

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 12, 2025
Town Hall, 9:00 p.m.

RECEIVED FOR RECORD
WATERFORD, CT
2025 FEB 26 A 10:46
ATTEST: *[Signature]*
TOWN CLERK

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

Glenn Patterson, Chairman

TOWN OF WATERFORD
GENERAL FUND
2025-2026 PROPOSED BUDGET

DEPT/AGENCY:

10145

HUMAN RESOURCES DEPARTMENT

LINE ITEM	DESCRIPTION	2023-2024 ACTUAL EXPENDED	2024-2025 RTM APPROP.	2024-2025 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 1/1/25	2025-2026 DEPT/ AGENCY REQUEST	Department Request \$ Increase	Department Request % Increase	BOS CUTS	2025-2026 BD OF SELECTMEN APPROVED	BOS Approved \$ Increase	BOS Approved % Increase
PERSONNEL COSTS												
51110	ADMINISTRATION	94,096	96,819		50,079	99,240	2,421	2.50%		99,240	2,421	2.50%
51210	CLERICAL/TECHNICAL	80,890	59,969		31,018	61,469	1,500	2.50%		61,469	1,500	2.50%
51920	F.I.C.A	13,060	11,995		6,067	12,294	299	2.49%		12,294	299	2.49%
	SUBTOTAL	188,046	168,783	0	87,164	173,003	4,220	2.50%	0	173,003	4,220	2.50%
SERVICES												
52010	ADVERTISING	2,997	4,400		661	4,400	-	0.00%		4,400	-	0.00%
52020	POSTAGE	453	904		168	904	-	0.00%		904	-	0.00%
52030	PROFESSIONAL FEES	52,655	75,000		75,000	70,000	(5,000)	-6.67%	(20,000)	50,000	(25,000)	-33.33%
52040	SERVICE CONT. & REPAIR	1,255	1,467		1,279	1,467	-	0.00%		1,467	-	0.00%
52050	DUES, CONF. & EDUCATION	455	885		199	874	(11)	-1.24%		874	(11)	-1.24%
52070	REIMBURSABLE EXPENSE	136	250		23	250	-	0.00%		250	-	0.00%
52080	TELEPHONE	454	495		488	516	21	4.24%		516	21	4.24%
52300	TRAINING	3,834	6,470		5,270	6,680	210	3.25%		6,680	210	3.25%
52570	EMPLOYEE ASSIST. PROGRAM	2,171	4,500		4,500	4,500	-	0.00%		4,500	-	0.00%
	SUBTOTAL	64,410	94,371	0	87,588	89,591	(4,780)	-5.07%	(20,000)	69,591	(24,780)	-26.26%
MATERIALS & SUPPLIES												
53020	OTHER SUPPLIES	15,038	1,050		346	1,050	-	0.00%		1,050	-	0.00%
	SUBTOTAL	15,038	1,050	0	346	1,050	-	0.00%	0	1,050	-	0.00%
FURNITURE & EQUIPMENT												
54010	OFFICE FURNITURE	0	0			560	560	100.00%		560	560	100.00%
	SUBTOTAL	0	0	0	0	560	560	100.00%	0	560	560	100.00%
	DEPARTMENT TOTAL	267,494	264,204	0	175,098	264,204	-	0.00%	(20,000)	244,204	(20,000)	-7.57%

TOWN OF WATERFORD

FY 2026 BUDGET REQUEST

HUMAN RESOURCES DEPARTMENT



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 2024, the Human Resources Department posted and/or advertised 41 open positions, resulting in 7 promotions, 25 new full-time hires, and 9 new part-time hires. In addition, the Department processed 119 seasonal new/re-hires consisting of 70 employees for the Recreation & Parks Department playground program and beach staff and 49 employees for the Youth & Family Services' Camp DASH program.



TOWN OF WATERFORD

FY 2026 BUDGET REQUEST

HUMAN RESOURCES DEPARTMENT



The Human Resources Department also processed 27 retirements/resignations in FY 2024, including the following retirements of employees who had served the Town of Waterford for over 20 years:

- HR Administrative Assistant (HR Dept): 39 years of service
- Assistant Construction Inspector (Utility Commission): 37 years of service
- Senior Services Assistant (Senior Services Dept): 26 years of service
- Technical/Department Assistant (Library): 27 years of service



As positions became open due to retirements or resignations or for any newly created positions, the Human Resources Director, along with labor counsel and the union (if applicable), reviewed job descriptions to ensure the duties of the position and the minimum qualifications were accurately reflected. During FY 2024, the Human Resources Director presented 7 revised job descriptions to the Personnel Review Board (PRB), which is the governing body that must approve any new or revised job descriptions before they become effective.

