
358	-2	Financial Advisor	5,979	7,000		7,000		7,000		7,000		-	0.0%
359													
360	6040	<b>TOWN CLERK</b>	<b>51,445</b>	<b>53,170</b>		<b>53,170</b>		<b>53,671</b>		<b>53,671</b>		<b>501</b>	<b>0.9%</b>
361	-1	Salary	49,561	50,057		50,057		50,558		50,558		501	1.0%
362	-2	Office supplies, misc.	789	1,463		1,463		1,463		1,463		-	0.0%
363	-3	Dog Licenses	220	350		350		350		350		-	0.0%
364	-4	School	745	900		900		900		900		-	0.0%
365	-5	Micro filming (security)	129	400		400		400		400		-	0.0%
366													
367	6045	<b>TELEPHONE SERVICES/DSL/WEBSITE</b>	<b>11,840</b>	<b>11,500</b>		<b>12,056</b>		<b>12,056</b>		<b>12,056</b>		<b>556</b>	<b>4.8%</b>
368													
369	6050	<b>POOL SECRETARIES</b>	<b>57,744</b>	<b>58,781</b>		<b>58,781</b>		<b>59,368</b>		<b>59,368</b>		<b>587</b>	<b>1.0%</b>
370	-1	Salary - Assistant Town Clerk	22,411	23,614		23,614		23,850		23,850		236	1.0%
371	-2	Salary - Land Use Clerk	35,333	35,167		35,167		35,519		35,519		352	1.0%
372													
373	6055	<b>TOWN OFFICE BUILDING</b>	<b>34,771</b>	<b>37,322</b>		<b>33,794</b>		<b>37,522</b>		<b>37,522</b>		<b>200</b>	<b>0.5%</b>
374	-1	Janitorial Services	10,569	9,822		9,120		9,822		9,822		-	0.0%
375	-2	Supplies, Maintenance	2,164	2,000		2,000		2,000		2,000		-	0.0%
376	-3	Heat Town Hall Facilities	8,454	11,500		8,000		11,000		11,000		(500)	-4.3%
377	-4	Lights Town Hall Facilities	8,313	9,000		9,674		9,700		9,700		700	7.8%
378	-5	Repair & Renovation	5,271	5,000		5,000		5,000		5,000		-	0.0%
379													
380	6060	<b>GRANTS/CONTRACTS MANAGER</b>	<b>15,541</b>	<b>-</b>		<b>-</b>		<b>-</b>		<b>-</b>		<b>-</b>	<b>0.0%</b>
381	-1	Salary	15,005	-		-		-		-		-	0.0%
382	-2	Workshops, Seminars	150	-		-		-		-		-	0.0%
383	-3	Misc. Supplies, Subscription, Postage	278	-		-		-		-		-	0.0%
384	-4	Mileage	108	-		-		-		-		-	0.0%
385													
386	6100	<b>PLANNING &amp; ZONING COMMISSION</b>	<b>18,245</b>	<b>20,797</b>		<b>20,797</b>		<b>18,870</b>		<b>18,870</b>		<b>(1,927)</b>	<b>-9.3%</b>
387	-1	Zoning Enforcement Officer	7,225	7,297		7,297		7,370		7,370		73	1.0%
388	-2	Technical Assistant-Planner	11,020	13,500		13,500		11,500		11,500		(2,000)	-14.8%
389	-5	Secretarial & Other Services	-	-		-		-		-		-	0.0%
390													
391	6111	<b>LAND USE</b>	<b>406</b>	<b>800</b>		<b>800</b>		<b>500</b>		<b>500</b>		<b>(300)</b>	<b>-37.5%</b>
392													
393	6115	<b>ECONOMIC DEVELOPMENT</b>	<b>-</b>	<b>900</b>		<b>225</b>		<b>225</b>		<b>225</b>		<b>(675)</b>	<b>-75.0%</b>
394													



TOWN OF SPRAGUE  
OPERATING BUDGET AND  
CAPITAL & NON-RECURRING ITEMS BUDGET

BoF DRAFT  
\*\*\*NOT FINAL\*\*\*

	A	B	C	D	E	F	G	H	I	J	K	L	M
3			2019-2020	2020-2021	2020-2021	2021-2022	2021-2022	21-22 Bud \$	21-22 Bud %				
395	6120	CONSERVATION COMMISSION	823	1,100	354	1,100	-	0.0%					
396	-2	Training Workshop	-	100	100	100	-	0.0%					
397	-4	Miscellaneous, signage	823	1,000	254	1,000	-	0.0%					
398								0.0%					
399	6150	CONSERVATION/WETLANDS ENFORCEMENT OFFICER	7,018	6,500	7,000	7,000	500	7.7%					
400													
401	6200	HIGHWAYS	377,884	360,335	381,317	387,530	27,195	7.5%					
402	-1	General Maintenance	61,072	45,000	45,000	45,000	-	0.0%					
403	-2	Public works salaries	227,950	203,035	224,017	229,330	26,295	13.0%					
404	-3	Storm - Misc.o/t labor	13,209	26,200	26,200	26,200	-	0.0%					
405	-4	Boots & Clothing & Eyewear	1,700	1,600	1,600	2,500	900	56.3%					
406	-5	Storm - Materials	23,838	27,500	27,500	27,500	-	0.0%					
407	-6	Roadway Pavement Management	36,054	40,000	40,000	40,000	-	0.0%					
408	-7	Town Garage	5,257	8,000	8,000	8,000	-	0.0%					
409	-8	Stormwater Fees/Testing	8,305	8,500	8,500	8,500	-	0.0%					
410	-10	Drug & Alcohol Testing	500	500	500	500	-	0.0%					
411													
412	6202	TREE MAINTENANCE	15,245	18,300	18,300	15,000	(3,300)	-18.0%					
413	-1	Tree Warden	2,250	2,250	2,250	2,250	-	0.0%					
414	-2	Tree Warden - Training Seminars	180	350	350	350	-	0.0%					
415	-3	Tree Pruning, Removal, replacement	12,437	15,300	15,300	12,000	(3,300)	-21.6%					
416	-4	Mileage	379	400	400	400	-	0.0%					
417													
418	6205	STREET LIGHTING	15,392	17,000	17,000	18,500	1,500	8.8%					
419													
420	6300	SOCIAL SECURITY	55,244	56,110	56,110	56,184	74	0.1%					
421													
422	6310	DEFERRED COMPENSATION	16,273	16,471	16,471	15,421	(1,050)	-6.4%					
423													
424	6400	REGIONAL PLANNING AGENCIES	38,232	38,861	34,919	38,553	(308)	-0.8%					
425	-1	TVCCA	1,000	1,000	1,000	1,000	-	0.0%					
426	-2	Council of Governments	1,641	1,641	1,641	1,641	-	0.0%					
427	-3	Soil & Water Conservation	300	300	300	300	-	0.0%					
428	-4	Womens Center	250	250	250	250	-	0.0%					
429	-5	Uncas Health District	19,262	19,674	16,868	19,956	282	1.4%					
430	-6	CT Conference of Municipalities	2,032	2,032	1,016	2,032	-	0.0%					
431	-7	Norwich Probate Court	2,124	2,124	2,124	2,124	(0)	0.0%					
432	-8	Council of Small Towns (COST)	725	725	725	725	-	0.0%					
433	-9	Quinebaug Walking Weekends	-	175	175	175	-	0.0%					
434	-10	SSAC of Eastern CT	300	300	300	300	-	0.0%					
435	-11	Southeastern CT Enterprise Region (SECTER)	1,419	1,540	1,419	1,044	(496)	-32.2%					
436	-12	Regional Animal Control	9,179	9,100	9,100	9,006	(94)	-1.0%					
437													
438	6500	INSURANCE	199,519	236,445	221,186	260,938	24,493	10.4%					
439	-1	General Town (Includes Cyber Insurance)	28,448	29,133	29,132	41,002	11,869	40.7%					
440	-2	Fire Department	16,537	16,690	16,691	17,191	501	3.0%					
441	-4	Water & Sewer Plants	7,566	7,982	7,982	8,222	240	3.0%					
442	-5	CIRMA (Workers Comp.)	33,848	39,343	36,246	38,205	(1,138)	-2.9%					
443	-6	Employee Medical Insurance	109,169	139,347	127,186	152,368	13,021	9.3%					
444	-7	Employee Insurance Waiver	3,950	3,950	3,950	3,950	-	0.0%					
445													
446	6600	POLICE DEPARTMENT	196,340	177,665	177,482	184,767	7,102	4.0%					
447	-1	Resident Trooper Program	177,860	167,982	167,982	175,006	7,024	4.2%					
448	-2	Overtime (See revenue account 5200-13)	15,212	5,000	5,000	5,000	-	0.0%					
449	-3	Dare Program	215	300	300	300	-	0.0%					
450	-4	Supplies & misc.	234	500	500	500	-	0.0%					
451	-5	School Crossing Guards	2,819	3,883	3,700	3,961	78	2.0%					
452													
453	6605	FIRE DEPARTMENT	118,660	120,290	120,290	120,290	-	0.0%					
454	-1	Vehicle Maintenance	22,907	24,000	24,000	24,000	-	0.0%					
455	-2	Fixed Expenses	37,607	36,300	36,300	36,300	-	0.0%					
456	-3	Truck Supplies	7,400	7,550	7,550	7,550	-	0.0%					
457	-4	Station Maintenance	8,523	11,200	11,200	11,200	-	0.0%					
458	-5	Training	10,114	14,500	14,500	14,500	-	0.0%					
459	-6	Business Expenses	13,630	14,140	14,140	14,140	-	0.0%					
460	-7	Equipment Maintenance	18,480	12,600	12,600	12,600	-	0.0%					
461	-8	Capital Expenses	-	-	-	-	-	0.0%					
462													
463	6610	EMERGENCY MANAGEMENT/LEPC	3,954	4,030	4,030	4,030	-	0.0%					
464	-1	Salary Director	2,200	2,200	2,200	2,200	-	0.0%					
465	-4	Capital Expenses	-	-	-	-	-	0.0%					
466	-5	Training Expense	500	500	500	500	-	0.0%					
467	-6	Equipment Maintenance	754	830	830	830	-	0.0%					
468	-8	Local Emergency Plan Chairperson (LEPC)	500	500	500	500	-	0.0%					
469													
470	6615	FIRE MARSHAL/BURNING OFFICIAL	10,913	11,729	11,302	10,875	(854)	-7.3%					
471	-1	Salary	8,767	8,854	8,427	8,000	(854)	-9.6%					
472	-2	Office expenses, education, misc.	1,521	2,250	2,250	2,250	-	0.0%					
473	-4	Burning Official	625	625	625	625	-	0.0%					
474													



