FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886

PHONE: 860-442-0553
www.waterfordct.org

BOARD OF FINANCE
AGENDA

Waterford Town Hall
Budget Hearing

Wednesday, March 11, 2026
Town Hall, 7:00 p.m.

1. Call to Order
2. Public Comment
3. 10145 – Human Resources
4. 10116 – Retirement Commission
5. 10112 – Insurance
6. 10108 – Legal
7. 10147 – Information Technology
8. 10122 – Emergency Management
9. Adjournment

Glenn Patterson, Chairman

TOWN OF WATERFORD
GENERAL FUND
2026-2027 PROPOSED BUDGET

DEPT/AGENCY: 10145 HUMAN RESOURCES

LINE ITEM	DESCRIPTION	2024-2025 ACTUAL EXPENDED	FY2025 TRANSFERS IN/OUT	2025-2026 RTM APPROP.	2025-2026 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 1/1/26	2026-2027 DEPT/ AGENCY REQUEST	2026-2027 BD OF SELECTMEN APPROVED	BOS Approved $ Increase	BOS Approved % Increase
PERSONNEL COSTS										
51110	ADMINISTRATION	98,319	1,500	99,240		45,256	101,721	101,721	2,481	2.50%
51210	CLERICAL/TECHNICAL	59,975	6	61,469		28,053	63,005	63,005	1,536	2.50%
51920	F.I.C.A	11,799	-6	12,294		5,515	12,602	12,602	308	2.51%
	SUBTOTAL	170,093	1,500	173,003	0	78,824	177,328	177,328	4,325	2.50%
SERVICES										
52010	ADVERTISING	1,456		4,400		2,004	4,600	4,600	200	4.55%
52020	POSTAGE	359		904		151	767	767	(137)	-15.15%
52030	PROFESSIONAL FEES	39,807		50,000		50,000	57,000	57,000	7,000	14.00%
52040	SERVICE CONT. & REPAIR	1,112		1,467		1,199	1,467	1,467	-	0.00%
52050	DUES, CONF. & EDUCATION	199		874		320	759	759	(115)	-13.16%
52070	REIMBURSABLE EXPENSE	90		250		73	250	250	-	0.00%
52080	TELEPHONE	512		516		299	521	521	5	0.97%
52300	TRAINING	6,395		6,680		5,480	6,954	6,954	274	4.10%
52570	EMPLOYEE ASSIST. PROGRAM	4,500		4,500		4,500	4,815	4,815	315	7.00%
	SUBTOTAL	54,430	0	69,591	0	64,026	77,133	77,133	7,542	10.84%
MATERIALS & SUPPLIES										
53020	OTHER SUPPLIES	423		1,050		56	1,050	1,050	-	0.00%
	SUBTOTAL	423	0	1,050	0	56	1,050	1,050	-	0.00%
FURNITURE & EQUIPMENT										
54010	OFFICE FURNITURE	0		560		459	966	966	406	100.00%
	SUBTOTAL	0	0	560	0	459	966	966	406	100.00%
DEPARTMENT TOTAL		224,946	1,500	244,204	0	143,365	256,477	256,477	12,273	5.03%

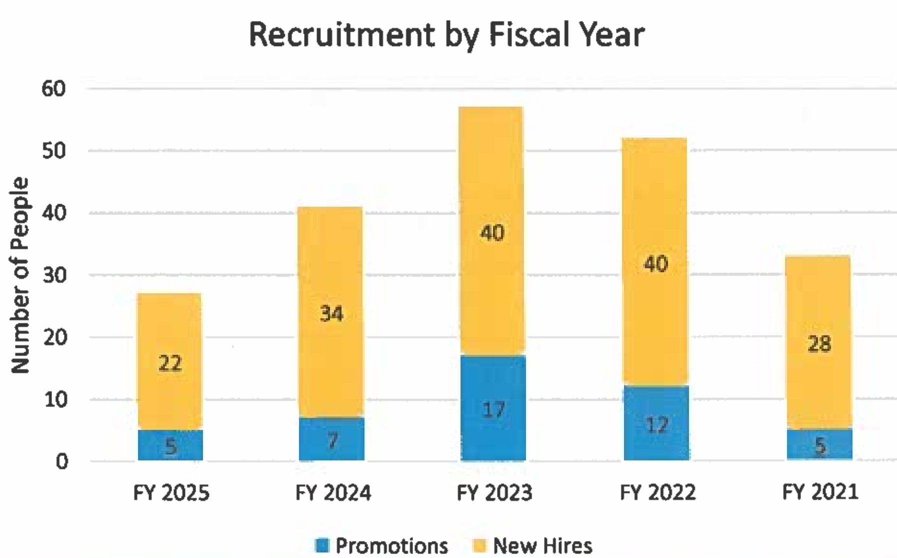
The Town's Human Resources function has the responsibility to coordinate the personnel actions in the Town in such a manner as to provide the community with efficient, economical service and aid in staffing the general government of the town with qualified, productive personnel (Code of Ordinances, Waterford, Connecticut 2.116.30).

Our Mission:

Our mission in Human Resources is to provide the Town's citizens with quality, cost-effective services in the areas of recruitment, retention, labor relations, training, safety and administration of all benefits and employment policies of the Town. Our goal is to provide the above services with integrity and efficiency in all of our interactions in a work environment that is characterized by fairness, open communication, personal accountability, trust and mutual respect. The Town of Waterford recruits, hires, compensates, trains and promotes persons on the basis of qualifications for the work to which they will be assigned. The Town is committed to ensuring that applicants are employed and employees are treated fairly during employment without regard to race, color, sex, sexual orientation, gender identity or expression, national origin, ancestry, religion, age, veteran status, physical or intellectual disability, marital status, present or past history of mental disorder, learning disability or any other characteristic protected by federal, state or local law. All employment-related policies, procedures and actions are designed to comply with applicable laws.

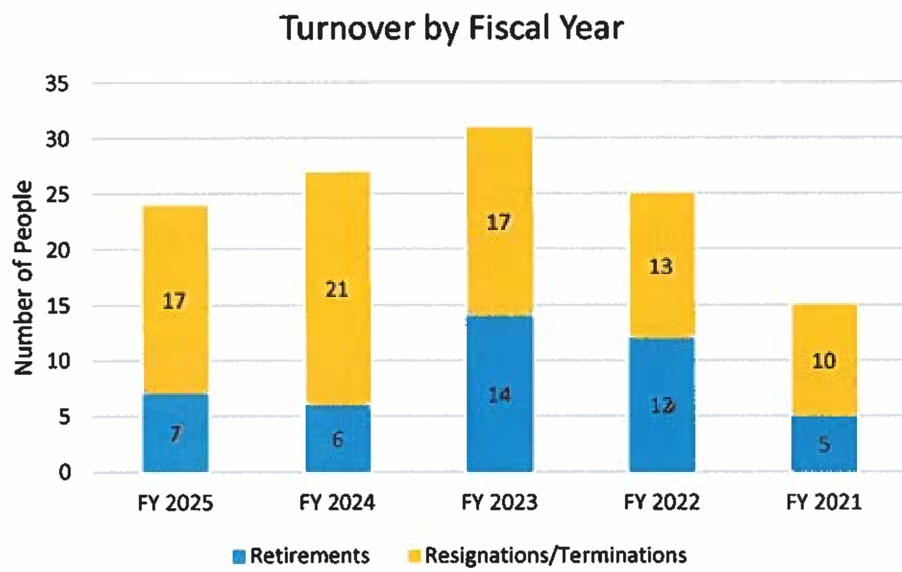
Looking Back:

During FY 2025, the Human Resources Department saw a decline in recruitment postings compared to the last few years. The Department posted and/or advertised 27 open positions, resulting in 5 promotions, 19 new full-time hires, and 3 new part-time hires. In addition, the Department processed 119 seasonal new/re-hires consisting of 55 employees for the Recreation & Parks Department playground program and beach staff and 64 employees for the Youth & Family Services' Camp DASH program.



The Human Resources Department also processed 24 retirements/resignations in FY 2025, including the following retirements of employees who had served the Town of Waterford for over 20 years:

- Director of Utilities (Utility Commission): 39 years of service
- Fire Captain (Fire Department): 31 years of service
- Secretary I (Police Department): 28 years of service
- Survey Party Chief (Utility Commission): 28 years of service
- Patrolman First Class (Police Department): 26 years of service
- Patrolman First Class (Police Department): 25 years of service
- Patrolman First Class (Police Department): 23 years of service



In regards to collective bargaining, the Town of Waterford settled one collective bargaining agreement (CBA) during FY 2025 with the Waterford Professional Firefighters Association, Union Local 4629 International Association of Firefighters, AFL-CIO. This CBA was signed on December 23, 2024 after RTM approval and covers the period of July 1, 2024 – June 30, 2028.

Aside from the Waterford Professional Firefighters, no other union negotiations took place in FY 2025, as the remaining CBAs remain in effect through June 2026 and June 2027.

Looking Forward:

For FY 2027, the Human Resources Department anticipates another year of active recruiting based on the trends over the last three years. As the competition to hire and retain talented employees continues to increase, the Town will continue to work on cultivating a positive culture and positive employee experience along with ensuring the Town's leaders and managers are receiving the support and training they need to effectively lead their teams.

With the Personnel Review Board's approval, the Director of Human Resources, in collaboration with the Town's labor attorney, will begin updating the Town's Personnel Policies Manual with the intent to finalize in FY 2027.

In regards to collective bargaining, the Town of Waterford will begin negotiations for a successor CBA in FY 2027 with the Local 818 of Council #4, American Federation of State, County, and Municipal Employees (AFSCME), General Government Administrators (GGA). It is anticipated that this CBA will not be settled until FY 2028.

It is also anticipated that the Town of Waterford will conclude negotiations for successor CBAs in FY 2027 with the following bargaining units:

- Local 1303-037 of Council #4, American Federation of State, County, and Municipal Employees, AFL-CIO: Current collective bargaining agreement ends June 30, 2026
- United Public Service Employees Union/Connecticut Organization for Public Safety Division (UPSEU/COPS) Waterford Police Union: Current collective bargaining agreement ends June 30, 2026
- United Public Service Employees Union (UPSEU), Waterford Public Safety Dispatchers Unit: Current collective bargaining agreement ends June 30, 2026

BUDGET JUSTIFICATION

51110 – ADMINISTRATION **$101,721**
Human Resources Director

51210 – CLERICAL/TECHNICAL **$63,005**
Human Resources Assistant

51910 – FRINGE BENEFITS **$12,602**
51920 – FICA: 7.65% of taxable wages of $164,726 = $12,602

GRAND TOTAL 51000 SERIES **$177,328**

52010 – ADVERTISING **$4,600**
Indeed: $400/post x 10 postings = $4,000 (see attached example)
CCM: $150/post x 4 postings = $600 (see attached example)

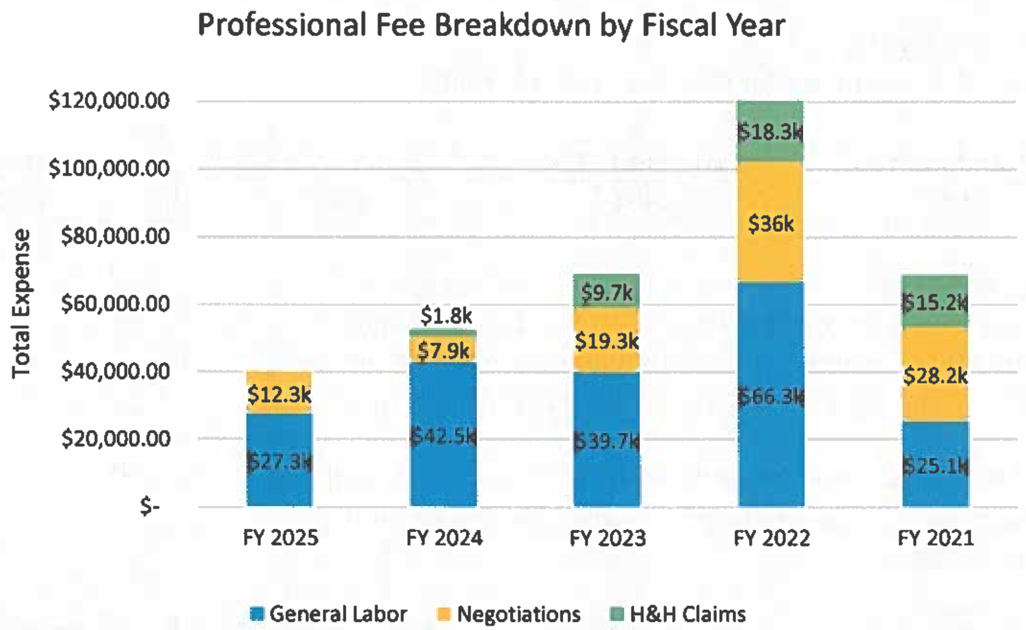
Expended FY25	Expended FY24	Expended FY23	Expended FY22
$1,456	$2,997	$1,661	$2,341

52020 – POSTAGE **$767**
15 pieces per week @ $0.78 each $608.40
30 certified notifications @ $5.30 each $159.00

Expended FY25	Expended FY24	Expended FY23	Expended FY22
$359	$453	$514	$558

52030 – PROFESSIONAL FEES **$57,000**
Legal fees in regards to collective bargaining, union grievances, policy review, wage and hour, leave compliance, ADA, employee discipline/ termination. The request for this line has been increased due to upcoming union negotiations for four successor collective bargaining agreements (1303, Police, Dispatch, and GGA).

Expended FY25	Expended FY24	Expended FY23	Expended FY22
$39,807	$52,655	$68,772	$120,695



52040 – SERVICE CONTRACTS AND REPAIRS **$1,467**

Color copies ($20/month) $ 240.00
Lease fee for copier ($77.23/month) $ 927.00
Copier overage fees ($25/month) $ 300.00

Expended FY25	Expended FY24	Expended FY23	Expended FY22
$1,112	$1,255	$1,167	$1,268

52050 – DUES, CONFERENCES, EDUCATION **$759**

SHRM annual dues for Director (see attached) $299.00
CT Business & Industry Assoc. (CBIA) Yearly HR Conference (see attached example) $320.00
Human Resource Leadership Assoc (HRLA) Workshops $35 x 4 workshops (see attached example) $140.00

Expended FY25	Expended FY24	Expended FY23	Expended FY22
$199	$455	$420	$503

52070 – REIMBURSABLE TOWN EXPENSES **$250**

Refreshments for interview panels and workshops

Expended FY25	Expended FY24	Expended FY23	Expended FY22
$90	$136	$0	$99

52080 – TELEPHONE **$521**

Cell phone expense for Director - $43.40/month

Expended FY25	Expended FY24	Expended FY23	Expended FY22
$512	$454	$492	$431

52300 – TRAINING **$6,954**

Local GovU on-line training for OSHA required trainings and other required industry trainings for Town employees (200 users @ $28.77/user). (see attached Lexipol proposal) $5,754

Trainings for Department Heads in areas such as leadership, supervision, sexual harassment, diversity and cultural competence. $1,200

Expended FY25	Expended FY24	Expended FY23	Expended FY22
$6,395	$3,834	$2,765	$195

52570 – EMPLOYEE ASSISTANCE PROGRAM **$4,815**

This program provides diagnostic assessment, counseling and referrals for employees and their families. Three sessions are free of charge. Additional sessions can be covered by employee's health insurance. Supervisory referrals are a useful management option as well. Cost is based on 202 full-time employees @ $23.84 per person. (see attached estimate from Solutions EAP)

Expended FY25	Expended FY24	Expended FY23	Expended FY22
$4,500	$2,171	$2,119	$1,991

53020 – OTHER SUPPLIES **$1,050**

Safety and risk management materials $500.00
Drug and Alcohol Clearinghouse Yearly CDL queries: $ 50.00
40 queries x $1.25/query
Office supplies: Includes items not provided by the Finance Dept: labels, pocket folder, index cards, badge sleeves, lanyards $500.00

Expended FY25	Expended FY24	Expended FY23	Expended FY22
$423	$15,038*	$899	$128

* During FY 24, $14,395.77 was expended on wellness funds to be reimbursed by Anthem/Carelon. The Town received full reimbursement in FY25 and funds were posted to the "miscellaneous revenue" line.

54010 – OFFICE FURNITURE **$966**

5-Drawer Lateral Locking Filing Cabinet: $966.00
An additional lateral filing cabinet is needed for the HR Department for record retention purposes. (see attached)

Expended FY25	Expended FY24	Expended FY23	Expended FY22
$0	$0	$0	$0

GRAND TOTAL **$256,477**

TOWN OF WATERFORD
PERSONNEL WORKSHEET - 45 HUMAN RESOURCES DEPARTMENT
2026/2027 FISCAL YEAR

LINE 51920

DATE OF HIRE	EMPLOYEE	HOURS WORKED/ WEEK	HOURLY RATE FY27	SALARY FY26	SALARY FY27	LONGEVITY FY27	TOTAL EMPLOYEE SALARY	PAYROLL TAXES (F.IC.A)
51110 - ADMINISTRATION								
11/4/2019	Director	40	N/A	99,239.51	101,720.50	N/A	101,720.50	7,781.62
	TOTALS			99,239.51	101,720.50	0.00	101,720.50	7,781.62
51210 - CLERICAL/TECHNICAL								
11/27/2023	Human Resources Assistant	40	N/A	61,468.15	63,004.86	N/A	63,004.86	4,819.87
	TOTALS			61,468.15	63,004.86	0.00	63,004.86	4,819.87
51810 - OVERTIME				0.00	0.00	0.00	0.00	0.00
51910 FRINGE/F.I.C.A.							0.00	0.00
TOTALS		FY26 FICA	$ 12,294.14	160,707.66	164,725.35	0.00	164,725.35	12,601.49
BUDGET TOTAL W/F.I.C.A				173,001.79			177,326.84	

WORKDAYS 2026/2027	WEEKS TO BUDGET
261	52.2

indeed

Invoice USI25-04716912

From:
Indeed, Inc.
Mail Code 5160
P.O. Box 660367
Dallas, TX 75266-0367

Bill to:
Town of Waterford
15 Rope Ferry Rd, Waterford, CT 06385
Waterford, Connecticut 06385

Invoice date:	08/31/2025
Due date:	08/31/2025
Terms:	Due Upon Receipt
Payment method:	Auto-Pay
Total amount:	**$ 392.05 USD**

Invoice Summary

Description	Amount (USD)
August 2025 Sponsored Jobs on Indeed.com	392.05 USD
Net Amount	392.05 USD
Tax Total	0.00 USD
Total amount due	**392.05 USD**

Understanding your invoice

- Learn more about how billing works at our Help Center.
- To find your billing history at any time go to the Billing Summary page. Billing Summary Page.

CCM

Job Posting Confirmation

Dear Christine Walters:

Thank you for submitting your job opportunity. Please find your posting details below:

Transaction ID	45897
Total Amount Paid	$150.00
Contract #	1638
Job Title	Director of Planning
Start Date	
Salary Range	$90000.00 - $115000.00
Min. Education	B
Job Category	
City	Waterford
State	CT
Country	
Web Site	//www.waterfordct.org/Jobs.aspx
Job Description	The Town of Waterford is searching for a Planning Director. Please visit our website to complete an application: https://www.waterfordct.org/Jobs.aspx

Choose your membership

SHRM understands that HR professionals and leaders have distinct needs, depending on their career stage and job level. That's why we offer tailored memberships to suit your role and goals.

Check which membership is best for you

Select your job level for a recommendation.

Job Level

Professional Membership

Ideal for contributors, managers, and directors—gain invaluable tools and insights to elevate your impact.

View Features

- 1 Year — $299
- 2 Years — $538 (Save 10%)
- 3 Years — $762 (Save 15%)

Quantity 1

Select

Student Membership

Ideal for students—access career insights, prep tools, mentors, and resources to jumpstart your HR journey.
Available to those currently enrolled in an HR-related degree program.

View Features

- 1 Year — $75
- 2 Years — $150

Quantity 1

Select

Professional Retired Membership

Ideal for retired HR Professionals—Stay involved with invaluable tools and insights to elevate your impact.

View Features

- 1 Year — $55

Quantity 1

Select

View and save your tickets before the event

Go to My Tickets

Access your tickets in the Eventbrite app before your event, and add them to your phone's digital wallet for the fastest entry!

Or, to access via web, go to the **Tickets section** in your account on Eventbrite.com to view and download a Printable PDF of your tickets.

Employment Law Conference

Employment Law Conference

1 x Ticket
Order total: 340.32 USD

Tuesday, October 21, 2025 from 8:30 AM to 3:00 PM (ET)
Add to Google · Outlook · iCal · Yahoo

Bristol Event Center
112 Century Drive

Bristol, CT 06010
View on map

Additional Information

CBIA has provided the following information:

HRLA PRESENTS

HRLA
HUMAN RESOURCE
LEADERSHIP ASSOCIATION

AFFILIATE OF
SHRM
BETTER WORKPLACES
BETTER WORLD™

Performance Management

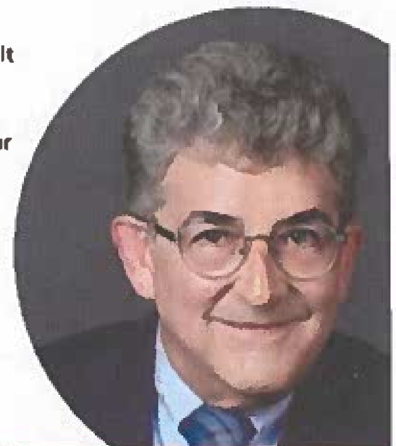
Transform your performance management process by moving past the outdated annual review.

Learn an agile framework emphasizing frequent check-ins and real-time feedback and a strategic approach to employee development.

You will master goal-setting through the SMART framework.

We'll share suggestions on how to manage difficult feedback through the SBII model.

Break-out sessions will enable you to practice your new knowledge in real time.



WEDNESDAY
LUNCH SESSION

JANUARY 21, 2026

11:30-1PM *ONLINE*

REGISTER NOW

Ken Somers
Speaker

www.hrlact.org

About the Speaker: Ken brings more than 40 years of Human Resources and line executive and practitioner experience to his client relationships. For more information visit our website!

HRLA Members $20
Non-members $35
Retirees, Students and In-Transition Members $10

Christine Walters

From: Christy Russell <crussell@lexipol.com>
Sent: Friday, October 31, 2025 11:29 AM
To: Christine Walters
Subject: Re: 17698 Town of Waterford
Attachments: Proposal 7-1-2026 - 6-30-2027.pdf

Good morning, Christine,

Thank you for reaching out. The next billing cycle includes a 5% increase. I've attached a quote document for the FY27 contract term (7/1/26–6/30/27).

Please let me know if you have any questions or need any additional information.

Best regards,

Christy Russell
Customer Success Manager

For Support contact 844-312-9500, Option #2

Phone: 469-553-0657
Email: crussell@lexipol.com

LEXIPOL

Policy | Training | Accreditation
Wellness | Grants | Industry News

From: Christine Walters <cwalters@waterfordct.org>
Sent: Friday, October 31, 2025 9:40 AM
To: Christy Russell <crussell@lexipol.com>
Subject: 17698 Town of Waterford

Good Morning,

I will be starting to work on my FY27 budget which is due 12/10/25. Could you please send me a quote for the contract term 7/1/26-6/30/27? Attached is the one I received for FY26, I need to find out if the cost will be the same or if it will be increased.

Thank you,

Christine Walters
Director of Human Resources
Town of Waterford
15 Rope Ferry Road
Waterford, CT 06385
(P) 860-440-0517
(F) 860-444-5860

Town of Waterford CONNECTICUT

LEXIPOL

PROPOSAL

Town of Waterford

About Us

Created in 2003 by two attorneys (and former law enforcement officers), Lexipol exists to serve those who serve others. We know the weight public safety leaders carry—and we believe no one should bear it alone. That's why we build tools and deliver guidance that help local government leaders cut through complexity and protect what matters most: your people, your purpose, and your community. With a range of informational and technological tools that enhance accountability, reduce risk, and build community trust, Lexipol helps your team achieve total readiness.

12K	670K	170
PUBLIC SAFETY AGENCIES AND MUNICIPALITY CUSTOMERS	FIRST RESPONDERS USING LEXIPOL SOLUTIONS	PARTNERSHIPS WITH PUBLIC SAFETY ASSOCIATIONS AND RISK POOLS

Solutions For Today. Ready For Tomorrow.

Lexipol is the only all-in-one platform for local government leaders that supports every aspect of your operations, so you can stay ready for what's next.

- **Policy:** Improve policy compliance with access to a full library of customizable local government policies, researched and written by policy and legal professionals — and tools to efficiently distribute them and track personnel acknowledgements as laws and standards evolve.

- **Training:** Meet employee training mandates with comprehensive, high-quality training bulletins, courses, and videos, backed by tools to manage credential renewal.

- **Grants:** Identify, apply for, and secure grants that fund essential local government needs with a real-time, online database and team of experienced grant writers.

As a local government leader, you also oversee your municipality's law enforcement, fire department, and EMS crews. Lexipol provides tools to help you support your local public safety departments, including Policy, Training, and Grants, as well as:

- **Wellness:** Keep personnel healthy and effective with a wellness program that combines 24/7, confidential, app-based support with data-driven analytics to identify trends, tailor wellness initiatives, and foster a culture of sustained resilience and engagement.

- **Reports:** Proactively address issues, trace patterns, and enhance community trust with real-time, centralized access to key metrics.

Description of Services

Q-175864

Agency is Purchasing the following

Order Summary

Qty	Description	Unit Price	Disc (%)	Disc Amt	Tax Amount	Extended
200	LocalGovU Full Library	$28.77	0%	$0.00		$5,754.00
			Discount:	$0.00	Subtotal:	$5,754.00

Discount:	$0.00
Subtotal:	$5,754.00
Tax:	
Total Due:	$5,754.00

Notes

Discount Notes

Christine Walters

From: Christine Cowan <ccowan@abhct.com>
Sent: Tuesday, October 28, 2025 2:53 PM
To: Christine Walters
Cc: Evelyn Gonzalez; Cathleen Drago
Subject: RE: Town of Waterford - FY27 Rate Request

Hi Christine,

I would estimate an annual rate of $4,815 for FY27.

Thank you,

ABH
SINCE 1995

Christine Cowan, MBA *Chief Financial Officer*
CCowan@ABHCT.com

Advanced Behavioral Health
213 Court Street, Middletown, CT 06457
(860) 704-6177 ABHCT.com

From: Christine Walters <cwalters@waterfordct.org>
Sent: Thursday, October 23, 2025 1:14 PM
To: Christine Cowan <ccowan@abhct.com>
Subject: Town of Waterford - FY27 Rate Request

Good Afternoon,

I am currently working on my Department's FY27 budget which is due by 12/12/25. Would you be able to provide me with a proposal that shows what the cost will be to continue our EAP services for the period of 7/1/26-6/30/27. Also, our number of full-time employees has increased to 202.

Thank you!

Christine Walters
Director of Human Resources

Town of Waterford
15 Rope Ferry Road
Waterford, CT 06385
(P) 860-440-0517
(F) 860-444-5860

Town of Waterford CONNECTICUT

Office Products › Office Furniture & Lighting › Cabinets, Racks & Shelves › File Cabinets › Lateral File Cabinets

Click to see full view

Lorell 5-Drawer Lateral File, 42 by 18-5/8 by 67-11/16-Inch, Gray

Visit the Lorell Store

3.2 (10)

-34% $966.14

List Price: ~~$1,461.20~~

Delivery & Support

Select to learn more

Ships from Shoplet | Returnable until Jan 31, 2026 | Customer Support

Brand	Lorell
Color	Light Gray
Recommended Uses For Product	Files & Folders
Product Dimensions	18.6"D x 42"W x 67.7"H
Special Feature	Anti-Tipping, Lockable, Rust Resistant

Material: Alloy Steel
Style: Modern
Number of Drawers: 5
Shape: Rectangular

About this item

- Lateral file features a roll-out binder storage/posting shelf and five drawers with hanging file
- Rails for side-to-side filing in letter-size, legal-size, or A4-size
- Each drawer has a magnetic label holder
- Design features a core removable lock, dual locking bars, full-width pull, ball-bearing slide suspension, reinforced base
- Four adjustable leveling guides

› See more product details

Report an issue with this product or seller

$966.14

FREE delivery December 19 - 24. Details

May arrive after Christmas.
Need a gift sooner? Send an Amazon Gift Card today by email or text message.