In regards to collective bargaining, the Town of Waterford settled one contract during FY 2024:

1. Local 818 of Council #4, American Federation of State, County, and Municipal Employees (AFSCME), General Government Administrators (GGA) Collective Bargaining Agreement for July 1, 2023 – June 30, 2027 was ratified by the Representative Town Meeting (RTM) on December 4, 2023.

Negotiations began in FY 2024 with the Waterford Professional Firefighters Association, Union Local 4629 International Association of Firefighters, AFL-CIO. This collective bargaining agreement is expected to be settled in FY 2025.

TOWN OF WATERFORD FY 2026 BUDGET REQUEST HUMAN RESOURCES DEPARTMENT



Looking Forward:

For FY 2026, 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.

In regards to collective bargaining, the Town of Waterford will start negotiations for successor contracts in FY 2026 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

TOWN OF WATERFORD

FY 2026 BUDGET REQUEST

HUMAN RESOURCES DEPARTMENT



BUDGET JUSTIFICATION

51110 – ADMINISTRATION **\$99,240**
 Human Resources Director

51210 – CLERICAL/TECHNICAL **\$61,469**
 Human Resources Assistant

51910 – FRINGE BENEFITS **\$12,294**
 51920 – FICA: 7.65% of taxable wages of \$160,709 = \$12,294

GRAND TOTAL 51000 SERIES **\$173,003**

52010 – ADVERTISING **\$4,400**
 Indeed: \$300/post x 10 postings = \$3,000
 CCM: \$150/post x 4 postings = \$600
 Newspaper: \$400 x 2 postings = \$800

Expended FY24	Expended FY23	Expended FY22	Expended FY21
\$2,997	\$1,661	\$2,341	\$2,522

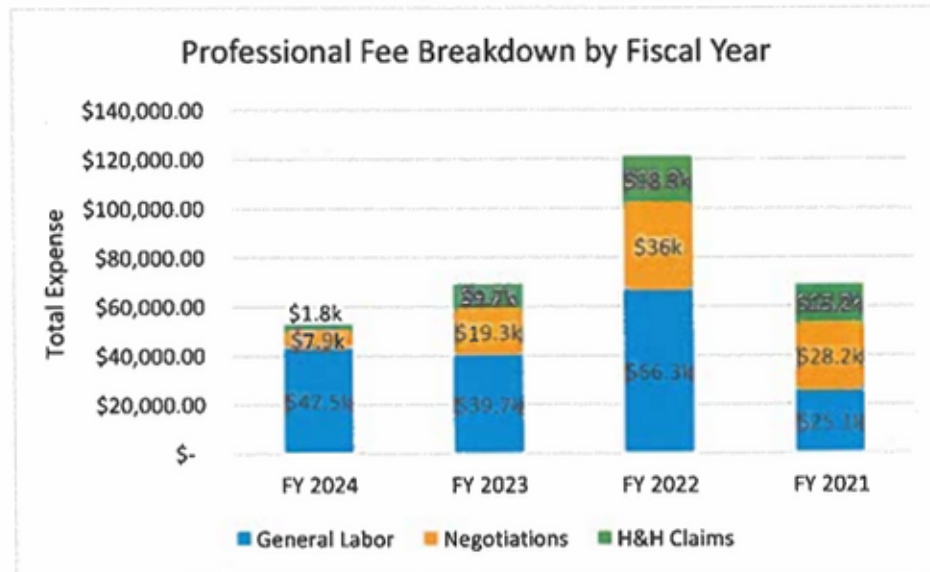
52020 – POSTAGE **\$904**
 20 pieces per week @ \$0.66 \$686.40
 50 certified notifications @ \$4.35 \$217.50

Expended FY24	Expended FY23	Expended FY22	Expended FY21
\$453	\$514	\$558	\$694

52030 – PROFESSIONAL FEES **\$70,000**
 Legal fees in regards to collective bargaining, union grievances, policy review, wage and hour, leave compliance, ADA, employee discipline/termination

Expended FY24	Expended FY23	Expended FY22	Expended FY21
\$52,655	\$68,772	\$120,695	\$68,525

TOWN OF WATERFORD FY 2026 BUDGET REQUEST HUMAN RESOURCES DEPARTMENT



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 FY24	Expended FY23	Expended FY22	Expended FY21
\$1,255	\$1,167	\$1,268	\$1,293

