TOWN OF WATERFORD
GENERAL FUND
2022-2023 PROPOSED BUDGET

DEPT/AGENCY: 10112 INSURANCE

LINE ITEM	DESCRIPTION	2020/2021 ACTUAL EXPENDED	2021/2022 RTM APPROP.	2021/2022 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 1/1/22	2022/2023 DEPT/ AGENCY REQUEST	2022/2023 FIRST SELECTMAN RECOMMENDS	Department Request $ Increase	Department Request % Increase
SERVICES									
52200	WORKERS' COMPENSATION	657,530	734,664		682,535	698,805	698,805	(35,859)	-4.88%
52201	LIABILITY/AUTO/PROPERTY (LAP)	406,751	455,676	77,273	495,269	513,678	513,678	58,002	12.73%
52240	UNEMPLOYMENT COMPENSATION	34,265	10,000		0	10,000	10,000	0	0.00%
52250	DEDUCTIBLE COVERAGE	4,000	35,000		10,040	20,000	20,000	(15,000)	-42.86%
52251	HEALTHCARE	3,398,170	3,458,563		185,048	3,460,000	3,460,000	1,437	0.04%
52252	LONG TERM DISABILITY	2,911	3,000		4,622	4,038	4,038	1,038	34.60%
52253	LIFE INSURANCE	20,444	21,000		21,791	22,151	22,151	1,151	5.48%
	SUBTOTAL	**4,524,071**	**4,717,903**	**77,273**	**1,399,305**	**4,728,672**	**4,728,672**	**10,769**	**0.23%**
DEPARTMENT TOTAL		**4,524,071**	**4,717,903**	**77,273**	**1,399,305**	**4,728,672**	**4,728,672**	**10,769**	**0.23%**

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

FY 2022-2023

The insurance budget for fiscal year 2022-2023 represents an increase of $10,769 (0.23%) over the prior year. The increase represents the addition of a separate Cyber Security policy and an anticipated increase across the all the individual policies.

The Town of Waterford no longer has an effective budget stabilization contract with CIRMA for its LAP coverage. In the Spring of 2022, the Town will be going out to bid in the open market for the FY2023 policies as an opportunity to review overall coverages and premium costs.

TOWN OF WATERFORD
INSURANCE BUDGET SUMMARY
2022-2023

LINE ITEM	COVERAGE	FY 2017 ACTUAL	FY2018 ACUTAL	FY2019 ACTUAL	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 ADOPTED BUDGET	FY 2022 PROJECTED	FY 2023 PROPOSED BUDGET	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
52200	WORKERS' COMPENSATION	635,104	704,517	695,402	713,648	657,530	734,664	677,015	698,805	(35,859)	-5.13%
52201	LIABILITY/AUTO/PROPERTY	488,402	457,590	427,302	411,011	406,751	532,949	499,718	513,678	(19,271)	-3.75%
52240	UNEMPLOYMENT COMPENSATION	27,555	7,821	1,077	43,498	34,265	10,000	10,000	10,000	-	0.00%
52250	DEDUCTIBLE COVERAGE	41,212	39,655	26,671	48,865	4,000	35,000	10,000	20,000	(15,000)	-75.00%
52251	HEALTHCARE	3,172,323	3,205,084	3,417,542	3,410,686	3,398,170	3,458,563	3,817,398	3,460,000	1,437	0.04%
52252	LONG TERM DISBILIYT	2,412	3,494	2,951	2,440	2,911	3,000	3,671	4,038	1,038	25.71%
52253	LIFE INSURANCE	16,321	18,811	19,866	19,736	20,444	21,000	20,138	22,151	1,151	5.20%
	TOTALS	4,383,329	4,436,972	4,590,811	4,649,883	4,524,071	4,795,176	5,037,940	4,728,673	(66,503)	

TOWN OF WATERFORD
WORKERS' COMPENSATION BUDGET SUMMARY
2022-2023

COVERAGE	FY 2017 ACTUAL	FY2018 ACUTAL	FY2019 ACTUAL	FY2020 ACTUAL	FY2021 ACTUAL	FY 2022 PROJECTED	FY 2023 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
CIRMA PREMIUM [1]	638,565	693,728	693,696	672,889	672,830	693,015	713,805	40,975	5.74%
PAYROLL AUDIT [2]	13,053	30,144	31,362	55,249	-	-	-	-	#DIV/0!
CREDITS - POLICE OUTSIDE SERVICES/MISCELLANEOUS [3]	(16,514)	(19,355)	(29,656)	(14,490)	(15,300)	(16,000)	(15,000)	300	-0.02
TOTALS	635,104	704,517	695,402	713,648	657,530	677,015	698,805	41,275	