Delivering to Waterford 06385 - Update location

In Stock

Quantity: 1

Add to Cart

Buy Now

Shipper / Seller	Shoplet
Returns	Returnable until Jan 31, 2026
Payment	Secure transaction

Add a Protection Plan:

- [ ] 3-Year Protection Plan for $189.99
- [ ] Complete Protect: One plan covers all eligible past and future purchases for $16.99/month

Add to List

Other sellers on Amazon

New (17) from $966.14 & FREE Shipping

TOWN OF WATERFORD
GENERAL FUND
2026-2027 PROPOSED BUDGET

DEPT/AGENCY: 10116 RETIREMENT COMMISSION

LINE ITEM	DESCRIPTION	2024-2025 ACTUAL EXPENDED	FY2025 TRANSFERS IN/OUT	2025-2026 RTM APPROP.	2025-2026 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 1/1/26	2026-2027 DEPT/ AGENCY REQUEST	2026-2027 APPROVED BD/COMM. (12/17/25)	2026/2027 BOS CUTS	2026-2027 BD OF SELECTMEN APPROVED	BOS Approved $ Increase	BOS Approved % Increase
PERSONNEL COSTS												
51930	HYPERTENSION/ HEART DISEASE	212,722	-21,300	270,639		81,200	205,795	205,795		205,795	(64,844)	-23.96%
51940	PENSION CONTRIBUTIONS	4,886,623	-775,892	5,123,018		2,235,337	5,307,863	5,307,863	(256,351)	5,051,512	(71,506)	-1.40%
51945	RETIREE HEALTH BENEFITS	360,980	-31,100	421,094		232,032	355,104	355,104		355,104	(65,990)	-15.67%
51949	OPEB TRUST FUND CONTRIBUTION	2,001,360	566,879	1,385,506		1,390,756	2,433,112	2,433,112	(750,000)	1,683,112	297,606	21.48%
	SUBTOTAL	7,461,685	(261,413)	7,200,257	0	3,939,325	8,301,874	8,301,874	(1,006,351)	7,295,523	95,266	1.32%
DEPARTMENT TOTAL		7,461,685	(261,413)	7,200,257	0	3,939,325	8,301,874	8,301,874	(1,006,351)	7,295,523	95,266	1.32%

BUDGET FUNCTION

The Retirement Commission is charged with the management of the retirement program for the Town. This budget represents the Commission's estimate of the employer cost required to fund our two retirement plans on an actuarially sound basis. These costs include our current-year contributions required by the state and certain health benefits, as well as annual contributions to the two trust funds established by the RTM to address the Town's unfunded pension liability.

Fiducient Advisors manages the investment of the trust fund contributions and provides quarterly performance reviews—which, to date, show that return targets are consistently met. Our actuarial firm, USI Consulting Group, provides biennial valuations of each trust's accrued unfunded pension liability, which must be reported on all Town financial statements and calculated following guidelines issued by the Governmental Accounting Standard Board (GASB). The firm also provides the annual required contribution needed to cover current-year costs and chip away at the unfunded pension liability.

BUDGET SUMMARY

The proposed FY27 budget total of $8,301,874 represents a 15.30% increase over FY26.

51930 HEART/HYPERTENSION BENEFITS

The Town is currently paying benefits to three individuals (one widow of a former police officer, one widow of a former firefighter, and one retired fire services employee) in accordance with judgments of the workers' compensation commission based upon Connecticut State Statute. In addition, the Town pays for treatment medications for several active police officers. A cost-of-living adjustment (COLA) is provided annually in October based on information provided by USI Consulting Group.

51940 PENSION CONTRIBUTIONS

All general employees, police, and firefighters are covered by the Municipal Employees Retirement System (MERS), the State-administered plan. Employees who retired prior to the Town joining MERS are covered by the Town-administered Public Employees Retirement System (PERS) defined benefit pension plan. This line item reflects the employer contributions required for both plans.

This budget line increased by 3.61% for FY27, due to an anticipated increase in the MERS contribution.

To date, the State has not released the FY27 MERS employer contribution rates, so the FY26 rates were used to estimate projected costs. Payroll was estimated based on 2025-26 projected payroll using staffing levels as of November 2025.

The proposed budget includes a MERS administrative assessment fee of $130 per member. The 2026-27 administrative fee of $99,970 is based on 370 active participants and 376 retirees.

The PERS plan currently has 6 active participants. Effective FY24, the RTM approved a change in benefit allowing for a minimum pension of $6,000 annually and offered a one-time $5,000 bonus. An annual increase linked to the CPI-U was approved with a cap of 5% per year.

The most recent Actuarial Valuation Report determined that our PERS unfunded pension liability increased to $258,340 as of July 1, 2025. The next valuation will be determined as of July 1, 2027.

51945 RETIREE HEALTH BENEFITS

This budget line is down 15.67%. The Town currently has 13 retirees who receive post-retirement healthcare benefits. In addition, there are another 30 employees in the Over-65 classification that receive post-employment healthcare benefits. The current GGA contract allows for a buy-out of accrued sick-time hours in excess of 1,400 per year for deposit into a Health Retirement Account to be used by the employee for medical costs incurred following retirement.

The cost of the third-party administration of the HRA has been included in this line item. The annual cost of this excess sick-time accrual is included in the respective employee's department budget.

59149 OTHER POST-EMPLOYMENT BENEFITS (OPEB)

In addition to retirement, death, and disability benefits, the Town is required to fund other post-employment benefits (OPEB) such as healthcare. GASB Statement 45 requires that OPEB costs be recognized in the year earned (when employee is working) rather than when paid (during retirement). In addition, the Town must record a liability (implicit rate subsidy) for retirees that remain on the Town's plan at their own cost. The cost of similar benefits for these employees would be greater if the retiree was not part of the group, so GASB requires the recording of the liability for the difference.

The proposed $2,433,112 OPEB budget line for Fiscal Year 2027 shows an increase of 75.61%.

This delta reflects efforts to present a zero-increase in the FY26 budget, which originally included the actuary's recommended $2,281,709 OPEB contribution (a 60% increase based on the latest increase in unfunded liability). Informed of the Board of Finance's decision to use $556,754 in FY24 surplus funds to make an extra payment into OPEB, the Commission reduced the FY26 request to $1,945,506. In May 2025, the RTM further reduced the FY26 OPEB line to $1,385,506.

As of the July 1, 2024, OPEB valuation, the Town's unfunded accrued liability is $20,902,949. The Actuarially Determined Employer Contribution (ADEC) for FY27 is $2,818,488. If fully funded, it would be allocated between the FY27 Retirement Commission and Insurance budgets as follows:

OPEB Trust Contribution (10116-51949)	2,433,112
Retiree Health Benefits (10116-51945)	355,104
Over 65 – Fully Insured (10112-52251)	30,373
	2,818,488

TOWN OF WATERFORD
GENERAL FUND
2026-2027 PROPOSED BUDGET

DEPT/AGENCY: **10116** **RETIREMENT COMMISSION**

LINE ITEM	DESCRIPTION	2024-2025 ACTUAL EXPENDED	2025-2026 RTM APPROP.	2025-2026 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 10/20/25	2026-2027 DEPT/ AGENCY REQUEST	2026-2027 APPROVED BD/COMM.	Department Request $ Increase	Department Request % Increase
PERSONNEL COSTS									
51930	HYPERTENSION/ HEART DISEASE	212,722	270,639		51,474	205,795		(64,844)	-23.96%
51940	PENSION CONTRIBUTIONS	4,886,623	5,123,018		1,281,156	5,307,863		184,845	3.61%
51945	RETIREE HEALTH BENEFITS	360,980	421,094		147,319	355,104		(65,990)	-15.67%
51949	OPEB TRUST FUND CONTRIBUTION	2,001,360	1,385,506		1,385,506	2,433,112		1,047,606	75.61%
	SUBTOTAL	**7,461,685**	**7,200,257**	**0**	**2,865,455**	**8,301,874**	**0**	**1,101,617**	**15.30%**
DEPARTMENT TOTAL		**7,461,685**	**7,200,257**	**0**	**2,865,455**	**8,301,874**	**0**	**1,101,617**	**15.30%**

Note:

[1] The OPEB Trust contribution is currently based on the July 2025 OPEB valuation. The valuation report provides an FY27 ADEC (Actuarially Determined Employer Contribution) figure of $2,818,488. The town budgets on a "pay as you go" basis and if fully funded, this contribution would be allocated between the Retirement Commission and Insurance budgets as follows:

Trust Contribution (10116-51949)	2,433,112	
Retiree Health Benefits (10116-51945)	355,104	
Over 65 - fully insured (10112-52251)	30,272	
	2,818,488	FY27 ADEC

TOWN OF WATERFORD
RETIREE HEALTH BENEFITS -SUMMARY SHEET
2026-2027 PROPOSED BUDGET

10116-51945 - RETIREE HEALTH BENEFITS

	MONTHLY COST	NO. OF MONTHS	ANNUAL COST
RETIREES - OVER 65	$9,142.33	12	$109,707.96 [1]
RETIREES - UNDER 65	$19,305.34	12	$231,664.08 [2]
MEDICARE SUPPL REIMB	$12,532.05	1	$12,532.05 [3]
PROSPECTIVE RETIREES	$0.00	12	$0.00
ADMINISTRATIVE COST - HRA	$100.00	12	$1,200.00 [4]
TOTAL	**$41,079.72**		**$355,104.09**

AMOUNT TO BUDGET	355,104
2025-2026 ADOPTED BUDGET	421,094
PERCENT INCREASE/DECREASE OVER P/Y	-15.67%

[1] All over 65 retirees are now reimbursed once a year for their individual Medicare supplement plans.

[2] Budget calculation based on October 2025 rates.

[3] In 2024-25, 13 retirees were reimbursed for Non-BCBS supplement. The total reimbursement was $44,740.99. The retiree must submit copies of paid invoices to receive the reimbursement.

[4] Third party fee for the administration of the HRA accounts allowed for in the current GGA contract. Third party vendor is Flores & Associates.

TOWN OF WATERFORD
HEART/HYPERTENSION 2026-2027 FISCAL YEAR PROPOSED BUDGET

HEART/HYPERTENSION	2020-2021 ACTUAL	2021-2022 ACTUAL	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 ACTUAL	2025-2026 APPROVED	2025-2026 YTD (10/15/25)	2026-2027 PROPOSED
WAGES [1]	167,099.92	64,269.20	226,224.79	194,910	210,666	230,639	51,415	175,795
TREATMENT MEDICATION [2]	5,996.45	1,907.30	3,716.67	38,111	2,056	40,000	59	30,000
TOTALS	**173,096.37**	**66,176.50**	**229,941.46**	**233,021.00**	**212,722.00**	**270,639.00**	**51,474.00**	**205,795.00**

NOTES:

[1] COLA rates used as of October 1, 2025

[2] Treatment medication is based on prior year actual.

TOWN OF WATERFORD
PENSION CONTRIBUTIONS
2026-2027 FISCAL YEAR PROPOSED BUDGET

PENSION CONTRIBUTIONS	2019-2020 ACTUAL	2020-2021 ACTUAL	2021-2022 ACTUAL	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 ACTUAL	2025-2026 APPROVED	2026-2027 PROPOSED	INCREASE/ (DECREASE) OVER P/Y	% INCREASE/ (DECREASE) OVER P/Y
TOWN OF WATERFORD PLAN										
EMPLOYER CONTRIBUTIONS	82,000.00	82,000.00	83,000.00	27,280.00	19,167.40	22,450.00	22,450.00	38,396.00	15,946.00	71.03%
ACTUARIAL FEE	7,953.00	7,100.00	5,957.91	8,455.38	10,400.00	10,400.00	7,475.00	10,500.00	3,025.00	40.47%
	89,953.00	89,100.00	88,957.91	35,735.38	29,567.40	32,850.00	29,925.00	48,896.00	18,971.00	63.40%
MERS										
EMPLOYER CONTRIBUTIONS	0.00	3,615,776.00	3,839,599.51	3,948,069.18	4,190,567.73	4,297,575.44	5,153,635.38	5,152,645.85	(989.53)	-0.02%
AMORTIZATION/ADMIN COST	508,916.76	502,644.00	420,218.58	474,796.78	517,480.00	556,197.57	508,916.76	99,970.00	(408,946.76)	-80.36%
	508,916.76	4,118,420.00	4,259,818.09	4,422,865.96	4,708,047.73	4,853,773.01	5,662,552.14	5,252,615.85	(409,936.29)	-7.24%
TOTALS	**598,869.76**	**4,207,520.00**	**4,348,776.00**	**4,458,601.34**	**4,737,615.13**	**4,886,623.01**	**5,692,477.14**	**5,301,511.85**	(390,965.29)	-6.87%

**Includes fees for completing the GASB 67/68 disclosures.*

TOWN OF WATERFORD
PROJECTED MERF CONTRIBUTION
2026-2027 FISCAL YEAR

	PROJECTED 2025-2026 WAGES				ACTUAL 2024-2025 WAGES				
MONTH	TOWN SALARIES	POLICE/FIRE SALARIES	BOE NON-CERT SALARIES	TOTAL		TOWN SALARIES	POLICE/FIRE SALARIES	BOE NON-CERT SALARIES	TOTAL
JULY 2025 ACTUAL	722,816.60	556,462.30	417,268.00	1,696,546.90	JULY 2024 ACTUAL	754,035.98	550,840.75	414,516.76	1,719,393.49
AUGUST 2025 ACTUAL	927,079.94	694,006.22	429,726.00	2,050,812.16	AUGUST 2024 ACTUAL	926,569.28	693,510.74	424,423.43	2,044,503.45
SEPTEMBER 2025 ACTUAL	739,898.18	570,124.35	722,133.00	2,032,155.53	SEPTEMBER 2024 ACTUAL	731,135.03	544,018.30	673,987.43	1,949,140.76
OCTOBER 2025 ACTUAL	927,676.05	721,768.91	1,188,304.00	2,837,748.96	OCTOBER 2024 ACTUAL	712,410.87	540,919.01	727,452.76	1,980,782.64
NOVEMBER 2025 ACTUAL	742,140.84	577,415.12	774,430.00	2,093,985.96	NOVEMBER 204 ACTUAL	888,755.41	652,216.46	1,152,525.00	2,693,496.87
DECEMBER 2025 ACTUAL	742,140.84	687,415.12	773,809.00	2,203,364.96	DECEMBER 2024 ACTUAL	742,567.55	723,411.51	722,738.00	2,188,717.06
JANUARY 2026 PROJECTED	927,570.52	721,768.91	792,703.00	2,442,042.43	JANUARY 2025 ACTUAL	919,178.31	703,359.59	666,823.00	2,289,360.90
FEBRUARY 2026 PROJECTED	742,056.42	577,415.12	791,253.00	2,110,724.54	FEBRUARY 2025 ACTUAL	787,543.34	546,843.42	762,878.00	2,097,264.76
MARCH 2026 PROJECTED	742,056.42	577,415.12	793,278.00	2,112,749.54	MARCH 2025 ACTUAL	719,467.23	553,787.28	747,614.00	2,020,868.51
APRIL 2026 PROJECTED	742,056.42	577,415.12	791,203.00	2,110,674.54	APRIL 2025 ACTUAL	732,865.82	525,531.60	761,050.00	2,019,447.42
MAY 2026 PROJECTED	927,570.52	721,768.91	1,186,633.00	2,835,972.43	MAY 2025 ACTUAL	897,018.23	743,437.34	1,086,294.00	2,726,749.57
JUNE 2026 PROJECTED	742,056.42	577,415.12	792,503.00	2,111,974.54	JUNE 2025 ACTUAL	733,364.73	594,257.21	674,493.00	2,002,114.94
TOTALS:	9,625,119.17	7,560,390.32	9,453,243.00	26,638,752.49		9,544,911.78	7,372,133.21	8,814,795.38	25,731,840.37

Est wage increase FY26	2.50%	2.50%	3.50%						
Projected MERF salaries 2025-26	9,865,747.15	7,749,400.08	9,784,106.51	27,399,253.74					
2025-2026 Contribution Rate [1]	**16.71%**	**24.12%**	**16.71%**						
Est. Employer Contribution 2026-2027	**$1,648,566.35**	**$1,869,155.30**	**$1,634,924.20**	**$5,152,645.85**					
Amortization	0.00	0.00	0.00	0.00		0.00	427,247.68	549.08	427,796.76
Administrative Fee	46,150.00	16,380.00	37,440.00	99,970.00		31,980.00	12,610.00	36,530.00	81,120.00
CONTRIBUTION	**$1,694,716.35**	**$1,885,535.30**	**$1,672,364.20**	**$5,252,615.85**		**$31,980.00**	**$439,857.68**	**$37,079.08**	**$508,916.76**

CONTRIBUTION RATE

1. The contribution rate is based on the MERF Projection for FY 2026 from the State of CT. FY 2027 rates not expected until March 2026.

Pension

Executive Summary

	July 1, 2025	July 1, 2023
Number of members		
Active employees	0	0
Terminated vested members	0	0
Retired, disabled and beneficiaries	6	6
Total	6	6
Covered employee payroll	N/A	N/A
Average plan salary	N/A	N/A
Actuarial present value of future benefits	746,381	717,948
Actuarial accrued liability	746,381	717,948
Plan assets		
Market value of assets	494,695	509,200
Actuarial value of assets	488,041	554,662
Unfunded accrued liability	258,340	163,286
Funded ratio	65.4%	77.3%
Actuarially determined employer contribution (ADEC)		
Fiscal year ending	2027	2025
ADEC	38,396	22,450
Fiscal year ending	2028	2026
ADEC	38,396	22,450

OPEB

Executive Summary

	July 1, 2024	July 1, 2022
Number of members		
Active members	414	368
Retired members and dependents	168	179
Total	582	547
Covered employee payroll	31,264,486	29,029,526
Average plan salary	75,518	78,885
Actuarial present value of future benefits	36,779,727	32,284,998
Actuarial accrued liability	34,097,347	30,074,765
Plan assets		
Market value of assets	13,311,529	8,465,847
Actuarial value of assets	13,194,398	9,206,097
Unfunded accrued liability	20,902,949	20,868,668
Funded ratio	38.7%	30.6%
Actuarially determined employer contribution (ADEC)		
Fiscal year ending	2026	2024
ADEC	2,804,332	2,505,310
Fiscal year ending	2027	2025
ADEC	2,818,488	2,516,833

STATE of CONNECTICUT

RETIREMENT SERVICES DIVISION

RETIREMENT SERVICES DIVISION
OFFICE of the STATE COMPTROLLER
165 Capitol Ave.
Hartford, CT 06106

January 31, 2025

Ms. Christy Gregg
Director of HR
Waterford Fire Department
15 Rope Ferry Road
Waterford, CT 06385
cgregg@waterfordct.org

RE: Waterford Fire 152-F

Dear Ms. Gregg:

The purpose of this letter is to advise you of the costs for the above referenced unit to participate in the Connecticut Municipal Employees Retirement System (CMERS) for the fiscal year beginning July 1, 2025. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2025 to June 30, 2026 fiscal year.

- Monthly contribution payments, as a percentage of payroll, will be as follows:

Normal Cost	8.38%
Unfunded Accrued Liability	15.74%
Total	24.12%

- There is no annual amortization payment for prior service.
- The CMERS administrative charge is $2,860. This charge is based on $130 per active and retired member. Our most recent files show 15 active members and 7 retired members.

The Municipal Employees Retirement System Commission approved the above total contribution rate of 24.12% at its January 16, 2025 meeting. A copy of the June 30, 2024 actuarial valuation report can be found on the Office of the State Comptroller's website at https://www.osc.ct.gov/rbsd/reports/index.html.

If you have any questions regarding the information provided in this letter, please contact Kathryn Balut, a CMERS staff member, at (860)702-3565.

Very truly yours,

THE CONNECTICUT MUNICIPAL EMPLOYEES RETIREMENT SYSTEM
BY:

John Herrington, Director
Retirement Services Division

State *of* Connecticut

Retirement Services Division

Retirement Services Division
Office *of the* State Comptroller
165 Capitol Ave.
Hartford, CT 06106

January 31, 2025

Ms. Christy Gregg
Director of HR
Waterford Public Schools
15 Rope Ferry Road
Waterford, CT 06385
cgregg@waterfordct.org

RE: Waterford Police 152-P

Dear Ms. Gregg:

The purpose of this letter is to advise you of the costs for the above referenced unit to participate in the Connecticut Municipal Employees Retirement System (CMERS) for the fiscal year beginning July 1, 2025. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2025 to June 30, 2026 fiscal year.

- Monthly contribution payments, as a percentage of payroll, will be as follows:

Normal Cost	8.38%
Unfunded Accrued Liability	15.74%
Total	24.12%

- There is no annual amortization payment for prior service.
- The CMERS administrative charge is $13,520. This charge is based on $130 per active and retired member. Our most recent files show 52 active members and 52 retired members.

The Municipal Employees Retirement System Commission approved the above total contribution rate of 24.12% at its January 16, 2025 meeting. A copy of the June 30, 2024 actuarial valuation report can be found on the Office of the State Comptroller's website at https://www.osc.ct.gov/rbsd/reports/index.html.

If you have any questions regarding the information provided in this letter, please contact Kathryn Balut, a CMERS staff member, at (860)702-3565.

Very truly yours,

THE CONNECTICUT MUNICIPAL EMPLOYEES RETIREMENT SYSTEM
BY:

John Herrington, Director
Retirement Services Division

State *of* Connecticut

Retirement Services Division

Retirement Services Division
OFFICE *of the* STATE COMPTROLLER
165 Capitol Ave.
Hartford, CT 06106

January 31, 2025

Ms. Christy Gregg
Director of HR
Town of Waterford
15 Rope Ferry Road
Waterford, CT 06385
cgregg@waterfordct.org

RE: Waterford Gen Gov Admin 152-T

Dear Ms. Gregg:

The purpose of this letter is to advise you of the costs for the above referenced unit to participate in the Connecticut Municipal Employees Retirement System (CMERS) for the fiscal year beginning July 1, 2025. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2025 to June 30, 2026 fiscal year.

- Monthly contribution payments, as a percentage of payroll, will be as follows:

Normal Cost	5.60%
Unfunded Accrued Liability	11.11%
Total	16.71%

- There is no annual amortization payment for prior service.
- The CMERS administrative charge is $6,890. This charge is based on $130 per active and retired member. Our most recent files show 20 active members and 33 retired members.

The Municipal Employees Retirement System Commission approved the above total contribution rate of 16.71% at its January 16, 2025 meeting. A copy of the June 30, 2024 actuarial valuation report can be found on the Office of the State Comptroller's website at https://www.osc.ct.gov/rbsd/reports/index.html.

If you have any questions regarding the information provided in this letter, please contact Kathryn Balut, a CMERS staff member, at (860)702-3565.

Very truly yours,

THE CONNECTICUT MUNICIPAL EMPLOYEES RETIREMENT SYSTEM
BY:

John Herrington, Director
Retirement Services Division

STATE *of* CONNECTICUT

RETIREMENT SERVICES DIVISION

RETIREMENT SERVICES DIVISION
OFFICE *of the* STATE COMPTROLLER
165 Capitol Ave.
Hartford, CT 06106

January 31, 2025

Ms. Christy Gregg
Director of HR
Town of Waterford
15 Rope Ferry Road
Waterford, CT 06385
cgregg@waterfordct.org

RE: Waterford Town 152-W

Dear Ms. Gregg:

The purpose of this letter is to advise you of the costs for the above referenced unit to participate in the Connecticut Municipal Employees Retirement System (CMERS) for the fiscal year beginning July 1, 2025. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2025 to June 30, 2026 fiscal year.

- Monthly contribution payments, as a percentage of payroll, will be as follows:

Normal Cost	5.60%
Unfunded Accrued Liability	11.11%
Total	16.71%

- There is no annual amortization payment for prior service.
- The CMERS administrative charge is $11,180. This charge is based on $130 per active and retired member. Our most recent files show 40 active members and 46 retired members.

The Municipal Employees Retirement System Commission approved the above total contribution rate of 16.71% at its January 16, 2025 meeting. A copy of the June 30, 2024 actuarial valuation report can be found on the Office of the State Comptroller's website at https://www.osc.ct.gov/rbsd/reports/index.html.

If you have any questions regarding the information provided in this letter, please contact Kathryn Balut, a CMERS staff member, at (860)702-3565.

Very truly yours,

THE CONNECTICUT MUNICIPAL EMPLOYEES RETIREMENT SYSTEM
BY:

John Herrington, Director
Retirement Services Division

STATE *of* CONNECTICUT

RETIREMENT SERVICES DIVISION

RETIREMENT SERVICES DIVISION
OFFICE *of the* STATE COMPTROLLER
165 Capitol Ave.
Hartford, CT 06106

January 31, 2025

Ms. Christy Gregg
Director of HR
Town of Waterford
15 Rope Ferry Road
Waterford, CT 06385
cgregg@waterfordct.org

RE: Waterford Local 1303 152-B

Dear Ms. Gregg:

The purpose of this letter is to advise you of the costs for the above referenced unit to participate in the Connecticut Municipal Employees Retirement System (CMERS) for the fiscal year beginning July 1, 2025. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2025 to June 30, 2026 fiscal year.

- Monthly contribution payments, as a percentage of payroll, will be as follows:

Normal Cost	5.60%
Unfunded Accrued Liability	11.11%
Total	16.71%

- There is no annual amortization payment for prior service.
- The CMERS administrative charge is $19,630. This charge is based on $130 per active and retired member. Our most recent files show 69 active members and 82 retired members.

The Municipal Employees Retirement System Commission approved the above total contribution rate of 16.71% at its January 16, 2025 meeting. A copy of the June 30, 2024 actuarial valuation report can be found on the Office of the State Comptroller's website at https://www.osc.ct.gov/rbsd/reports/index.html.

If you have any questions regarding the information provided in this letter, please contact Kathryn Balut, a CMERS staff member, at (860)702-3565.

Very truly yours,

THE CONNECTICUT MUNICIPAL EMPLOYEES RETIREMENT SYSTEM
BY:

John Herrington, Director
Retirement Services Division

STATE *of* CONNECTICUT

RETIREMENT SERVICES DIVISION

RETIREMENT SERVICES DIVISION
OFFICE *of the* STATE COMPTROLLER
165 Capitol Ave.
Hartford, CT 06106

January 31, 2025

Ms. Christy Gregg
Director of HR
Town of Waterford
15 Rope Ferry Road
Waterford, CT 06385
cgregg@waterfordct.org

RE: Waterford Cust & Main Asst 152-E

Dear Ms. Gregg:

The purpose of this letter is to advise you of the costs for the above referenced unit to participate in the Connecticut Municipal Employees Retirement System (CMERS) for the fiscal year beginning July 1, 2025. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2025 to June 30, 2026 fiscal year.

- Monthly contribution payments, as a percentage of payroll, will be as follows:

Normal Cost	5.60%
Unfunded Accrued Liability	11.11%
Total	16.71%

- There is no annual amortization payment for prior service.
- The CMERS administrative charge is $8,450. This charge is based on $130 per active and retired member. Our most recent files show 32 active members and 33 retired members.

The Municipal Employees Retirement System Commission approved the above total contribution rate of 16.71% at its January 16, 2025 meeting. A copy of the June 30, 2024 actuarial valuation report can be found on the Office of the State Comptroller's website at https://www.osc.ct.gov/rbsd/reports/index.html.

If you have any questions regarding the information provided in this letter, please contact Kathryn Balut, a CMERS staff member, at (860)702-3565.

Very truly yours,

THE CONNECTICUT MUNICIPAL EMPLOYEES RETIREMENT SYSTEM
BY:

John Herrington, Director
Retirement Services Division

STATE *of* CONNECTICUT

RETIREMENT SERVICES DIVISION

RETIREMENT SERVICES DIVISION
OFFICE *of the* STATE COMPTROLLER
165 Capitol Ave.
Hartford, CT 06106

January 31, 2025

Ms. Christy Gregg
Director of HR
Waterford Public Schools
15 Rope Ferry Road
Waterford, CT 06385
cgregg@waterfordct.org

RE: Waterford Paraprofessionals 152-N

Dear Ms. Gregg:

The purpose of this letter is to advise you of the costs for the above referenced unit to participate in the Connecticut Municipal Employees Retirement System (CMERS) for the fiscal year beginning July 1, 2025. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2025 to June 30, 2026 fiscal year.

- Monthly contribution payments, as a percentage of payroll, will be as follows:

Normal Cost	5.60%
Unfunded Accrued Liability	11.11%
Total	16.71%

- There is no annual amortization payment for prior service.
- The CMERS administrative charge is $17,290. This charge is based on $130 per active and retired member. Our most recent files show 87 active members and 46 retired members.

The Municipal Employees Retirement System Commission approved the above total contribution rate of 16.71% at its January 16, 2025 meeting. A copy of the June 30, 2024 actuarial valuation report can be found on the Office of the State Comptroller's website at https://www.osc.ct.gov/rbsd/reports/index.html.

If you have any questions regarding the information provided in this letter, please contact Kathryn Balut, a CMERS staff member, at (860)702-3565.

Very truly yours,

THE CONNECTICUT MUNICIPAL EMPLOYEES RETIREMENT SYSTEM
BY:

John Herrington, Director
Retirement Services Division

STATE of CONNECTICUT

RETIREMENT SERVICES DIVISION

RETIREMENT SERVICES DIVISION
OFFICE of the STATE COMPTROLLER
165 Capitol Ave.
Hartford, CT 06106

January 31, 2025

Ms. Christy Gregg
Director of HR
Waterford Public Schools
15 Rope Ferry Road
Waterford, CT 06385
cgregg@waterfordct.org

RE: Waterford Café RI0224 152-L

Dear Ms. Gregg:

The purpose of this letter is to advise you of the costs for the above referenced unit to participate in the Connecticut Municipal Employees Retirement System (CMERS) for the fiscal year beginning July 1, 2025. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2025 to June 30, 2026 fiscal year.

- Monthly contribution payments, as a percentage of payroll, will be as follows:

Normal Cost	5.60%
Unfunded Accrued Liability	11.11%
Total	16.71%

- There is no annual amortization payment for prior service.
- The CMERS administrative charge is $4,810. This charge is based on $130 per active and retired member. Our most recent files show 16 active members and 21 retired members.

The Municipal Employees Retirement System Commission approved the above total contribution rate of 16.71% at its January 16, 2025 meeting. A copy of the June 30, 2024 actuarial valuation report can be found on the Office of the State Comptroller's website at https://www.osc.ct.gov/rbsd/reports/index.html.