52050 – DUES, CONFERENCES, EDUCATION

\$874

HR Specialist Monthly Newsletter	\$200.00
SHRM annual dues for Director	\$264.00
CT Business & Industry Assoc. (CBIA) Yearly HR Conference	\$275.00
Human Resource Leadership Assoc (HRLA) Workshops \$45 x 3 workshops	\$135.00

Expended FY24	Expended FY23	Expended FY22	Expended FY21
\$455	\$420	\$503	\$418

52070 – REIMBURSABLE TOWN EXPENSES

\$250

Refreshments for interview panels, workshops

Expended FY24	Expended FY23	Expended FY22	Expended FY21
\$136	\$0	\$99	\$245

TOWN OF WATERFORD

FY 2026 BUDGET REQUEST

HUMAN RESOURCES DEPARTMENT



52080 – TELEPHONE

\$516

Cell phone expense for Director - \$42.93/month

Expended FY24	Expended FY23	Expended FY22	Expended FY21
\$454	\$492	\$431	\$0

52300 – TRAINING

\$6,680

Local GovU on-line training for OSHA required trainings and other required industry trainings for Town employees (200 users @ \$27.40/user). (see attached contract) \$5,480

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

Expended FY24	Expended FY23	Expended FY22	Expended FY21
\$3,834	\$2,765	\$195	\$0

52570 – EMPLOYEE ASSISTANCE PROGRAM

\$4,500

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 191 full-time employees @ \$23.56 per person. (No increase from FY25 rate)

Expended FY24	Expended FY23	Expended FY22	Expended FY21
\$2,171	\$2,119	\$1,991	\$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 to include labels, pocket folders, index cards, badge sleeves, lanyards \$500.00

Expended FY24	Expended FY23	Expended FY22	Expended FY21
\$15,038*	\$899	\$128	\$751

* 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.

**TOWN OF WATERFORD
FY 2026 BUDGET REQUEST
HUMAN RESOURCES DEPARTMENT**



54010 – OFFICE FURNITURE

\$560

4-Drawer (legal size) Locking Filing Cabinet: 2 x \$280 each
Two filing cabinets are required for archived personnel files
(example attached)

Expended FY24	Expended FY23	Expended FY22	Expended FY21
\$0	\$0	\$0	\$0

GRAND TOTAL

\$264,204

TOWN OF WATERFORD
PERSONNEL WORKSHEET - 45 HUMAN RESOURCES DEPARTMENT
2025/2026 FISCAL YEAR

DATE OF HIRE	EMPLOYEE	HOURS WORKED/ WEEK	HOURLY RATE FY26	SALARY FY25	SALARY FY26	LONGEVITY FY26	TOTAL EMPLOYEE SALARY	PAYROLL TAXES (F.I.C.A.)
LINE 51920								
51110 - ADMINISTRATION								
11/4/2019	Director	40	N/A	96,818.99	99,239.51	N/A	99,239.51	7,591.82
	TOTALS			96,818.99	99,239.51	0.00	99,239.51	7,591.82
51210 - CLERICAL/TECHNICAL								
11/27/2023	Human Resources Assistant	40	N/A	59,968.93	61,468.11	\$ -	61,468.11	4,702.31
	TOTALS			59,968.93	61,468.11	0.00	61,468.11	4,702.31
51810 - OVERTIME								
				0.00	0.00	0.00	0.00	0.00
51910 FRINGE/F.I.C.A.								
		FY25 FICA	\$ 11,994.28	156,787.92	160,707.62	0.00	160,707.62	12,294.13
	TOTALS			168,782.20			173,001.75	
BUDGET TOTAL W/F.I.C.A								

WORKDAYS 2025/2026	WEEKS TO BUDGET
261	52.2

Proposal

Prepared By: Christy Russell
Phone: (469) 553-0657
Email: crussell@lexipol.com

Quote #: Q-91488-1
Date: 10/23/2024
Valid Through: 1/21/2025

Overview

Lexipol empowers first responders and public servants to best meet the needs of their residents safely and responsibly. We are the experts in policy, training and wellness support, committed to improving the quality of life for all community members. Our solutions include state-specific policies, online learning, behavioral health resources, funding assistance, and industry news and information offered through the websites Police1, FireRescue1, EMS1 and Corrections1. Lexipol serves more than 2 million public safety and government professionals in over 10,000 agencies and municipalities. The services proposed below are designed to meet your agency's specific goals and needs.