TOWN OF WATERFORD
LIABILITY, AUTO, PROPERTY
2022-2023

COVERAGE	FY 2017 ACTUAL	FY2018 ACUTAL	FY2019 ACTUAL	FY2020 ACTUAL	FY2021 ACTUAL	FY 2022 PROJECTED	FY 2023 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
LIABILITY/AUTO/PROPERTY (LAP) PREMIUM [1]	404,392	421,676	394,898	367,559	360,639	374,851	#########	25,458	6.59%
FLOOD INSURANCE - PUMP STATIONS [2]	51,193	-	-					-	#DIV/0!
TAX COLLECTOR BOND	572	572	572	572	572	572	572	-	0.00%
TREASURER BOND	1,070	1,070	1,070	1,070	1,070	1,070	1,070	-	0.00%
BOILER & MACHINERY	6,921	5,852	6,013	14,212	15,003	14,747	15,189.41	186	1.23%
VACANT PROPERTY	1,867	1,948	682	737	763	803	827.09	64	7.79%
CRIME	1,654	1,612	1,612	4,032	4,444	4,444	4,577.32	133	2.91%
POLLUTION (UST)	1,552	1,839	1,504	1,951	2,031	1,975	2,034.25	3	0.16%
RISK MANAGEMENT ADVISOR	21,000	21,000	21,000	21,000	21,000	21,000	21,630	630	2.91%
ADDITIONAL ENDORSEMENTS (ESTIMATE)	3,517	2,550	537	238	3,641	3,000	3,090	(551)	-17.83%
CYBER SECURITY [3]						77,273	79,591.19	79,591	100.00%
PRIOR YEAR CREDITS	(5,336)	(529)	(586)	(360)	(2,412)	(17)	(1,000)	1,412	-141.20%
TOTALS	488,402	457,590	427,302	411,011	406,751	499,718	513,678	106,927	

[1] FY22 was the last year of the budget stabilization program with CIRMA.

[2] Flood Insurance costs moved to the Utility Commission in FY2018.

[3] No longer covered under CIRMA LAP Policy. Requires its own policy as of FY22.

TOWN OF WATERFORD
UNEMPLOYMENT COMPENSATION
2022-2023

COVERAGE	FY 2017 ACTUAL	FY2018 ACUTAL	FY2019 ACTUAL	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 PROJECTED	FY 2023 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
UNEMPLOYMENT COMPENSATION [1]	27,555	7,821	1,077	43,498	34,265	10,000	10,000	(24,265)	-2.4265
TOTALS	27,555	7,821	1,077	43,498	34,265	10,000	10,000	(24,265)	

Three-Year Average

[1] Proposed budget includes an established funding level to reflect the last several year's downward trend.

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
2022-2023

COVERAGE	FY 2017 ACTUAL	FY2018 ACUTAL	FY2019 ACTUAL	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 PROJECTED	FY2023 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
LONG-TERM DISABILITY	2,412	3,494	2,951	2,440	2,911	3,671	4,038	1,127	0.279187103
TOTALS	2,412	3,494	2,951	2,440	2,911	3,671	4,038	1,127	

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 $250 per month. The Town currently has 21 eligible employees with a maximum of $3000.

TOWN OF WATERFORD
LIFE INSURANCE
2022-2023

COVERAGE	FY 2017 ACTUAL	FY2018 ACUTAL	FY2019 ACTUAL	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 PROJECTED	FY2023 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
LIFE INSURANCE	16,321	18,811	19,886	19,736	20,444	20,138	22,151.36	1,707	0.077076983
TOTALS	16,321	18,811	19,886	19,736	20,444	20,138	22,151	1,707	

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 1301) are eligible for accidental death and dismemberment. The level of benefit follow.

Presently, there are 180 employees covered under the plan, 104 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.