If you have any questions regarding the information provided in this letter, please contact Kathryn Balut, a CMERS staff member, at (860)702-3565.

Very truly yours,

THE CONNECTICUT MUNICIPAL EMPLOYEES RETIREMENT SYSTEM
BY:

John Herrington, Director
Retirement Services Division

STATE *of* CONNECTICUT

RETIREMENT SERVICES DIVISION

RETIREMENT SERVICES DIVISION
OFFICE *of the* STATE COMPTROLLER
165 Capitol Ave.
Hartford, CT 06106

January 31, 2025

Ms. Christy Gregg
Director of HR
Waterford Public Schools
15 Rope Ferry Road
Waterford, CT 06385
cgregg@waterfordct.org

RE: Waterford Non-union Educ 152-S

Dear Ms. Gregg:

The purpose of this letter is to advise you of the costs for the above referenced unit to participate in the Connecticut Municipal Employees Retirement System (CMERS) for the fiscal year beginning July 1, 2025. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2025 to June 30, 2026 fiscal year.

- Monthly contribution payments, as a percentage of payroll, will be as follows:

Normal Cost	5.60%
Unfunded Accrued Liability	11.11%
Total	16.71%

- There is no annual amortization payment for prior service.
- The CMERS administrative charge is $7,800. This charge is based on $130 per active and retired member. Our most recent files show 39 active members and 21 retired members.

The Municipal Employees Retirement System Commission approved the above total contribution rate of 16.71% at its January 16, 2025 meeting. A copy of the June 30, 2024 actuarial valuation report can be found on the Office of the State Comptroller's website at https://www.osc.ct.gov/rbsd/reports/index.html.

If you have any questions regarding the information provided in this letter, please contact Kathryn Balut, a CMERS staff member, at (860)702-3565.

Very truly yours,

THE CONNECTICUT MUNICIPAL EMPLOYEES RETIREMENT SYSTEM
BY:

John Herrington, Director
Retirement Services Division

STATE *of* CONNECTICUT

RETIREMENT SERVICES DIVISION

RETIREMENT SERVICES DIVISION
OFFICE *of the* STATE COMPTROLLER
165 Capitol Ave.
Hartford, CT 06106

January 31, 2025

Ms. Christy Gregg
Director of HR
Waterford Public Schools
15 Rope Ferry Road
Waterford, CT 06385
cgregg@waterfordct.org

RE: Water Local RI 161 152-H

Dear Ms. Gregg:

The purpose of this letter is to advise you of the costs for the above referenced unit to participate in the Connecticut Municipal Employees Retirement System (CMERS) for the fiscal year beginning July 1, 2025. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2025 to June 30, 2026 fiscal year.

- Monthly contribution payments, as a percentage of payroll, will be as follows:

Normal Cost	5.60%
Unfunded Accrued Liability	11.11%
Total	16.71%

- There is no annual amortization payment for prior service.
- The CMERS administrative charge is $7,540. This charge is based on $130 per active and retired member. Our most recent files show 23 active members and 35 retired members.

The Municipal Employees Retirement System Commission approved the above total contribution rate of 16.71% at its January 16, 2025 meeting. A copy of the June 30, 2024 actuarial valuation report can be found on the Office of the State Comptroller's website at https://www.osc.ct.gov/rbsd/reports/index.html.

If you have any questions regarding the information provided in this letter, please contact Kathryn Balut, a CMERS staff member, at (860)702-3565.

Very truly yours,

THE CONNECTICUT MUNICIPAL EMPLOYEES RETIREMENT SYSTEM
BY:

John Herrington, Director
Retirement Services Division

TOWN OF WATERFORD
GENERAL FUND
2026-2027 PROPOSED BUDGET

DEPT/AGENCY: 10112 INSURANCE

LINE ITEM	DESCRIPTION	2024-2025 ACTUAL EXPENDED	FY2025 TRANSFERS IN/OUT	2025-2026 RTM APPROP.	2025-2026 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 1/1/26	2026-2027 DEPT/ AGENCY REQUEST	2026-2027 BD OF SELECTMEN APPROVED	BOS Approved $ Increase	BOS Approved % Increase
SERVICES										
52200	WORKERS' COMPENSATION	577,831		641,595		653,589	689,142	689,142	47,547	7.41%
52201	LIABILITY/AUTO/PROPERTY (LAP)	677,678	-28,721	712,283		708,251	760,092	760,092	47,809	6.71%
52240	UNEMPLOYMENT COMPENSATION	17,139	20,000	8,000		6,722	10,799	10,799	2,799	34.99%
52250	DEDUCTIBLE COVERAGE	1,586		5,000		5,069	7,000	7,000	2,000	40.00%
52251	HEALTHCARE	3,550,713	6,700	4,209,735		2,227,447	4,452,126	4,452,126	242,391	5.76%
52252	LONG TERM DISABILITY	3,121	1,500	7,000		1,488	7,000	7,000	-	0.00%
52253	LIFE INSURANCE	21,467	521	20,947		9,128	20,947	20,947	-	0.00%
	SUBTOTAL	4,849,535	0	5,604,560	0	3,611,694	5,947,106	5,947,106	342,546	6.11%
DEPARTMENT TOTAL		4,849,535	0	5,604,560	0	3,611,694	5,947,106	5,947,106	342,546	6.11%

BUDGET FUNCTION

The Town of Waterford is responsible for providing a variety of insurance coverage for both its employees and town departments.

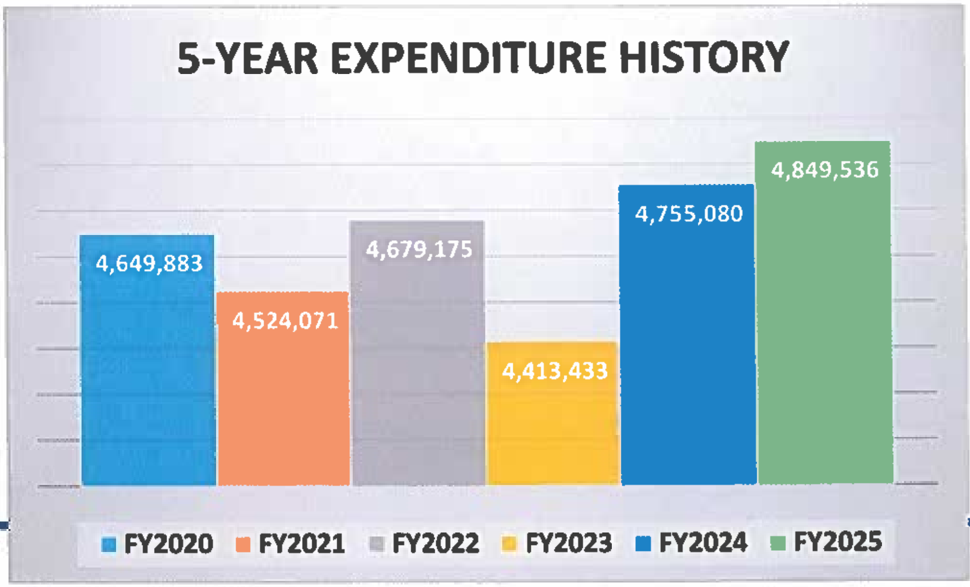
- Health Insurance
- Workers' Compensation
- Liability (includes Auto & Property)
- Life Insurance
- Unemployment
- Long Term Disability

BUDGET SUMMARY

The insurance budget for fiscal year 2026-2027 represents an increase of $342,546 (6.11%) over the prior year. Final insurance rate increases will not be known until late May, 2026. We are budgeting at industry trend for FY2027 proposed budgets (12% for medical and 10% for liability/property).

The Town went out to bid in the open market for the all insurance policies (workers' compensation, liability and property) as an opportunity to review overall coverages and premium costs. The bid resulted in the town moving all liability, property and workers' compensation policies to Travelers. Travelers will continue to provide our insurance coverage for the FY2027.

In July 2025, both the Town and Board of Education moved from self-funded medical insurance coverage to fully-funded by joining the Connecticut State Partnership Plan. This move increased benefits to employees while reducing overall costs to the Town.



TOWN OF WATERFORD
INSURANCE BUDGET SUMMARY
2026-2027

LINE ITEM	COVERAGE	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 ACTUAL	FY2023 ACTUAL	FY 2024 ACTUAL	FY2025 ACUTAL	FY2026 BUDGETED	FY2027 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
52200	WORKERS' COMPENSATION	713,648	657,530	677,919	510,371	581,822	592,974	641,596	689,142	47,546	7.41%
52201	LIABILITY/AUTO/PROPERTY	411,011	406,751	496,149	508,611	594,079	-	712,283	760,092	47,809	6.71%
52240	UNEMPLOYMENT COMPENSATION	43,498	34,265	9,280	11,055	4,204	17,139	8,000	10,799	2,799	34.99%
52250	DEDUCTIBLE COVERAGE	48,865	4,000	14,071	2,885	4,673	10,000	5,000	7,000	2,000	40.00%
52251	HEALTHCARE	3,410,686	3,398,170	3,458,563	3,357,369	3,546,298	3,544,058	4,209,735	4,452,126	242,391	5.76%
52252	LONG TERM DISBILIYT	2,440	2,911	2,899	2,889	3,015	3,121	7,000	7,000	-	0.00%
52253	LIFE INSURANCE	19,736	20,444	20,294	20,252	20,989	21,467	20,947	20,947	-	0.00%
	TOTALS	4,649,883	4,524,071	4,679,175	4,413,433	4,755,080	4,188,760	5,604,561	5,947,106	342,545	6.11%

TOWN OF WATERFORD
WORKERS' COMPENSATION BUDGET SUMMARY
2026-2027

COVERAGE	FY2021 ACTUAL	FY2022 ACTUAL	FY2023 ACTUAL	FY2024 ACTUAL	FY2025 ACTUAL	FY2026 BUDGETED	FY2027 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
PREMIUM [1]	672,889	672,830	519,820	591,936	592,974	650,596	699,142	57,622	9.72%
PAYROLL AUDIT [2]	55,249	-	-	-	-	-		-	0.00%
CREDITS - POLICE OUTSIDE SERVICES/MISCELLANEOUS [3]	(14,490)	(15,300)	(9,449)	(10,123)	(15,143)	(9,000)	(10,000)	6,143	-40.57%
TOTALS	713,648	657,530	510,371	581,813	577,831	641,596	689,142	63,765	11.04%

[1] Budget request based on actual town claim history/data.

[2] No longer a separate fee for this annual audit.

[3] Vendor reimbursement from Police special duty jobs. Credit is based on FY25.

TOWN OF WATERFORD
LIABILITY, AUTO, PROPERTY
2026-2027

COVERAGE	FY2021 ACTUAL	FY2022 ACTUAL	FY2023 ACTUAL	FY 2024 ACTUAL	FY2025 ACTUAL	FY2026 BUDGETED	FY2027 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
GENERAL LIABILITY	360,639	371,282	393,001	509,585		36,675	39,609	2,934	8.00%
EXCESS LIABILITY ($10M)						59,658	65,405	5,747	9.63%
EXCESS $5M XS $10M						26,284	26,196	(88)	-0.33%
AUTOMOBILE						96,152	103,844	7,692	8.00%
PROPERTY						322,061	341,419	19,358	6.01%
PUBLIC OFFIIIALS						31,470	33,988	2,518	8.00%
SCHOOL BOARD ADMIN						16,857	18,481	1,624	9.63%
LAW ENFORCEMENT LIABILITY						43,155	46,607	3,452	8.00%
TAX COLLECTOR BOND	572	572	572	572		572	572	-	0.00%
TREASURER BOND	1,070	1,070	1,070	1,070		1,070	1,070	-	0.00%
HULL	15,003	14,747	10,500	11,550		13,600	15,098	1,498	11.02%
VACANT PROPERTY	763	803	827	2,080		2,226	2,327	101	4.56%
CRIME	4,444	4,444	4,668	9,336		4,995	5,181	186	3.72%
POLLUTION	2,031	1,975	1,766	12,736		3,819	3,576	(243)	-6.37%
UST						11,222	12,757	1,535	13.68%
RISK MANAGEMENT ADVISOR	21,000	21,000	21,000	21,000		21,000	21,000	-	0.00%
CYBER SECURITY		77,273	64,772	26,150		18,467	19,961	1,494	8.09%
ADDITIONAL ENDORSEMENTS (ESTIMATE)	3,641	3,000	10,434	-		3,000	3,000	-	0.00%
TOTALS	409,163	496,166	508,611	594,079	-	712,283	760,092	47,809	6.71%

Renewal quotes not available until early June 2026. Budget request based on town claim history and preliminary data.

TOWN OF WATERFORD
UNEMPLOYMENT COMPENSATION
2026-2027

COVERAGE	FY2021 ACTUAL	FY2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 ACTUAL	FY2026 BUDGETED	FY2027 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
UNEMPLOYMENT COMPENSATION [1]	34,265	9,280	11,055	4,204	17,139	8,000	10,799	2,799	34.99%
TOTALS	34,265	9,280	11,055	4,204	17,139	8,000	10,799	2,799	34.99%

[1] Proposed budget includes an established funding level to reflect a three-year average (FY23-FY25).

Note that the Town pays directly for the unemployment benefits paid to former employees; therefore, expenditures can vary significantly from year to year.

TOWN OF WATERFORD
LONG-TERM DISABILITY
2026-2027

COVERAGE	FY2021 ACTUAL	FY2022 ACTUAL	FY2023 ACTUAL	FY2024 ACUTAL	FY2025 ACTUAL	FY2026 BUDGETED	FY2027 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
LONG-TERM DISABILITY	2,911	2,899	2,889	3,015	3,121	7,000	7,000	-	0.00%
TOTALS	2,911	2,899	2,889	3,015	3,121	7,000	7,000	-	0.00%

In accordance with the collective bargaining agreement between the Town of Waterford and the General Government Administrators, the Town shall provide up to 50% of the cost of long-term disability insurance, with the remaining 50% being the responsibility of the employee. The Town's 50% match is capped to a premium liability of not more than $350 per month. The Town currently has 20 eligible employees. The FY 26 budget includes costs for 20 employees.

TOWN OF WATERFORD
LIFE INSURANCE
2026-2027

COVERAGE	FY2021 ACTUAL	FY2022 ACTUAL	FY2023 ACTUAL	FY2024 ACTUAL	FY2025 ACTUAL	FY2026 BUDGETED	FY2027 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
LIFE INSURANCE	20,444	20,294	20,252	20,989	21,467	20,947	20,947	-	0.00%
TOTALS	20,444	20,294	20,252	20,989	21,467	20,947	20,947	-	0.00%

All full-time employees of the Town of Waterford are eligible for a group term life insurance based on their collective bargaining agreement. In addition, all employees (except members of 1303) are eligible for accidental death and dismemberment. The level of benefit follow.

Presently, there are 185 employees covered under the plan, 85 have additional coverage for accidental death/disability. Life insurance is at a rate of $.12 per $1,000 of benefit and accidental death/disability coverage is at $.02 per $1,000 of benefit.

Insurance
Actual Expenditures

FY-2026 Month	Wk. Comp Premium	Vendor Reimb.	Net Premium	LAP Insurance	Unemp. Comp.	Deductable Coverage	Healthcare	Long-term Disability	Life Insurance	Total
Jul-25	$0.00	($588.85)	($588.85)	$0.00	$3,787.00	($1,000.00)	$2,063.21	$789.14	($0.96)	$5,049.54
Aug-25	$647,354.00	($1,107.45)	$646,246.55	$685,176.00	$0.00	$1,000.00	$1,101,446.86	$235.79	$1,806.92	$2,435,912.12
Sep-25	$0.00	($888.51)	($888.51)	$11,890.00	$0.00	$3,000.00	($355.39)	($252.64)	($1.00)	$13,392.46
Oct-25	$10,417.00	($652.44)	$9,764.56	$312.00	$0.00	$2,068.89	$371,671.93	$254.34	$1,793.46	$385,865.18
Nov-25			$0.00						$1,811.64	$1,811.64
Dec-25			$0.00							$0.00
Jan-26			$0.00							$0.00
Feb-26			$0.00							$0.00
Mar-26			$0.00							$0.00
Apr-26			$0.00							$0.00
May-26			$0.00							$0.00
Jun-26			$0.00							$0.00
	$657,771.00	($3,237.25)	$654,533.75	$697,378.00	$3,787.00	$5,068.89	$1,474,826.61	$1,026.63	$5,410.06	$2,842,030.94

FY-2025 Month	Wk. Comp Premium	Vendor Reimb.	Net Premium	LAP Insurance	Unemp. Comp.	Deductable Coverage	Healthcare	Long-term Disability	Life Insurance	Total
Jul-24	$591,451.00	($788.76)	$590,662.24	$652,053.00	$45.00	$0.00	$167,905.36	$242.76	($1.08)	$1,410,907.28
Aug-24	$0.00	($1,539.28)	($1,539.28)	$9,011.50	$0.00	$0.00	$1,748.99	$805.58	$3,593.17	$13,619.96
Sep-24	$0.00	($1,433.21)	($1,433.21)	$10,509.00	$0.00	$0.00	$2,280.51	($251.86)	($5.52)	$11,098.92
Oct-24	$0.00	($787.87)	($787.87)	$38.87	$0.00	$0.00	$3,530.60	$251.50	$1,811.54	$4,844.64
Nov-24	$0.00	($764.44)	($764.44)	$16.16	$0.00	$0.00	$1,325.83	$764.16	$1,771.25	$3,112.96
Dec-24	$0.00	($412.36)	($412.36)	$0.00	$0.00	$1,000.00	$3,242,002.84	($268.08)	$3,553.29	$3,245,875.69
Jan-25	$0.00	($987.01)	($987.01)	$4,454.46	$6,756.00	$1,000.00	$91,175.65	$293.88	($9.96)	$102,683.02
Feb-25	$519.00	($942.59)	($423.59)	$0.00	$0.00	$1,000.00	$2,048.73	$767.88	$1,785.39	$5,178.41
Mar-25	$0.00	($1,925.83)	($1,925.83)	$0.00	$0.00	$0.00	$4,494.36	($256.24)	$1,763.79	$4,076.08
Apr-25	$0.00	($715.05)	($715.05)	$330.00	$0.00	($414.00)	$2,539.92	$255.82	$1,774.74	$3,771.43
May-25	$0.00	($1,967.56)	($1,967.56)	$726.00	$10,338.00	$0.00	$1,762.41	$771.93	$1,803.85	$13,434.63
Jun-25	$996.66	($2,871.21)	($1,874.55)	$539.00	$0.00	($1,000.00)	$29,898.29	($256.24)	$3,626.94	$30,933.44
	$592,966.66	($15,135.17)	$577,831.49	$677,677.99	$17,139.00	$1,586.00	$3,550,713.49	$3,121.09	$21,467.40	$4,849,536.46

Insurance
Actual Expenditures

FY-2024 Month	Wk. Comp Premium	Vendor Reimb.	Net Premium	LAP Insurance	Unemp. Comp.	Deductable Coverage	Healthcare	Long-term Disability	Life Insurance	Total
Jul-23	$0.00	($391.61)	($391.61)	$1,680.00	$0.00	$0.00	$164,841.50	$249.95	$0.00	$166,379.84
Aug-23	$552,674.00	($1,011.43)	$551,662.57	$570,169.00	$0.00	$0.00	$6,723.59	$244.25	$1,679.98	$1,130,479.39
Sep-23	$0.00	($1,156.34)	($1,156.34)	$324.00	$569.64	$1,000.00	$0.00	$756.30	$1,712.28	$3,205.88
Oct-23	$0.00	($591.23)	($591.23)	$14,558.50	$11.00	$0.00	$4,979.50	($253.47)	$1,712.28	$20,416.58
Nov-23	$39,262.00	($709.18)	$38,552.82	$0.00	$0.00	$0.00	$6,221.37	$244.59	$1,737.92	$46,756.70
Dec-23	$0.00	($365.10)	($365.10)	$1,900.50	$0.00	$0.00	$3,258,889.53	$249.95	$1,742.96	$3,262,417.84
Jan-24	$0.00	($1,068.18)	($1,068.18)	$1,642.00	$0.00	$1,060.00	$92,588.60	$243.63	$1,793.74	$96,259.79
Feb-24	$0.00	($803.61)	($803.61)	$205.00	$3,489.00	$0.00	$5,919.99	$270.73	$1,759.06	$10,840.17
Mar-24	$0.00	($984.27)	($984.27)	$352.50	$0.00	$0.00	$278.14	$248.31	$1,739.30	$1,633.98
Apr-24	$0.00	($602.53)	($602.53)	$2,410.40	$134.00	$0.00	$6,153.16	$242.25	$1,766.49	$10,103.77
May-24	$0.00	($1,584.56)	($1,584.56)	$724.10	$0.00	$0.00	($6,662.20)	$768.64	$1,767.00	($4,987.02)
Jun-24	$0.00	($855.05)	($855.05)	$113.40	$0.00	$2,613.14	$6,364.47	($250.62)	$3,578.37	$11,563.71
	$591,936.00	($10,123.09)	$581,812.91	$594,079.40	$4,203.64	$4,673.14	$3,546,297.65	$3,014.51	$20,989.38	$4,755,070.63

FY-2023 Month	Wk. Comp Premium	Vendor Reimb.	Net Premium	LAP Insurance	Unemp. Comp.	Deductable Coverage	Healthcare	Long-term Disability	Life Insurance	Total
Jul-22	$501.00	($527.93)	($26.93)	$0.00	$0.00	$0.00	$165,049.25	$289.07	$1,685.18	$166,996.57
Aug-22	$129,831.68	($793.26)	$129,038.42	$400,036.77	$0.00	$1,000.00	$2,031.42	$256.60	$1,680.38	$534,043.59
Sep-22	$129,828.48	($1,275.90)	$128,552.58	$35,652.36	$0.00	$0.00	$2,409.83	$240.54	$1,680.30	$168,535.61
Oct-22	$0.00	($1,026.13)	($1,026.13)	$356.50	$10,116.47	$0.00	$400.39	$200.76	$1,638.30	$11,686.29
Nov-22	$0.00	($1,022.80)	($1,022.80)	$1,406.00	$0.00	$1,082.20	$7,954.99	$190.24	$1,671.30	$11,281.93
Dec-22	$129,828.48	($849.40)	$128,979.08	$34,124.36	$368.00	$0.00	$82,993.34	$243.57	$1,693.50	$248,401.85
Jan-23	$0.00	($557.88)	($557.88)	$627.50	$0.00	$0.00	$3,078,987.40	$241.72	$1,694.30	$3,080,993.04
Feb-23	$0.00	($334.64)	($334.64)	$174.50	$48.00	$0.00	$3,031.88	$257.05	$1,671.34	$4,848.13
Mar-23	$129,828.48	($245.53)	$129,582.95	$35,005.86	$0.00	$0.00	$6,116.50	$237.50	$1,676.72	$172,619.53
Apr-23	$0.00	($611.58)	($611.58)	$186.50	$0.00	$0.00	$1,645.58	$196.86	$1,689.38	$3,106.74
May-23	$0.00	($474.55)	($474.55)	$1,013.50	$523.00	$0.00	$666.66	$265.14	$1,758.44	$3,752.19
Jun-23	$0.00	($1,727.69)	($1,727.69)	$27.54	$0.00	$803.00	$6,081.37	$270.27	$1,712.78	$7,167.27
	$519,818.12	($9,447.29)	$510,370.83	$508,611.39	$11,055.47	$2,885.20	$3,357,368.61	$2,889.32	$20,251.92	$4,413,432.74

Insurance
Actual Expenditures

FY-2022 Month	Wk. Comp Premium	Vendor Reimb.	Net Premium	LAP Insurance	Unemp. Comp.	Deductable Coverage	Healthcare	Long-term Disability	Life Insurance	Total
Jul-21	$0.00	($1,364.64)	($1,364.64)	$118,267.00	$0.00	$0.00	$167,178.83	$249.83	$1,708.20	$286,039.22
Aug-21	$173,254.40	($2,180.53)	$171,073.87	$93,712.75	$0.00	$0.00	$1,486.37	$249.93	$1,675.40	$268,198.32
Sep-21	$0.00	($2,484.43)	($2,484.43)	$0.00	$0.00	$0.00	$3,130.82	$249.93	$1,675.40	$2,571.72
Oct-21	$173,253.76	($1,976.66)	$171,277.10	$95,854.75	$0.00	$8,914.50	($396.40)	$249.93	$1,689.80	$277,589.68
Nov-21	$0.00	($1,621.63)	($1,621.63)	$26.00	$0.00	$1,085.50	$2,173.62	$249.93	$1,689.80	$3,603.22
Dec-21	$173,253.76	($874.01)	$172,379.75	$93,712.75	$0.00	$40.00	$979.05	$236.99	$1,653.00	$269,001.54
Jan-22	$0.00	($175.35)	($175.35)	($161.00)	$0.00	$0.00	$3,260,181.38	$226.03	$1,671.80	$3,261,742.86
Feb-22	$0.00	($334.47)	($334.47)	$0.00	$2,837.86	$45.32	$2,166.66	$258.87	$1,704.60	$6,678.84
Mar-22	$0.00	($700.66)	($700.66)	$0.00	$2,333.00	$2,485.00	$2,659.83	$262.66	$1,727.80	$8,767.63
Apr-22	$173,256.76	($663.88)	$172,592.88	$94,641.75	$4,086.73	$1,000.00	($117.59)	$247.18	$1,689.68	$274,140.63
May-22	$0.00	($1,098.17)	($1,098.17)	$0.00	$22.30	$0.00	$5,673.59	$238.78	$1,704.98	$6,541.48
Jun-22	$0.00	($1,625.40)	($1,625.40)	$95.00	$0.00	$500.00	$13,446.84	$179.08	$1,703.98	$14,299.50
	$693,018.68	($15,099.83)	$677,918.85	$496,149.00	$9,279.89	$14,070.32	$3,458,563.00	$2,899.14	$20,294.44	$4,679,174.64

FY-2021 Month	Wk. Comp Premium	Vendor Reimb.	Net Premium	LAP Insurance	Unemp. Comp.	Deductable Coverage	Healthcare	Long-term Disability	Life Insurance	Total
Jul-20	$168,207.98	($711.57)	$167,496.41	$179,213.61	$0.00	$0.00	$243,800.25	$249.87	$3,365.44	$594,125.58
Aug-20	$0.00	($1,716.54)	($1,716.54)	$0.00	$13,799.00	$0.00	$1,056.25	$249.87	$0.00	$13,388.58
Sep-20	$168,207.34	($1,551.00)	$166,656.34	$89,101.84	$0.00	$0.00	$4,993.17	$249.87	$3,372.64	$264,373.86
Oct-20	$0.00	($1,953.66)	($1,953.66)	$2,542.00	$1,314.00	$0.00	$4,143.98	$786.58	$1,703.12	$8,536.02
Nov-20	$0.00	($1,107.97)	($1,107.97)	$0.00	$0.00	$0.00	$1,614.75	($286.84)	$0.00	$219.94
Dec-20	$168,207.34	($1,023.54)	$167,183.80	$89,101.84	$0.00	$0.00	$28,655.22	$249.87	$1,771.32	$286,962.05
Jan-21	$0.00	($94.19)	($94.19)	$655.00	$2,037.92	$0.00	$2,529.66	$249.87	$3,427.44	$8,805.70
Feb-21	$0.00	($371.92)	($371.92)	$572.00	$6,510.45	$0.00	$2,883,320.96	$249.87	$1,676.52	$2,891,957.88
Mar-21	$0.00	($648.22)	($648.22)	$89,101.84	$5,309.82	$0.00	$1,883.96	$249.87	$1,709.32	$97,606.59
Apr-21	$168,207.34	($941.15)	$167,266.19	$1,135.22	$920.50	$0.00	$1,595.84	$212.07	$1,709.32	$172,839.14
May-21	$0.00	($1,999.03)	($1,999.03)	$3,641.00	$1,705.88	$2,000.00	$5,420.05	$229.21	$1,709.32	$12,706.43
Jun-21	$0.00	($3,181.57)	($3,181.57)	($48,313.50)	$2,667.82	$2,000.00	$219,155.91	$220.64	$0.00	$172,549.30
	$672,830.00	($15,300.36)	$657,529.64	$406,750.85	$34,265.39	$4,000.00	$3,398,170.00	$2,910.75	$20,444.44	$4,524,071.07

State Rates

Current	Active Employees			Retired under 65			Retired over 65			
	Single	2-Person	Family	Single	2-Person	Family	Single	2-Person	Family	
Medical	1,304.40	2,764.62	3,373.04	1,601.90	3,416.88	4,173.11	2,831.33	-	6,123.30	
Dental	45.95	119.50	147.08	45.95	119.50	147.08	45.95	119.50	147.08	
Vision	7.80	14.45	23.56	7.80	14.45	23.56	7.80	14.45	23.56	

Projected (12%)	Active Employees			Retired			Retired over 65			
	Single	2-Person	Family	Single	2-Person	Family	Single	2-Person	Family	
Medical	1,460.93	3,096.37	3,777.80	1,794.13	3,826.91	4,673.88	3,171.09	-	6,858.10	
Dental	51.46	133.84	164.73	51.46	133.84	164.73	51.46	133.84	164.73	
Vision	8.74	16.18	26.39	8.74	16.18	26.39	8.74	16.18	26.39	

Town Budget

Town Census	Active Employees			Retired under 65			Retired over 65			
	Single	2-Person	Family	Single	2-Person	Family	Single	2-Person	Family	Total
Medical	59	33	62	9	2	2	1		1	169
Dental	58	32	66	8	2	2	1		1	170
Vision	42	29	63	6	2	1	1		1	145

Town Cost	Active Employees			Retired under 65			Retired over 65			
	Single	2-Person	Family	Single	2-Person	Family	Single	2-Person	Family	Total
Medical	1,034,337.02	1,226,164.26	2,810,686.77	193,765.82	91,845.73	112,173.20	38,053.08	-	82,297.15	5,589,323.04
Dental	35,818.94	51,394.56	130,465.84	4,940.54	3,212.16	3,953.51	617.57	-	1,976.76	232,379.88
Vision	4,402.94	5,632.03	19,948.72	628.99	388.42	316.65	104.83	-	316.65	31,739.23
Totals	1,074,558.91	1,283,190.85	2,961,101.34	199,335.36	95,446.31	116,443.35	38,775.48	-	84,590.55	5,821,702.92

Total Premiums		5,821,702.92
Waivers		42,000.00
Less Co-Shares		
	Employee Share	(812,268.90)
	Sewer Fund	(55,149.48)
	Retiree Coshares	(189,054.71)
	Retirement Budget	(355,104.00)
		4,452,125.83

TOWN OF WATERFORD
GENERAL FUND
2026-2027 PROPOSED BUDGET

DEPT/AGENCY: 10108 LEGAL

LINE ITEM	DESCRIPTION	2024-2025 ACTUAL EXPENDED	FY2025 TRANSFERS IN/OUT	2025-2026 RTM APPROP.	2025-2026 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 1/1/26	2026-2027 DEPT/ AGENCY REQUEST	2026-2027 BD OF SELECTMEN APPROVED	BOS Approved $ Increase	BOS Approved % Increase
SERVICES										
52030	PROFESSIONAL SERVICES	256,661		257,000		257,000	257,000	257,000	-	0.00%
52540	PROBATE COURT	29,509		37,000	(1,500)	31,958	37,000	37,000	-	0.00%
52560	MISC. CLAIMS	0		1,000	1,500	2,500	1,000	1,000	-	0.00%
	SUBTOTAL	286,170	0	295,000	0	291,458	295,000	295,000	-	0.00%
DEPARTMENT TOTAL		286,170	0	295,000	0	291,458	295,000	295,000	-	0.00%

BUDGET FUNCTION

The Town retains legal counsel to provide legal representation to our boards, commissions, and town departments. The Town Attorney represents the town in a variety of circumstances.