TOWN OF SPRAGUE  
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BoF DRAFT  
\*\*\*NOT FINAL\*\*\*

	A	B	C	D	E	F	G	H	I	J	K	L	M
			2019-2020	2020-2021	2020-2021	2021-2022	21-22 Bud \$	21-22 Bud %					
3													
475	6620	<b>BUILDING OFFICIAL</b>	<b>20,046</b>	<b>21,466</b>	<b>21,466</b>	<b>21,662</b>	<b>196</b>	<b>0.9%</b>					
476	-1	Salary	19,471	19,666	19,666	19,862	196	1.0%					
477	-2	Mileage	264	800	800	800	-	0.0%					
478	-3	Membership fees	79	250	250	250	-	0.0%					
479	-6	Education, Training, Misc.	233	250	250	250	-	0.0%					
480	-7	Office Supplies, Code volumes	-	500	500	500	-	0.0%					
481													
482	6625	<b>BLIGHT ENFORCEMENT OFFICER</b>	<b>3,658</b>	<b>3,891</b>	<b>3,891</b>	<b>3,927</b>	<b>36</b>	<b>0.9%</b>					
483	-1	Salary	3,555	3,591	3,591	3,627	36	1.0%					
484	-2	Mileage	-	150	150	150	-	0.0%					
485	-3	Postage	103	150	150	150	-	0.0%					
486													
487	6700	<b>SANITATION &amp; WASTE REMOVAL</b>	<b>77,830</b>	<b>70,000</b>	<b>67,588</b>	<b>70,000</b>	-	<b>0.0%</b>					
488	-2	Materials & Misc.	312	5,000	5,000	5,000	-	0.0%					
489	-3	Recycling	77,518	65,000	62,588	65,000	-	0.0%					
490													
491	6702	<b>WASTE MANAGEMENT</b>	<b>50,431</b>	<b>63,000</b>	<b>63,000</b>	<b>63,000</b>	-	<b>0.0%</b>					
492													
493	6810	<b>COMMISSION ON AGING</b>	<b>86,853</b>	<b>79,481</b>	<b>62,870</b>	<b>66,660</b>	<b>(12,821)</b>	<b>-16.1%</b>					
494	-1	Salary - Coordinator	26,017	31,574	31,574	29,764	(1,811)	-5.7%					
495	-2	Municipal Agent	120	200	50	100	(100)	-50.0%					
496	-4	Office, supplies, misc.	5,141	1,740	850	1,200	(540)	-31.0%					
497	-5	Elevator contract	2,425	2,515	2,515	2,601	86	3.4%					
498	-6	Programs	2,631	3,000	600	2,000	(1,000)	-33.3%					
499	-7	Van Driver/Bus Driver -1	13,826	14,000	-	3,500	(10,500)	-75.0%					
500	-7a	Van Driver/Bus Driver-2	18,823	19,452	20,281	20,496	1,044	5.4%					
501	-8	Senior Center Aide	7,651	-	-	-	-	0.0%					
502	-9	Vehicle Expenses	10,219	7,000	7,000	7,000	-	0.0%					
503													
504	6950	<b>CAPITAL PROJECTS</b>	<b>12,404</b>	<b>14,700</b>	<b>14,700</b>	<b>14,700</b>	-	<b>0.0%</b>					
505	-1	Repairs to Central Plant	9,013	6,000	6,000	6,000	-	0.0%					
506	-2	Engineering Fees	3,390	8,700	8,700	8,700	-	0.0%					
507													
508	7000	<b>PARKS &amp; PLAYGROUND (BoS)</b>	<b>3,730</b>	<b>750</b>	<b>750</b>	<b>750</b>	-	<b>0.0%</b>					
509													
510	7002	<b>RECREATION COMMISSION</b>	<b>13,578</b>	-	-	-	-	<b>0.0%</b>					
511	-1	Recreation Salaries	13,578	-	-	-	-	0.0%					
512	-2	Recreation Supplies	-	-	-	-	-	0.0%					
513													
514	7003	<b>RECREATION FACILITIES</b>	<b>1,751</b>	<b>1,825</b>	<b>1,550</b>	<b>1,825</b>	-	<b>0.0%</b>					
515	-2	Electricity	1,751	1,825	1,550	1,825	-	0.0%					
516													
517	7004	<b>RECREATION EVENTS</b>	<b>5,387</b>	<b>5,150</b>	<b>276</b>	<b>3,650</b>	<b>(1,500)</b>	<b>-29.1%</b>					
518	-1	Three Villages Fall Festival	3,293	3,500	-	2,000	(1,500)	-42.9%					
519	-2	Earth Day	-	400	-	400	-	0.0%					
520	-3	Youth Year Long Activity	1,612	500	276	500	-	0.0%					
521	-4	Shetucket River Festival	222	250	-	250	-	0.0%					
522	-8	Other/Indoor Soccer	261	500	-	500	-	0.0%					
523													
524	7005	<b>OTHER RECREATION PROGRAMS (BoS)</b>	-	<b>1,250</b>	-	<b>1,250</b>	-	<b>0.0%</b>					
525	-1	Sprague/Franklin/Canterbury Little League	-	1,250	-	1,250	-	0.0%					
526													
527	7010	<b>GRIST MILL</b>	<b>15,279</b>	<b>23,163</b>	<b>18,633</b>	<b>15,572</b>	<b>(7,591)</b>	<b>-32.8%</b>					
528	-1	Supplies, Maintenance	333	850	850	850	-	0.0%					
529	-2	Elevator Maintenance	2,221	7,443	6,433	2,372	(5,071)	-68.1%					
530	-3	Heat & Lights	7,594	7,850	7,850	7,850	-	0.0%					
531	-4	Grist Mill Cleaner	5,130	7,020	3,500	4,500	(2,520)	-35.9%					
532													
533	7012	<b>HISTORICAL MUSEUM</b>	<b>3,218</b>	<b>2,130</b>	<b>200</b>	<b>2,130</b>	-	<b>0.0%</b>					
534	-1	Museum Clerk	2,991	1,930	-	1,930	-	0.0%					
535	-14	Sprague Historical Society	227	200	200	200	-	0.0%					
536													
537	7015	<b>LIBRARY</b>	<b>58,913</b>	<b>82,076</b>	<b>71,666</b>	<b>83,402</b>	<b>1,326</b>	<b>1.6%</b>					
538	-1	Librarian Assistant - 1	6,970	12,996	6,970	13,414	418	3.2%					
539	-10	Library Director	21,384	28,160	23,776	28,441	281	1.0%					
540	-11	Programs	2,312	2,500	2,500	2,500	-	0.0%					
541	-12	Staff Development	89	500	500	500	-	0.0%					
542	-13	State Library/iConn Membership	350	550	550	550	-	0.0%					
543	-2	Books & DVDs	6,813	4,500	4,500	4,500	-	0.0%					
544	-3	Supplies, misc.	1,361	2,054	2,054	2,054	-	0.0%					
545	-4	Librarian Assistant - 4	7,694	12,996	12,996	13,936	940	7.2%					
546	-5	Librarian Assistant -5	4,670	5,500	5,500	6,707	1,207	21.9%					
547	-6	Librarian Assistant - 6	7,271	12,320	12,320	10,800	(1,520)	-12.3%					
548													