TOWN OF WATERFORD
HEALTH INSURANCE FUND ANALYSIS
2022-2023 FISCAL YEAR BUDGET

ITEM	DESCRIPTION	TOWN	BD OF ED	TOTAL	NOTES
	Projected percent of expenditures	35.91%	64.09%	100.00%	
1	Expected paid claims for contract period @100%	$ 3,850,990	$ 6,873,014	$ 10,724,004	Projection THRU OCT 21
2	Administrative Fees/Network Access Fees	$ 66,135	$ 118,033	$ 184,168	Projection FY 23
3	Stop Loss	$ 926,855	$ 1,654,194	$ 2,581,049	Projection FY 23
	Note: Includes ISL at $175K and ASL at 125%				
	Estimated Stop Loss Excess	$ -	$ -	$ -	
4	PCORI	$ 1,390	$ 2,481	$ 3,871	
5	**TOTAL 2022-23 PROJECTED EXPENDITURES**	**$4,845,370**	**$8,647,722**	**$13,493,092**	
6	Premiums to be collected from COBRA and "Other" participants	$ 178,608	$ 366,762	$ 545,370	from HR
7	Employee Premium Shares	$ 495,628	$ 1,316,914	$ 1,812,542	from HR and BOE finance
8	Due From Sewer Enterprise Fund	$ 302,906	n/a	$ 305,402	from HR
9	Due From Town Retirement Budget	$ 402,682	n/a	$ 434,598	matches retirement budget #
10	Due From Employer Share Food Service	n/a	$ 118,326	$ 118,326	from BOE finance
11	Due From Employee Share Food Service	n/a	$ 25,862	$ 25,862	from BOE finance
12	Due from Teachers' Retirement	n/a	$ 58,025	$ 56,984	from TRB 2021
13	Projected Investment Earnings/Miscellaneous	$ 2,500	$ 2,500	$ 3,000	
16	**TOTAL PROJECTED FUNDING OFFSETS**	**$ 1,382,324**	**$ 1,888,389**	**$ 3,302,084**	
17	**Total Expenditures**	**$3,463,046**	**$6,759,333**	**$10,191,008**	
FUND BALANCE PROJECTION					
18	**Fund Balance as of 06/30/2021**	**$ 2,236,892**	**$ 3,992,271**	**$ 6,229,163**	From Town Finance

CURRENT YEAR ESTIMATED					
19	Amoritization of Fund Balance FY 2021	($83,179)	($171,344)	($254,523)	Based on Budget for 2022
20	**ESTIMATED Fund Balance as of 06/30/2021**	**$ 2,153,713**	**$ 3,820,927**	**$ 5,974,640**	
21	Risk Corridor @ 25.5% of Line 1	$ 982,002	$ 1,752,619	$ 2,734,621	
22	Fund balance over Risk Corridor	$ 1,171,711	$ 2,068,308	$ 3,240,019	
23	Amortization of Fund balance over/(under) Risk Corridor (Line 22 above)	390,570	689,436	1,080,006	
24	**Total Funding Offsets and Funding Requirement**	**3,072,476**	**6,069,897**	**9,142,373**	
25	**Transfer to Healthcare Fund (Line 15 - Line 19)**	**$ 3,072,476**	**$ 6,069,897**	**$ 9,142,373**	
26	Payments in Lieu of Insurance	**$ 14,000**	**$ 20,950**	**$ 34,950**	Per estimate provided by Karen
27	Services of Agent of Record	**$ 16,160**	**$ 28,841**	**$ 45,000**	Assuming no increase
28	HSA Contribution	**$ 267,000**	**$ 622,534**	**$ 889,534**	Per estimate provided by Karen and Joyce
29	**Health Insurance Appropriation-2022-2023**	**$ 3,369,636**	**$ 6,742,222**	**$ 10,111,857**	
30	Appropriated 2020-2021 Budget	$ 3,460,000	$6,347,425	$9,807,425	
31	Increase/(Decrease)	(90,364)	394,797	304,432	
32	Percent Increase/Decrease	-2.61%	6.22%	3.10%	

TOWN OF WATERFORD
LONG-TERM DISABILITY
2022-2023

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TOWN OF WATERFORD
LIFE INSURANCE
2022-2023

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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-18	$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-18	$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-18	$0.00	($2,484.43)	($2,484.43)	$0.00	$0.00	$0.00	$2,734.42	$249.93	$1,675.40	$2,175.32
Oct-18	$173,253.76	($1,976.66)	$171,277.10	$95,854.75	$0.00	$0.00	($396.40)	$249.93	$1,689.80	$268,675.18
Nov-18	$0.00	($1,621.63)	($1,621.63)	$26.00	$0.00	$0.00	$1,777.22	$249.93	$1,689.80	$2,121.32
Dec-18	$0.00	$0.00	$0.00							$0.00
Jan-19			$0.00							$0.00
Feb-19			$0.00							$0.00
Mar-19			$0.00							$0.00
Apr-19			$0.00							$0.00
May-19			$0.00							$0.00
Jun-19			$0.00							$0.00
	$346,508.16	($9,627.89)	$336,880.27	$307,860.50	$0.00	$0.00	$172,780.44	$1,249.55	$8,438.60	$827,209.36

FY-2021 Month	Wk. Comp Premium	Vendor Reimb.	Net Premium	LAP Insurance	Unemp. Comp.	Deductable Coverage	Healthcare	Long-term Disability	Life Insurance	Total
Jul-18	$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-18	$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-18	$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-18	$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-18	$0.00	($1,107.97)	($1,107.97)	$0.00	$0.00	$0.00	$1,614.75	($286.84)	$0.00	$219.94
Dec-18	$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-19	$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-19	$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-19	$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-19	$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-19	$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-19	$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