The below list is a sampling of the type of cases that may require legal counsel.

- Planning and Zoning Appeals
- Delinquent Tax Account Collections
- Assessment Appeals
- Claims and Lawsuits
- Town Contracts

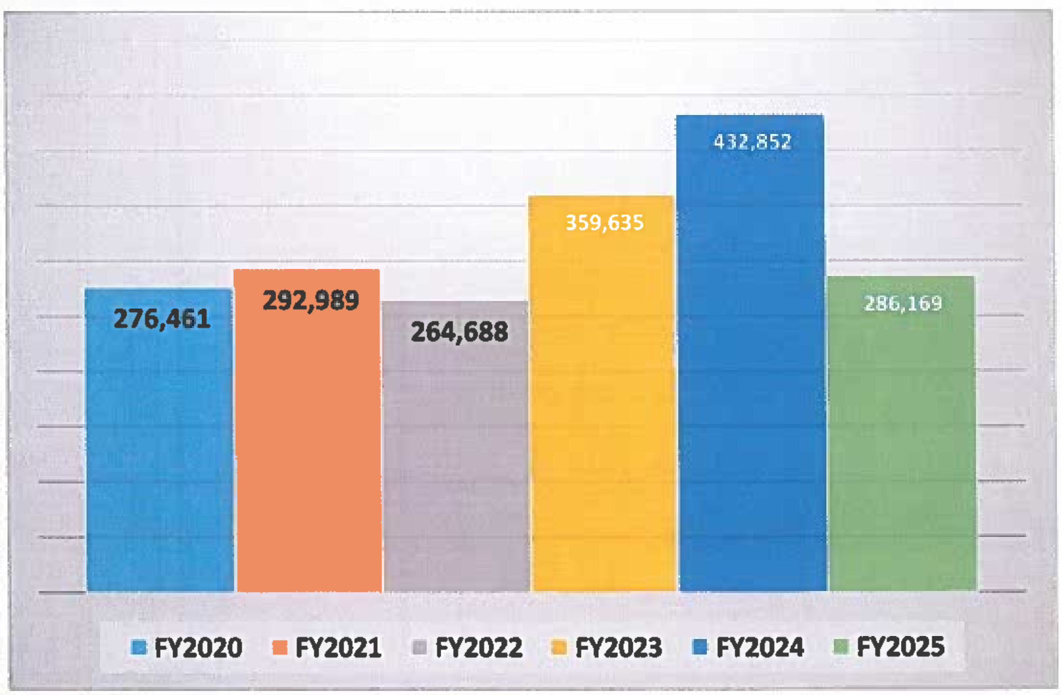
**Note that legal counsel fees for personnel issues and negotiated union contracts are budgeted under the Human Resources Department.*

BUDGET SUMMARY

The FY2027 Legal Budget Request remains flat over FY2026.

The Connecticut Uniform Relocation Assistance Act requires municipalities to provide assistance to residences who are displaced due to code enforcements. The pandemic saw an increase in the need for relocation benefits and the need continues to reis. (Sec. 8-266) Please note that the town's legal counsel does seek reimbursement for all expenditures.

EXPENDITURE HISTORY



Department of Finance
13 Masonic Street
New London, CT 06320

Phone (860) 447-5218
Fax (860) 447-5297

CITY OF NEW LONDON

November 7, 2024

Kimberly Allen
Town of Waterford
15 Rope Ferry Road
Waterford, CT 06385

Dear Ms. Allen,

Enclosed is the invoice for Waterford's portion of the Probate Court's expenses for the fiscal year ended June 30, 2024.

If you would like further clarification, please feel free to call me.

Very truly yours,

David McBride

David McBride
Director of Finance

Enclosure

$ 29,508.76
Inv# 110724
CITY OF NEW LONDON
11/07/2024 # Pages 2
PO# 250426
FP2 DOC1565219

APPROVED
VENDOR# 244
PO# 250426 FY 25
CLOSE PO Y X N
ACCOUNT# 10108-52540
AMOUNT $29,508.76
SIGN
DATE 11/14/24

REC'D FINANCE
NOV 14 '24 PM12:29

PROBATE EXPENDITURES FOR FY 2024

Maintenance & Repair	$ -	
Microfilming Services	$ 11,415.55	
Communication Services	$ 3,237.81	
Supplies	$ 11,081.48	
State of Connecticut	$ 1,384.00	
Equipment	$ -	
Total Probate Expenditures for FY 2024	**$ 27,118.84**	
N.L. Grand List @ 10/23	2,170,161,111	32.443%
Wtfd Grand List @ 10/23	4,519,024,864	67.557%
Space allocated to Probate: 1380.07 s.f.@ $12/sq.ft	$	16,560.84

Total Probate Expenses	27,118.84
Rental fee:	16,560.84
	43,679.68
Waterford Percentage	67.557%
Total Due City of New London for FY 2024	**$ 29,508.76**

The above is true and accurate to the best of my knowledge.

David McBride, Director of Finance
City of New London

TOWN OF WATERFORD
LEGAL DEPARTMENT
2026-2027 PROPOSED BUDGET

	2027 PROPOSED	2026 ACTUAL TO DATE (1/1/25)	2025 ACTUAL	2024 ACTUAL	2023 ACTUAL	2022 ACTUAL	2021 ACTUAL	5 YEAR AVERAGE (2017-2023)
52030 - PROFESSIONAL FEES								
LEGAL FEES	$ 257,000	$ -	$ 256,661	$ 321,073	$ 324,655	$ 233,161	$ 292,989	$ 285,707.51

Professional fees covers the cost of the Town Attorney. The Town Attorney handles planning and zoning appeals, collection of delinquent tax accounts, assessment appeals, and provides general legal counsel. Based on the 5 year average and anticipated tax appeals due to the revaluation, the proposed budget for 2026-2027 includes a level funding request.

	2027 PROPOSED	2026 ACTUAL TO DATE (1/1/25)	2025 ACTUAL	2024 ACTUAL	2023 ACTUAL	2022 ACTUAL	2021 ACTUAL	5 YEAR AVERAGE (2017-2023)
52540 - PROBATE COURT								
PROBATE COURT	$ 37,000	$ 34,480	$ 29,509	$ 36,779	$ 32,480	$ 31,519	$ 26,396	$ 31,336.36

Waterford's share of the Probate Office's cost. Waterford shares a probate office with the City of New London and the cost is allocated based on the municipalities grand list. Allocation based on the municipalities grand lists was based on state statute 45-12, which has since been updated. In 1991, 45-12 was transferred to a 45a-8 and effective May 10, 2010, the statue was updated to allow Towns to allocate expenses by agreement. In the absence of an agreement, the grand lists are used to allocate expenses. The cost allocated to Waterford is 71.118%. Based on the a 5-year average, the proposed budget for 2026-2027 includes level funding request.

	2027 PROPOSED	2026 ACTUAL TO DATE (1/1/25)	2025 ACTUAL	2024 ACTUAL	2023 ACTUAL	2022 ACTUAL	2021 ACTUAL	5 YEAR AVERAGE (2017-2023)
52560 - MISCELLANEOUS CLAIMS								
MISCELLANEOUS CLAIMS	$ 1,000	$ -	$ -	$ 75,000.00	$ 25,000.00	$ 8	$ 2,750	$ 20,551.60

Account is used to account for miscellaneous claims and judgments as well non-reimbursable expenses associated with evictions. The ongoing pandemic has increased the number of evictions and relocation expenditures of Waterford residents. The 2026-2027 includes a level funding request.

TOWN OF WATERFORD
SUMMARY OF LEGAL FEES BY DEPARTMENT
2024-2025 FISCAL YEAR

Department	July	August	September	October	November	December	January	February	March	April	May	June	Total
BOS	$280.00				$404.00				$1,080.00	$1,220.00	$300.00		$3,284.00
Selectman	$2,425.50	$820.00	$320.00	$1,311.50	$1,992.50	$1,120.00	$2,940.00	$2,974.50	$4,053.50	$3,902.00	$2,640.00	$5,140.00	$29,639.50
Finance	$1,582.00	$1,026.00	$100.00	$2,460.00	$444.00	$320.00	$1,320.00	$463.00	$780.00	$2,013.50	$1,040.00	$1,461.00	$13,009.50
Board of Finance	$21.00												$21.00
Bldg Code/Bldg Dept.		$1,376.50	$131.50	$1,300.00	$640.00	$740.00			$200.00		$292.50		$4,680.50
Health & Conservation													$0.00
Fire Services	$941.00	$1,580.00	$2,100.00	$1,232.50	$1,440.00	$2,180.00	$9,990.50	$420.00	$2,825.00	$3,513.50	$3,082.00	$1,760.00	$31,064.50
Oswegatchie Bldg Comm transfer													($25,086.00)
Planning & Zoning	$3,905.50	$4,533.50	$3,680.00	$4,493.50	$8,409.50	$3,231.50	$6,021.00	$4,667.00	$11,622.50	$5,949.50	$6,401.50	$9,771.50	$72,686.50
Police & Emergency Mgmt	$100.00	$880.00	$340.00	$560.00	$380.00	$580.00	$500.00				$100.00	$202.00	$3,642.00
Public Works	$3,400.00	$1,240.00	$1,820.00	$2,261.00	$2,280.00	$780.00	$40.00	$480.00	$100.00	$360.00	$360.00	$2,062.00	$15,183.00
R & P			$180.00				$160.00					$80.00	$420.00
RTM	$100.00	$1,955.50	$480.00	$1,140.00	$620.00	$960.00	$920.00	$1,280.00	$2,932.50	$2,313.50	$841.00	$1,540.00	$15,082.50
Animal Control - Kennel Fees													$0.00
Assessor	$5,908.00	$847.00	$2,456.50	$1,960.00	$2,020.00	$360.00	$840.00	$1,240.00	$920.00	$40.00			$16,591.50
Tax Collector	$1,900.50	$6,421.50	$3,527.00	$960.50	$4,778.50	$5,040.00	$1,364.50	$1,401.50	$2,020.50	$8,218.50	$1,710.00	$4,165.00	$41,508.00
Tax Collector Legal Fee Reimb	($453.66)	($2,294.10)	($535.53)			($556.50)		($1,357.49)	($3,802.15)	($846.30)	($7,906.27)	($4,141.34)	($21,893.34)
Tax Appeal													$0.00
Town Clerk			$160.00	$720.00	$180.00		$100.00	$200.00	$100.00	$260.00	$80.00		$1,800.00
WELSCO													$0.00
Economic Development													$0.00
Utility Commission	$2,213.50	$701.00	$1,244.50	$2,342.00	$1,419.50	$4,627.00	$1,551.50	$1,991.50	$1,600.00	$2,751.50	$2,520.00	$360.00	$23,322.00
Sr. & Youth Center	$60.00	$380.00					$120.00	$180.00	$100.00				$840.00
Ethics Commission	$1,080.00										$651.50	$160.00	$1,891.50
Harbor Management				$280.00						$1,320.00	$240.00	$200.00	$2,040.00
Registrars			$73.50										$73.50
Shellfish Commission						$131.50	$80.00						$211.50
Conservation Commission	$512.50	$501.00	$280.00	$160.00						$240.00	$80.00	$100.00	$1,873.50
Zoning Bd of Appeals	$701.00	$1,956.00	$774.00	$1,084.00	$680.00	$381.00	$1,409.50	$414.50	$1,063.00	$1,944.00	$864.00	$100.00	$11,371.00
General Assistance (town historian)						$200.00							$200.00
Misc Costs	$331.35	$0.00	$370.20	$1,180.34	$4.73	$473.96	$30.99	$1,350.00	$5,951.26	$780.80	$589.58	$741.32	$13,204.53
Total	$25,008.19	$21,923.90	$17,501.67	$23,445.34	$25,692.73	$20,568.46	$27,387.99	$15,704.51	$31,546.11	$33,980.50	$13,885.81	$23,701.48	$256,660.69

TOWN OF WATERFORD
SUMMARY OF LEGAL FEES BY DEPARTMENT
2023-2024 FISCAL YEAR

Department	July	August	September	October	November	December	January	February	March	April	May	June	Total
BOS	$4,172.30	$2,176.00	$1,561.50	$1,507.00	$486.00	$1,381.00	$688.00	$1,187.50	$85.00	$204.00	$102.00	$408.00	$13,958.30
Selectman	$799.00	$4,997.00	$8,649.00	$7,255.00	$5,271.50	$1,820.50	$3,486.50	$7,494.50	$3,184.50	$3,428.00	$1,547.00	$1,122.00	$49,054.50
Finance	$3,906.50	$1,998.50	$720.00	$937.50	$1,432.00	$400.50	$459.00	$561.00	$1,190.00	$1,878.00	$1,025.50	$836.00	$15,344.50
Board of Finance	$492.00										$255.00		$747.00
Bldg Code/Bldg Dept.	$981.50	$73.50		$714.00	$3,968.00	$850.00							$6,587.00
Health & Conservation	$0.00												$0.00
Fire Services	$2,176.00	$2,734.00	$1,645.00	$1,528.00	$1,584.00	$1,734.00	$6,745.00	$2,112.00	$748.00	$1,755.50	$2,270.00	$971.00	$26,002.50
Planning & Zoning	$1,435.50	$1,432.00	$873.50	$1,535.50	$3,960.00	$10,612.00	$6,094.00	$6,239.00	$3,255.50	$6,203.00	$3,040.00	$3,335.00	$48,015.00
Police & Emergency Mgmt	$85.00	$765.00	$1,207.00	$153.00		$636.50	$85.00	$255.00		$825.50		$306.00	$4,318.00
Public Works	$483.50	$1,176.50	$229.00	$623.00	$1,122.50	$928.00	$700.50	$187.00	$905.00	$1,310.50	$2,792.50	$3,050.00	$13,508.00
R & P	$0.00			$986.00	$1,253.00	$255.00	$1,105.00			$170.00		$1,589.00	$5,358.00
RTM	$1,438.00	$1,972.00	$1,802.00	$1,224.00		$1,224.00	$1,105.00	$901.00	$804.50	$697.00	$2,329.00	$1,054.00	$14,550.50
Animal Control - Kennel Fees	$0.00												$0.00
Assessor	$5,127.00	$6,369.00	$4,330.00	$4,248.00	$3,771.00	$4,200.00	$2,509.00	$4,261.50	$3,598.50	$1,671.50	$3,177.50	$2,332.50	$45,595.50
Tax Collector	$3,141.50	$6,136.50	$4,898.00	$2,073.50	$3,047.00	$1,554.00	$1,071.00	$3,534.50	$7,314.00	$6,917.00	$4,583.50	$3,461.00	$47,731.50
Tax Collector Legal Fee Reimb	($734.56)	($3,825.30)	($3,677.15)	($7,243.92)	($1,714.14)	($5,493.93)	($274.00)	($394.20)	($452.86)	($1,029.76)	($1,115.28)	($6,573.22)	($32,528.32)
Tax Appeal	$0.00												$0.00
Town Clerk	$204.00		$136.00	$102.00	$204.00	$170.00		$187.00		$68.00	$289.00		$1,360.00
WELSCO	$0.00												$0.00
Economic Development	$0.00												$0.00
Utility Commission	$303.50	$178.00	$42.00	$94.50	$2,227.00	$422.50	$510.00	$884.00	$1,331.50		$1,085.50	$918.00	$7,996.50
Sr. & Youth Center	$1,012.50	$102.00		$85.00		$250.00			$1,955.00	$204.00	$136.00		$3,744.50
Ethics Commission	$0.00			$3,003.50		$306.00	$2,437.00		$119.00	$238.00	$68.00	$85.00	$6,256.50
Harbor Management	$170.00												$170.00
Registrars	$0.00										$102.00		$102.00
Shellfish Commission	$0.00							$68.00				$21.00	$89.00
Conservation Commission	$861.00	$768.00	$1,103.50	$2,186.50	$21.00						$272.00	$136.00	$5,348.00
Zoning Bd of Appeals	$170.00	$850.00	$510.00		$649.00	$185.00	$255.00	$412.00	$283.50	$599.00	$1,301.50	$2,219.50	$7,434.50
General Assistance (town historian)	$68.00	$255.00						$136.00	$984.50	$183.50			$1,627.00
Misc Costs	$3,493.13	$1,552.59	$1,630.31	$2,133.43	$1,197.29	$6,317.14	$2,714.75	$4,040.87	$1,129.01	$484.00	$165.29	$3,844.91	$28,702.72
Total	$29,785.37	$29,710.29	$25,659.66	$23,145.51	$28,479.15	$27,752.21	$29,690.75	$32,066.67	$26,434.65	$25,806.74	$23,426.01	$19,115.69	$321,072.70

TOWN OF WATERFORD
SUMMARY OF LEGAL FEES BY DEPARTMENT
2022-2023 FISCAL YEAR

Department	July	August	September	October	November	December	January	February	March	April	May	June	Total
BOS	$1,496.00	$1,632.00	$2,142.00	$1,088.00	$2,453.50	$1,445.00	$955.00	$578.00	$888.00	$2,278.00	$1,212.00	$1,139.00	$17,306.50
Selectman	$2,074.00	$1,839.00	$1,812.00	$3,442.50	$11,783.00	$15,009.50	$15,832.00	$24,648.00	$14,613.00	$6,910.00	$8,123.50	$18,650.00	$124,736.50
Finance	$1,411.00	$2,521.00	$1,105.00	$728.50	$272.00	$1,190.00	$714.00		$1,253.00	$4,035.50	$425.00	$1,037.00	$14,692.00
Board of Finance		$68.00											$68.00
Bldg Code/Bldg Dept.							$1,704.00	$42.00	$63.00	$832.50			$2,641.50
Health & Conservation													$0.00
Fire Services		$204.00	$867.00	$1,014.00	$340.00		$882.00				$2,211.50	$2,312.00	$7,830.50
Planning & Zoning	$731.00	$3,228.00	$2,712.50	$3,036.50	$6,517.00	$2,999.50	$3,528.00	$1,749.00	$1,891.00	$2,358.00	$2,889.00	$3,661.00	$35,300.50
Police & Emergency Mgmt	$335.00	$3,911.00	$1,224.50	$306.00	$303.50		$1,244.00	$309.00	$102.00	$306.00	$127.00	$306.00	$8,474.00
Public Works	$170.00	$136.00	$333.00		$425.50	$136.50	$499.50		$844.00	$948.50	$3,050.50	$406.00	$6,949.50
R & P			$68.00					$170.00	$442.00	$170.00	$68.00	$221.00	$1,139.00
RTM	$748.00	$1,904.00	$1,504.00	$2,397.00	$1,513.00	$1,394.00	$1,330.00	$1,105.00	$816.00	$714.00	$2,863.00	$1,105.00	$17,393.00
Animal Control - Kennel Fees													$0.00
Assessor	$1,466.50	$583.00	$1,265.50	$949.50	$2,499.00	$3,294.50	$4,403.00	$1,802.00	$3,552.00	$2,306.00	$1,371.00	$4,921.00	$28,413.00
Tax Collector	$3,473.50	$4,671.50	$4,579.00	$8,462.50	$5,094.00	$3,613.50	$4,515.50	$4,233.00	$8,476.00	$5,381.00	$8,357.00	$314.50	$61,171.00
Tax Collector Legal Fee Reimb	($217.89)	($312.39)	($506.39)	($611.06)	($1,541.53)	($9,753.13)	($278.39)	($52.50)	($278.94)	($12,203.16)	($7,038.97)	($4,225.43)	($37,019.78)
Tax Appeal													$0.00
Town Clerk	$170.00					$459.00	$493.00				$425.00	$340.00	$1,887.00
WELSCO													$0.00
Economic Development		$102.00									$272.00		$374.00
Utility Commission	$3,641.00	$1,003.00	$646.00	$1,232.00	$561.00	$273.50	$474.00	$294.00	$905.50	$161.00	$518.00	$340.00	$10,049.00
Sr. & Youth Center		$272.00	$1,147.00	$255.00	$787.50	$1,122.00	$833.00	$306.00	$238.00	$238.00	$1,042.50	$170.00	$6,411.00
Ethics Commission	$204.00												$204.00
Harbor Management	$289.00	$595.00	$119.00			$306.00			$68.00	$1,004.50	$374.00		$2,755.50
Registrars													$0.00
Shellfish Commission	$51.00												$51.00
Conservation Commission			$1,757.00	$1,685.50	$240.50	$166.50	$1,411.00	$2,574.00	$999.00		$1,609.50	$1,021.00	$11,464.00
Zoning Bd of Appeals													$0.00
General Assistance (town historian)			$51.00									$272.00	$323.00
Total	$16,042.11	$22,357.11	$20,826.11	$23,985.94	$31,247.97	$21,656.37	$38,539.61	$37,757.50	$34,871.56	$15,439.84	$27,899.53	$31,990.07	$322,613.72

TOWN OF WATERFORD
SUMMARY OF LEGAL FEES BY DEPARTMENT
2021-2022 FISCAL YEAR

Department	July	August	September	October	November	December	January	February	March	April	May	June	Total
BOS	$3,111.00	$3,111.00	$3,791.00	$1,445.00	$5,540.65	$3,213.00	$1,785.00	$2,856.00	$4,777.00	$2,777.50	$1,049.00	$1,037.00	$34,493.15
Selectman	$1,159.64	$242.84	$1,471.69	$663.08	$345.50	$141.48	$6,613.77	$1,088.00	$289.00	$1,158.00	$868.50	$2,723.00	$16,764.50
Finance	$595.00	$102.00	$391.00	$800.50	$578.00	$704.00	$663.00	$748.00	$51.00	$765.00	$238.00	$1,258.00	$6,893.50
Board of Finance								$204.00					$204.00
Bldg Code/Bldg Dept.							$85.00		$703.50	$220.50			$1,009.00
Fire Services	$527.00	$510.00		$476.00	$1,683.00	$275.00	$286.50	$1,853.00	$405.50	$1,833.00	$377.00	$1,304.00	$9,530.00
Planning & Zoning	$4,344.50	$4,631.50	$4,019.00	$7,482.00	$2,987.00	$5,200.00	$3,485.50	$2,011.00	$6,358.00	$7,367.50	$2,174.50	$3,417.00	$53,477.50
Police & Emergency Mgmt	$238.00	$324.50	$752.00	$1,428.00	$374.00	$1,258.00	$799.00	$1,938.00	$1,054.00	$522.00	$567.00	$68.00	$9,322.50
Public Works	$1,539.50	$323.00	$323.00	$612.00	$1,241.00	$799.00	$85.00	$68.00	$1,071.50	$425.00	$85.00	$1,088.00	$7,660.00
R & P				$85.00				$102.00	$476.00	$136.00	$391.00		$1,190.00
RTM	$681.50	$1,496.00	$544.00	$774.50	$1,751.00	$1,275.00	$986.00	$1,938.00	$544.00	$2,108.00	$2,397.00	$4,862.00	$19,357.00
Assessor	$2,757.50	$3,171.50	$2,524.50	$1,150.50	$481.50	$878.50	$2,016.50	$668.00	$1,299.00	$1,522.50	$126.00	$931.50	$17,527.50
Tax Collector	$917.50	$2,627.50	$8,253.00	$1,310.50	$4,823.00	$8,554.50	$2,015.50	$4,136.00	$7,010.50	$1,028.00	$1,519.50	$3,254.50	$45,450.00
Tax Collector Legal Fee Reimb	($2,172.00)	($2,384.64)	($83.00)	($1,265.59)	($1,446.19)	($52.50)	($6,861.82)	($1,293.66)			($193.36)	($301.36)	($16,054.12)
Tax Appeal						$176.50	$675.50			$304.50			$1,156.50
Town Clerk					$85.00		$561.00	$153.00					$799.00
WELSCO													$0.00
Economic Development	$255.00							$136.00			$204.00		$595.00
Utility Commission	$2,491.50	$6,173.50	$3,628.00	$8,623.00	$1,461.00	$986.00	$493.00	$1,003.00	$765.00	$820.50	$777.00	$3,503.50	$30,725.00
Utility Commission Legal Fee Reimb													$0.00
Sr. & Youth Center	$408.00						$204.00	$272.00	$136.00	$544.00	$544.00		$2,108.00
Ethics Commission	$272.00	$374.00	$374.00	$85.00	$595.00		$301.00	$68.00				$85.00	$2,154.00
Harbor Management	$1,105.00	$340.00	$136.00										$1,581.00
Registrars													$0.00
Shellfish Commission	$204.00	$136.00	$102.00				$84.00	$297.00	$21.00				$844.00
Conservation Commission								$85.00		$170.00			$255.00
Zoning Bd of Appeals			$697.00			$867.00		$306.00	$2,162.50	$306.00	$2,259.00	$153.00	$6,750.50
General Assistance (town historian)								$51.00					$51.00
Expenses/Cossts		$460.32									$10,146.15		$10,606.47
Total	$18,434.64	$21,178.70	$26,923.19	$23,669.49	$20,499.46	$24,513.48	$14,277.45	$18,687.34	$27,123.50	$22,008.00	$23,529.29	$23,383.14	$264,688.00