**TOWN OF SPRAGUE  
OPERATING BUDGET AND  
CAPITAL & NON-RECURRING ITEMS BUDGET**

**BoF DRAFT  
\*\*\*NOT FINAL\*\*\***

	A	B	C	D	E	F	G	H	I	J	K	L	M
3			2019-2020	2020-2021	2020-2021	2021-2022	2021-2022	21-22 Bud \$	21-22 Bud %				
549	7100	<b>MISCELLANEOUS</b>	<b>34,456</b>	<b>20,975</b>	<b>16,304</b>	<b>17,875</b>	<b>(3,100)</b>	<b>-14.8%</b>					
550	-10	Newsletter - Salaries	3,056	600	50	-	(600)	-100.0%					
551	-11	Bank Fees	5	-	-	-	-	0.0%					
552	-12	Newsletter- Misc.	3,943	2,000	388	500	(1,500)	-75.0%					
553	-2	War Memorial/Lords Bridge Gazebo	614	675	3,051	675	-	0.0%					
554	-3	Cemeteries, Vets Graves	474	700	500	700	-	0.0%					
555	-4	Contingent Fund	2,999	3,000	3,000	3,000	-	0.0%					
556	-5	Memorial Day Celebration	38	1,000	-	1,000	-	0.0%					
557	-6	Legal Ads	15,495	13,000	9,000	12,000	(1,000)	-7.7%					
558	-8	Unemployment Compensation	7,833	-	315	-	-	0.0%					
559													
560	7150	<b>SPRAGUE WATER &amp; SEWER AUTHORITY</b>	<b>8,078</b>	<b>8,500</b>	<b>8,500</b>	<b>8,500</b>	<b>-</b>	<b>0.0%</b>					
561	-1	Water & Sewer Public Services	8,078	8,500	8,500	8,500	-	0.0%					
562													
563	7200	<b>COMPUTER SERVICE/OFFICE MACHINES</b>	<b>50,689</b>	<b>53,433</b>	<b>53,991</b>	<b>57,577</b>	<b>4,144</b>	<b>7.8%</b>					
564	-1	Town Clerk	12,992	9,850	9,850	10,150	300	3.0%					
565	-2	Tax Collector	7,100	9,031	9,031	9,622	591	6.5%					
566	-3	Assessor/Building Inspector	12,317	12,317	12,730	15,387	3,070	24.9%					
567	-4	Selectmen/Treasurer	1,494	1,000	1,000	1,000	-	0.0%					
568	-5	Equipment Maintenance	4,206	7,000	7,000	7,000	-	0.0%					
569	-6	Supplies - Server Support - Virus Renewal	5,000	5,000	5,000	5,000	-	0.0%					
570	-7	Paychex Services	3,111	3,200	3,225	3,225	25	0.8%					
571	-8	Library Support	2,524	4,124	4,124	4,162	38	0.9%					
572	-9	Mail System	743	708	708	708	(0)	-0.1%					
573	-10	Fixed Asset Inventory	1,203	1,203	1,323	1,323	120	10.0%					
574													
577		<b>OPERATING BUDGET</b>	<b>1,923,831</b>	<b>1,950,642</b>	<b>1,900,916</b>	<b>1,973,009</b>	<b>22,367</b>	<b>1.1%</b>					
578													
579	7300	<b>DEBT - INTEREST PAYMENT</b>	<b>178,325</b>	<b>159,625</b>	<b>159,625</b>	<b>291,875</b>	<b>132,250</b>	<b>82.9%</b>					
580	-14	2005 Bonds; Land Acquisition and Roads	24,750	24,750	24,750	20,500	(4,250)	-17.2%					
581	-15	2009 Bonds; Roads, Roof, Fire Truck; ADA; Truck; Pump	23,900	19,200	19,200	14,800	(4,400)	-22.9%					
582	-16	2013 Bonds-Variou Purposes	129,675	115,675	115,675	103,675	(12,000)	-10.4%					
583	-17	2020 Bonds -Various Purposes	-	-	-	152,900	152,900	100.0%					
584													
585													
586	7305	<b>DEBT - PRINCIPAL PAYMENT</b>	<b>700,000</b>	<b>730,000</b>	<b>731,839</b>	<b>560,000</b>	<b>(170,000)</b>	<b>-23.3%</b>					
587	-14	2005 Bonds; Land Acquisition and Roads	85,000	85,000	85,000	85,000	-	0.0%					
588	-15	2009 Bonds; Roads, Roof, Fire Truck; ADA; Truck; Pump	125,000	110,000	110,000	110,000	-	0.0%					
589	-16	2013 Bonds-Variou Purposes	350,000	350,000	350,000	250,000	(100,000)	-28.6%					
590	-16	Note Payment	140,000	185,000	186,839	-	(185,000)	-100.0%					
591	-17	2020 Bonds - Various Purposes	-	-	-	115,000	115,000	100.0%					
592													
593		<b>MEMO - TOTAL DEBT PAYMENT (INTEREST+ PRINCIPAL)</b>	<b>878,325</b>	<b>889,625</b>	<b>891,464</b>	<b>851,875</b>	<b>(37,750)</b>	<b>-4.2%</b>					
594													
595	7360	<b>Operating Transfer CNR Fund</b>	<b>8,000</b>	<b>22,000</b>	<b>22,000</b>	<b>22,000</b>	<b>-</b>	<b>0.0%</b>					
596	7400	<b>Non-Budgetary Expenditures</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.0%</b>					
597	7600	<b>GAAP Accrued Payroll &amp; CWF</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.0%</b>					
598		<b>Total General Town Expenditures</b>	<b>2,810,156</b>	<b>2,862,267</b>	<b>2,814,380</b>	<b>2,846,884</b>	<b>(15,383)</b>	<b>-0.5%</b>					
599	7500	<b>Total Board of Education Expenditures</b>	<b>6,342,104</b>	<b>6,688,595</b>	<b>6,688,595</b>	<b>6,787,139</b>	<b>98,544</b>	<b>1.5%</b>					
600		<b>TOTAL SPRAGUE BUDGET</b>	<b>9,152,260</b>	<b>9,550,862</b>	<b>9,502,975</b>	<b>9,634,023</b>	<b>83,161</b>	<b>0.9%</b>					
601													