QTY	DESCRIPTION	UNIT PRICE	EXTENDED
200	LocalGovU Full Library Per User	USD 27.40	USD 5,480.00
	Subscription Line Items Total		USD 5,480.00
			USD 5,480.00
TOTAL:			USD 5,480.00

Discount Notes

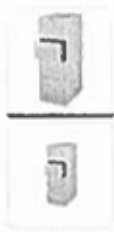
Notes

Home > Furniture > File Cabinets > File Cabinets > Vertical File Cabinets

Quill Brand® Commercial 4 File Drawer Vertical File Cabinet, Locking, Putty/Beige, Legal, 26.5"D (13449D)

Item #: 550-495798 Model #: 60213-CC Brand: Staples

★★★★☆ (88 reviews)



Private sale

~~\$399.99~~ Save 30%

\$279.83

Per each

Rewards+

[Free trial details](#)

Upgrade to get 5% off, earn points 10% faster and more.

1 ▾

Add to cart

VISA



Net 30



Earn 279 points

Heavy item fee



Next-day delivery



Ship to: 06385 ▾



Tomorrow, Dec 6

Order within the next 3 hr and 39 min to be eligible to get this item tomorrow



Free returns



Add to list

Furnishing Color: Putty/Beige



Number of File Drawers: 4

2

4

File Size: Legal

Legal

Letter

Customers also viewed

Private sale



Quill Brand® 4-Drawer Vertical File Cabinet, Locking, Letter, Putty/Beige, 25"D (25162D)

Item #: 550-204080

Private sale



Quill Brand® 2-Drawer Vertical File Cabinet, Locking, Letter, Putty/Beige, 26.5"D (13440D-CC)

Item #: 550-470381

Private sale



HON 510 Series 2-Drawer Vertical File Cabinet, Locking, Letter, Black, 25"D (HON512PP)

Item #: 550-512PBK



TOWN OF WATERFORD
GENERAL FUND
2025-2026 PROPOSED BUDGET

10116 RETIREMENT COMMISSION

DEPT/AGENCY:

LINE ITEM	DESCRIPTION	2023-2024 ACTUAL EXPENDED	2024-2025 RTM APPROP.	2024-2025 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 1/1/25	2025-2026 DEPT/ AGENCY REQUEST	2025-2026 APPROVED BD/COMM (1/21/25)	Department Request \$ Increase	Department Request % Increase	2025-2026 BD OF SELECTMEN APPROVED	BOS Approved \$ Increase	BOS Approved % Increase
PERSONNEL COSTS												
51930	HYPERTENSION/ HEART DISEASE	233,021	234,084		122,006	270,639	270,639	36,555	15.62%	270,639	36,555	15.62%
51940	PENSION CONTRIBUTIONS	4,261,880	5,662,552		2,471,308	5,123,018	5,123,018	(539,534)	-9.53%	5,123,018	(539,534)	-9.53%
51945	RETIREE HEALTH BENEFITS	419,788	429,140		296,677	421,094	421,094	(8,046)	-1.87%	421,094	(8,046)	-1.87%
51949	OPEB TRUST FUND CONTRIBUTION	1,463,505	1,434,481		1,994,210	1,945,506	1,945,506	511,025	35.62%	1,945,506	511,025	35.62%
	SUBTOTAL	6,378,194	7,760,257	0	4,884,201	7,760,257	7,760,257	-	0.00%	7,760,257	-	0.00%
DEPARTMENT TOTAL												
		6,378,194	7,760,257	0	4,884,201	7,760,257	7,760,257	-	0.00%	7,760,257	-	0.00%

TOWN OF WATERFORD
FY2026 BUDGET REQUEST
DEPARTMENT: RETIREMENT COMMISSION (10116)



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 Government Accounting Standards 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 FY26 budget of \$7,760,257 represents a zero increase over FY25.

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 the 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.

TOWN OF WATERFORD
FY2026 BUDGET REQUEST
DEPARTMENT: RETIREMENT COMMISSION (10116)



This budget line decreased by 9.53% for FY26 due to an anticipated reduction in the MERS contribution.

To date, the state has not released the FY26 MERS employer contribution rates, so the FY25 rates were used to estimate projected costs. Payroll was estimated based on 2024-25 projected payroll using staffing levels as of November 2024. The employee contribution rate for the fiscal year 2025-2026 is 4.75% of payroll and is provided for informational purposes only.