TOWN OF WATERFORD
SUMMARY OF LEGAL FEES BY DEPARTMENT
2020 -2021 FISCAL YEAR

Department	July	August	September	October	November	December	January	February	March	April	May	June	Total
BOE & SBC	$123.00	$306.00	$136.00			$68.00							$633.00
BOS	$3,578.00	$1,173.00	$2,497.00	$2,020.50	$1,258.00	$2,224.50	$1,598.00	$2,329.00	$3,876.00	$1,887.00	$3,400.00	$2,873.00	$28,714.00
Selectman	$2,461.00	$3,468.91	$7,632.17	$1,115.59	$430.41	$1,437.13	$1,912.18	$2,264.97	$103.09	$495.32	$1,285.59	$2,394.03	$25,000.39
Finance	$391.00		$748.00	$255.00	$526.00	$442.00	$374.00	$1,190.00	$918.00	$102.00	$612.00	$714.00	$6,272.00
Board of Finance	$170.00	$68.00				$68.00			$85.00				$391.00
Bldg Code/Bldg Dept.	$157.50	$881.50	$21.00										$1,060.00
Fire Services	$940.00	$1,607.00		$246.00		$68.00	$816.00	$221.00	$68.00	$272.00		$289.00	$4,527.00
Planning & Zoning	$3,884.00	$3,864.00	$5,986.50	$6,258.00	$3,872.00	$3,807.00	$2,371.50	$4,214.00	$3,534.50	$3,572.00	$2,920.50	$2,876.00	$47,160.00
Police & Emergency Mgmt	$1,717.00	$698.50	$1,955.50	$1,861.00	$391.00	$2,497.00	$1,304.00	$1,360.00	$1,670.50	$289.00	$1,737.00	$323.00	$15,803.50
Public Works	$1,785.00	$1,887.00	$345.50	$1,168.00	$1,240.00	$816.00	$1,079.00	$276.00	$782.00	$1,496.00	$884.00	$1,054.00	$12,812.50
R & P	$170.00	$85.00	$102.00	$221.00			$476.00	$408.00	$612.00			$102.00	$2,176.00
RTM	$1,717.00	$1,989.00	$680.00	$867.00	$323.00	$697.00	$918.00	$2,431.00	$2,306.00	$1,700.00	$1,411.00	$510.00	$15,549.00
Assessor	$1,711.50	$789.00	$1,201.50	$1,399.00	$3,629.00	$2,613.00	$2,059.00	$1,363.50	$824.50	$1,979.50	$2,899.50	$4,682.00	$25,151.00
Tax Collector	$3,134.00	$7,633.50	$5,112.50	$4,325.50	$5,267.50	$3,141.50	$3,169.00	$2,878.50	$6,108.00	$6,752.00	$7,098.50	$2,056.50	$56,677.00
Tax Collector Legal Fee Reimb	($2,578.90)	($1,424.02)	($355.30)	($3,017.10)	($6,342.37)	($2,442.08)	($4,402.78)	($3,028.04)	($2,512.65)	($2,591.80)	($1,413.98)	($1,852.30)	($31,961.32)
Tax Appeal													$0.00
Town Clerk		$102.00	$323.00	$136.00	$340.00	$68.00	$102.00	$85.00	$102.00	$85.00	$68.00		$1,411.00
WELSCO		$738.00		$272.00									$1,010.00
Utility Commission	$3,126.50	$4,990.50	$4,486.50	$4,580.50	$6,498.00	$5,231.00	$4,299.00	$6,698.00	$4,951.00	$3,521.00	$3,425.50	$4,113.50	$55,921.00
Sr. & Youth Center	$255.00		$187.00		$68.00			$136.00	$136.00	$136.00	$204.00	$323.00	$1,445.00
Ethics Commission	$752.00	$52.50			$238.00	$323.00	$697.00				$1,564.00	$510.00	$4,136.50
Shellfish Commission	$459.00							$136.00		$527.00	$136.00	$238.00	$1,496.00
Conservation Commission		$204.00	$510.00	$136.00	$391.00	$238.00	$111.00	$139.00	$361.00	$296.00	$888.00	$185.00	$3,459.00
Zoning Bd of Appeals			$1,445.00	$663.00	$527.00		$68.00		$425.00	$272.00	$170.00	$306.00	$3,876.00
General Assistance				$102.00									$102.00
Labor			$2,157.00	$1,804.00	$1,459.50		$3,357.50		$945.00	$240.00			$9,963.00
Total	**$23,952.60**	**$29,113.39**	**$33,013.87**	**$24,412.99**	**$18,656.54**	**$21,297.05**	**$16,950.90**	**$23,101.93**	**$24,349.94**	**$21,234.02**	**$27,289.61**	**$21,696.73**	**$292,988.57**

TOWN OF WATERFORD
GENERAL FUND
2026-2027 PROPOSED BUDGET

DEPT/AGENCY: 10147 INFORMATION TECHNOLOGY

LINE ITEM	DESCRIPTION	2024-2025 ACTUAL EXPENDED	FY2025 TRANSFERS IN/OUT	2025-2026 RTM APPROP.	2025-2026 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 1/1/26	2026-2027 DEPT/ AGENCY REQUEST	2026-2027 BD OF SELECTMEN APPROVED	BOS Approved $ Increase	BOS Approved % Increase
PERSONNEL COSTS										
51110	ADMINISTRATION	120,461	1,001	123,106		60,402	128,867	128,867	5,761	4.68%
51210	CLERICAL/TECHNICAL	125,596		132,925		61,939	139,519	139,519	6,594	4.96%
51810	OVERTIME	54	(1,001)	2,500		-	2,500	2,500	-	0.00%
51920	F.I.C.A	17,623		19,778		8,917	20,723	20,723	945	4.78%
	SUBTOTAL	263,734	-	278,309	-	131,258	291,609	291,609	13,300	4.78%
SERVICES										
52043	IT-SERVICE CONTRACT & REPAIRS	900,414		898,249		855,291	1,046,337	1,046,337	148,088	16.49%
52050	DUES, CONF. & EDUCATION	-		195		25	245	245	50	25.64%
52070	REIMBURSEABLE EXPENSE	-		500		-	500	500	-	0.00%
52080	TELEPHONE	1,526		1,548		1,548	1,572	1,572	24	1.55%
	SUBTOTAL	901,940	-	900,492	-	856,864	1,048,654	1,048,654	148,162	16.45%
EQUIPMENT										
54130	COMPUTER SYSTEM	38,227		35,995		15,849	39,806	39,806	3,811	10.59%
	SUBTOTAL	38,227	-	35,995	-	15,849	39,806	39,806	3,811	10.59%
DEPARTMENT TOTAL		1,203,901	-	1,214,796	-	1,003,971	1,380,069	1,380,069	165,273	13.61%

BUDGET FUNCTION

The Information Technology department is responsible for providing end user support, security access controls, and software/equipment maintenance for town and public safety IT systems. These functions include maintaining user access across multiple systems such as email, file shares, application access, web access, phone assignments, or voicemail access. We are responsible for analyzing and continually addressing cyber security concerns by restricting access to resources inbound and outbound to the organization, monitoring cybersecurity logs, maintaining multiple data backups, staying informed on current IT threats, and notifying end users of ongoing threats such as phishing scams.

The department has three positions: an IT Manager, IT Support Engineer, and PC Technician. We are responsible for the following equipment:

Approximately 170 Desktops, 50 Laptops, and 97 iPads/iPhones

Approximately 40 Network Switches, 15 Routers, and 2 Firewalls

75 Virtual Servers, Approximately 20 physical servers, and 135 Databases

175 Cisco IP desk/walll phones and 202 security cameras

During FY25 we received 1,308 support tickets into our help desk ticketing system. That being stated, not every request or issue generated a ticket.

BUDGET SUMMARY

The Town of Waterford Information Technology departments requested budget for fiscal year 2026-2027 is enclosed. The total budget request is an increase of $165,273.00 (13.61%) vs. last year. What is not represented by these numbers is the estimated return of $72,000 to the general fund from charges to New London for their portion of the Harris Radio Maintenance Contract.

The department's goals for the upcoming fiscal year continue to be focused on strengthening and maintaining the IT infrastructure and systems from constant cyber security threats, providing quick resolution to end user IT service requests, and working with departments to strengthen their use of current IT resources toward improving productivity.

PERSONNEL COSTS

FY27 budget totals with F.I.C.A reflects an increase of $13,300 (4.78%) vs FY26 due to approved increases in salary, longevity, and associated payroll taxes.

SERVICES

- **SERVICE CONTRACT & REPAIRS increase of $148,088.00 (16.49%) from FY26.**

  This line item includes software maintenance, licensing, and support for almost every department to consolidate IT needs into a quantifiable expense. Attached is a detailed list of those individual items, descriptions of the product's use, and the budget request amounts for FY24 through FY27 along with an estimate for future years through FY31. The following is an explanation of the increases/decreases and how they tie back to individual department's needs.

  - **Library total need is $9,444.00 which represents .90% of line item 10147-52030. This is an increase of 1.45% over FY26.**

    Contract renewal increases for the Sirsi Dynix software and how that expense is divided between the 4 libraries in the contract (Waterford, Bill Memorial, Groton Public, and Mystic & Noank) show our expected renewal to be $1,800.00 (25.71%) higher than last year. This increase is nearly offset by the expected reduction in cost of the EnvisonWare self check system and no renewal of the IT requested Deep Freeze product which was purchased as a 3-year term in FY26.

The Optisigns request is an IT request across multiple departments to make it easier to manage and support secure digital signage through the Town using a common platform. The renewal cost for a single device subscription is $108.00 for the year and will allow digital signage to easily be updated from anywhere in the environment by multiple staff through a secure portal. The library has a one digital signage device.

- **Tax Assessor total need is $43,935.75 which represents 4.20% of line item 10147-52030. This is an increase of 38.26% over FY26.**

Vision software notified us to expect a $2670.00 (12.82%) increase which is consistent with previous years' renewal increases. For the PPCAMA software from QDS, we were notified of a $1,188.75 (10.86%) increase. This is substantially higher than previous years' renewals.

The NearMap Oblique Aerial Imagery and Photography cloud based subscription, at $8,300.00, is a new request this year to improve efficiencies in the property assessments process. This subscription, although requested through the Tax Assessor's office specific to their needs, would be available to aid all town departments in any aerial imaging they may need.

- **Tax Collector total need is $13,347.50 which represents 1.28% of line item 10147-52030. This is an increase or 5.89% over FY26.**

QDS typically has increases under 4% for this specific product. They have informed us to expect a $743.50 (5.89%) increase for FY27.

- **Planning/Zoning/Building total need is $25,302.00 which represents 2.42% of line item 10147-52030. This is a decrease of 8.47% under FY26.**

Renewals for the ESRI GIS software subscription and the Tighe and Bond GIS Hosting is expected to stay the same for FY27.

Municity has notified us to expect a $533.00 (5.51%) increase vs. last year.

The overall decrease to the department's needs are from the removal of the ICC Municity Code Book integration subscription request. The product was not implemented. With department management changes, they felt it was prudent to hold off so it could be re-evaluated as a need at a future time.

- **Finance total need is $119,871.00 which represents 11.46% of line item 10147-52030. This is an increase of 7.67% over FY26.**

The cost expectations for ADP have been reduced slightly by $600.00 (1.32%) based on what we have seen for FY26. The product is billed monthly based on usage levels within the product and thus is not consistent month to month. There is no expectation of a large increase in the product for FY27.

The Munis financial accounting system support contract is $2,871.00 (7.98%) higher than FY26.

The fixed assets software, AssetWorks, cost is $2,100 for the Town and $2,100 for the Board of Education, which pay for its' portion. There is a decrease of $1,596.00 (-43.18%) in this line item as a correction from the FY26 value that included both licenses as the Town's responsibility.

OpenGov Purchasing software has an expected increase of $175.00 (1.01%).

ClearGov service renewal is expected to be a decrease of $316 (-3.63%).

The Finance department has acquired a new product from OpenGov to handle grant management and grant reporting more efficiently. This will be the first renewal of this product at $8,000.00, consolidated into the IT budget, since they purchased and successfully implemented it during FY26.

- **Town Clerk need is $2,164.69 which represents .21% of line item 10147-52030. This is an increase of 209.24% over FY26.**

Although the increase percentage vs. FY26 is seems extremely high, the dollar amounts are very low. One of the items is a transfer from the Town Clerks budget into the IT software budget to consolidate IT costs.

Onboard by Clerkbase has been a cloud based product the Town Clerk department uses to maintain information for Boards and Commissions. This cost of $1,200 will be consolidated into the IT budget moving forward.

Civic Plus has notified us that the Municode Codification hosting will increase by $264.69 (37.81%) for next year;s renewal.

- **Police need is $172,658.62 which represents 16.50% of line item 10147-52030. This is an increase of 16.46% over FY26.**

The major single line item affecting this increase vs. FY26 is with the renewal of the lease of computers and equipment for mobile data terminals. This lease is something that has been ongoing for years, but in FY26, the cost was almost nothing other than a buyout of the equipment from the lease. Last year's one year decrease means this year seems excessive to get back to normal. The lease for the MDT's is not signed yet and we have preliminary pricing expectations for the Panasonic Tablets lease at $158,000 spread over 4 years, which equates to $39,217.00 per year, with another buyout option in FY31.

The Town was notified the Eaton UPS maintenance contract would be and increase of $728.00 (16.62%) over last year. Multiple items are 5% higher than FY26 including the BEI iRecord support contract at $130.00, Idemia live scan at $129.00, PenLInk GeoTime at $126.00, and the Lefta software at $420.00.

NexGen CAD/RMS/Mobile software continues to have low percentage increases with an expectation of a $910.00 (3.54%) increase vs. FY26. I estimate the switch to NexGen from Central Square will have saved the town over $250,000 through the FY27 budget year.

The Police department worked diligently with Motorola on a multi-year contract that allowed them receive new body-cameras as part of the Watchguard cloud subscription renewal without any increase in cost over the FY26 rate for the service.

The Absolute NetMotion software decrease of $420 (-4.76%) is a pricing adjustment based on the number of licenses we are using.

DHQ notified us to expect a $435.00 (15%) price increase.

POSS time management has an expected increase of $459.00 (9.69%).

PowerDMS software has an expected increase of $463 (6.32%).

There are several decreases due to products not being renewed for this specific year related to digital forensics programs. The software that is not being renewed this year but it is expected to be in future years are Cellebrite, Magnet Forensics, and Berla. These products combined reflect a one year reduction of $18,174 from the Police needs.

- **Emergency Management need is $270,046.30 which represents 25.81% of line item 10147-52030. This is an increase of 3.06% over FY26.**

The town radio system support contract with Harris was renewed late in FY24, and covers FY25, FY26, and FY27 with specific yearly costs. This year's contract will increase by $7,073.04 (3%).

Eaton has notified us that the service contract for the dispatch data room UPS will be $933.00 (21.30%) higher than FY26.

All other items needed remain flat.

- **Fire Services need is $39,044.00 which represents 3.73% of line item 10147-52030. This is a decrease of 11.53% from FY26.**

The largest change affecting the decrease vs. last year is the discontinuing of the Streetwise product. The new Director of Fire Services found that the Streetwise product was not an ideal solution moving forward. Fire Services has embraced using the modules within the NexGen public safety platform to provide the necessary information while gaining better performance and reliability. FY26 will be the last year of a StreetWise renewal.

ESO has notified us of a $2,719.00 (20.74%) increase vs FY26.

PowerDMS has an expected $622.00 (9.05%) increase vs FY26.

The Optisigns digital signage platform allows the NexGen Fire Services status display dashboard to display content on a TV in each of the firehouses in town, dispatch, and the Fire Services office. The solution was recommended by NexGEN as a known working solution for this need. This product was implemented in FY26 by the Fire Services department toward the goal of removing Streetwise. FY27 has the cost of $756.00, consolidated into the IT budget.

All other software subscription renewals for the department are expected to remain the same as FY26 costs.

- **Public Works need is $44,401.50 which represents 4.24% of line item 10147-52030. This is an increase of 14.11% over FY26.**

The largest part of this increase is for the Fleetio vehicle / fleet management software subscription. An initial discount that was part of the 3 year original sign up agreement has ended. Combining with a general increase in the cost of the product and the addition of a new reporting module, the cost of this solution increases $8,910.00 (47.14%) vs. FY26 budget numbers. This product is used by Public Works and the Finance department.

Valsoft has notified us of a $519.50 (10.27%) increase for the software contract solution for the vehicle scale at the transfer station.

The licensing subscription for the Snap-On Tools diagnostics solution is expected to have an increase of $36.00 (2.12%) over FY26.

Noregon has notified us to expect a $25.00 (6.41%) increase for the Allison Fleet Hub maintenance subscription.

Public works will not be renewing the VHB SamIS pavement tracking database for FY27, resulting in a savings of $4,000.

All other requests for licensing and subscriptions are expected to remain the same as FY26 levels.

- **IT Department need is $259,661.94 which represents 24.82% of line item 10147-52030. This is an increase of 52.09% over FY26**

Our 3 year Meraki wireless access point licensing subscription is due in FY27, and the renewal expectation is $20,575.00. There was no request or expense for this in FY26 due to the term renewal.

Broadcom VMWare licensing and support has an expected $6,444.00 (49.36%) increase vs FY26. This continues, to be the pricing trend of the product since Broadcom purchased VMware from Dell. Most of the resellers who previously had their own support infrastructure and the ability to resell licenses have terminated. There is still no equal alternative to what VMware offers stable secure virtual environment for production use. We are keeping an eye on the Nutanix platform for its future potential now that they have announced they are working on integration with Pure Storage all flash arrays.

Our Cohesity backup licensing for our DataProtect and FortKnox cloud backups is expected to increase by $21,444.00 (101.47%) over FY26 budget numbers. This increase actually affected us in FY26 where the invoice was $13,334 (63.09%) more than what was budgeted. The cost for the product is based on usage, how much data we have stored on premise in our backup appliance and how much we have backed up in Fort Knox (AWS). Our previous budget numbers were estimates from our reseller and Cohesity based on estimated expected usage. The actual usage over time has increased significantly as more data is backed up and retained. We were licensed for 15TB of on premise storage and at this point are using closer to 25TB. Our cloud backup was licensed for 25TB and we were using over 100TB. Adjustments have been made to our backup jobs to retain less but still have a healthy backup retention processes. The budget request for this item is based on 25TB on premise and 75TB of cloud data archived.

As mentioned last year in my "Looking Ahead" statement, software companies are no longer selling software so everything will be a subscription. What you pay for you do not own. You just have a license to use it for a specific period of time and during that time you get support/maintenance updates included. Developers want consistent income and they can easily make that happen through subscriptions of "current versions" of products while eliminating support for persistent one time licensed products.

Traditionally, programs like Office, Exchange Server or SQL server were purchased with persistent licenses allowing organizations to run the specific licensed version technically forever. If you wanted to upgrade to the next version, there was often a reduced cost upgrade version vs. purchasing new. Running these programs for 10+ years is pretty common while skipping versions that come out every 3 years to save money. Developers have decided to put an end to this so they can have constant predictable income for their efforts.

Last year Microsoft announced that Exchange server 2019 would no longer be supported after August 2026 and it would be the last numbered version of Exchange. From now on, the product would be called Exchange SE (Subscription Edition). They provided no part numbers or costs for the product until August 2026, thus there was no way to properly budget for it last year. Three years of Microsoft Exchange SE licensing is expected to cost the Town $51,121.00.

The Milestone security camera licensing and support is expected to increase $440.94 (4.77%).

The S2 door security system licensing and support is $15.00 (-2.5%) less.

The CEN connections for internet access for the Town and public networks remains flat with no increase from CEN or in our expected usage.

The Fortinet Fortigate licensing renewals is expected to be $25.00 (-8.33%) and $200.00 (-5.56%) less due to using the Omnia Partners purchasing cooperative program.

The DUO 2FA licensing is expected to remain flat not requiring any additional accounts.

Our Cisco Smartnet service/warranty coverage for certain critical network switches and routers is increasing by $1,859.00 (12.51%) over last year.

Our managed phone services and after hours support/monitoring is expected to decrease by $1,700.00 (-6.05%) from last year. This is primarily due to the one time setup implementation fee incurred last year when we switched to a new vendor for this service.

Zoom licensing is expected to remain flat.

The $19.00 (2.6%) increase to the ssl certificate renewal is related to an increase in labor associated with getting the certificate installed and exported.

The Barracuda essentials cloud subscription for our email anti-spam protection and email archiving is expected to increase by $572.80 (7.87%)

Illumio is a product we budgeted for in FY25, and FY26 and we had high hopes of this product helping to control communications between machines within the network through restrictive managed policies. Unfortunately after spending months in the implementation process and using a product that was much more complicated to use than was possible for our department to without adding extra staff, I decided to throw in the towel. We had more hours resolving support issues than we did the actual implementation hours. We did not renew the product for FY26 and will not be requesting funds for it moving forward. This is a reduction of $11,183.00 in the total request. We are hoping to implement some of the managed internal firewall restrictions through CrowdStrike using a module that we were not expecting to have access to when we started this project. That module became available because of the purchasing agreement arranged between CEN and CrowdStrike available to CEN members.

Our CrowdStrike licensing increase is expected to only be $206.00 (1.94%) higher thanks to the agreements between CEN and CrowdStrike.

Our Meraki MDM (Mobile Device Management) cloud subscription is due to expire in FY27. The renewal for this for another three years was expected to be $5,786.00. However we received notice the 2nd week of December 2025 that Meraki will no longer be selling renewal licenses for the product after June of 2026. We have just started researching replacement products solutions, but we will not have a selected product evaluated and tested for at least another month (January). One vendor's product that looks promising is called

SimpleMDM from PDQ. The cost of this product would be approximately $2000.00 a year which is comparable to what a yearly cost of Meraki would be so that is the amount we are requesting at this time.

Box has notified us that our cloud file transfer storage system that specific users have access to will increase by $744.00 (15.50%).

In the last couple of years we have been struggling with patch management for our desktops and laptop devices. We were patching 3rd party software through PDQ and relying on the built in patch management for Windows, but there was no real way to get feedback on what the status was of any patches in the environment. Additionally, due to how the licensing lock was setup on PDQ, only one assigned IT individual was allowed to use the product. Over the last two years we have been discussing solutions to improve our situation with NinjaOne being at the top of the list. This fiscal year we decided to switch to NinjaOne for automated patch management and our help desk ticketing system before the renewals kicked in for either of those individual products. Thus we will no longer be requesting funds for PDQ Inventory and Deploy, as well as the Fresh Service help desk ticketing. NinjaOne is expected to cost $6,806, which is offset by the removal of PDQ at $1,575 and FreshService at $4,600. That puts Ninja one at $631 more than the other two products combined. For PDQ to support 3 staff members that product would have been $4,725 for the department. Ninja One has vastly improved our automated patch management which is a checkbox on the Cyber Insurance sheet.

The Microsoft Power BI subscription and the fiber connection maintenance from Crown Castle is not expected to increase.

Our infrastructure and support block of time with Total Communications provides support of critical systems in our infrastructure. It is one of the most vital support services we have and is used to keep our VMWare, Microsoft Exchange, Cohesity, and Cisco switches running smoothly. They provide expertise and knowledge beyond our own to target critical, emergency, or cybersecurity IT issues when we need it. This item has no increase over FY26.

We have had excellent savings this year on Adobe Acrobat through the OmniaPartners contract system. This will allow us to implement Adobe Professional licenses to specific users for almost half of what we were expecting to pay moving forward. This product's budget request is $5,014.00 (-52.78%) less than last year.

The domain renewal for $11 is just to cover the domain protection renewal cost. The full domain renewal is not up until FY30.

The AVTech Room Alert request at $899 is for our cloud based environmental room monitoring product we installed in FY26 and included the subscription for 1 year. This product allows us to see the temp/humidity in any data room we have the units installed and several of the units have modules that show us when the power in the building has gone down. The cloud subscription for the product allows us to see this information on our Town IT phones live as well as receive alerts when there are anomalies.

As mentioned above the Optisigns request is an IT request across multiple departments to make it easier to manage and support secure digital signage by the Town using a common platform. The renewal cost for a single device subscription is $108 for the year and will allow digital signage to easily be updated from anywhere in the environment by multiple staff members through a secure portal. In the IT department, we plan on using this service to replace the current Carousel Windows PC appliance that feeds information to the Breezeline PEG channel encoder.

The subscription to AbuseIPDB remains flat.

- **Senior Services need is $12,746.00 which represents 1.22% of line item 10147-52030. This is an increase of 151.65% over FY26.**

This increase is primarily due to the request of two new products to increase efficiencies, interaction with the public, and safety.

Visitly is a cloud based visitor program check in solution. This product would be used as a solution for the Community Center based departments, such as Senior Services, Parks and Recreations, and Youth Services. The request of $899.00 for the subscription is the software component of the solution. There is an additional request for two IPADS, one with cellular service, and a kiosk stand in the IT hardware budget (10147-54130). This solution will allow these departments to know who is in the building, when, and potentially what rooms they were using. This is important for statistics on program and room usage and could provide valuable info should there be a public safety emergency at the building. The cellular service charges are budgeted within the Senior Services budget.

Spedsta is another new request for FY27, which also has a hardware component budgeted in the IT hardware budget (10147-54130). This product was selected by Senior Services staff to provide streamlined transportation scheduling and automatic route planning for the senior vans. The cloud subscription cost for the product is expected to be $6,300 for the first year. In the hardware budget, there will be two IPADS, both with cellular service, to be used in the senior vans. This will allow the vans to follow the best route patch for the day's schedule and keep track of when they reach those destinations, providing feedback and tracking data to staff in Senior Services. The cellular service charges are accounted for within the Senior Service budget.

Recdesk has notified us to expect a $184.00 (5.01%) increase over FY26.

My Senior Center Lite has its first increase in years expected for FY27 with it being $70.00 (8.86%) higher.

The Canva renewal, which is used by multiple departments, has an increase due to a correction in the number of licenses we are actually using not a product cost increase. This is a $120.00 (20%) increase over last year.

- **Recreation & Parks need is $8,481.00 which represents .81% of line item 10147-52030. This is an increase of 2.86% over FY26.**

  Recdesk has notified us to expect a $384.00 (5.01%) increase over FY26.

  The cellular expense for the beach gatehouse modem is expected to be a bit lower and this is just a pricing correction to actual cost vs. any actual decrease from T-Mobile. This item we project to be $48.00 (-10%) less than FY26.

  The Adobe Express paid license is being removed as it hasn't been used/renewed in the last two years.

- **First Selectman need is $19,514.84 which represents 1.87% of line item 10147-52030. This is a decrease of 10.92% from FY26.**

  All items listed are related to the Town Website. The IT department has received more accurate information from CivicPlus related to the actual renewal for the website hosting. The correction is a decrease in the budget request for this item by $7,392.16 (-33%) over previous years and is more inline with what we have actually been billed. I do not know why Civicplus provided staff numbers in previous years that were way above the actual, but at least now it is corrected.

  The two new items listed are related to adding ADA accessibility to the website, something that we are legally bound to do through federal and state law per Connecticut Office of Policy and Management, State of Connecticut Accessibility & Inclusivity Policy for Websites and Digital Assets, Version 5, July 14, 2025.

  The Audio Eye tool was implemented in December of FY26 by working out a deal that included 20 months of subscription for the cost of 12 months, which is why you do not see a renewal for the product until FY28. The accessibility tool provides visual improvement options for end users.

CommonLook ADA remediation services, offered through Civicplus, at a request of $5,000 will have Civic plus go through our website to check and update hundreds of existing documents ensuring they are formatted to meet ADA requirements.

The request for these necessary solutions was initiated by the town's ADA coordinator, Dani Gorman.

- **Youth and Family Services need is $5,707.00 which represents .55% of line item 10147-52030. This is an increase of 2.00% from FY26.**

  Recdesk has notified us to expect a $184.00 (5.01%) increase over FY26.

  The Calendly cloud appointment booking software will be $72.00 (-37.50%) less than last year, this is just a correction for the amount vs. FY26 and not a decrease in the product cost.

  Charity Tracker costs are expected to stay the same.

- **DUES, CONF. & EDUCATION – increase of $50.00 (25.64%) from FY26**
  Allows IT staff to attend the State of Connecticut CEN Member and Cyber NutMeg conferences in Connecticut.

- **REIMBURSABLE EXPENSE – zero percent increase from FY26**

  Provides for mileage reimbursement for three IT staff to travel between town buildings when it is not possible to use town vehicles. We have been relying on using town vehicles whenever possible to keep this number low.

- **TELEPHONE – increase of $24.00 (1.55%) from FY26**
  This line charge is for the three IT support cell phones. We expect to maintain the same three devices we have in the IT department. Invoices have been consistent at just above $130 a month.

EQUIPMENT

- **COMPUTER EQUIPMENT & SOFTWARE - increase of $3,811.00 (10.59%) from FY26**

We are budgeting for a new firewall to build a secure digital forensics lab at the Police Station. They already have the equipment and sofware and have been using it for years but we need a way to secure and isolate it with internet access isolated from the Town and Public networks. This selected Fortinet firewall has built in 5G cellular SIM support. The IT staff are familiar with the installation and configurations of Fortinet systems. This item is currently marketed at $2,379.00 with the 5 years of security licensing included. After 5 years the yearly security services will increase the software contracts line (10147-52043) by an estimated $400.00.

Five years ago the Fire Services department acquired 22 iPads with AT&T FirstNet cellular services for its vehicles. We are budgeting through the IT budget to replace all of its iPads and reduce the amount to 16 per the needs expressed by the Fire Services director. The 16 Apple iPads will cost $499.00 each, for a total of $7,984.00, and will have T-mobile cellular service. The purpose of these devices is to act as mobile data terminals in the fire vehicles. To help protect the devices, we are planning on glass protectors for all units at an estimated total of $63.84 as well as cases at an estimated $319.84 for all devices. That totals $8,367.68 for the replacement solution. Cellular services for these devices will be budgeted through the Fire Services budget.

Mentioned in the Software Contracts line 10147-52043, Senior Services has a request for software related to visitor management. This project will involve purchasing two Apple iPads: one to be used as a Kiosk at the Community Center check-in desk and the other a floating device that can be used with a in room or even for external event check-in. The kiosk unit will be a wifi only device and the floating device will have cellular access through T-mobile. The units are expected to cost $499.00 each for a total of $998.00. Additionally, there will be a single kiosk stand currently estimated to be $69.99, a protective case at an estimated $19.99, and a glass protector for both units expected to be $7.98. That totals to $1,095.96 that we expect to last about 5 years, barring incident. Cellular services for the one device will be budgeted through the Senior Services budget.

Also mentioned in the Software Contract budget 10147-52043, Senior services has a need for software for transportation scheduling and automatic route planning for senior vans. This product will require two iPads to be used in the vans providing the drivers clear directions for passenger pickup or drop-off. Both iPads will have T-Mobile cellular service for internet access to the Spedsta software while on the road which is a requirement of the software solution. The iPads are expected to cost $499.00 each, a total of $998.00. Additionally there will be glass protection for both units expected to be $7.98. We are budgeting a vehicle mount for the vans at an estimated $18.99, or $37.98 total. This totals to $1,043.96 that we expect will last about 5 years, barring incident. Cellular services for the devices will be budgeted through the Senior Services budget.

We are budgeting to replace batteries in our data closets throughout town buildings. Batteries in the UPS units need to be replaced between 3 and 5 years. Through the Omnia Partners Cooperative we have found a 3rd party battery replacement that costs about 40% of what the manufacturer's batteries cost. We are budgeting to replace the batteries in 10 of our UPS units at an expected cost of $244 per battery.

All Town employees receive identification badges, which are printed for new hires as well as replacements for damaged or lost badges. We print approximately 50 badges a year for town employees. We are budgeting for 100 printable badges at a cost of $479.00 based on our last quote from the reseller.