Draft  
Town of Sprague  
5-Year Plan  
FY 2022 – FY 2026





**TOWN OF SPRAGUE**  
**OPERATING BUDGET AND**  
**CAPITAL & NON-RECURRING ITEMS BUDGET**

**BoF DRAFT**  
**\*\*\*NOT FINAL\*\*\***

	A	B	C	D	E	F	G	H	I	J	K	L	M
3				2019-2020		2020-2021		2020-2021		2021-2022		21-22 Bud \$	21-22 Bud %
602		<b>REVENUES</b>											
603		<b>TAXES</b>		<b>5,953,612</b>		<b>6,110,523</b>		<b>6,106,023</b>		<b>6,241,789</b>		<b>131,266</b>	<b>2.1%</b>
604	5000-1	Current Taxes		5,499,884		5,669,773		5,669,773		5,801,039		131,266	2.3%
605	5000-2	Current Year Interest and Lien Fees		25,953		20,000		20,000		20,000		-	0.0%
606	5000-3	Prior Years Tax		109,619		125,000		125,000		125,000		-	0.0%
607	5000-4	Prior Years Interest & Lien Fees		32,086		35,000		35,000		35,000		-	0.0%
608	5000-5	Current Supplemental Motor Vehicle Tax		89,129		72,000		72,000		72,000		-	0.0%
609	5000-6	Firefighter Tax Abatement (contra)		-		(11,250)		(11,250)		(11,250)		-	0.0%
610	5000-7	PILOT Solar Farm/Fusion		200,435		200,000		200,000		200,000		-	0.0%
611	5000-8	Tax & Applic. Refunds (contra)		(3,377)		-		(4,000)		-		-	0.0%
612	5000-9	Tax Overpayments Ret'd (contra)		(117)		-		(500)		-		-	0.0%
613													
614		<b>STATE GRANTS - SCHOOL</b>		<b>2,666,736</b>		<b>2,668,094</b>		<b>2,668,094</b>		<b>2,668,094</b>		-	<b>0.0%</b>
615	5100-1	Education Block Grant (ECS)		2,666,736		2,668,094		2,668,094		2,668,094		-	0.0%
621													
622		<b>STATE GRANTS - LOCAL</b>		<b>596,294</b>		<b>597,933</b>		<b>597,933</b>		<b>582,822</b>		<b>(15,111)</b>	<b>-2.5%</b>
623	5200-1	Telecomm. Property Grant Tax		5,222		5,221		5,221		5,221		-	0.0%
624	5200-2	Municipal Revenue Sharing Account (MRSA) Municipal Projects		386,528		386,528		386,528		386,528		-	0.0%
625	5200-3	Municipal Revenue Sharing (formerly Property Tax Relief Grant)		-		-		-		-		-	0.0%
626	5200-4	PILOT State Property		6,156		6,156		6,156		6,156		-	0.0%
627	5200-5	Mashantucket Pequot Grant		17,479		17,479		17,479		17,479		-	0.0%
628	5200-6	Veterans Tax Relief		2,575		2,574		2,574		1,876		(698)	-27.1%
629	5200-7	Disability Exemption Reimbursement		581		894		894		870		(24)	0.0%
630	5200-8	Elderly Property Exemption/Freeze		-		-		-		-		-	0.0%
631	5200-10	Judicial 10th Circuit		2,760		1,000		1,000		1,000		-	0.0%
632	5200-11	SLA - Emergency Mgmt. Agency		2,764		2,800		2,800		2,800		-	0.0%
633	5200-13	State Police O/T Reimb (ref. 6600-2)		14,796		15,000		15,000		-		(15,000)	-100.0%
634	5200-14	Town Aid Roads (TAR)		151,738		151,738		151,738		152,349		611	0.4%
635	5200-16	Elderly and Disabled Transportation Grant		5,695		8,543		8,543		8,543		-	0.0%
636													
637		<b>LOCAL REVENUES</b>		<b>93,999</b>		<b>92,650</b>		<b>92,650</b>		<b>92,650</b>		-	<b>0.0%</b>
638	5300-1	Interest Income		3,214		3,000		3,000		3,000		-	0.0%
639	5300-2	License & Permit Fees		840		1,000		1,000		1,000		-	0.0%
640	5300-3	Building Permit Fees		20,152		25,000		25,000		25,000		-	0.0%
641	5300-4	Dog License Fees		1,145		1,500		1,500		1,500		-	0.0%
642	5300-5	Sundry Receipts		160		400		400		400		-	0.0%
643	5300-6	Recording Land Records , Maps, etc		14,941		10,000		10,000		10,000		-	0.0%
644	5300-8	Conveyance Tax		22,235		17,000		17,000		17,000		-	0.0%
645	5300-9	Copies-Fax Machine		5,697		5,000		5,000		5,000		-	0.0%
646	5300-10	Permit Fees, P&Z, Inland & Wetlands		3,465		3,500		3,500		3,500		-	0.0%
647	5300-11	Reimbursement of Legal Fees		-		-		-		-		-	0.0%
648	5300-12	Versailles Sewer Assessments		-		-		-		-		-	0.0%
649	5300-13	Landfill Receipts		19,316		23,000		23,000		23,000		-	0.0%
650	5300-14	Newsletter		1,532		2,000		2,000		2,000		-	0.0%
651	5300-15	Marriage Licenses		192		150		150		150		-	0.0%
652	5300-16	Sportsmans Licenses		84		150		150		150		-	0.0%
653	5300-17	Farmland Preservation		1,026		950		950		950		-	0.0%
654													
655		<b>MISC REVENUES</b>		<b>881,705</b>		<b>54,000</b>		<b>54,000</b>		<b>54,000</b>		-	<b>0.0%</b>
656	5400-1	SCRRA Subsidy		3,238		2,000		2,000		2,000		-	0.0%
659	5400-5	Other Revenues		837,528		-		-		-		-	0.0%
660	5400-6	Waste Management		40,939		52,000		52,000		52,000		-	0.0%
661													
662		<b>INTERGOVERNMENTAL TRANSFERS</b>		<b>117,020</b>		<b>68,508</b>		<b>68,508</b>		<b>68,508</b>		-	<b>0.0%</b>
663	5500-1	Water Improvement - Principal S&W Dept.		34,943		-		-		-		-	0.0%
664	5500-2	Water Improvement - Interest S&W Dept.		11,705		-		-		-		-	0.0%
665	5500-3	Prin.Subsidy from S & W for Resv. Dam Proj.		45,000		45,000		45,000		45,000		-	0.0%
666	5500-4	Int. Subsidy from S & W for Resv. Dam Proj.		25,371		23,508		23,508		23,508		-	0.0%
667	5500-5	Other		-		-		-		-		-	0.0%
668													
669		<b>OTHER MISC REVENUES</b>		-		-		-		<b>105,000</b>		<b>105,000</b>	<b>100.0%</b>
670	5600	Non-Budgetary Income		-		-		-		-		-	0.0%
671	5700	Appro. from Undesig. Fund Balance		-		-		-		-		-	0.0%
672	5800	Transfer in from CNR: Capitalized Interest		-		-		-		105,000		<b>105,000</b>	100.0%
673													
674		<b>TOTAL REVENUE</b>		<b>10,309,365</b>		<b>9,591,708</b>		<b>9,587,208</b>		<b>9,812,863</b>		<b>221,155</b>	<b>2.3%</b>
675													
676		<b>Total General Town Expenditures</b>		<b>2,810,156</b>		<b>2,862,267</b>		<b>2,814,380</b>		<b>2,846,884</b>		<b>(15,383)</b>	<b>-0.5%</b>
677	7500	<b>Total Board of Education Expenditures</b>		<b>6,342,104</b>		<b>6,688,595</b>		<b>6,688,595</b>		<b>6,787,139</b>		<b>98,544</b>	<b>1.5%</b>
678		<b>TOTAL EXPENDITURES</b>		<b>9,152,260</b>		<b>9,550,862</b>		<b>9,502,975</b>		<b>9,634,023</b>		<b>83,161</b>	<b>0.9%</b>
679													
680		<b>SURPLUS / (SHORTFALL)</b>		<b>1,157,105</b>		<b>40,846</b>		<b>84,233</b>		<b>178,839</b>			
681													