The proposed budget includes a MERS administrative assessment fee of \$130 per member. The 2025-26 administrative fee of \$81,120 is based on 342 active participants and 282 retirees.

The PES 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 lined 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 was \$163,286 as of July 1, 2023. The next valuation will be determined as of July 1, 2025.

51945 RETIREE HEALTH BENEFITS

This budget line is down 1.87%. The Town currently has 16 retirees who receive post-retirement healthcare benefits. In addition, another 30 employees in the Over-65 classification 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.

51949 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 OPEB budget for Fiscal Year 2026 contains an increase of 35.62%.

TOWN OF WATERFORD
FY2026 BUDGET REQUEST
DEPARTMENT: RETIREMENT COMMISSION (10116)



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 FY26 is \$2,804,332. If fully funded, this contribution would be allocated between the FY26 Retirement Commission and Insurance budgets as follows:

Trust Contribution (10116-51949)	2,281,709
Retiree Health Benefits (10116-51945)	421,094
Over 65 - fully insured (10112-52251)	101,529
	2,804,332

In August 2024, the Board of Finance approved a transfer of FY24 Pension Contribution (51940) surplus funds to make an additional payment of \$556,754 into the Town's OPEB account (51949). With that in mind, and with a goal of presenting a zero-increase proposed budget, the Commission reduced the FY26 OPEB trust contribution to \$1,945,506.

**TOWN OF WATERFORD
GENERAL FUND
2025-2026 PROPOSED BUDGET**

DEPT/AGENCY:

10116

RETIREMENT COMMISSION

LINE ITEM	DESCRIPTION	2023/2024 ACTUAL EXPENDED	2024/2025 RTM APPROP.	2024/2025 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 11/19/24	2025/2026 DEPT/ AGENCY REQUEST	2025/2026 APPROVED BD/COMM. (1/21/25)	Department Request \$ Increase	Department Request % Increase
PERSONNEL COSTS									
51930	HYPERTENSION/ HEART DISEASE	233,021	234,084		91,089	270,639	270,639	36,555	15.62%
51940	PENSION CONTRIBUTIONS	4,261,880	5,662,552		1,672,142	5,123,018	5,123,018	(539,534)	-9.53%
51945	RETIREE HEALTH BENEFITS	419,788	429,140		105,982	421,094	421,094	(8,046)	-1.87%
51949	OPEB TRUST FUND CONTRIBUTION	1,463,505	1,434,481		1,994,210	1,945,506	1,945,506	511,025	35.62%
	SUBTOTAL	6,378,194	7,760,257	0	3,863,423	7,760,257	7,760,257	0	0.00%
	DEPARTMENT TOTAL	6,378,194	7,760,257	0	3,863,423	7,760,257	7,760,257	0	0.00%

Note:

¹ The OPEB Trust contribution is currently based on the July 2024 OPEB valuation. The valuation report provides an FY26 ADEC (Actuarially Determined Employer Contribution) figure of \$2,804,332. 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)	2,281,709
Retiree Health Benefits (10116-51945)	421,094
Over 65 - fully insured (10112-52251)	101,529
	2,804,332 FY26 ADEC

2

In August 2024, the Board of Finance approved a transfer of FY24 Pension Contribution (51940) surplus funds to make an additional payment of \$556,754 into the town's OPEB account (51949). With that in mind, the Commission reduced the FY26 OPEB trust contribution to \$1,945,506.

TOWN OF WATERFORD
RETIREE HEALTH BENEFITS - SUMMARY SHEET
2025-2026 PROPOSED BUDGET

10116-51945 - RETIREE HEALTH BENEFITS

	MONTHLY COST	NO. OF MONTHS	ANNUAL COST
RETIREES - OVER 65	\$0.00	12	\$0.00 ¹
RETIREES - UNDER 65	\$22,755.09	12	\$273,061.08 ²
MEDICARE SUPPL REIMB	\$12,236.04	12	\$146,832.48 ³
PROSPECTIVE RETIREES	\$0.00	12	\$0.00
ADMINISTRATIVE COST - HRA	\$100.00	12	\$1,200.00 ⁴
TOTAL	\$35,091.13		\$421,093.56

AMOUNT TO BUDGET

421,094

2024-2025 ADOPTED BUDGET

429,140

PERCENT INCREASE/DECREASE OVER P/Y

-1.88%

¹ FY26 as we will no longer have group coverage for over 65 retirees. All over 65 retirees will now be reimbursed once a year for their individual Medicare supplement plans effective 1/1/2025.