Our miscellaneous equipment item continues without an increase for the 6th year. This line is a vital for us to purchase items and solve unexpected / unbudgeted issues or requirements quickly.

Looking Ahead

Last years "Looking Ahead" detailed our concern over software price increases escalating into yearly subscription renewals vs purchasing and owning a product and possibly paying for just support. All manufacturers are doing this and it will be the new standard. No longer can we invest in a product and use it for 10 years. Now it will be a lease of the product with terms for substantially more. At some point in the next couple of years, there will be a request related to upgrading or replacing Microsoft Office within the Town. In 2028-2029 I fully expect Microsoft will make the decision to only offer Microsoft Office 365 cloud service subscriptions for Office, eliminating any option for persistent on premise only use products. I hope that by this time there will be some other potential offerings for solutions such as this than what exists now.

Mentioned last year, the new phone system upgrade, which was a capital project, came with 5 years of licensing and maintenance. The renewal for another 5 years of that licensing and maintenance is something we will be talking to our vendors about for cost projection. Additionally, the phone system upgrade replaced only the components that were considered end-of-life and Cisco would no longer support. Those devices (routers) that we didn't replace will need replacing and we are working with our support vendor to determine when that ideally will be. Some of these items are now listed as future capital requests and future software contract renewal expectations.

Last year I mentioned that our wireless access points, installed in every town building, were expected would need to be replaced in the coming years and that we hadn't received information on when specific models would not be renewable. We found out this year that although our older models will continue to work, they would no longer receive any security patches or firmware upgrades. There is a capital request to split the replacement of our access points over two years. The installation and configuration is something the IT department will be able to do within all the buildings, so there is no need for any outside labor. We just need the physical devices themselves.

As was mentioned last year and continues to be of a concern for us, several of the town buildings were wired for network access over 20 years ago. Although network wiring doesn't degrade there are standards and classifications of network wire that improve over time and are required to achieve faster transmission speeds for newer equipment. These older buildings are wired with CAT 5 cable, which is rated for 100mb/s speeds. All current computers, Cisco VOIP phones, and network switches that we own communicate at 1000mb/s speeds. There is a definite need in some buildings to update the wiring infrastructure so that it can properly support the town for another 20+ years and we will be looking into those costs. There is no critical emergency need here, but it is a concern and something we will continue to discuss.

Every item of hardware that gets purchased has a 5 to 7 year expected lifespan. Our Cohesity backup appliance, our Fortigate firewalls, the new Milestone camera recording servers are all items that will be showing up in future capital projects as we work with vendors and manufactures for proper replacement schedule cycles.

TOWN OF WATERFORD
GENERAL FUND
2026-2027 PROPOSED BUDGET

DEPT/AGENCY: **10147** **INFORMATION TECHNOLOGY**

LINE ITEM	DESCRIPTION	2024-2025 ACTUAL EXPENDED	2025-2026 RTM APPROP.	2025-2026 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 1/1/26	2026-2027 DEPT/ AGENCY REQUEST	2026-2027 APPROVED BD/COMM.	Department Request $ Increase	Department Request % Increase
PERSONNEL COSTS									
51110	ADMINISTRATION	120,461	123,106			128,867		5,761	4.68%
51210	CLERICAL/TECHNICAL	125,596	132,925			139,519		6,594	4.96%
51810	OVERTIME	54	2,500			2,500		-	0.00%
51910	FRINGE BENEFITS	-	-			-			
51920	F.I.C.A	17,623	19,778			20,723		945	4.78%
	SUBTOTAL	263,734	278,309	-	-	291,609		13,300	4.78%
SERVICES									
52043	IT-SERVICE CONTRACT & REPAIRS	900,414	898,249			1,046,337		148,088	16.49%
52050	DUES, CONF. & EDUCATION	-	195			245		50	25.64%
52070	REIMBURSEABLE EXPENSE	-	500			500		-	0.00%
52080	TELEPHONE	1,526	1,548			1,572		24	1.55%
	SUBTOTAL	901,940	900,492	-	-	1,048,654		148,162	4.78%
MATERIALS & SUPPLIES									
53010	OFFICE SUPPLIES	-				0	-		
	SUBTOTAL	-	-	-	-	-	-		
EQUIPMENT									
54010	OFFICE FURNITURE	-						-	0.00%
54130	COMPUTER SYSTEM	38,227	35,995			39,806		3,811	10.59%
	SUBTOTAL	38,227	35,995	-	-	39,806		3,811	10.59%
DEPARTMENT TOTAL		1,203,901	1,214,796	-	-	1,380,069		165,273	13.61%

TOWN OF WATERFORD
PERSONNEL WORKSHEET - 47 INFORMATION TECHNOLOGY
2026/2027 FISCAL YEAR

LINE 51920

DATE OF HIRE	EMPLOYEE	HOURS WORKED/ WEEK	HOURLY RATE FY27	SALARY FY26	LONGEVITY FY26	SALARY FY27	LONGEVITY FY27	TOTAL EMPLOYEE SALARY	PAYROLL TAXES (F.IC.A)
51110 - ADMINISTRATION									
10/4/2021	IT MANAGER		N/A	123,865.68	1,850.87	126,962.32	1,904.43	128,866.76	9,858.31
	TOTALS			123,865.68	1,850.87	126,962.32	1,904.43	128,866.76	9,858.31
		*add longevity		125,716.55					
51210 - CLERICAL/TECHNICAL									
10/4/2021	IT SUPPORT ENGINEER	40	$ 39.1417	77,793.76	350.00	81,727.92	350.00	82,077.92	6,278.96
2/13/2023	PC TECHNICIAN	40	$ 27.5100	54,325.92	0.00	57,440.88	0.00	57,440.88	4,394.23
	TOTALS			132,119.68	350.00	139,168.80	350.00	139,518.80	10,673.19
		*add longevity		132,469.68					
51810 - OVERTIME				2,500.00	0.00	2,500.00	0.00	2,500.00	191.25
51910 - FRINGE/FICA								0.00	0.00
TOTALS - INFORMATION TECHNOLOGY		FY26 FICA	19,942.50	260,686.23	2,200.87	268,631.12	2,254.43	270,885.56	20,722.75
BUDGET TOTAL W/F.I.C.A				280,628.73				291,608.31	

WORKDAYS 2026/2027	WEEKS TO BUDGET
261	52.2

TOWN OF WATERFORD
ADVERTISING/POSTAGE - INFORMATION TECHNOLOGY DEPARTMENT
2025-2026 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2024-2025 ACTUAL	2025-2026 BUDGET	2025-2026 TO DATE (12/10/25)	2026-2027 PROPOSED BUDGET	$ INCREASE	% INCREASE
52010	ADVERTISING	0	0	0	0	0	0.00%

ACCOUNT JUSTIFICATION

5-year Expenditure History				
FY21	FY22	FY23	FY24	FY25
$ -	$ -	$ 201.00	$ -	$ -

LINE ITEM	ACCOUNT NAME	2024-2025 ACTUAL	2025-2026 BUDGET	2025-2026 TO DATE (12/10/25)	2026-2027 PROPOSED BUDGET	$ INCREASE	% INCREASE
52020	POSTAGE	0	0	0	0	0	0.00%

5-year Expenditure History				
FY21	FY22	FY23	FY24	FY25
$ -	$ -	$ -	$ -	$ -

TOWN OF WATERFORD
PROFESSIONAL FEES - INFORMATION TECHNOLOGY DEPARTMENT
2025-2026 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2024-2025 ACTUAL	2025-2026 BUDGET	2025-2026 TO DATE (12/10/25)	2026-2027 PROPOSED BUDGET	$ INCREASE	% INCREASE
52030	PROFESSIONAL FEES	0	0	0	0	0	0.00%

5-year Expenditure History				
FY21	FY22	FY23	FY24	FY25
$ -	$ -	$ 230.29	$ -	$ -

TOWN OF WATERFORD
SERVICE CONTRACTS & REPAIRS - INFORMATION TECHNOLOGY DEPARTMENT
2025-2026 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2024-2025 ACTUAL	2025-2026 BUDGET	2025-2026 TO DATE (12/10/25)	2026-2027 PROPOSED BUDGET	$ INCREASE	% INCREASE
52043	SERVICE CONTRACTS & REPAIRS	900,414	898,249	584,843	1,046,337	148,088	16.49%

ACCOUNT JUSTIFICATION
Detailed Listing Attached

5-year Expenditure History				
FY21	FY22	FY23	FY24	FY25
$ 748,459.31	$ 717,281.48	$ 703,167.78	$ 851,919.88	$ 900,413.95

TOWN OF WATERFORD
DUES, CONFERENCE & EDUCATION - INFORMATION TECHNOLOGY DEPARTMENT
2025-2026 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2024-2025 ACTUAL	2025-2026 BUDGET	2025-2026 TO DATE (12/10/25)	2026-2027 PROPOSED BUDGET	$ INCREASE	% INCREASE
52050	DUES, CONF & EDUCATION	0	195	25	245	50	25.64%

ACCOUNT JUSTIFICATION

State of CT CEN Members Conference for 3 individuals. Registration is $65 each
State of CT CEN CyberNutmeg Conference for 2 individuals. Registration is $25 each

5-year Expenditure History				
FY21	FY22	FY23	FY24	FY25
$ -	$ -	$ 2,425.00	$ -	$ -

TOWN OF WATERFORD
REIMBURSABLE TOWN EXPENSES & TELEPHONE - INFORMATION TECHNOLOGY DEPARTMENT
2025-2026 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2024-2025 ACTUAL	2025-2026 BUDGET	2025-2026 TO DATE (12/10/25)	2026-2027 PROPOSED BUDGET	$ INCREASE	% INCREASE
52070	REIMB TOWN EXPENSES	0	500	0	500	0	0.00%

ACCOUNT JUSTIFICATION
Travel Reimursement for Manager, Engineer and Technician for driving between town buildings or conferences using personal vehicle

5-year Expenditure History				
FY21	FY22	FY23	FY24	FY25
$ -	$ -	$ 11.63	$ -	$ -

LINE ITEM	ACCOUNT NAME	2024-2025 ACTUAL	2025-2026 BUDGET	2025-2026 TO DATE (12/10/25)	2026-2027 PROPOSED BUDGET	$ INCREASE	% INCREASE
52080	TELEPHONE	1,526	1,548	521	1,572	24	1.55%

ACCOUNT JUSTIFICATION
Cellular telephones and service for three IT department staff.

5-year Expenditure History				
FY21	FY22	FY23	FY24	FY25
$ -	$ -	$ 1,164.61	$ 1,387.27	$ 1,526.22

TOWN OF WATERFORD

OFFICE & COMPUTER SYSTEM EQUIPMENT - INFORMATION TECHNOLOGY DEPARTMENT

2026-2027 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2024-2025 ACTUAL	2025-2026 BUDGET	2025-2026 TO DATE (12/10/25)	2026-2027 PROPOSED BUDGET	$ INCREASE	% INCREASE
54010	OFFICE FURNITURE	-	-	0	-	-	0.00%

ACCOUNT JUSTIFICATION

5-year Expenditure History				
FY21	FY22	FY23	FY24	FY25
$ -	$ -	$ 664.50	$ -	

LINE ITEM	ACCOUNT NAME	2024-2025 ACTUAL	2025-2026 BUDGET	2025-2026 TO DATE (12/10/25)	2026-2027 PROPOSED BUDGET	$ INCREASE	% INCREASE
54130	COMPUTER SYSTEM EQUIPMENT	38,228	35,995	15,209	39,806	3,811	10.59%

ACCOUNT JUSTIFICATION

Detailed Listing Attached

5-year Expenditure History				
FY21	FY22	FY23	FY24	FY25
$ 97,193.02	$ 23,950.76	$ 98,118.44	$ 43,055.94	$ 38,226.76

TOWN OF WATERFORD
Software Maintenance List
PROJECT SOFTWARE FY27
5.0% percent escalators included for four more fiscal years

DEPT	PROJECT NAME	DESCRIPTION	BUDGET FISCAL YEAR 2023-2024	BUDGET FISCAL YEAR 2024-2025	BUDGET FISCAL YEAR 2025-2026	REQUEST FISCAL YEAR 2026-2027	ESTIMATED FISCAL YEAR 2027-2028	ESTIMATED FISCAL YEAR 2028-2029	ESTIMATED FISCAL YEAR 2029-2030	ESTIMATED FISCAL YEAR 2030-2031	ESTIMATED FIVE YEAR TOTAL
Library	SIRSI - Sirsi Dynix Licensing and Support	Cloud based ILS system for cataloging, circulation, acquisitions, and reporting.	7,529.40	7,602.00	7,000.00	8,800.00	9,240.00	9,702.00	10,187.10	10,696.46	48,625.56
Library	ENVISIONWARE - Self Check Licensing and Support	Self checkout kiosk software	605.80	650.00	1,250.00	525.00	551.25	578.81	607.75	638.14	2,900.96
IT/Library	Faronics Deep Freeze Enterprise - Licensing and Support (3yr)	Protects workstations and wipes patron data off machines			999.00	0.00	0.00	1,100.00	0.00	0.00	1,100.00
IT/Library	Optisigns Digital Signage subscription	Cloud based digital signage subscription to update the digital signage (TV) in the Library				108.00	113.40	119.07	125.02	131.27	596.77
Library	Domain renewal 5yr/protection 1yr : waterfordpubliclibrary.org (Network Solutions)	Network Solutions web domain name registration	200.00	60.00	60.00	11.00	11.00	250.00	11.00	11.00	294.00
Assessor	Vision CAMA (Licensing and Support, Cloud DB & Web hosting)	Vision Cloud Database Appraisal system	16,726.00	18,933.00	20,827.00	23,497.00	24,671.85	25,905.44	27,200.71	28,560.75	129,835.76
Assessor (NEW)	Nearmap Obliques for Government Subscription	Aerial Oblique imagary with measurement tools to be used for propery site analysis				8,300.00					
Assessor	QDS PPCAMA Software Licensing and Support	QDS CAMA management system	11,809.99	10,227.00	10,950.00	12,138.75	12,745.69	13,382.97	14,052.12	14,754.73	67,074.26
Tax Office	QDS Licensing and Support	QDS Tax collector management system	14,897.31	12,187.00	12,614.00	13,357.50	14,025.38	14,726.64	15,462.98	16,236.12	73,808.62
P&Z/Building / PW	GIS - ESRI ArcGIS Licensing and Support	ArcGIS Enterprise map and geospacial data management Software	10,395.00	9,875.00	8,600.00	8,600.00	9,030.00	9,481.50	9,955.58	10,453.35	47,520.43
P&Z/Building	General Code - MUNICITY Licensing and Support	Cloud based permitting, licensing, inspection, & management system.	9,313.00	10,386.52	9,669.00	10,202.00	10,712.10	11,247.71	11,810.09	12,400.59	56,372.49
P&Z/Building	ICC - MUNICITY ICC Code Integration/Subscription	Municity Integrated access to 10-20 ICC Code Books		3,140.00	2,874.00	0.00	0.00	0.00	0.00	0.00	0.00
P&Z/Building	Blue Beam Revu Complete Licensing and Support	Software tool for marking up and sharing building site plans	400.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
P&Z/Building	Tighe Bond GIS Web Hosting and Database Hosting	Town GIS Data Web Hosting and Database Hosting		6,500.00	6,500.00	6,500.00	6,825.00	7,166.25	7,524.56	7,900.79	35,916.60
Finance/HR	ADP Payroll / HR Suite / Time Tracking Licensing and Support	ADP cloud payroll processing, HR employee database, and time and attendance tracking software suite	34,370.00	35,000.00	45,600.00	45,000.00	47,250.00	49,612.50	52,093.13	54,697.78	248,653.41
Finance	Tyler Technologies MUNIS ERP Licensing and Support	Munis enterprise financial management software	33,583.70	35,000.00	36,000.00	38,871.00	40,814.55	42,855.28	44,998.04	47,247.94	214,786.81
Finance	AssetWorks Licensing and Support	Cloud based fixed asset management software	1,940.40	2,134.44	3,696.00	2,100.00	2,205.00	2,315.25	2,431.01	2,552.56	11,603.83
Finance (new)	OpenGov Cloud based Grant Administration	Cloud based grant management software				8,000.00	8,400.00	8,820.00	9,261.00	9,724.05	44,205.05
Finance	OpenGov Cloud based Purchasing Software	Cloud based procurement software solution		16,500.00	17,325.00	17,500.00	19,690.91	20,675.46	21,709.23	22,794.69	102,370.29
Finance	ClearGov Cloud based Budget Book	Cloud based Budget Book	9,550.00	9,550.00	8,716.00	8,400.00	8,820.00	9,261.00	9,724.05	10,210.25	46,415.30
Clerk (new)	ClerkBase OnBoard	Cloud Based management software/portal for Boards and Commission information				1,200.00	1,260.00	1,323.00	1,389.15	1,458.61	6,630.76
Clerk	Municode Hosting (Civic Plus)	Online Code Hosting, Codification, Recodification, Supplementation, and Republication services		700.00	700.00	964.69	1,012.92	1,063.57	1,116.75	1,172.59	5,330.52
PD	BEI PD Camera System SLA	Service contract for police department inhouse camera system	4,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PD	EATON UPS SLA (PD)	Service contract for Eaton UPS in PD Data Center	4,895.92	4,900.00	4,381.00	5,109.00	5,364.45	5,632.67	5,914.31	6,210.02	28,230.45
PD	BEI iRecord Licensing and Support	Police interview room camera and audio recording system	2,345.00	2,465.00	2,585.00	2,715.00	2,850.75	2,993.29	3,142.95	3,300.10	

TOWN OF WATERFORD
Software Maintenance List
PROJECT SOFTWARE FY27
5.0% percent escalators included for four more fiscal years

DEPT	PROJECT NAME	DESCRIPTION	BUDGET FISCAL YEAR 2023-2024	BUDGET FISCAL YEAR 2024-2025	BUDGET FISCAL YEAR 2025-2026	REQUEST FISCAL YEAR 2026-2027	ESTIMATED FISCAL YEAR 2027-2028	ESTIMATED FISCAL YEAR 2028-2029	ESTIMATED FISCAL YEAR 2029-2030	ESTIMATED FISCAL YEAR 2030-2031	ESTIMATED FIVE YEAR TOTAL
PD	Leonardo LPR Licensing and Support	Police in-car license plate reader system	5,430.00	5,430.00	3,980.00	4,000.00	4,200.00	4,410.00	4,630.50	4,862.03	22,102.53
PD	Livescan - Idemia Licensing and Support	Police finger printing system	2,200.00	2,448.00	2,570.00	2,699.00	2,833.95	2,975.65	3,124.43	3,280.65	14,913.68
PD/EOC	NexGEN Public Safety Software - CAD/RMS/MOBILE	Public Safety Enterprise data management solution for 911 call handling, CAD for Law/Fire/EMS, records management, and mobile in car access.		33,164.00	25,700.00	26,610.00	27,940.50	29,337.53	30,804.40	32,344.62	147,037.05
PD/EOC	Central Square - CAD/RMS/MOBILE software	Public Safety Enterprise data management solution for 911 call handling, CAD for Law/Fire/EMS, records management, and mobile in car access.	102,181.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PD	Motorola Watchguard Licensing, Cloud Storage, and Support	Motorola Solutions Police in-car and body camera solution on Cloud Storage	13,260.00	54,170.00	54,040.00	54,040.00	54,040.00	54,040.00	60,000.00	60,000.00	282,120.00
PD	MDC in car computer lease (4yr with 1$ buyout)	Police in-car mobile computer lease.	30,175.51	30,175.00	100.00	39,317.00	39,317.00	39,317.00	39,317.00	21.00	157,289.00
PD	PEN-LINK - Geotime	Criminal investigation analysis platform tool	924.00	1,305.00	2,466.00	2,592.00	3,500.00	4,000.00	4,500.00	4,500.00	19,092.00
PD	ABSOLUTE -NetMotion Licensing and Support (NexGen)	Enterprise VPN software for in-car connectivity to police data resources (State Approved)	4,500.00	0.00	8,820.00	8,400.00	8,820.00	9,261.00	9,724.05	10,210.25	46,415.30
PD	PIN (LF- Designs LLC) Licensing and Support	Roll call / information sharing Software	1,966.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PD	DHQ Licensing and Support - Delphi Tech Solutions	Roll call / information sharing Software			2,900.00	3,335.00	3,501.75	3,676.84	3,860.68	4,053.71	18,427.98
PD	LEFTA/Lexipol - Licensing and Support	Field Training/Accountability/Transparency Software	7,123.87	8,563.00	8,385.00	8,805.00	9,245.25	9,707.51	10,192.89	10,702.53	48,653.18
PD	POSS (VCS) Licensing and Support	POSS police time management/scheduling software	4,352.12	4,600.00	4,738.00	5,197.00	5,456.85	5,729.69	6,016.18	6,316.99	28,716.71
PD	BERLA-Vehicle iVe Licensing and Support	Vehicle "black box" data forensics software	3,250.00	3,250.00	3,770.00	0.00	4,156.00	4,363.80	4,581.99	4,811.09	17,912.88
PD	Crown Castle - fiber maintenance contract - EOC to Crossroads	Fiber connectivity contract for a link to traffic cameras	1,675.00	1,904.00	2,023.08	1,984.62	2,083.85	2,188.04	1,675.00	1,675.00	9,606.51
PD	Magnet Forensics - Axiom - Licensing and Support	Digital device data forensics software	4,254.00	4,200.00	4,620.00	0.00	5,094.00	5,348.70	5,616.14	5,896.94	21,955.78
PD	PowerDMS Licensing and Support	Cloud based policy management software	5,370.43	5,719.51	7,328.00	7,791.00	8,180.55	8,589.58	9,019.06	9,470.01	43,050.19
PD	Cellebrite UFED Licensing and Support	Forensic Analysis tool for mobile devices	4,300.00	6,450.00	9,784.00	0.00	10,787.00	11,326.35	11,892.67	12,487.30	46,493.32
PD	GIS - Esri ArcGIS Licensing and Support	ArcGIS map and geospacial data management Software	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PD	Lexis/Nexis/TransUnion Licensing and Support	Computer Search Engines for criminal investigations and background checks	2,730.00	2,730.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PD	Crimedex Licensing and Support	Nationwide Crime Sharing Service	632.00	632.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PD	IACP Net Licensing and Support	Online Administrative Resource	871.00	871.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PD	New England Computer Forensics Arrest History Licensing and Support	Arrest History Access	410.00	410.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PD	Domain renewal 1yr/protection 1yr : waterfordpolice.org (Network Solutions)	Network Solutions web domain name registration	60.00	60.00	60.00	64.00	64.00	64.00	64.00	64.00	320.00
EM	Everbridge - Emergency notification	Cloud based public warning notification system	7,292.26	7,292.26	7,292.26	7,292.26	7,292.26	7,292.26	7,292.26	7,292.26	36,461.30
EM	Town Radio SLA - Harris or State	Town public safety radio system used by police, dispatch, public works, schools, ems, fire, youth services, senior services.	222,228.00	222,232.00	235,767.00	242,840.04	250,000.00	262,500.00	275,625.00	289,406.25	1,320,371.29
EM	EATON UPS SLA (DISPATCH)	Service contract for Eaton UPS in PD Data Center	3,875.36	3,972.00	4,381.00	5,314.00	5,579.70	5,858.69	6,151.62	6,459.20	29,363.20
EM	Crown Castle - fiber maintenance - EOC to radio towers	Fiber connectivity contract for links to town tower radio sites	9,600.00	10,080.00	9,600.00	9,600.00	9,600.00	9,600.00	9,600.00	9,600.00	48,000.00
EM	EATON UPS(s) SLA (TOWERS)	Service contracts for Eaton UPSs in town tower radio sites	7,182.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	Crown Castle - fiber maintenance - EOC to millstone	Fiber connectivity contract for a link to traffic cameras	1,675.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EM	APCO IntelliComm software maintenance	Custom electronic guidecards for EMD, law enforcement and fire service		5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	25,000.00

TOWN OF WATERFORD
Software Maintenance List
PROJECT SOFTWARE FY27
5.0% percent escalators included for four more fiscal years

DEPT	PROJECT NAME	DESCRIPTION	BUDGET FISCAL YEAR 2023-2024	BUDGET FISCAL YEAR 2024-2025	BUDGET FISCAL YEAR 2025-2026	REQUEST FISCAL YEAR 2026-2027	ESTIMATED FISCAL YEAR 2027-2028	ESTIMATED FISCAL YEAR 2028-2029	ESTIMATED FISCAL YEAR 2029-2030	ESTIMATED FISCAL YEAR 2030-2031	ESTIMATED FIVE YEAR TOTAL
FIRE	CEN access contract - PSDN/CEN interlink	Firehouse State of CT PSDN / CEN Town Hall connectivity	1,476.00	1,476.00	1,476.00	1,476.00	1,476.00	1,476.00	1,476.00	1,476.00	7,380.00
FIRE	5 Firehouse Internet Connectivity - Cogento/Breezeline	Internet Connectivity for fire firehouses private networks	11,025.00	7,500.00	6,930.00	6,930.00	7,276.50	7,640.33	8,022.34	8,423.46	38,292.62
FIRE	Aladtec Scheduling Licensing and Support	Fire time management/scheduling software	5,600.00	3,075.00	3,075.00	3,075.00	3,199.23	3,359.19	3,527.15	3,703.51	16,864.08
FIRE	ESO Fire RMS Licensing and Support (all modules)	Cloud based records management software for Fire records (Personnel, Activities, Asset, Incident Mgmt, Incident Reporting, Inspections, Properties)	11,765.00	12,485.00	13,110.00	15,829.00	16,620.45	17,451.47	18,324.05	19,240.25	87,465.22
(NEW) FIRE	OptiSigns Subsciription	Subscription to manage secure android devices displaying the NexGen Fire Services Dashboard in Firehouses and Fire Services.				756.00	793.80	833.49	875.16	918.92	4,177.38
FIRE	Streetwise - Hanger 14 - Licensing and Support	Cloud based incident management, asset tracking, reporting, and alert notification software	9,132.00	9,268.00	9,224.00	0.00	0.00	0.00	0.00	0.00	0.00
FIRE	My Sidewalk - Craig1300 - Licensing and Support	Community risk assessment insite generator software	900.00	900.00	900.00	900.00	945.00	992.25	1,041.86	1,093.96	4,973.07
FIRE	PowerDMS Licensing and Support	Cloud based policy management software	6,167.99	6,742.00	7,315.97	7,978.00	8,376.90	8,795.75	9,235.53	9,697.31	44,083.49
FIRE	Prodigy Licensing and Support	EMS training, certification, and tracking software	1,750.00	1,850.00	2,100.00	2,100.00	2,205.00	2,315.25	2,431.01	2,552.56	11,603.83
PW	Syntech Systems (Fuel Master Maintenance)	Fuelpump access control and usage tracking software	3,701.25	3,525.00	3,525.00	3,525.00	3,701.25	3,886.31	4,080.63	4,284.66	19,477.85
PW	GIS - ESRI ArcGIS Licensing and Support	ArcGIS map and geospacial data management Software	660.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PW	Valsoft / Advanced Weighing Systems (AWS) - Licensing and Support	Transfer station scale vehicle weight system	4,725.00	4,725.00	5,056.00	5,575.50	5,854.28	6,146.99	6,454.34	6,777.06	30,808.16
PW	Snap On tools diagnostic Licensing and Support	Snap On Tools vehicle computer diagnostics software	1,600.00	1,600.00	1,700.00	1,736.00	1,822.80	1,913.94	2,009.64	2,110.12	9,592.50
PW	Navistar ONCOMMAND Service Information (OCSI) Licensing and Support	International vehicles support software, diagnostic tools, and resource subscriptions for engines, parts, diagnostics, and service.	630.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PW	Navistar ONCOMMAND Service Subscription Licensing and Support		1,732.50	1,650.00	1,650.00	1,650.00	1,732.50	1,819.13	1,910.08	2,005.59	9,117.29
PW	Navistar Engine Diagnostics (NED) Licensing and Support		567.00	540.00	540.00	540.00	567.00	595.35	625.12	656.37	2,983.84
PW	Navistar Diamond Logic Builder (DLB) Licensing and Support		700.00	700.00	700.00	700.00	735.00	771.75	810.34	850.85	3,867.94
PW	NavKal Licensing and Support		540.00	540.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PW	Helm - Ford IDS Licensing and Support	Ford vehicle diagnostics software	850.00	850.00	800.00	800.00	840.00	882.00	926.10	972.41	4,420.51
PW	Cummins Insite Licensing and Support	Cummings vehicle diagnostics	850.00	850.00	840.00	840.00	882.00	926.10	972.41	1,021.03	4,641.53
PW	Cummins Quickserve Licensing and Support	Cummings resource software	850.00	850.00	810.00	810.00	850.50	893.03	937.68	984.56	4,475.76
PW	Noregon - Allison Fleet Hub Licensing and Support (Bosch)	Allison vehicle diagnostics and resource software	350.00	350.00	390.00	415.00	435.75	457.54	480.41	504.44	2,293.14
PW/Finance	Rarestep - Fleetio Licensing and Support	Cloud based real time fleet management maintenance, tracking, and analysis solution	19,845.00	19,379.20	18,900.00	27,810.00	29,200.50	30,660.53	32,193.55	33,803.23	153,667.81
PW	VHB - SamIS - Pavement tracking Licensing and Support	SAM IS pavement inventory and survey tracking data	4,200.00	4,000.00	4,000.00	0.00	0.00	0.00	0.00	0.00	0.00
IT	Milestone VMS - Software Maintenance	Milestone IP camera video management software	1,378.83	4,400.00	9,250.00	9,690.94	10,175.49	10,684.26	11,218.47	11,779.40	53,548.56
IT	Meraki AP Licensing and Support - (3YR)	Meraki Cloud Management licensing for Meraki WIFI Access Points town wide.	15,120.00	0.00	0.00	20,575.00	0.00	0.00	25,000.00	0.00	45,575.00
IT	CEN connectivity (tow & public) - State of CT	Internet connectivity for the town and public networks (provided through CT Education Network)	2,976.00	2,952.00	8,220.00	8,220.00	8,631.00	9,062.55	9,515.68	9,991.46	45,420.69