TOWN OF SPRAGUE  
OPERATING BUDGET AND  
CAPITAL & NON-RECURRING ITEMS BUDGET

FY2022  
5-Year Plan Update Draft  
5.3.2021

	A	B	P	R	S	T	U	V	X	Y	Z
				Year 1		Year 2		Year 3	Year 4		Year 5
	7/1/2018	TOWN OF SPRAGUE	Projected	FY		FY		FY	FY		FY
			2020-2021	2021-2022		2022-2023		2023-2024	2024-2025		2025-2026
4	<b>EXPENDITURE TOTALS</b>										
178	<b>DETAIL BREAKDOWN OF GENERAL GOVERNMENT</b>										
179	6000	<b>BOARD OF SELECTMEN</b>	91,227	81,864		82,636		83,416	84,703		85,499
180	-1	First Selectman	40,400	40,804		41,212		41,624	42,040		42,461
181	-2	Selectman	1,200	1,200		1,200		1,200	1,200		1,200
182	-3	Selectman	1,200	1,200		1,200		1,200	1,200		1,200
183	-4	Office supplies, meetings, misc.	1,260	1,260		1,260		1,260	1,260		1,260
184	-5	Mileage	1,500	1,000		1,000		1,000	1,500		1,500
185	-6	Executive Assistant	45,667	36,400		36,764		37,132	37,503		37,878
186	-7	Stipends for Additional Board Participation	-	-		-		-	-		-
187											
188	6005	<b>ELECTIONS</b>	23,007	20,550		20,614		20,679	20,744		20,810
189	-1	Elections - Salaries	6,100	6,409		6,473		6,538	6,603		6,669
190	-2	Elections - Misc	16,907	14,141		14,141		14,141	14,141		14,141
191											
192	6010	<b>BOARD OF FINANCE</b>	188	188		188		188	188		188
193	-2	Town reports, supplies, brochures	188	188		188		188	188		188
194											
195	6011	<b>AUDITING</b>	20,000	23,200		23,700		24,200	24,700		25,200
196											
197	6012	<b>BOOKKEEPER</b>	29,392	29,677		29,965		30,255	30,549		30,845
198	-1	Salary	28,492	28,777		29,065		29,355	29,649		29,945
199	-2	Support	900	900		900		900	900		900
200											
201	6015	<b>TAX ASSESSOR</b>	25,425	25,287		25,511		25,737	25,965		26,196
202	-1	Salary	22,165	22,387		22,611		22,837	23,065		23,296
203	-4	Travel expense	300	300		300		300	300		300
204	-5	Education & Dues	280	100		100		100	100		100
205	-6	Sup. post., pricing manuals, repair/maint	1,680	1,500		1,500		1,500	1,500		1,500
206	-7	Mapping	1,000	1,000		1,000		1,000	1,000		1,000
207											
208	6025	<b>TAX COLLECTOR</b>	28,907	27,965		28,236		28,509	28,785		29,064
209	-1	Salary	26,797	27,065		27,336		27,609	27,885		28,164
210	-2	DMV Charge Delinquent MV	-	-		-		-	-		-
211	-4	Misc. supplies, school	700	700		700		700	700		700
212	-5	Postage	1,410	200		200		200	200		200
213											
214	6030	<b>TOWN TREASURER</b>	2,400	2,400		2,400		2,400	2,400		2,400
215											
216	6035	<b>TOWN COUNSEL &amp; FINANCIAL ADVISOR</b>	21,000	27,000		27,000		27,000	27,000		27,000
217	-1	Town Counsel	20,000	20,000		20,000		20,000	20,000		20,000
218	-2	Financial Advisor	1,000	7,000		7,000		7,000	7,000		7,000
219											
220	6040	<b>TOWN CLERK</b>	53,170	53,671		54,177		54,687	55,203		55,724
221	-1	Salary	50,057	50,558		51,064		51,574	52,090		52,611
222	-2	Office supplies, misc.	1,463	1,463		1,463		1,463	1,463		1,463
223	-3	Dog Licenses	350	350		350		350	350		350
224	-4	School	900	900		900		900	900		900
225	-5	Micro filming (security)	400	400		400		400	400		400
226											
227	6045	<b>TELEPHONE SERVICES/DSL/WEBSITE</b>	11,500	12,056		12,056		12,056	12,056		12,056
228											
229	6050	<b>POOL SECRETARIES</b>	58,781	59,368		59,963		60,562	61,168		61,780
230	-1	Salary - Assistant Town Clerk	23,614	23,850		24,089		24,329	24,573		24,818
231	-2	Salary - Land Use Clerk	35,167	35,519		35,874		36,233	36,595		36,961
232											
233	6055	<b>TOWN OFFICE BUILDING</b>	37,322	37,522		37,718		37,919	38,123		38,332
234	-1	Janitorial Services	9,822	9,822		10,018		10,219	10,423		10,632
235	-2	Supplies, Maintenance	2,000	2,000		2,000		2,000	2,000		2,000
236	-3	Heat Town Hall Facilities	11,500	11,000		11,000		11,000	11,000		11,000
237	-4	Lights Town Hall Facilities	9,000	9,700		9,700		9,700	9,700		9,700
238	-5	Repair & Renovation	5,000	5,000		5,000		5,000	5,000		5,000
239											
240	6060	<b>GRANTS/CONTRACTS MANAGER</b>	-	-		-		-	-		-
241	-1	Salary	-	-		-		-	-		-
242	-2	Workshops, Seminars	-	-		-		-	-		-
243	-3	Misc. Supplies, Subscription, Postage	-	-		-		-	-		-
244	-4	Mileage	-	-		-		-	-		-
245											
246	6100	<b>PLANNING &amp; ZONING COMMISSION</b>	20,797	18,870		18,944		19,018	19,093		19,169
247	-1	Zoning Enforcement Officer	7,297	7,370		7,444		7,518	7,593		7,669
248	-2	Technical Assistant-Planner	13,500	11,500		11,500		11,500	11,500		11,500
249	-5	Secretarial & Other Services	-	-		-		-	-		-
250											
251	6111	<b>LAND USE</b>	800	500		800		800	800		800
252											
253	6115	<b>ECONOMIC DEVELOPMENT</b>	900	225		900		900	900		900
254											