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Actual Expenditures

FY-2020 Month	Wk. Comp Premium	Vendor Reimb.	Net Premium	LAP Insurance	Unemp. Comp.	Deductable Coverage	Healthcare	Long-term Disability	Life Insurance	Total
Jul-18	$168,222.96	$1,399.45	$166,823.51	$130,575.38	$0.00	$0.00	$220,469.84	$212.24	$3,295.64	$521,376.61
Aug-18	$0.00	$3,061.06	($3,061.06)	$26.00	$0.00	$1,000.00	($5.63)	$242.54	$1,652.62	($145.53)
Sep-18	$168,221.88	$847.85	$167,374.03	$90,794.42	$0.00	$1,000.00	($653.28)	($242.56)	$1,638.22	$259,910.83
Oct-18	$0.00	$2,511.00	($2,511.00)	($74.00)	$0.00	$3,000.00	$7,493.17	$226.26	$1,653.52	$9,787.95
Nov-18	$0.00	$1,018.51	($1,018.51)	$98,843.42	$0.00	$13,008.75	$5,967.69	$271.25	$1,670.32	$118,742.92
Dec-18	$168,221.68	$579.37	$167,642.31	$0.00	$0.00	($1,135.00)	$3,144,745.47	$736.94	$1,633.32	$3,313,623.04
Jan-19	$0.00	$504.15	($504.15)	$2,076.00	$2,516.81	$10,000.00	$10,823.29	($245.16)	$1,614.52	$26,281.31
Feb-19	$0.00	$581.31	($581.31)	$0.00	$3,360.00	$0.00	$1,583.33	$246.25	$1,647.32	$6,255.59
Mar-19	$168,221.68	$406.73	$167,814.95	$88,843.42	$2,741.00	($757.50)	$1,271.41	$246.25	$1,638.72	$261,798.25
Apr-19	$0.00	$758.68	($758.68)	($286.00)	$2,900.00	$21,748.75	$9,767.47	$246.25	$1,633.92	$35,251.71
May-19	$55,249.00	$1,094.82	$54,154.18	$0.00		$0.00	$1,230.36	$204.93	$1,657.72	$57,247.19
Jun-19	$0.00	$1,726.22	($1,726.22)	$212.00	$31,980.25	$1,000.00	$7,992.71	$294.81		$39,753.55
	$728,137.20	$14,489.15	$713,648.05	$411,010.64	$43,498.06	$48,865.00	$3,410,685.83	$2,440.00	$19,735.84	$4,649,883.42

FY-2019 Month	Wk. Comp Premium	Vendor Reimb.	Net Premium	LAP Insurance	Unemp. Comp.	Deductable Coverage	Healthcare	Long-term Disability	Life Insurance	Total
Jul-18	$173,424.00	$2,286.59	$171,137.41	$128,470.01	$0.00	$340.00	$119,153.00	$250.26	$3,300.80	$422,651.48
Aug-18	$0.00	$2,873.51	($2,873.51)	($586.00)	$0.00	$1,000.00	$666.69	$227.00	$1,662.28	$96.46
Sep-18	$173,424.00	$2,582.89	$170,841.11	$98,575.25	$0.00	$1,051.20	$0.00	$218.57	$1,653.08	$272,339.21
Oct-18	$0.00	$3,360.60	($3,360.60)	$2,574.00	$0.00	$1,461.50	$5,597.11	$255.09	$1,667.08	$8,194.18
Nov-18	$0.00	$3,269.17	($3,269.17)	$336.00	$0.00	$8,215.00	$538.25	$241.29	$1,653.08	$7,714.45
Dec-18	$173,424.00	$3,363.73	$170,060.27	$98,575.25	$0.00	$2,394.56	$3,272,912.00	$241.29	$1,663.48	$3,545,846.85
Jan-19	$0.00	$1,930.03	($1,930.03)	$523.00	$0.00	$3,489.44	$2,178.98	$257.92	$1,700.02	$6,219.33
Feb-19	$0.00	$3,077.92	($3,077.92)	$0.00	$106.00	$2,827.17	$0.00	$249.56	$1,666.82	$1,771.63
Mar-19	$173,424.00	$1,910.62	$171,513.38	$98,575.25	$147.00	$75.50	$0.00	$249.56	$1,674.82	$272,235.51
Apr-19	$0.00	$1,305.87	($1,305.87)	$259.00	$123.00	$11,000.00	$9,872.44	$249.56	$1,567.22	$21,765.35
May-19	$31,362.00	$1,306.42	$30,055.58	$0.00	$225.00	$10,000.00	$1,076.50	$249.56	$1,657.22	$43,263.86
Jun-19	$0.00	$2,388.61	($2,388.61)	$0.00	$476.19	($15,183.85)	$5,547.43	$261.60	$0.00	($11,287.24)
	$725,058.00	$29,655.96	$695,402.04	$427,301.76	$1,077.19	$26,670.52	$3,417,542.40	$2,951.26	$19,865.90	$4,590,811.07