TOWN OF WATERFORD
Software Maintenance List
PROJECT SOFTWARE FY27
5.0% percent escalators included for four more fiscal years

DEPT	PROJECT NAME	DESCRIPTION	BUDGET FISCAL YEAR 2023-2024	BUDGET FISCAL YEAR 2024-2025	BUDGET FISCAL YEAR 2025-2026	REQUEST FISCAL YEAR 2026-2027	ESTIMATED FISCAL YEAR 2027-2028	ESTIMATED FISCAL YEAR 2028-2029	ESTIMATED FISCAL YEAR 2029-2030	ESTIMATED FISCAL YEAR 2030-2031	ESTIMATED FIVE YEAR TOTAL
IT	S2 Access Control System - Utility Communications	RFID Door Access control management system	573.30	602.00	600.00	585.00	614.25	644.96	677.21	711.07	3,232.49
IT	Fortigate for Public Network - Licensing and Support - concourse	Fortigate firewall support and feature licensing for the public networks	337.00	332.00	300.00	275.00	288.75	303.19	318.35	334.26	1,519.55
IT	Fortigate for Town Network - Licensing and Support- concourse	Fortigate firewall support and feature licensing for the town networks	3,541.00	4,024.00	3,600.00	3,400.00	3,570.00	3,748.50	3,935.93	4,132.72	18,787.15
IT	2FA Cisco DUO Licensing and Support	Two factor authencation system to protect authentications for priveliged accounts to infrastructure and web based email.	2,489.76	4,563.00	3,900.00	3,900.00	4,095.00	4,299.75	4,514.74	4,740.47	21,549.96
IT	Cisco Smartnet - Cisco/TCI - Hardware SLA	Cisco hardware maintenance contract covering specific critical infrastructure components.	14,000.00	14,121.64	14,862.00	16,721.00	17,557.05	18,434.90	19,356.65	20,324.48	92,394.08
IT	Managed Services Phone System Support SLA - TCI	Managed services support contract for town Cisco Voice over IP phone system	21,327.39	21,328.00	28,088.00	26,388.00	27,707.40	29,092.77	30,547.41	32,074.78	145,810.36
IT (NEW)	Cisco VOIP Flex and Cube licensing (5 year)	Cisco VOIP Flex calling enterprise agreement licensing for phones/voicemail and trunks				0.00	0.00	100,301.00	0.00	0.00	100,301.00
IT,PD,PZ	Zoom Licensing and Support	Zoom video conferencing software for specific users (free version has 40 minute limitation)	2,000.00	2,000.00	1,600.00	1,600.00	1,680.00	1,764.00	1,852.20	1,944.81	8,841.01
IT	Cybersecurity Web Content Filter (iBoss)	Web browsing content filter access control software	1,695.00	1,695.00	0.00	0.00	3,000.00	3,150.00	3,307.50	3,472.88	12,930.38
IT	Globalsign wildcard ssl cert - Advanced Office Systems	SSL certificate for securing multiple web based applications for town resources	746.55	731.00	731.00	750.00	787.50	826.88	868.22	911.63	4,144.22
IT	VMware Vsphere Licensing and Support - TCI & Carahsoft	Virtual Server infrastructure software platform	7,800.17	8,190.18	13,056.00	19,500.00	20,475.00	21,498.75	22,573.69	23,702.37	107,749.81
IT	Cohesity DataProtect Backup Appliance & FortKnox Cloud Archive Subscription	Backup and recovery platform appliance with immutable backups, fast recovery response, and AWS cloud archiving support	13,732.77	17,000.00	21,133.00	42,577.00	44,705.85	46,941.14	49,288.20	51,752.61	235,264.80
IT	AWS Cloud Data Archive Licensing and Support	Cloud based data archival through Amazon Web Services platform	2,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
IT	Pure Storage SAN - Licensing and Support (3yr)	An all flash data storage device connected to our Vmware virtual server infrastructure platform	20,000.00	55,265.00	0.00	0.00	65,000.00	0.00	0.00	0.00	65,000.00
IT	Cybersecurity eMail Filtering / Archival (Barracuda Essentials) - Consolidated	Cloud based email data protection, filtering, and archival solution	6,175.00	7,052.00	7,282.20	7,855.00	8,247.75	8,660.14	9,093.14	9,547.80	43,403.83
IT (REMOVED)	Cybersecurity Endpoint Visability and Segmentation (Illumio)	Prevent endpoints from causing a ransomware outbreak by stopping lateral movement from your most vulnerable assets.		14,309.50	11,183.00	0.00	0.00	0.00	0.00	0.00	0.00
IT	Cybersecurity End Point Protection (Crowdstrike)	Cloud based AI endpoint protection platform for cybersecurity protection of computers		14,022.00	10,594.00	10,800.00	11,340.00	11,907.00	12,502.35	13,127.47	59,676.82
IT (NEW)	Microsoft Exchange Subscription (3yrs)	Email Server Licensing Subscription				51,121.00	0.00	0.00	60,000.00	0.00	111,121.00
IT (REPLACED)	PDQ Inventory/Deploy - PDQ Licensing and Support	Computer inventory scanning and application deployment tool	1,500.00	1,500.00	1,575.00	0.00	0.00	0.00	0.00	0.00	0.00
IT (ALL DEPTS)	MDM for mobile devices	Cloud based Mobile Device management software for iphones/ipads		265.00	0.00	2,000.00	2,100.00	2,205.00	2,315.25	2,431.01	11,051.26
IT	File Sharing /Transfer Product (Box)	Secure file transfer software for sharing data files to and from external resources	4,000.00	4,000.00	4,800.00	5,544.00	5,821.20	6,112.26	6,417.87	6,738.77	30,634.10
IT	Advanced MS Exchange Support - Consolidated/Logically	SLA hours specifically for advanced Microsoft Exchange email server support	4,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
IT (REPLACED)	FreshService Help Desk Ticketing/Tracking system	Cloud based helpdesk ticketing/incident tracking reporting software	3,662.82	4,596.48	4,600.00	0.00	0.00	0.00	0.00	0.00	0.00

TOWN OF WATERFORD
Software Maintenance List
PROJECT SOFTWARE FY27
5.0% percent escalators included for four more fiscal years

DEPT	PROJECT NAME	DESCRIPTION	BUDGET FISCAL YEAR 2023-2024	BUDGET FISCAL YEAR 2024-2025	BUDGET FISCAL YEAR 2025-2026	REQUEST FISCAL YEAR 2026-2027	ESTIMATED FISCAL YEAR 2027-2028	ESTIMATED FISCAL YEAR 2028-2029	ESTIMATED FISCAL YEAR 2029-2030	ESTIMATED FISCAL YEAR 2030-2031	ESTIMATED FIVE YEAR TOTAL
IT (NEW)	Ninja One Endpoint Management and Ticketing system	Endpoint Patch Management software and help desk ticketing/incident tracking software. This is replacing FreshService Help Desk and PDQ Inventory/Deploy				6,806.00	7,146.30	7,503.62	7,878.80	8,272.74	8,686.37
IT	Microsoft PowerBI Pro Licensing and Support	Microsoft PowerBI reporter builder software	250.00	122.00	122.00	122.00	128.10	134.51	141.23	148.29	674.13
IT	Crown Castle Fiber Maint - EOC to MUNI network connectivity	Fiber connectivity contract for a link to Public Works/Utility Commission	1,500.00	1,575.00	1,500.00	1,500.00	1,575.00	1,653.75	1,736.44	1,823.26	8,288.45
IT	Infrastructure Support (VMWARE/STORAGE/SERVERS) TCI	Prepaid non-expiring block of support hours at a reduced rate to be used for any advanced IT support need	10,000.00	10,000.00	14,000.00	14,000.00	14,000.00	14,000.00	14,000.00	14,000.00	70,000.00
IT	Adobe Acrobat Pro/Standard for Teams Subscription	Software that allows for creating, editing, or converting PDF documents.	9,341.50	8,380.00	9,500.00	4,486.00	4,710.30	4,945.82	5,193.11	5,452.76	24,787.98
IT	Secure FTP Server BitVise (5 years)	On Premise secure file transfer server software required for certain IT needs	0.00	0.00	0.00	0.00	250.00	0.00	0.00	0.00	250.00
IT	Kiwi SysLog Server	On Premise syslog server for capturing specific system log data	0.00	0.00	0.00	0.00	0.00	350.00	0.00	350.00	700.00
IT (NEW)	Domain renewal 5yr/protection 1yr : waterfordct.org (Network Solutions)	Network Solutions web domain name registration				11.00	11.00	11.00	250.00	11.00	294.00
IT (NEW)	Room Alert - AvTech	Data room environmental monitor & alert notification subscription				899.00	943.95	991.15	1,040.70	1,092.74	1,147.38
IT (NEW)	Optisigns Digital Sinage	Cloud based digital signage subscription to update the content on the PEG cable channel.				108.00	113.40	119.07	125.02	131.27	137.84
IT	ABUSEIPDB basic subscription	Customizable Blacklist Tool of Abusive IP addresses	0.00	228.00	228.00	228.00	239.40	251.37	263.94	277.14	1,259.84
SENIOR SERVICES	RecDesk Licensing and Support	Cloud based recreation management software with credit card payment processing configured for senior services	3,500.00	3,500.00	3,675.00	3,859.00	4,051.95	4,254.55	4,467.27	4,690.64	21,323.41
SENIOR SERVICES	Xavus - MySeniorCenter Lite - case management	Cloud based case management platform designed for senior services needs	830.00	790.00	790.00	860.00	903.00	948.15	995.56	1,045.34	4,752.04
SENIOR SERVICES& REC/PARK (NEW)	Visitly	Cloud Visitor / Prrogram Check in software subscription				899.00	943.95	991.15	1,040.70	1,092.74	4,967.54
SENIOR SERVICES (NEW)	Speedsta	Cloud van scheduling and intelligent routing efficiency software subscription				6,300.00	4,800.00	5,040.00	5,292.00	5,556.60	26,988.60
IT/SENIOR SERVICES (NEW)	Optisigns Digital Signage	Cloud based digital signage subscription to update the digital signage (TV) in the Community Center				108.00	113.40	119.07	125.02	131.27	596.77
SS/FS/YFS/RP	Canva	Cloud based Advertising/Marketing creator tool			600.00	720.00	756.00	793.80	833.49	875.16	3,978.45
REC & PARK	RecDesk Licensing and Support	Cloud based recreation management software with credit card payment processing configured for parks and rec	3,800.00	7,300.00	7,665.00	8,049.00	8,451.45	8,874.02	9,317.72	9,783.61	44,475.81
REC & PARK	Adobe Express	Advertising creation tool that provides access to thousands of templates, logos, fonts and royalty free photos.	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
REC & PARK (NEW)	Cradlepoint Cloud Management service	Backend cloud management service for the Cradle point cellular router at the Beach Gatehouse.				0.00	0.00	1,370.00	0.00	0.00	1,370.00
REC & PARK	Beach Gatehouse Internet Connectivity (Cellular TMOBILE / ATT)	Internet Connectivity for the beach gatehouse	0.00	480.00	480.00	432.00	453.60	476.28	500.09	525.10	2,387.07
FS	Town Website - Virtual Town Hall - CivicPlus	Cloud hosted website platform which provides residents access to information posted by town departments	10,500.00	17,666.00	21,907.00	14,514.84	15,240.58	16,002.61	16,802.74	17,642.88	80,203.65

TOWN OF WATERFORD
Software Maintenance List
PROJECT SOFTWARE FY27
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DEPT	PROJECT NAME	DESCRIPTION	BUDGET FISCAL YEAR 2023-2024	BUDGET FISCAL YEAR 2024-2025	BUDGET FISCAL YEAR 2025-2026	REQUEST FISCAL YEAR 2026-2027	ESTIMATED FISCAL YEAR 2027-2028	ESTIMATED FISCAL YEAR 2028-2029	ESTIMATED FISCAL YEAR 2029-2030	ESTIMATED FISCAL YEAR 2030-2031	ESTIMATED FIVE YEAR TOTAL
FS (NEW)	Audio Eye - Civic Plus	ADA compliance module/tool for Town Website CivicPlus ADA remediation services to find all PDF documents on the Town website and convert them to be ADA compliant.				0.00	4,875.00	5,118.75	5,374.69	5,643.42	5,925.59
FS (NEW)	CommonLook ADA Remediation Services - CivicPlus					5,000.00	4,875.00	4,875.00	4,875.00	4,875.00	4,875.00
YOUTH	RecDesk Licensing and Support	Cloud based recreation management software with credit card payment processing configured for youth services	3,500.00	3,500.00	3,675.00	3,859.00	4,051.95	4,254.55	4,467.27	4,690.64	21,323.41
YOUTH (NEW)	Calendly subscription	Cloud based scheduling software that makes it easier for the public to schedule appointments with the food bank			192.00	120.00	126.00	132.30	138.92	145.86	663.08
YOUTH/SENIOR SERVICES/EOC	Charity Tracker Licensing and Support	Cloud based case management platform	2,592.00	2,592.00	1,728.00	1,728.00	1,814.40	1,905.12	2,000.38	2,100.39	9,548.29
	TOTALS		875,066.02	922,904.73	898,248.51	1,046,336.14	1,096,171.33	1,179,368.09	1,213,900.73	1,138,757.76	5,583,320.53

TOWN OF WATERFORD
COMPUTER EQUIPMENT & SOFTWARE - IT - 10147-54130
2026-2027 FISCAL YEAR

EQUIPMENT	2023-2024 ADOPTED	2024-2025 ADOPTED	2025-2026 ADOPTED	2026-2027 REQUEST	NOTES
FIREWALL				2,379.00	Police Fortigate 51G-5G firewall with 5 years of licensing support
TABLETS (IPADS)	2,400.00		500.00	10,508.00	ipads for fire services (16) & senior services(4) plus accessories
DATA ROOM/CLOSET EQUIPMENT		5,557.00		2,440.00	10 UPS batteries
RFID CARDS		788.98		479.00	Printable PVC RFID Cards (100)
MISCELLANEOUS EQUIP	24,000.00	24,000.00	24,000.00	24,000.00	mid year purchases, replace broken items
LAPTOPS COMPUTERS	1,640.00		3,408.00		
AV EQUIPMENT			5,450.00		
CISCO IP PHONES		2,890.00	2,637.00		
ID CARD PRINTER/SUPPLIES	2,983.00	100.00		-	
LABEL PRINTER(S)/SUPPLIES		840.00			
LIBRARY CHECKOUT EQUIPMENT		737.00			
CISCO SWITCH REPLACEMENT	3,860.00	4,560.00			
EATON UPS BATTERY REPLACEMENT	9,900.00				
	44,783.00	39,472.98	35,995.00	39,806.00	

Hi Jeff

The discounts vary depending on the promotion- I am going to give you the SRP / if there is no promotion at the time I can usually get a discount for you of around $150-$200 on new lines . Sometimes there are promotions where they are free.

Apple iPad 10th Gen 64 GB- $499.99
Apple iPad 10th Gen 256 GB- $649.99

If there are other models you would like pricing on please let me know or if you have any questions please let me know

Best,
Stacey

Stacey Durant (She/Her/Hers)
Government Account Executive / New England
Mobile 860-960-4440
Stacey.Durant1@T-Mobile.com

Have a question or need account support?
Reach out to your Senior Government Expert / Taressa Polk
Taressa.Lacy1@t-mobilesupport.com
Direct 423-380-7462

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AboveTEK Anti-Theft iPad Kiosk Stand – POS iPad Security Stand & Locking Tablet Holder – Heavy Duty Base, 360° Swivel, 75° Tilt Bracket – Perfect for Retail Business (White)

Visit the AboveTEK Store

4.4 ★★★★☆ (180)

$69.99

FREE Returns

Sign in to redeem. Save 5% on 2 select item(s) promo code: 05OFFBY2
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Get $60 off instantly: Pay $9.99 upon approval for the Amazon Store Card.

Color: **White**

$69.99

$69.99

ProCase Kids Case for iPad A16 11th Generation 2025/iPad 10th Generation 2022 with Pencil Holder, iPad 11/10 Case Shockproof Lightweight Cover with Stand Convertible Handle for Children -Blue

Visit the ProCase Store

4.4 ★★★★☆ (1,382)

Amazon's Choice

2K+ bought in past month

-20% $19.99

List Price: ~~$24.99~~

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FREE Returns

Unlock a $60 Amazon Gift Card upon approval for Amazon Visa.

Available at a lower price from other sellers that may not offer free Prime shipping.

Color: **Blue**

apiker 2 Pack Screen Protector for iPad 9th 8th 7th Generation 10.2 Inch, Tempered Glass Film for iPad 9 8 7 (2021/2020/2019), Case Friendly, Apple Pencil Compatible, High Response

Visit the apiker Store

4.6 ★★★★☆ (54,269)

Amazon's Choice

10K+ bought in past month

-27% $7.98 ($3.99 / count)

List Price: ~~$10.99~~

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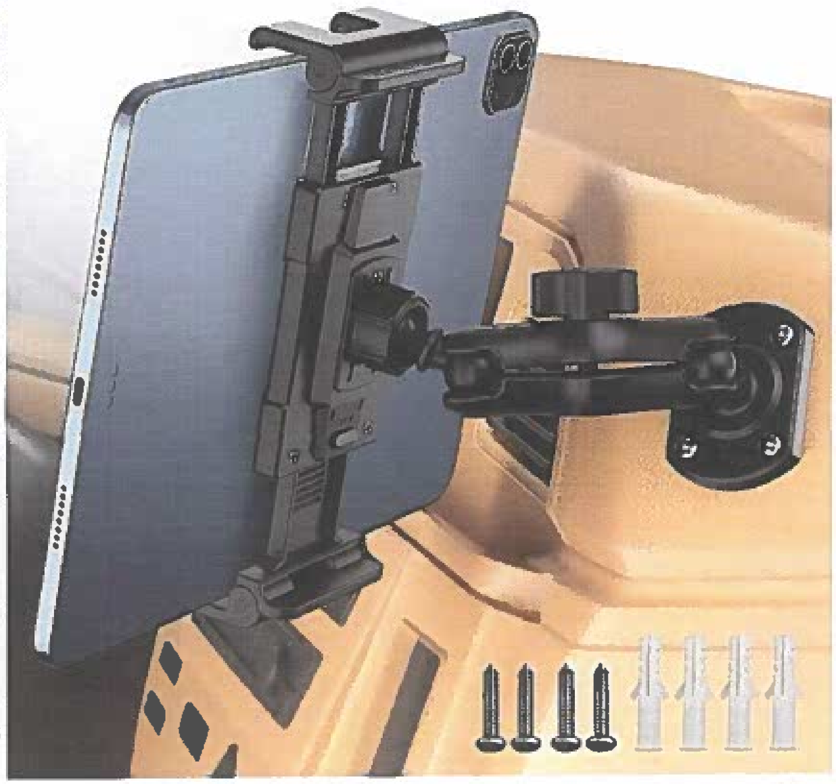
FREE Returns

Coupon: Apply 6% coupon Terms

Get $60 off instantly: Pay $0.00 upon approval for the Amazon Store Card.

Brand	apiker
Compatible Devices	iPad 9th/8th/7th gen



3+

7 VIDEOS

OHLPRO Tablet Holder for Car & Truck Dashboard Heavy Duty iPad Mount with Drill Base 360° Rotating Arm, Compatible with 5"-13" Tablets & Phones, Kindle, Ideal for Commercial Vehicles, Wall, Desk

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4.6 (191)

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Get $60 off instantly: Pay $0.00 upon approval for the Amazon Store Card.

Size: **5-13" Drilling Base**

American Battery Company UPS Replacement Battery RBC43 $243.75

ABRBC43

In Stock **QTY:** 1 **Price:** $243.75

Subtotal	$243.75
Shipping	$0.00
Tax	$0.00
Total	$243.75

TOWN OF WATERFORD
GENERAL FUND
2026-2027 PROPOSED BUDGET

DEPT/AGENCY: 10122 EMERGENCY MANAGEMENT

LINE ITEM	DESCRIPTION	2024-2025 ACTUAL EXPENDED	FY2025 TRANSFERS IN/OUT	2025-2026 RTM APPROP.	2025-2026 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 1/1/26	2026-2027 DEPT/ AGENCY REQUEST	2026-2027 BD OF SELECTMEN APPROVED	BOS Approved $ Increase	BOS Approved % Increase
PERSONNEL COSTS										
51110	ADMINISTRATION	94,688		97,055		44,260	99,482	99,482	2,427	2.50%
51210	CLERICAL/TECHNICAL	33,520		34,572		15,485	35,491	35,491	919	2.66%
51240	DISPATCH EDUCATION INCENTIVE	3,140	140	3,140		3140	3,140	3,140	-	0.00%
51440	DISPATCH PERSONNEL	609,256	-105,140	760,225		327,513	786,955	786,955	26,730	3.52%
51810	DISPATCH OVERTIME	204,392	105,000	123,849		61,728	128,207	128,207	4,358	3.52%
51823	EMERGENCY PERSONNEL	0		1,800		0	1,800	1,800	-	0.00%
51830	TRAINING OVERTIME (NEW)	4,297		24,000		1,765	24,000	24,000	-	0.00%
51920	FICA	69,246		80,776		32,794	82,565	82,565	1,789	2.21%
	SUBTOTAL	1,018,539	0	1,125,417	0	486,685	1,161,640	1,161,640	36,223	3.22%
SERVICES										
52010	ADVERTISING	0		200		0	200	200	-	0.00%
52020	POSTAGE	45		500		229	500	500	-	0.00%
52030	PROFESSIONAL FEES	1,332	400	1,000		0	1,000	1,000	-	0.00%
52040	SERVICE CONT & REPAIR	35,669	3,000	44,681		22,906	46,181	46,181	1,500	3.36%
52050	DUES, CONF., & EDUCATION	2,339	-6,400	21,039		0	19,039	19,039	(2,000)	-9.51%
52060	PRINTING	14		200		10	200	200	-	0.00%
52080	TELEPHONE	21,977	2,000	21,168		10,931	25,340	25,340	4,172	19.71%
52300	TRAINING, EDUC & EMERG	0		2,600		0	2,600	2,600	-	0.00%
52370	DISPATCH CLOTHING ALLOWANCE	4,090	1,000	4,000		0	4,250	4,250	250	6.25%
52415	GENERATOR MAINTENANCE	2,069		6,200		498	6,200	6,200	-	0.00%
	SUBTOTAL	67,535	0	101,588	0	34,574	105,510	105,510	3,922	3.86%
MATERIALS & SUPPLIES										
53010	OFFICE SUPPLIES	157		250		0	250	250	-	0.00%
53020	OTHER SUPPLIES	228		1,030		166	1,030	1,030	-	0.00%
53090	FUELS & LUBRICANTS	197		750		85	750	750	-	0.00%
53120	SHELTER SUPPLIES	0		600		0	600	600	-	0.00%
53130	RADIOLOGICAL SUPPLIES	0		400		0	400	400	-	0.00%
	SUBTOTAL	582	0	3,030	0	251	3,030	3,030	-	0.00%
DEPARTMENT TOTAL		1,086,656	0	1,230,035	0	521,510	1,270,180	1,270,180	40,145	3.26%

FY 2027 ANNUAL BUDGET DEPT/AGENCY: 10122 EMERGENCY MANAGEMENT

LINE ITEM		COLUMN 1 2024/25 ACTUAL EXPENDED	COLUMN 2 2025/26 R.T.M. APP.	COLUMN 3 2024/25 TRANSFERS ADD.	COLUMN 4 ACTUAL EXPENDED 12/19/2025	COLUMN 5 2026/27 DEPT/AGY REQUEST	COLUMN 6 2026/27 APPR BD/SEL	COLUMN 7 2026/27 BD OF FIN RECOMM.	COLUMN 8 2026/27 R.T.M. APPROVED
10222	DESCRIPTION								
51000	PERSONNEL COSTS								
51110	ADMINISTRATION	90,211	97,055	11,600	44,260	99,482			
51210	CLERICAL/TECHNICAL	33,520	34,572		15,485	35,491			
51240	DISP. EDUCATION INCENTIVE	3,140	3,140	140	3,140	3,140			
51440	DISPATCH PERSONNEL	609,256	760,225	(105,140)	327,513	786,955			
51810	DISPATCH OVERTIME	204,392	123,849	105,000	61,728	128,207			
51823	EMERGENCY PERSONNEL	0	1,800		0	1,800			
51830	TRAINING OVERTIME	4,297	24,000		1,765	24,000			
51920	FICA	69,246	80,776		32,794	82,565			
SUB-TOTAL			1,125,417		486,686	1,161,640	0	0	0
52000	SERVICES								
52010	ADVERTISING	0	200		0	200			
52020	POSTAGE	45	500		229	500			
52030	PROFESSIONAL FEES	1,332	1,000	400	0	1,000			
52040	SERV. CONT. & REPAIRS	35,669	44,681	3,000	11,691	46,181			
52050	DUES, CONF. & EDUCATION	2,339	21,039	(6,400)	0	19,039			
52060	PRINTING	14	200		10	200			
52080	TELEPHONE	21,977	21,168	2,000	10,931	25,340			
52300	TRAINING, EDUC & EMERG	0	2,600		0	2,600			
52370	DISP. CLOTHING ALLOWANCE	4,090	4,000	1,000	0	4,250			
52415	GENERATOR MAINTENANCE	2,069	6,200		498	6,200			
SUB-TOTAL			101,588		23,358	105,510	0	0	0
53000	MATERIALS & SUPPLIES								
53010	OFFICE SUPPLIES	157	250		0	250			
53020	OTHER SUPPLIES	228	1,030		166	1,030			
53090	FUEL & LUBRICANTS	197	750		85	750			
53120	SHELTER SUPPLIES	0	600		0	600			
53130	RADIOLOGICAL SUPPLIES	0	400		0	400			
SUB-TOTAL			3,030		251	3,030			
DEPARTMENT TOTAL			1,230,035		510,295	1,270,180	0	0	0

BUDGET FUNCTION

The Waterford Emergency Management Department is the managerial function charged with creating the framework within which the Town of Waterford reduces vulnerability to hazards and copes with disasters. The Emergency Management Department protects the community by coordinating and integrating all activities necessary to build, sustain, and improve the capability to mitigate against, prepare for, respond to and recover from threatened or actual natural disasters, acts of terrorism, or other man-made disasters. This is accomplished through partnerships and cooperation with surrounding towns, State and Federal agencies, as well as commercial organizations.

The Waterford Emergency Communications Center employs ten full-time dispatchers and three part-time dispatchers. The primary purpose of the Waterford Emergency Communications Center is to receive, process and disseminate information to police, fire, Waterford Ambulance Service, YNHH Lawrence + Memorial Hospital Paramedics and neighboring public safety agencies. The Waterford Emergency Communications Center is a 24 hours per day, 365 days per year operation that works with every Town of Waterford Department and the Board of Education. The Waterford Emergency Communications Center is in constant communication with Public Works crews and utility companies during storms. The Waterford Emergency Communications Center serves as the core of the Waterford Community-wide Emergency Action Plan and information center, and disseminates information to other Emergency Operations Centers within the Emergency Planning Zone (EPZ) surrounding the Dominion Millstone Power Station.

The Waterford Emergency Management Department continues its partnerships with the City of New London, New London Por Area Marine Group, the Dominion Millstone Power Station, the Connecticut Department of Emergency Management & Homeland Security (DEMHS) Region IV, the Connecticut Department of Energy & Environmental Protection, Ledge Light Health District and several other government and non-governmental agencies.

FY2027 BUDGET SUMMARY

The proposed FY 2026/27 Emergency Management Department budget is $1,270,180. This represents an increase of $40,145 (3.26%) over the FY 2025/26 approved budget. Personnel costs represent 91.45% of the total budget while operations represents 8.55%. The majority of line items have no change or minimal change.

The most significant changes to this year's proposed budget are shown in the table below:

UPSEU Contracted Wage Increase (expires 6/30/26)	0%
51440 Dispatch Personnel Increase	$26,730
51810 Dispatch Overtime	$4,358
51920 FICA Increase	$1,789
52050 Dues, Conferences & Education	-$2,000
52080 Telephone	$4,172

The proposed FY 2026/27 Emergency Management and Waterford Emergency Communications Center (WECC) budget allows the Town of Waterford to maintain current Federal and State standards of acceptance. As the Town of Waterford has a nuclear power plant within its borders, the town must comply with required objectives from the Nuclear Regulatory Commission while being prepared for all other emergencies and disasters.

This budget represents three municipal responsibilities; Emergency Management, the Waterford Emergency Communications Center and some aspects of the Town-wide P25 radio system. The majority of costs for the Town-wide P25 radio system are for radio maintenance & repair expenses.