# TOWN OF SPRAGUE OPERATING BUDGET AND CAPITAL & NON-RECURRING ITEMS BUDGET

FY2022  
5-Year Plan Update Draft  
5.3.2021

A	B	P	R	S	T	V	X	Y	Z
2	7/1/2018	Projected	FY		FY	FY	FY	FY	FY
3		2020-2021	2021-2022		2022-2023	2023-2024	2024-2025		2025-2026
<b>TOWN OF SPRAGUE</b>									
255	6120	<b>CONSERVATION COMMISSION</b>	<b>1,100</b>		<b>1,100</b>	<b>1,100</b>	<b>1,100</b>	<b>1,100</b>	<b>1,100</b>
256	-2	Training Workshop	100		100	100	100	100	100
257	-4	Miscellaneous, signage	1,000		1,000	1,000	1,000	1,000	1,000
258									
259	6150	<b>CONSERVATION/WETLANDS ENFORCEMENT OFFICER</b>	<b>6,500</b>		<b>7,000</b>	<b>7,000</b>	<b>7,000</b>	<b>7,000</b>	<b>7,000</b>
260									
261	6200	<b>HIGHWAYS</b>	<b>360,335</b>		<b>387,530</b>	<b>392,117</b>	<b>396,795</b>	<b>401,567</b>	<b>406,434</b>
262	-1	General Maintenance	45,000		45,000	45,000	45,000	45,000	45,000
263	-2	Public works salaries	203,035		229,330	233,917	238,595	243,367	248,234
264	-3	Storm - Misc.o/t labor	26,200		26,200	26,200	26,200	26,200	26,200
265	-4	Boots & Clothing	1,600		2,500	2,500	2,500	2,500	2,500
266	-5	Storm - Materials	27,500		27,500	27,500	27,500	27,500	27,500
267	-6	Roadway Pavement Management	40,000		40,000	40,000	40,000	40,000	40,000
268	-7	Town Garage	8,000		8,000	8,000	8,000	8,000	8,000
269	-8	Stormwater Fees/Testing (Phase II)	8,500		8,500	8,500	8,500	8,500	8,500
270	-10	Drug & Alcohol Testing	500		500	500	500	500	500
271									
272	6202	<b>TREE MAINTENANCE</b>	<b>18,300</b>		<b>15,000</b>	<b>15,000</b>	<b>15,000</b>	<b>15,000</b>	<b>15,000</b>
273	-1	Tree Warden	2,250		2,250	2,250	2,250	2,250	2,250
274	-2	Tree Warden - Training Seminars	350		350	350	350	350	350
275	-3	Tree Pruning, Removal, replacement	15,300		12,000	12,000	12,000	12,000	12,000
276	-4	Mileage	400		400	400	400	400	400
277									
278	6205	<b>STREET LIGHTING</b>	<b>17,000</b>		<b>18,500</b>	<b>18,500</b>	<b>18,500</b>	<b>18,500</b>	<b>18,500</b>
279									
280	6300	<b>SOCIAL SECURITY</b>	<b>56,110</b>		<b>56,184</b>	<b>57,308</b>	<b>58,454</b>	<b>59,623</b>	<b>60,815</b>
281									
282	6310	<b>DEFERRED COMPENSATION</b>	<b>16,471</b>		<b>15,421</b>	<b>15,421</b>	<b>15,421</b>	<b>15,421</b>	<b>15,421</b>
283									
284	6400	<b>REGIONAL PLANNING AGENCIES</b>	<b>38,861</b>		<b>38,553</b>	<b>38,553</b>	<b>38,553</b>	<b>38,553</b>	<b>38,553</b>
285	-1	TVCCA	1,000		1,000	1,000	1,000	1,000	1,000
286	-2	Council of Governments	1,641		1,641	1,641	1,641	1,641	1,641
287	-3	Soil & Water Conservation	300		300	300	300	300	300
288	-4	Womens Center	250		250	250	250	250	250
289	-5	Uncas Health District	19,674		19,956	19,956	19,956	19,956	19,956
290	-6	CT Conference of Municipalities	2,032		2,032	2,032	2,032	2,032	2,032
291	-7	Norwich Probate Court	2,124		2,124	2,124	2,124	2,124	2,124
292	-8	Council of Small Towns (COST)	725		725	725	725	725	725
293	-9	Quinebaug Walking Weekends	175		175	175	175	175	175
294	-10	SSAC of Eastern CT	300		300	300	300	300	300
295	-11	Southeastern CT Enterprise Region (SECTER)	1,540		1,044	1,044	1,044	1,044	1,044
296	-12	Regional Animal Control	9,100		9,006	9,006	9,006	9,006	9,006
297									
298	6500	<b>INSURANCE</b>	<b>236,445</b>		<b>260,938</b>	<b>276,835</b>	<b>293,740</b>	<b>311,718</b>	<b>330,840</b>
299	-1	General Town	29,133		41,002	43,052	45,205	47,465	49,838
300	-2	Fire Department	16,690		17,191	18,051	18,953	19,901	20,896
301	-4	Water & Sewer Plants	7,982		8,222	8,633	9,065	9,518	9,994
302	-5	CIRMA (Workers Comp.)	39,343		38,205	40,115	42,121	44,227	46,438
303	-6	Employee Medical Insurance	139,347		152,368	163,034	174,446	186,657	199,723
304	-7	Employee Insurance Waiver	3,950		3,950	3,950	3,950	3,950	3,950
305									
306	6600	<b>POLICE DEPARTMENT</b>	<b>177,665</b>		<b>184,767</b>	<b>188,346</b>	<b>191,997</b>	<b>195,721</b>	<b>199,520</b>
307	-1	Resident Trooper Program	167,982		175,006	178,506	182,076	185,718	189,432
308	-2	Overtime (See revenue account 5200-13)	5,000		5,000	5,000	5,000	5,000	5,000
309	-3	Dare Program	300		300	300	300	300	300
310	-4	Supplies & misc.	500		500	500	500	500	500
311	-5	School Crossing Guards	3,883		3,961	4,040	4,121	4,203	4,288
312									
313	6605	<b>FIRE DEPARTMENT</b>	<b>120,290</b>		<b>120,290</b>	<b>120,290</b>	<b>120,290</b>	<b>120,290</b>	<b>120,290</b>
314	-1	Vehicle Maintenance	24,000		24,000	24,000	24,000	24,000	24,000
315	-2	Fixed Expenses	36,300		36,300	36,300	36,300	36,300	36,300
316	-3	Truck Supplies	7,550		7,550	7,550	7,550	7,550	7,550
317	-4	Station Maintenance	11,200		11,200	11,200	11,200	11,200	11,200
318	-5	Training	14,500		14,500	14,500	14,500	14,500	14,500
319	-6	Business Expenses	14,140		14,140	14,140	14,140	14,140	14,140
320	-7	Equipment Maintenance	12,600		12,600	12,600	12,600	12,600	12,600
321	-8	Capital Expenses	-		-	-	-	-	-
322									
323	6610	<b>EMERGENCY MANAGEMENT/LEPC</b>	<b>4,030</b>		<b>4,030</b>	<b>4,030</b>	<b>4,030</b>	<b>4,030</b>	<b>4,030</b>
324	-1	Salary Director	2,200		2,200	2,200	2,200	2,200	2,200
325	-4	Capital Expenses	-		-	-	-	-	-
326	-5	Training Expense	500		500	500	500	500	500
327	-6	Equipment Maintenance	830		830	830	830	830	830
328	-8	Local Emergency Plan Chairperson (LEPC)	500		500	500	500	500	500
329									
330	6615	<b>FIRE MARSHAL/BURNING OFFICIAL</b>	<b>11,729</b>		<b>10,875</b>	<b>10,955</b>	<b>11,036</b>	<b>11,118</b>	<b>11,200</b>
331	-1	Salary	8,854		8,080	8,080	8,161	8,242	8,325
332	-2	Office expenses, education, misc.	2,250		2,250	2,250	2,250	2,250	2,250
333	-4	Burning Official	625		625	625	625	625	625
334									



# TOWN OF SPRAGUE OPERATING BUDGET AND CAPITAL & NON-RECURRING ITEMS BUDGET

FY2022  
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5.3.2021

2	A	B	P	C	R	S	T	U	V	W	X	Y	Z
7/1/2018		TOWN OF SPRAGUE	Projected 2020-2021		FY 2021-2022		FY 2022-2023		FY 2023-2024		FY 2024-2025		FY 2025-2026
3													
335	6620	<b>BUILDING OFFICIAL</b>	<b>21,466</b>		<b>21,662</b>		<b>21,861</b>		<b>22,061</b>		<b>22,264</b>		<b>22,468</b>
336	-1	Salary	19,666		19,862		20,061		20,261		20,464		20,668
337	-2	Mileage	800		800		800		800		800		800
338	-3	Membership fees	250		250		250		250		250		250
339	-6	Education, Training, Misc.	250		250		250		250		250		250
340	-7	Office Supplies, Code volumes	500		500		500		500		500		500
341													
342	6625	<b>BLIGHT ENFORCEMENT OFFICER</b>	<b>3,891</b>		<b>3,927</b>		<b>3,963</b>		<b>4,000</b>		<b>4,037</b>		<b>4,074</b>
343	-1	Salary	3,591		3,627		3,663		3,700		3,737		3,774
344	-2	Mileage	150		150		150		150		150		150
345	-3	Postage	150		150		150		150		150		150
346													
347	6700	<b>SANITATION &amp; WASTE REMOVAL</b>	<b>70,000</b>		<b>70,000</b>		<b>70,000</b>		<b>70,000</b>		<b>70,000</b>		<b>70,000</b>
348	-2	Materials & Misc.	5,000		5,000		5,000		5,000		5,000		5,000
349	-3	Recycling	65,000		65,000		65,000		65,000		65,000		65,000
350													
351	6702	<b>WASTE MANAGEMENT</b>	<b>63,000</b>		<b>63,000</b>		<b>63,000</b>		<b>63,000</b>		<b>63,000</b>		<b>63,000</b>
352													
353	6810	<b>COMMISSION ON AGING</b>	<b>65,481</b>		<b>66,660</b>		<b>67,390</b>		<b>68,027</b>		<b>68,673</b>		<b>69,328</b>
354	-1	Salary - Coordinator	31,574		29,764		30,062		30,362		30,666		30,973
355	-2	Municipal Agent	200		100		200		200		200		200
356	-4	Office, supplies, misc.	1,740		1,200		1,200		1,200		1,200		1,200
357	-5	Elevator contract	2,515		2,601		2,692		2,786		2,884		2,985
358	-6	Programs	3,000		2,000		2,000		2,000		2,000		2,000
359	-7	Van Driver/Bus Driver -1	-		3,500		3,535		3,570		3,606		3,642
360	-7a	Van Driver/Bus Driver-2	19,452		20,496		20,701		20,908		21,117		21,328
361	-8	Senior Center Aide	-		-		-		-		-		-
362	-9	Vehicle Expenses	7,000		7,000		7,000		7,000		7,000		7,000
363													
364	6950	<b>CAPITAL PROJECTS</b>	<b>14,700</b>		<b>14,700</b>		<b>14,700</b>		<b>14,700</b>		<b>14,700</b>		<b>14,700</b>
365	-1	Repairs to Central Plant	6,000		6,000		6,000		6,000		6,000		6,000
366	-2	Engineering Fees	8,700		8,700		8,700		8,700		8,700		8,700
367													
368	7000	<b>PARKS &amp; PLAYGROUND (BoS)</b>	<b>750</b>		<b>750</b>		<b>750</b>		<b>750</b>		<b>750</b>		<b>750</b>
369													
370	7002	<b>RECREATION COMMISSION</b>	-		-		-		-		-		-
371	-1	Recreation Salaries	-		-		-		-		-		-
372	-2	Recreation Supplies	-		-		-		-		-		-
373													
374	7003	<b>RECREATION FACILITIES</b>	<b>1,825</b>		<b>1,825</b>		<b>1,825</b>		<b>1,825</b>		<b>1,825</b>		<b>1,825</b>
375	-2	Electricity	1,825		1,825		1,825		1,825		1,825		1,825
376													
377	7004	<b>RECREATION EVENTS</b>	<b>5,150</b>		<b>3,650</b>		<b>3,650</b>		<b>3,650</b>		<b>3,650</b>		<b>3,650</b>
378	-1	Three Villages Fall Festival	3,500		2,000		2,000		2,000		2,000		2,000
379	-2	Earth Day	400		400		400		400		400		400
380	-3	Youth Year Long Activity	500		500		500		500		500		500
381	-4	Shetucket River Festival	250		250		250		250		250		250
382	-8	Other/Indoor Soccer	500		500		500		500		500		500
383													
384	7005	<b>OTHER RECREATION PROGRAMS (BoS)</b>	<b>1,250</b>		<b>1,250</b>		<b>1,250</b>		<b>1,250</b>		<b>1,250</b>		<b>1,250</b>
385	-1	Sprague/Franklin/Canterbury Little League	1,250		1,250		1,250		1,250		1,250		1,250
386													
387	7010	<b>GRIST MILL</b>	<b>20,643</b>		<b>15,572</b>		<b>15,655</b>		<b>15,741</b>		<b>15,830</b>		<b>20,922</b>
388	-1	Supplies, Maintenance	850		850		850		850		850		850
389	-2	Elevator Maintenance	7,443		2,372		2,455		2,541		2,630		7,722
390	-3	Heat & Lights	7,850		7,850		7,850		7,850		7,850		7,850
391	-4	Grist Mill Cleaner	4,500		4,500		4,500		4,500		4,500		4,500
392													
393	7012	<b>HISTORICAL MUSEUM</b>	<b>200</b>		<b>2,130</b>		<b>2,130</b>		<b>2,130</b>		<b>2,130</b>		<b>2,130</b>
394	-1	Museum Clerk	-		1,930		1,930		1,930		1,930		1,930
395	-14	Sprague Historical Society	200		200		200		200		200		200
396													
397	7015	<b>LIBRARY</b>	<b>67,764</b>		<b>83,402</b>		<b>84,135</b>		<b>84,875</b>		<b>85,623</b>		<b>86,378</b>
398	-1	Librarian Assistant - 1	10,000		13,414		13,548		13,684		13,820		13,959
399	-10	Library Director	28,160		28,441		28,725		29,013		29,303		29,596
400	-11	Programs	2,500		2,500		2,500		2,500		2,500		2,500
401	-12	Staff Development	500		500		500		500		500		500
402	-13	State Library/iConn Membership	550		550		550		550		550		550
403	-2	Books & DVDs	4,500		4,500		4,500		4,500		4,500		4,500
404	-3	Supplies, misc.	2,054		2,054		2,054		2,054		2,054		2,054
405	-4	Librarian Assistant - 4	9,000		13,936		14,075		14,216		14,358		14,502
406	-5	Librarian Assistant - 5	5,500		6,707		6,774		6,842		6,910		6,979
407	-6	Librarian Assistant - 6	5,000		10,800		10,908		11,017		11,127		11,239
408													