² Budget calculation based on October 2024 rates.

³ In 2023-24, 13 retirees were reimbursed for Non-BCBS supplement. The total reimbursement was \$33,537.12. 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 2025-2026 FISCAL YEAR PROPOSED BUDGET**

HEART/HYPERTENSION	2018-2019 ACTUAL	2019-2020 ACTUAL	2020-2021 ACTUAL	2021-2022 ACTUAL	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 YTD (10/15/24)	2025-2026 PROPOSED
WAGES ¹	203,002.00	163,225.33	167,099.92	64,269.20	226,224.79	194,910	64,539	230,639
TREATMENT MEDICATION ²	14,185.89	4,066.39	5,996.45	1,907.30	3,716.67	38,111	620	40,000
TOTALS	217,187.89	167,291.72	173,096.37	66,176.50	229,941.46	233,021.00	65,159.00	270,639.00

NOTES:

¹ COLA rates used as of October 1, 2024

² Treatment medication is based on prior year actual.

TOWN OF WATERFORD
PENSION CONTRIBUTIONS
2025-2026 FISCAL YEAR PROPOSED BUDGET

PENSION CONTRIBUTIONS	2018-2019 ACTUAL	2019-2020 ACTUAL	2020-2021 ACTUAL	2021-2022 ACTUAL	2022-2023 ACTUAL	2023-2024 ACTUAL	2024-2025 BUDGETED	2025-2026 PROPOSED	INCREASE/ (DECREASE) OVER P/Y	% INCREASE/ (DECREASE) OVER P/Y
TOWN OF WATERFORD PLAN										
EMPLOYER CONTRIBUTIONS	81,131.00	82,000.00	82,000.00	83,000.00	27,280.00	19,167.40	22,450.00	22,450.00	0.00	0.00%
ACTUARIAL FEE	5,395.01	7,953.00	7,100.00	5,957.91	8,455.38	10,400.00	7,475.00	10,400.00	2,925.00	39.13%
	86,526.01	89,953.00	89,100.00	88,957.91	35,735.38	29,567.40	29,925.00	32,850.00	2,925.00	9.77%
MERS										
EMPLOYER CONTRIBUTIONS	2,735,169.99	0.00	3,615,776.00	3,839,599.51	3,948,069.18	4,190,567.73	5,153,635.38	4,581,251.29	(572,384.09)	-11.11%
AMORTIZATION/ADMIN COST	497,704.00	497,704.00	502,644.00	420,218.58	474,796.78	517,480.00	508,916.76	508,916.76	0.00	0.00%
	3,232,873.99	497,704.00	4,118,420.00	4,259,818.09	4,422,865.96	4,708,047.73	5,662,552.14	5,090,168.05	(572,384.09)	-10.11%
TOTALS	3,319,400.00	587,657.00	4,207,520.00	4,348,776.00	4,458,601.34	4,737,615.13	5,692,477.14	5,123,018.05	(569,459.09)	-10.00%

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

**TOWN OF WATERFORD
PROJECTED MERF CONTRIBUTION
2025-2026 FISCAL YEAR**

MONTH	PROJECTED 2024-2025 WAGES			ACTUAL 2023-2024 WAGES				
	TOWN SALARIES	POLICE/FIRE SALARIES	BOE NON-CERT SALARIES	TOTAL	JULY 2023 ACTUAL	AUGUST 2023 ACTUAL	SEPTEMBER 2023 ACTUAL	OCTOBER 2023 ACTUAL
JULY 2024 ACTUAL	\$754,035.98	\$550,840.75	\$414,516.76	1,304,876.73				
AUGUST 2024 ACTUAL	\$926,569.28	\$693,510.74	\$424,423.43	1,620,080.02				
SEPTEMBER 2024 ACTUAL	\$731,135.03	\$544,018.30	\$673,987.43	1,275,153.33				
OCTOBER 2024 ACTUAL	\$712,410.87	\$540,919.01	\$727,452.76	1,253,329.88				
NOVEMBER 204 PROJECTED	\$927,570.52	\$695,680.62	\$1,086,491.64	2,709,742.78				
DECEMBER 2024 PROJECTED	\$742,056.42	\$676,544.49	\$724,327.76	2,142,928.67				
JANUARY 2025 PROJECTED	\$927,570.52	\$695,680.62	\$724,327.76	2,347,578.90				
FEBRUARY 2025 PROJECTED	\$742,056.42	\$556,544.49	\$724,327.76	2,022,928.67				
MARCH 2025 PROJECTED	\$742,056.42	\$556,544.49	\$724,327.76	2,022,928.67				
APRIL 2025 PROJECTED	\$927,570.52	\$695,680.62	\$1,081,804.14	2,705,055.28				
MAY 2025 PROJECTED	\$742,056.42	\$556,544.49	\$724,327.76	2,022,928.67				
JUNE 2025 PROJECTED	\$927,570.52	\$695,680.62	\$724,327.76	2,022,928.67				
TOTALS:	9,617,144.82	7,319,053.11	6,514,262.34	23,450,460.27				