Series changes (up and down) are explained below:

51000 series – This series represents 91.45% of the Emergency Management budget. It has increased by $36,223 (3.22%) due to contractual raises and the hiring of two experienced dispatchers at higher steps than the personnel that they replaced.

52000 series – This series increased by $3,922. Increases are due to higher telephone costs and equipment repair costs.

53000 series – There were no changes to this series.

DEPARTMENT METRICS

The data in this section refers only to calls taken and computer entries by dispatchers in the Emergency Communications Center. Activity reported by police, fire and EMS may vary as a result. The emergency dispatch center answered a total of 48,745 telephone calls during FY 2025. There were 53,045 incidents recorded in the Computer Aided Dispatch System (CAD) during the same timeframe. Police self-initiated activity contributes most to the discrepancy between the previously stated numbers.

9-1-1 Calls

The Waterford Emergency Communications Center (WECC) handled 8,069 9-1-1 calls during FY25. That is an average of approximately one 9-1-1 call per hour for every hour of the year.

Police Dispatch

The WECC entered 15,039 incidents into CAD for routine and emergency calls for assignment to the police department during FY 2025. Some incident types such as applicant fingerprinting and other administrative tasks are no longer reported to dispatch resulting in a lower number of recorded activity for the police in dispatch. These incident types are recorded in the police department's records management system (RMS).

Fire/EMS/Medic Dispatch

The WECC handled 23,161 routine and emergency calls for assignment to fire/EMS/Medics in FY25.

BUDGET EXPLANATIONS BY CATEGORY

51110 - ADMINISTRATION

$2,426 increase – There is a Non-Union Management Professionals increase of 2.5% for FY27. A portion of this salary is eligible for reimbursement through the Emergency Management Performance Grant (EMPG) program and the Nuclear Safety Emergency Program (NSEP). The reimbursement varies slightly each year; EMPG can be up to 25% and NSEP is 25%.

51210 – CLERICAL/TECHNICAL

This line has increased by $919. This increase is due to a contractual pay increase. The Police Department Office Coordinator is assigned to Emergency Management for 2.5 hours/week and a Fire Services Community Safety Educator is assigned 15 hours/week.

51240-DISPATCH EDUCATION INCENTIVE

An amount of ten dollars ($10.00) per annum per college credit shall be paid to any employee who successfully completed a course at an accredited college or university within the field of emergency communications provided that the employee has completed his/her probationary period and that payment under this provision shall not be made for more than one hundred and twenty (120) credits cumulative. There are currently two dispatchers with bachelor's degrees and one with an associate's degree.

51440 – DISPATCH PERSONNEL

$26,730 increase – 3.52% increase due to contractual increases in the UPSEU Waterford Public Safety Dispatchers' Union collective bargaining agreement. This line item includes the salaries for ten (10) public safety dispatchers who operate the Emergency Communications Center. This does not include annual increases for FY27 as the UPSEU Waterford Public Safety Dispatchers' Union collective bargaining agreement expires on June 30, 2026. It does include step increases and payouts for unused holiday time. Also included are part time dispatchers' wages. There are currently three fully trained part-time dispatchers. Part-time dispatchers are crucial to helping control overtime costs.

51810 – DISPATCH OVERTIME

$4,358 increase – This increase is due to contractual pay increases. This line item is designed to provide funding to cover shifts, which are vacant due to training or authorized approved time off. There department is currently fully staffed with one of the staff in basic training. Training for the newest hire will not be complete until sometime during mid FY27.

51823 – EMERGENCY PERSONNEL

This line item is for emergency workers' salaries to attend and/or instruct emergency management education and training programs, assist during emergencies, participate in drills and emergency information data input. Some expenses under this line item are eligible for up to 100% reimbursement from the Nuclear Safety Emergency Fund.

51830 – TRAINING OVERTIME

No change. Training overtime is related to wages which are paid at a time and a half rate for recertification training and other training that may be required for certification and for the replacement of dispatchers who attend training in lieu of their scheduled shift. Dispatchers are required to have a minimum of 16 hours of training for Emergency Medical Dispatching (EMD), COLLECT, and CPR. The line allows for APCO in-service trainings such as caller interrogation, crisis intervention, and active shooter. These trainings will help the dispatchers provide better customer service to residents and visitors to the Town of Waterford.

51920 – FICA

This amount is 7.65% of the total of all personnel in the 51000 series. This line increases with wage increases.

52010 - ADVERTISING

The amount requested will be used for placing emergency procedures, public information notices and legal ads. This line has not changed.

52020 –POSTAGE

This amount is used for routine correspondence and mailings for the Emergency Management Department, Emergency Management Advisory Council and the Dispatch Center. This line is also used for mailings to approximately 500 residents of town who are in the Emergency Management Department's "needs assistance" database and require assistance during emergencies and/or evacuations.

52030-PROFESSIONAL FEES

The Dispatch Center has been required to utilize outside professional resources that may include but is not limited to, psychologists, therapists, professional doctors, evaluators and consultants; all of whom perform tasks required by our agency. Language and document interpretation services are included in this section. Professional advice from training counselors is also commonplace. Dispatchers' physicals and confidential counseling is also taken from this line item.

52040 – SERVICE CONTRACT AND REPAIRS

$1,500 increase – This increase is largely due to an increase in alarm monitoring costs for town buildings.

52050 – DUES, CONFERENCES AND EDUCATION

This line was reduced by $2,000. There has been less travel for training reducing our costs. This line item covers all conferences and training for the Communications Center and Emergency Management as well as the contractual requirement of college reimbursement.

52060 – PRINTING

This amount is used for the items for printing poster size enlargements for the EOC with radiological and evacuation informational updates, and color Millstone zone maps, plow routes for DPW, and maps of all roadways for storm related incidents. Most expenses are eligible for up to 50% reimbursement under grants obtained by Emergency Management.

52080 – TELEPHONE

$4,172 increase - Covered in this line item for the Dispatch Center, Emergency Management Office and the Emergency Operations Center are the routine telephone expenses for business telephones, remote lines that connect radio equipment in town; cellular phones, and (1) T1line for the 800mhz Radio System. This line item was determined by reviewing the past 6 months billing.

52300 – TRAINING, EDUCATION & EMERGENCIES

Included in this line item is participation in the annual Millstone rehearsal and exercise. Additionally, the town is under a Federal Mandate contained within the Superfund Amendments Authorization Act 1986 (SARA) Title III to participate in an annual hazardous materials emergency exercise. This line item is also used for any type of emergency that may occur such as, but not limited to, blizzards, hurricanes and flooding, as well as any expenditure necessary relating to the preparation, mitigation, response and recovery from any emergency. Also included are funds for personnel to attend and/or purchase supplies for Emergency Management Education and Training Programs, emergency information data input and the development, supplies and training of a CERT (Citizens Emergency Response Team) unit. Some expenses under this line item are eligible for up to 100% reimbursement from the Nuclear Safety Fund.

52370 – DISPATCH CLOTHING ALLOWANCE

This line increased by $250 due to the rising costs of uniforms. This line is used to supply uniforms to dispatchers. The Town is required by the CBA to provide each full-time dispatcher three (3) long sleeved uniform shirts, three (3) short-sleeved uniform shirts, and two (2) sweatshirts. On a fiscal year basis and upon presentation of valid receipts, the Town will reimburse the full-time dispatchers for uniform style pants and work shoes, not to exceed a total of two hundred dollars ($200).

52415 – GENERATOR MAINTENANCE

No change. A number of emergency generators provide electrical power to certain town facilities during extended power outages. Emergency Management has 5 portable generators, 4 generators located at the tower sites and 4 back-up generators for the 800 MHz Radio System.

53010 – OFFICE SUPPLIES

This line is based on prior year history and current year projections and there was no increase.

53020 – OTHER SUPPLIES

This line remains unchanged. Included in this line item are funds for Info-USA cross reference directories, which are used as a reference to maintain the town residents' database. The other portion of the requested amount is used to purchase protective gear for emergency workers and easily identifiable emblems, etc., to be kept on hand for use during an emergency and miscellaneous items for the Dispatch Center including: cleaning pads, equipment, etc. Some items are eligible for up to 50% reimbursement through the EMPG program.

53090 – FUELS & LUBRICANTS

No change. This line item covers gas for the Emergency Management vehicle, and emergency generators.

53120 – SHELTER SUPPLIES

This line remains unchanged. This request represents the amount needed to increase and maintain the readiness level of supplies required to adequately equip a shelter/pet shelter for an evacuation within the town, such as for a storm-related emergency condition. It will be used to purchase the necessary items that must be kept on hand. Perishable food products and consumable items such as disposable pillowcases are replaced at the end of each fiscal year.

53130 – RADIOLOGICAL SUPPLIES

This line remains unchanged. This line item is used to purchase radiological monitors, warning and evacuation signs and equipment, protective clothing and decontamination supplies.

LOOK AHEAD

The Emergency Management Department is not anticipating any personnel or operations changes that will significantly affect the budget over the next several years. The department is actively working on a project to replace the end-of-life public safety radio system and add statewide interoperability. This project is estimated to cost $6,142,914. The project has begun and will be completed in the next twelve to eighteen months. The Town has secured $1,500,000 in grant funding for this project to date and will be seeking an additional $1,000,000 from the Nuclear Safety Program for this project in FY2027.

TOWN OF WATERFORD
PERSONNEL WORKSHEET - EMERGENCY MANAGEMENT DEPARTMENT
2026/2027 FISCAL YEAR

DATE OF HIRE	EMPLOYEE	HRS	RATE FY26	SALARY 2025/2026	SALARY 2026/2027	LONGEVITY FY27	DUE DAY HOLIDAY PAYOUT PER CONTRACT	TOTAL LINE	PAYROLL TAXES	PERCENT INCREASE/ DECREASE
51110 - ADMINISTRATION										
04/06/20	EMER. MANAGEMENT DIRECTOR	40	Salary	97,055.46	99,481.85		N/A	99,481.85	7,610.36	2.50%
	TOTALS			97,055.46	99,481.85			99,481.85	7,610.36	2.50%
51210 - CLERICAL/TECHNICAL										
01/26/09	COMMUNITY SAFETY EDUCATOR-37.	15/wk	Salary	30,045.67	30,796.74	461.95	N/A	31,258.69	2,391.29	4.04%
07/11/16	SECRETARIAL SERVICES	2.5/wk	$ 31.2304	4,075.57	4,232.50		N/A	4,232.50	323.79	3.85%
	TOTALS			34,121.24	35,029.24			35,491.19	2,715.08	
51440 - DISPATCH PERSONNEL			HOURLY RATE							
10/02/19	DISPATCHER II	40	36.7202	74,816.48	76,671.84		2,833.33	79,505.17	6,082.15	2.48%
02/20/20	DISPATCHER I	40	34.6000	70,080.00	72,244.80		2,833.33	75,078.13	5,743.48	3.09%
05/22/17	DISPATCHER I	40	38.1600	79,678.08	79,678.08		2,833.34	82,511.42	6,312.12	0.00%
02/26/24	DISPATCHER I	40	30.4230	61,976.80	63,523.20			63,523.20	4,859.52	2.50%
02/22/21	DISPATCHER I	40	33.6889	68,695.68	70,342.40			70,342.40	5,381.19	2.40%
07/28/25	DISPATCHER I	40	28.4800	59,466.24	60,727.20			60,727.20	4,645.63	2.12%
01/20/25	DISPATCHER I	40	28.4800	59,466.24	68,633.28			68,633.28	5,250.45	15.42%
01/25/24	DISPATCHER I	40	30.5379	62,260.80	63,763.20			63,763.20	4,877.88	2.41%
01/16/20	DISPATCHER I	40	38.1600	77,628.48	79,678.08			79,678.08	6,095.37	2.64%
02/17/25	DISPATCHER I	40	28.4800	59,466.24	65,143.20			65,143.20	4,983.45	9.55%
	PART TIME DISPATCHERS			44,967.00	44,967.00			44,967.00	3,439.98	0.00%
	HOLIDAY PAY		$ 27.5600	32,276.00	33,082.90			33,082.90	2,530.84	2.50%
	TOTALS			750,778.04	778,455.18		8,500.00	786,955.18	60,202.06	
51810-DISPATCH OVERTIME				123,849.72	128,207.00			128,207.00	9,807.84	3.52%
51823-EMERGENCY PERSONNEL				1,800.00	1,800.00			1,800.00	137.70	0.00%
51830-TRAINING OVERTIME				24,000.00	24,000.00			24,000.00	1,836.00	0.00%
FICA TOTAL FROM	FRINGE BENEFIT PAGE								255.51	
TOTALS - EMERGENCY MANAGEMENT DEPARTMENT				1,031,604.46	1,066,973.27		8,500.00	1,075,935.22	82,564.55	4.30%

WORKDAYS 2026/2027	WEEKS TO BUDGET
261	52.2

TOWN OF WATERFORD
ADVERTISING-POSTAGE-PROF. FEES - EMERGENCY MANAGEMENT DEPARTMENT
2026/2027 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
52010	ADVERTISING	200	-	-	200	200	200	0.00%

ACCOUNT JUSTIFICATION

The amount requested will be used for placing emergency procedures, public information notices and legal ads in the newspaper.

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
52020	POSTAGE	1	-	45	1,000	500	500	0.00%

ACCOUNT JUSTIFICATION

This amount will be used for routine correspondence and mailings for the Emergency Management Department, Emergency Management Advisory Council and the Dispatch Center. Also includes shipping costs for equipment repairs.

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
52030	PROFESSIONAL FEES	1,140	542	1,332	1,000	1,000	1,000	0.00%

ACCOUNT JUSTIFICATION

The Dispatch Center is required to utilize outside professional resources which may include, but not be limited to, psychologists, therapists, professional doctors, evaluators and consultants; all of whom perform tasks required by our agency. Monies allocated for interpreting of both language and documents have been issued. Professional advice from training counselors is also common place. Dispatchers' physicals and confidential counseling is also taken from this line item.

TOWN OF WATERFORD
SERVICE CONTRACTS & REPAIRS - EMERGENCY MANAGEMENT DEPARTMENT
2026/2027 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
52040	SERVICE CONTRACTS & REPAIRS	44,733	15,055	35,669	43,480	44,681	46,181	3.36%

ACCOUNT JUSTIFICATION

BREEZELINE	$212.84/MONTH	2,554	Cable TV for EOC
READY REFRESH (WATER)	$53.94/MONTH	443	Water Coolers Dispatch & EOC
RICOH	$78.00 MONTHLY	924	Copier in Dispatch Center
RICOH	$.052/PAGE	260	5000 Pages
INTEGRATED TECHNICAL SYSTEMS (ALARMS)	ANNUAL	7,500	Alarm monitoring for 12 town buildings
VEHICLE MAINTENANCE	ESTIMATED COST OF REPAIRS	3,000	Vehicle Maintenance for Emergency Management vehicle
REPAIRS TO EQUIPMENT	ESTIMATED COST OF MISC REPAIRS	7,500	Cost for Equipment Repair in the Dispatch Center & EOC
BATTERIES-TOWNWIDE RADIOS		12,000	Replacement Batteries for Portable Radios
REPAIRS/SERVICE CALLS FOR TOWNWIDE RADIOS		12,000	Repair Costs for Portable and Mobile Radios
	TOTAL	46,181	

TOWN OF WATERFORD
DUES-CONFERENCES-EDUCATION, PRINTING & REIMB. EXPENSES -EMERGENCY MANAGEMENT DEPARTMENT
2026/2027 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
52050	DUES, CONF & EDUCATION	13,431	9,703	2,339	21,309	21,039	19,039	-9.51%

ACCOUNT JUSTIFICATION

APCO

DUES	10 FULLTIME DISPATCHERS & EMD	$69 ea.	759
RECERTIFICATION-APCO PST-7	10 FULLTIME DISPATCHERS	$33 ea.	330
INSERVICE TRAINING - 8 HOUR CLASS	10 FULLTIME DISPATCHERS	$220 ea.	2,200
APCO ATLANTIC CHAPTER CONFERENCE	10 FULLTIME DISPATCHERS	$165 ea.	1,650
NENA 911 Dues	10 FULLTIME DISPATCHERS	$75 ea.	750

The above costs are for the fees for the registation of classes and memberships.

EMERGENNCY MANAGEMENT/HURRICANE CONFERENCE
1 EM PERSONNEL TO ATTEND — 2,750

APCO/NENA CONFERENCES
1 DISPATCHER AND 1 EMD TO ATTEND THE CONFERENCE — 2,500

CT EMERGENCY MANAGEMENT ASSOC. — DUES-EMD — $100 ea. — 100

COLLEGE REIMBURSEMENT — 8,000
Per Union contract

19,039

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
52060	PRINTING	29	2	14	200	200	200	0.00%

This amount will be used for the items that cannot be printed in the town print room, such as but not limited to, poster size enlargements for the EOC with radiological and evacuation informational updates, & color Millstone zone maps.

TOWN OF WATERFORD
TELEPHONE - EMERGENCY MANAGEMENT DEPARTMENT
2026/2027 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
52080	TELEPHONE	21,098	21,556	21,977	20,136	21,168	25,340	19.71%

ACCOUNT JUSTIFICATION

The amount requested is the current rate. Covered in this line item for the Dispatch Center, Emergency Management Office and the Emergency Operations Center is the routine telephone expenses for business telephones, remote lines that connect remotely located radios; fire staion alerting, cellular phones, and 1-T1 line for the 800mhz Radio System.

MONTH	COST
June-25	2,217
July-25	2,135
August-25	2,169
September-25	2,019
October-25	1,936
November-25	2,194
TOTAL	**12,670**

6 Month Average for 12 months =

F.Y. 2026/27	**25,340**

TOWN OF WATERFORD
EMERGENCY MANAGEMENT DEPARTMENT
2026/2027 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
52300	TRAINING, EDUCATION & EMERGENCIES	259	860		2,600	2,600	2,600	0.00%

ACCOUNT JUSTIFICATION

Included in this line item is participation in the annual Millstone rehearsal and exercise. Additionally, the town is under a Federal Mandate contained within the Superfund Amendments Authorization Act 1986 (SARA) Title III to participate in an annual hazardous materials emergency exercise. This line item is also used for any type of emergency that may occur such as, but not limited to, blizzards, hurricanes or flooding, as well as any expenditure necessary relating to the preparation, mitigation, response and recover of any emergency. Also included are funds for personnel to attend and/or purchase supplies for Emergency Management Education and Training Programs, emergency information data input and the development, supplies and training of a CERT (Citizens Emergency Response Team) unit. Some expenses under this line item are eligible for up to 100% reimbursement from the Nuclear Safety Fund.

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
52370	DISPATCH CLOTHING ALLOWANCE	2,776	3,982	4,090	4,000	4,000	4,250	6.25%

ACCOUNT JUSTIFICATION

Per Union contract the Town shall provide 3 long sleeved shirts, 3 short sleeved shirts and 2 sweatshirts to each dispatcher. The town will replace shirts as needed upon request of the employees. On a fiscal year basis and upon presentation of valid receipts, the Town will reimburse employees for khaki style pants, not to exceed $100. Clothing allowance for part-time dispatchers $800.

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
52415	GENERATOR MAINTENANCE	4,689	4,988	2,069	6,200	6,200	6,200	0.00%

ACCOUNT JUSTIFICATION

Emergency Management has one 100kw and one 30kw portable generators, five 27kw units obtained from the military 1033 program, two light tower generators, three 25kw & one 35kw generators located at each of the tower sites for the townwide radio system. The maintenance contract for the generators for upkeep and routine service is $1,700 annually. Parts, labor & other associated costs incurred by repairs that are above & beyond the annual maintenance contract for the generators covered by the service contract is estimated at an additional $4,500, for a total of $6,200.

TOWN OF WATERFORD
OFFICE SUPPLIES, OTHER SUPPLIES & FUELS & LUBRICANTS- EMERGENCY MANAGEMENT DEPARTMENT
2026/2027 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
53010	OFFICE SUPPLIES	293	239	157	250	250	250	0.00%

ACCOUNT JUSTIFICATION

Funds in this line item are used to cover the expense of office supplies that are not available through the purchasing agent, such as color ink printer cartridges, also miscellaneous special order items needed during a drill or emergency and items needed immediately.

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
53020	OTHER SUPPLIES	996	444	228	1,030	1,030	1,030	0.00%

ACCOUNT JUSTIFICATION

This line item is used to purchase protective gear for emergency workers and easily identifiable emblems to be kept on hand for use during an emergency. Cleaning supplies, computer equipment, such as wireless mouses and keyboards, batteries for equipment in the center, and headsets for dispatchers.

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
53090	FUELS & LUBRICANTS	612	468	197	1,030	750	750	0.00%

ACCOUNT JUSTIFICATION

This line item covers fuel for the emergency management vehicle and a towable 30kW diesel generator and small portable generators.

TOWN OF WATERFORD
SHELTER & RADIOLOGICAL SUPPLES & EQUIPMENT- EMERGENCY MANAGEMENT
2026/2027 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
53120	SHELTER SUPPLIES	-	508	-	600	600	600	0.00%

ACCOUNT JUSTIFICATION

This request represents the amount needed to increase and maintain the readiness level of supplies required to adequately equip a shelter/pet shelter for an evacuation within the town, such as for a storm-related emergency condition. It will be used to purchase the necessary items that must be kept on hand. Perishable food products and consumable items such as disposable pillowcases are replaced at the end of each fiscal year.

LINE ITEM	ACCOUNT NAME	2022/23 ACTUAL	2023/24 ACTUAL	2024/25 ACTUAL	2024/25 RTM APPROVED	2025/26 APPROVED	2026/27 PROPOSED	
53130	RADIOLOGICAL SUPPLIES	254	175	-	400	400	400	0.00%

ACCOUNT JUSTIFICATION

This line item is used to purchase radiological monitors, warning and evacuation signs and equipment, protective clothing and decontamination supplies.

TOWN OF WATERFORD
PROPOSED REVENUE BY DEPARTMENT
GENERAL FUND
2026-2027 FISCAL YEAR

All revenues from each department must be listed in the following categories. Please add any revenue lines that are not listed below.

DEPARTMENT: EMERGENCY MANAGEMENT

LINE ITEM	2023-2024 ACTUAL	2024-2025 ACTUAL	2025-2026 YTD	2026-2027 PROPOSED	VARIANCE
Alarm Monitoring					0
Alarm Penalties					0
Ambulance Subsidy	12,000	12,000	6,000	12,000	6,000
Beach Admission Fees					0
Benefit Assessments					0
Bulky Waste Fees					0
Civil Preparedness	38,988	63,764	33,721	35,444	1,723
Conveyance Tax					0
Copy Fees					0
East Lyme Animal Control Fee					0
Enhanced E 9-1-1	22,583	22,594	16,924	23,000	6,076
Fines/Penalties					0
Hazardous Household Waste					0
Inspection Fees					0
Interest/Lien Fees					0
Inter-Municipal Revenues	85,147	75,487	0	85,000	85,000
Miscellaneous					0
Permitting/Licensing Fees					0
Program/Registration Fees					0
Recording Fees					0
Regional Communications Fees	6,000	6,000	6,000	6,000	0
Rentals					0
Sale of Recyclables					0
State Operational Grants					0
Tipping Fees					0
Versa Kart/Blue Box Purchases					0
					0
					0
					0
					0
					0
TOTALS	**164,718**	**179,845**	**62,645**	**161,444**	**98,799**

TOWN OF WATERFORD
PROPOSED REVENUE BY DEPARTMENT
SPECIAL REVENUE
2026-2027 FISCAL YEAR

All revenues from each department must be listed in the following categories. Please add any revenue lines that are not listed below.

DEPARTMENT: Emergency Management

LINE ITEM	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 YTD	2025-2026 PROPOSED	VARIANCE
GRANTS (list anticipated individual grants below)					
EMPG	9,373	9,776	10,313	**10,313**	**0**
NSEF	62,417	75,944	104,500	**1,080,000**	**975,500**
					0
					0
					0
					0
DONATIONS (list indivual donations below)					**0**
					0
					0
					0
					0
					0
					0
PROGRAM FEES (list anticipated revenue by program)					**0**
					0
					0
					0
					0
					0
					0
MISC					**0**
					0
					0
					0
					0
					0
					0
					0
					0
					0
TOTALS	**71,790**	**85,720**	**114,813**	**1,090,313**	**975,500**

NENA: THE 9-1-1 ASSOCIATION
PO Box 37151 | Baltimore, MD 21297-3151 | 202.466.4911 | Fax 202.618.6370

NENA THE 9-1-1 ASSOCIATION

Dues Invoice

PAID

Date	Invoice #
12/19/2025	300089778

Bill To	NENA Member Information
Steven Sinagra Town of Waterford 204 Boston Post Road Waterford, CT 06385 United States	Steven Sinagra Waterford Emergency Communications Center 204 Boston Post Rd Waterford, CT 06385-2819 United States

Mailing a purchase order? Send to:
NENA, 1700 Diagonal Road, Ste 500
Alexandria VA 22314

PO	Due
	12/31/2025

Description	Amount
Public Sector	$152.00
Total	$152.00

Payments/Adjustments

Description	Amount
Payment via Credit Card (using card xxxxxxxxxxxx8313) *Applied to invoice on 12/19/2025 1:34:22 PM*	($152.00)
Total Payments/Adjustments	($152.00)
Balance Due	$0.00

Visit nena.org to pay by check or credit card | Make checks payable to NENA | Remit invoice # with payment

READ THIS CAREFULLY! THIS IS A LEGAL AGREEMENT THAT AFFECTS YOUR RIGHTS AND OBLIGATIONS.
By applying for or renewing your membership in the National Emergency Number Association you represent that you have read, and you agree to be bound by the terms of the NENA Intellectual Property Rights Policy, available at www.nena.org/ipr. You MUST accept these terms to become or remain a member of the Association.

Shopping Cart | Receipt

Thank you for your order.

Your Confirmation number is: AJ0E5C82EFCF

Your Invoice number is: 1204068

You may print this page for your records.

Print this page

Invoice Details

Order Line Items

Item	Quantity	Price	Tax	Shipping	Discount	Net Total	Paid Amount	Balance Due
AT Chapter - Group Membership 1 - 10 staff	1.00 Required	$78.20 Required	$0.00	$0.00	$0.00	$78.20	$0.00	$78.20
Group Membership 1 - 10 staff (Tier 1)	1.00 Required	$312.80 Required	$0.00	$0.00	$0.00	$312.80	$0.00	$312.80

Billing/Shipping Information

Customer name: Sinagra Steven

Email: ssinagra@waterfordct.org

Phone:

Billing name: Sinagra Steven

Billing label: Steven Sinagra
Emergency Management Director/Dispatch Supervisor
Waterford Emergency Communications Center
204 Boston Post Rd
Waterford, CT 06385-2819

Payment Information

Sub Total: 391.00

Total Shipping: 0.00

Total Tax: 0.00

Total Discount: 0.00

Credits Applied: 0.00

Previous Payments: 0.00

Net total:	391.00
Net Applied:	0.00
Payment Amount:	391.00
Balance Due:	0.00
Payment method:	Visa
Authorization code:	036682
Reference number:	AJ0E5C82EFCF

&source=

NENA: THE 9-1-1 ASSOCIATION

Public Sector Group Membership Packages

NENA's group membership packages are available to public sector 9-1-1 agencies. These packages provide discounted memberships, as well as additional benefits including free job postings and vouchers redeemable for discounts on conferences, courses, and more. By taking advantage of a membership package, your agency will save money and have the chance to share all that NENA has to offer with more employees.

Agency Group Packages	Cost	Package Benefits Visit nena.org/groups to learn more	Savings
I	$750	• Up to 5 Full Memberships • Up to 15 Telecommunicator Memberships* • 1 - $150 Voucher	Up to $1,090
II	$ 1,650	• Up to 10 Full Memberships • Up to 30 Telecommunicator Memberships* • 2 - $150 Vouchers • 1 Complimentary Job Posting	Up to $2,279
III	$3,200	• Up to 20 Full Memberships • Up to 50 Telecommunicator Memberships* • 5 - $150 Vouchers • 2 Complimentary Job Postings	Up to $4,188
IV	$4,850	• Up to 30 Full Memberships • Up to 70 Telecommunicator Memberships* • 8 - $150 Vouchers • 5 Complimentary Job Postings	Up to $6,495
V	$5,000+	• 31 or More Full Memberships • Up to 100 Telecommunicator Memberships* • 8 - $150 Vouchers • 5 Complimentary Job Postings • Additional Full memberships @$110 each • Additional TC memberships @$15 each	$8,350+

* Telecommunicator memberships are digital, non-voting memberships.

Membership Categories

Public Sector/Full

Individuals who are employed by, or appointed or elected to, a government or quasi-government agency and who are, or have been, responsible for some aspect of design, promotion, construction, installation, maintenance, command, and/or operation of public safety emergency communications systems, along with individuals who have retired from such positions.

Telecommunicator

Individuals who are certified in, engaged in, employed as, or retired from ***non-management and non-supervisory*** public safety communications positions, including call-takers and dispatchers, who wish to further their career in the emergency communications industry and support the goals and objectives of NENA.

NENA Voucher Rules

1. Good toward any national NENA event (regular registration rate), course, or webinar.
2. Not applicable toward additional memberships.
3. One-time use with a max value of $150.
4. Cannot be combined.
5. No money will be given against a voucher. Any balance on a voucher will not be refunded.

JOIN ONLINE OR DOWNLOAD AN APPLICATION FORM AT

NENA.ORG/GROUPS

For more information on how to take advantage of this money-saving opportunity, visit **nena.org/groups**, contact Member Services at **membership@nena.org**, or call NENA at **202.466.4911**.