**TOWN OF SPRAGUE  
OPERATING BUDGET AND  
CAPITAL & NON-RECURRING ITEMS BUDGET**

FY2022  
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	A	B	P	R	T	V	X	Z
	7/1/2018	TOWN OF SPRAGUE	Projected	FY	FY	FY	FY	FY
			2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
409	7100	<b>MISCELLANEOUS</b>	<b>16,968</b>	<b>17,875</b>	<b>17,875</b>	<b>17,875</b>	<b>17,875</b>	<b>17,875</b>
410	-10	Newsletter - Salaries	50	-	-	-	-	-
411	-11	Bank Fees	43	-	-	-	-	-
412	-12	Newsletter- Misc.	500	500	500	500	500	500
413	-2	War Memorial/Lords Bridge Gazebo	675	675	675	675	675	675
414	-3	Cemeteries, Vets Graves	700	700	700	700	700	700
415	-4	Contingent Fund	3,000	3,000	3,000	3,000	3,000	3,000
416	-5	Memorial Day Celebration	-	1,000	1,000	1,000	1,000	1,000
417	-6	Legal Ads	11,000	12,000	12,000	12,000	12,000	12,000
418	-8	Unemployment Compensation	1,000	-	-	-	-	-
419								
420	7150	<b>SPRAGUE WATER &amp; SEWER AUTHORITY</b>	<b>8,500</b>	<b>8,500</b>	<b>8,500</b>	<b>8,500</b>	<b>8,500</b>	<b>8,500</b>
421	-1	Water & Sewer Public Services	8,500	8,500	8,500	8,500	8,500	8,500
422								
423	7200	<b>COMPUTER SERVICE/OFFICE MACHINES</b>	<b>53,966</b>	<b>57,577</b>	<b>58,053</b>	<b>58,535</b>	<b>59,021</b>	<b>59,512</b>
424	-1	Town Clerk	9,850	10,150	10,252	10,354	10,458	10,562
425	-2	Tax Collector	9,031	9,622	9,718	9,815	9,914	10,013
426	-3	Assessor/Building Inspector	12,730	15,387	15,541	15,696	15,853	16,012
427	-4	Selectmen/Treasurer	1,000	1,000	1,000	1,000	1,000	1,000
428	-5	Equipment Maintenance	7,000	7,000	7,070	7,141	7,212	7,284
429	-6	Supplies - Server Support - Virus Renewal	5,000	5,000	5,000	5,000	5,000	5,000
430	-7	Paychex Services	3,200	3,225	3,225	3,225	3,225	3,225
431	-8	Library Support	4,124	4,162	4,204	4,246	4,288	4,331
432	-9	Mail System	708	708	708	708	708	708
433	-10	Fixed Asset Inventory	1,323	1,323	1,336	1,350	1,363	1,377
434								
435	7255	<b>SHARED SERVICES W/SCHOOL</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
436								
437		<b>OPERATING BUDGET</b>	<b>1,905,206</b>	<b>1,973,010</b>	<b>2,004,998</b>	<b>2,037,161</b>	<b>2,071,146</b>	<b>2,111,028</b>
438								
439	7300	<b>DEBT - INTEREST PAYMENT</b>	<b>229,095</b>	<b>291,875</b>	<b>264,475</b>	<b>245,675</b>	<b>227,500</b>	<b>207,900</b>
440	-14	2005 Bonds; Land Acquisition and Roads	20,500	20,500	12,000	12,000	12,000	-
441	-15	2009 Bonds; Roads, Roof, Fire Truck; ADA; Truck; Pump	19,200	14,800	10,500	6,300	2,100	-
442	-16	2013 Bonds-Varioues Purposes	115,675	103,675	93,675	83,675	74,300	74,300
443	-17	2020 Bonds - Various Purposes	73,720	152,900	148,300	143,700	139,100	133,600
444								
445								
446	7305	<b>DEBT - PRINCIPAL PAYMENT</b>	<b>731,839</b>	<b>560,000</b>	<b>550,000</b>	<b>550,000</b>	<b>550,000</b>	<b>410,000</b>
447	-14	2005 Bonds; Land Acquisition and Roads	85,000	85,000	80,000	80,000	80,000	-
448	-15	2009 Bonds; Roads, Roof, Fire Truck; ADA; Truck; Pump	110,000	110,000	105,000	105,000	105,000	-
449	-16	2013 Bonds-Varioues Purposes	350,000	250,000	250,000	250,000	250,000	250,000
450	-16	2020 Bonds - Various Purposes	186,839	115,000	115,000	115,000	115,000	160,000
451								
452			<b>960,934</b>	<b>851,875</b>	<b>814,475</b>	<b>795,675</b>	<b>777,500</b>	<b>617,900</b>
453								
454	7360	<b>Operating Transfer CNR Fund</b>	<b>22,000</b>	<b>22,000</b>	<b>22,000</b>	<b>22,000</b>	<b>22,000</b>	<b>22,000</b>
455	7400	<b>Non-Budgetary Expenditures</b>						
456	7600	<b>GAAP Accrued Payroll &amp; CWF</b>						
457		<b>Total General Town Expenditures</b>	<b>2,888,140</b>	<b>2,846,885</b>	<b>2,841,473</b>	<b>2,854,836</b>	<b>2,870,646</b>	<b>2,750,928</b>
458	7500	<b>Total Board of Education Expenditures</b>	<b>6,503,595</b>	<b>6,787,139</b>	<b>6,888,946</b>	<b>6,992,280</b>	<b>7,097,164</b>	<b>7,203,622</b>
459		<b>TOTAL SPRAGUE BUDGET</b>	<b>9,391,735</b>	<b>9,634,024</b>	<b>9,730,419</b>	<b>9,847,116</b>	<b>9,967,810</b>	<b>9,954,549</b>