Est wage increase FY26
Projected MERF salaries 2024-25

2.50% 2.75% 3.50%
9,857,573.44 7,520,327.07 6,742,261.52 **24,120,162.03**

2025-2026 Contribution Rate ¹

Est. Employer Contribution 2025-2026
\$1,644,243.25 \$1,812,398.82 \$1,124,609.22 **\$4,581,251.29**

Amortization

Administrative Fee

CONTRIBUTION

0.00 427,247.68 549.08 427,796.76
31,980.00 12,610.00 36,530.00 81,120.00
\$1,676,223.25 \$2,252,256.50 \$1,161,688.30 \$5,090,168.05

0.00 416,827.00 537.00 417,364.00
31,200.00 12,740.00 36,400.00 80,340.00
\$31,200.00 \$429,567.00 \$36,937.00 \$497,704.00

CONTRIBUTION RATE

1. The contribution rate is based on the MERF Projection for FY 2025 from the State of CT. FY 2026 rates not expected until March 2025.

STATE of
CONNECTICUT

RETIREMENT SERVICES
DIVISION



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

February 29, 2024

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, 2024. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2024 to June 30, 2025 fiscal year.

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

Normal Cost	8.21%
Unfunded Accrued Liability	15.89%
Total	24.10%

- As stated in the Retirement Services Division letter dated June 25, 2019, Public Act No. 19-124 includes an increase in employee contributions to MERS in each of the six subsequent fiscal years. Therefore, effective July 1, 2024, the employee contribution rates for members covered by Social Security will increase from 4.75% to 5.25%. Please note that the employee contribution rate for wages above the Social Security Wage Base is 8.00%.
- There is no annual amortization payment for prior service.
- The CMERS administrative charge is \$2,600. This charge is based on \$130 per active and retired member. Our most recent files show 12 active members and 8 retired members.

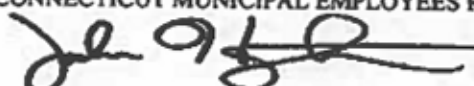
The State Employees Retirement Commission approved the above total contribution rate of 24.10% at its February 15, 2024 meeting. A copy of the June 30, 2023 actuarial valuation report can be found on the Office of the State Comptroller's website at <https://www.osc.ct.gov/rbsd/reports/index.html>.

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

February 29, 2024

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, 2024. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2024 to June 30, 2025 fiscal year.

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

Normal Cost	5.60%
Unfunded Accrued Liability	11.08%
Total	16.68%

- As stated in the Retirement Services Division letter dated June 25, 2019, Public Act No. 19-124 includes an increase in employee contributions to MERS in each of the six subsequent fiscal years. Therefore, effective July 1, 2024, the employee contribution rates for members covered by Social Security will increase from 4.75% to 5.25%. Please note that the employee contribution rate for wages above the Social Security Wage Base is 8.00%.
- There is no annual amortization payment for prior service.
- The CMERS administrative charge is \$10,790. This charge is based on \$130 per active and retired member. Our most recent files show 39 active members and 44 retired members.

The State Employees Retirement Commission approved the above total contribution rate of 16.68% at its February 15, 2024 meeting. A copy of the June 30, 2023 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

February 29, 2024

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, 2024. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2024 to June 30, 2025 fiscal year.

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

Normal Cost	5.60%
Unfunded Accrued Liability	11.08%
Total	16.68%

- As stated in the Retirement Services Division letter dated June 25, 2019, Public Act No. 19-124 includes an increase in employee contributions to MERS in each of the six subsequent fiscal years. Therefore, effective July 1, 2024, the employee contribution rates for members covered by Social Security will increase from 4.75% to 5.25%. Please note that the employee contribution rate for wages above the Social Security Wage Base is 8.00%.
- There is no annual amortization payment for prior service.
- The CMERS administrative charge is \$7,020. This charge is based on \$130 per active and retired member. Our most recent files show 22 active members and 32 retired members.