**TOWN OF SPRAGUE  
OPERATING BUDGET AND  
CAPITAL & NON-RECURRING ITEMS BUDGET**

FY2022  
5-Year Plan Update Draft  
5.3.2021

A	B	P	R	T	V	X	Z
7/1/2018	TOWN OF SPRAGUE	Projected	FY	FY	FY	FY	FY
3		2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
460							
461	<b>REVENUES</b>						
462	<b>TAXES</b>	<b>6,107,539</b>	<b>6,241,789</b>	<b>6,322,359</b>	<b>6,443,214</b>	<b>6,564,069</b>	<b>6,604,354</b>
463	5000-1 Current Taxes	5,669,773	5,801,039	5,881,609	6,002,464	6,123,319	6,163,604
464	5000-2 Current Year Interest and Lien Fees	20,000	20,000	20,000	20,000	20,000	20,000
465	5000-3 Prior Years Tax	125,000	125,000	125,000	125,000	125,000	125,000
466	5000-4 Prior Years Interest & Lien Fees	35,000	35,000	35,000	35,000	35,000	35,000
467	5000-5 Current Supplemental Motor Vehicle Tax	72,000	72,000	72,000	72,000	72,000	72,000
468	5000-6 Firefighter Tax Abatement (contra)	(11,250)	(11,250)	(11,250)	(11,250)	(11,250)	(11,250)
469	5000-7 PILOT Solar Farm	200,000	200,000	200,000	200,000	200,000	200,000
470	5000-8 Tax & Applic. Refunds (contra)	(2,894)	-	-	-	-	-
471	5000-9 Tax Overpayments Ret'd (contra)	(90)	-	-	-	-	-
472							
473	<b>STATE GRANTS - SCHOOL</b>	<b>2,660,052</b>	<b>2,668,094</b>	<b>2,668,094</b>	<b>2,668,094</b>	<b>2,668,094</b>	<b>2,668,094</b>
474	5100-1 Education Block Grant (ECS)	2,660,052	2,668,094	2,668,094	2,668,094	2,668,094	2,668,094
481							
482	<b>STATE GRANTS - LOCAL</b>	<b>598,212</b>	<b>582,822</b>	<b>582,822</b>	<b>582,822</b>	<b>582,822</b>	<b>582,822</b>
483	5200-1 Telecomm. Property Grant Tax	5,544	5,221	5,221	5,221	5,221	5,221
484	5200-2 Munic. Rev. Sharing Account - Municipal Projects	386,528	386,528	386,528	386,528	386,528	386,528
485	5200-3 Munic. Rev. Sharing [formerly Property Tax Relief Grant]	-	-	-	-	-	-
486	5200-4 PILOT State Property	6,156	6,156	6,156	6,156	6,156	6,156
487	5200-5 Mashantucket Pequot Grant	17,479	17,479	17,479	17,479	17,479	17,479
488	5200-6 Veterans Tax Relief	2,574	1,876	1,876	1,876	1,876	1,876
489	5200-7 Disability Exemption Reimbursement	691	870	870	870	870	870
490	5200-8 Elderly Property Exemption/Freeze	-	-	-	-	-	-
491	5200-10 Judicial 10th Circuit	500	1,000	1,000	1,000	1,000	1,000
492	5200-11 SLA - Emergency Mgmt. Agency	-	2,800	2,800	2,800	2,800	2,800
493	5200-13 State Police O/T Reimb (ref. 6600-2)	15,000	-	-	-	-	-
494	5200-14 Town Aid Roads (TAR)	152,349	152,349	152,349	152,349	152,349	152,349
495	5200-16 Elderly and Disabled Transportation Grant	11,391	8,543	8,543	8,543	8,543	8,543
496							
497	<b>LOCAL REVENUES</b>	<b>140,160</b>	<b>92,650</b>	<b>92,650</b>	<b>92,650</b>	<b>92,650</b>	<b>92,650</b>
498	5300-1 Interest Income	1,500	3,000	3,000	3,000	3,000	3,000
499	5300-2 License & Permit Fees	3,500	1,000	1,000	1,000	1,000	1,000
500	5300-3 Building Permit Fees	45,000	25,000	25,000	25,000	25,000	25,000
501	5300-4 Dog License Fees	1,500	1,500	1,500	1,500	1,500	1,500
502	5300-5 Sundry Receipts	400	400	400	400	400	400
503	5300-6 Recording Land Records , Maps, etc	17,000	10,000	10,000	10,000	10,000	10,000
504	5300-8 Conveyance Tax	41,000	17,000	17,000	17,000	17,000	17,000
505	5300-9 Copies-Fax Machine	5,000	5,000	5,000	5,000	5,000	5,000
506	5300-10 Permit Fees, P&Z, Inland & Wetlands	2,500	3,500	3,500	3,500	3,500	3,500
507	5300-11 Reimbursement of Legal Fees	-	-	-	-	-	-
508	5300-12 Versailles Sewer Assessments	-	-	-	-	-	-
509	5300-13 Landfill Receipts	20,000	23,000	23,000	23,000	23,000	23,000
510	5300-14 Newsletter	1,500	2,000	2,000	2,000	2,000	2,000
511	5300-15 Marriage Licenses	160	150	150	150	150	150
512	5300-16 Sportsmans Licenses	150	150	150	150	150	150
513	5300-17 Farmland Preservation	950	950	950	950	950	950
514							
515	<b>MISC REVENUES</b>	<b>121,000</b>	<b>54,000</b>	<b>54,000</b>	<b>54,000</b>	<b>54,000</b>	<b>54,000</b>
516	5400-1 SCRRA Subsidy	2,000	2,000	2,000	2,000	2,000	2,000
517	5400-3 Insurance Claims/Rebates	-	-	-	-	-	-
518	5400-4 Sale of Assets	-	-	-	-	-	-
519	5400-5 Other Revenues	74,000	-	-	-	-	-
520	5400-6 Waste Management	45,000	52,000	52,000	52,000	52,000	52,000
521							
522	<b>INTERGOVERNMENTAL TRANSFERS</b>	<b>68,508</b>	<b>68,508</b>	<b>65,234</b>	<b>63,409</b>	<b>61,718</b>	<b>61,718</b>
523	5500-1 Water Improvement - Principal S&W Dept.	-	-	-	-	-	-
524	5500-2 Water Improvement - Interest S&W Dept.	-	-	-	-	-	-
525	5500-3 Prin.Subsidy from S & W for Resv. Dam Proj.	45,000	45,000	45,000	45,000	45,000	45,000
526	5500-4 Int. Subsidy from S & W for Resv. Dam Proj.	23,508	23,508	20,234	18,409	16,718	16,718
527	5500-5 Other	-	-	-	-	-	-
528							
529	<b>OTHER MISC REVENUES</b>	<b>73,720</b>	<b>105,000</b>	<b>52,929</b>	-	-	-
530	5600 Non-Budgetary Income	-	-	-	-	-	-
531	5700 Appro. from Undesig. Fund Balance	-	-	-	-	-	-
532	5800 Transfer in of Capitalized Interest for Bond Interest	73,720	105,000	52,929	-	-	-
533							
534	<b>TOTAL REVENUE</b>	<b>9,769,191</b>	<b>9,812,863</b>	<b>9,838,088</b>	<b>9,904,189</b>	<b>10,023,353</b>	<b>10,063,638</b>
535							
536	<b>Total General Town Expenditures</b>	<b>2,888,140</b>	<b>2,846,885</b>	<b>2,841,473</b>	<b>2,854,836</b>	<b>2,870,646</b>	<b>2,750,928</b>
537	7500 <b>Total Board of Education Expenditures</b>	<b>6,503,595</b>	<b>6,787,139</b>	<b>6,888,946</b>	<b>6,992,280</b>	<b>7,097,164</b>	<b>7,203,622</b>
538	<b>TOTAL EXPENDITURES</b>	<b>9,391,735</b>	<b>9,634,024</b>	<b>9,730,419</b>	<b>9,847,116</b>	<b>9,967,810</b>	<b>9,954,549</b>
539							
540	<b>SURPLUS / (SHORTFALL)</b>	<b>377,456</b>	<b>178,839</b>	<b>107,669</b>	<b>57,073</b>	<b>55,543</b>	<b>109,089</b>
541							
542	<b>MILL RATES</b>	<b>35.75</b>	<b>36.00</b>	<b>36.50</b>	<b>37.25</b>	<b>38.00</b>	<b>38.25</b>
543							