The State Employees Retirement Commission approved the above total contribution rate of 16.68% at its February 15, 2024 meeting. A copy of the June 30, 2023 actuarial valuation report can be found on the Office of the State Comptroller's website at <https://www.osc.ct.gov/rsd/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

February 29, 2024

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, 2024. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2024 to June 30, 2025 fiscal year.

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

Normal Cost	5.60%
Unfunded Accrued Liability	11.08%
Total	16.68%

- As stated in the Retirement Services Division letter dated June 25, 2019, Public Act No. 19-124 includes an increase in employee contributions to MERS in each of the six subsequent fiscal years. Therefore, effective July 1, 2024, the employee contribution rates for members covered by Social Security will increase from 4.75% to 5.25%. Please note that the employee contribution rate for wages above the Social Security Wage Base is 8.00%.
- There is no annual amortization payment for prior service.
- The CMERS administrative charge is \$18,460. This charge is based on \$130 per active and retired member. Our most recent files show 64 active members and 78 retired members.

The State Employees Retirement Commission approved the above total contribution rate of 16.68% at its February 15, 2024 meeting. A copy of the June 30, 2023 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

February 29, 2024

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, 2024. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2024 to June 30, 2025 fiscal year.

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

Normal Cost	8.21%
Unfunded Accrued Liability	15.89%
Total	24.10%

- As stated in the Retirement Services Division letter dated June 25, 2019, Public Act No. 19-124 includes an increase in employee contributions to MERS in each of the six subsequent fiscal years. Therefore, effective July 1, 2024, the employee contribution rates for members covered by Social Security will increase from 4.75% to 5.25%. Please note that the employee contribution rate for wages above the Social Security Wage Base is 8.00%.
- There is no annual amortization payment for prior service.
- The CMERS administrative charge is \$13,000. This charge is based on \$130 per active and retired member. Our most recent files show 47 active members and 53 retired members.

The State Employees Retirement Commission approved the above total contribution rate of 24.10% at its February 15, 2024 meeting. A copy of the June 30, 2023 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

February 29, 2024

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, 2024. The State of Connecticut Retirement Commission has authorized the contributions rates below to be effective for the July 1, 2024 to June 30, 2025 fiscal year.

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

Normal Cost	5.60%
Unfunded Accrued Liability	11.08%
Total	16.68%

- As stated in the Retirement Services Division letter dated June 25, 2019, Public Act No. 19-124 includes an increase in employee contributions to MERS in each of the six subsequent fiscal years. Therefore, effective July 1, 2024, the employee contribution rates for members covered by Social Security will increase from 4.75% to 5.25%. Please note that the employee contribution rate for wages above the Social Security Wage Base is 8.00%.
- There is no annual amortization payment for prior service.
- The CMERS administrative charge is \$8,060. This charge is based on \$130 per active and retired member. Our most recent files show 39 active members and 23 retired members.

The State Employees Retirement Commission approved the above total contribution rate of 16.68% at its February 15, 2024 meeting. A copy of the June 30, 2023 actuarial valuation report can be found on the Office of the State Comptroller's website at <https://www.osc.ct.gov/rsd/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

Pers

ACTUARIAL VALUATION REPORT
TOWN OF WATERFORD RETIREMENT PLAN

Executive Summary

	July 1, 2023	July 1, 2021
Number of members		
Active employees	0	0
Terminated vested members	0	0
Retired, disabled and beneficiaries	6	7
Total	6	7
Covered employee payroll	N/A	N/A
Average plan salary	N/A	N/A
Actuarial present value of future benefits	717,948	786,000
Actuarial accrued liability	717,948	786,000
Plan assets		
Market value of assets	509,200	639,050
Actuarial value of assets	554,662	587,576
Unfunded accrued liability	163,286	198,424
Funded ratio	77.3%	74.8%
Actuarially determined employer contribution (ADEC)		
Fiscal year ending	2025	2023
ADEC	22,450	27,280
Fiscal year ending	2026	2024
ADEC	22,450	27,280

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

TOWN OF WATERFORD
GENERAL FUND
2025-2026 PROPOSED BUDGET

DEPT/AGENCY: 10112 INSURANCE

LINE ITEM	DESCRIPTION	2023-2024 ACTUAL EXPENDED	2024-2025 RTM APPROP.	2024-2025 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 1/1/25	2025-2026 DEPT/ AGENCY REQUEST	Department Request % Increase	2025-2026 BD OF SELECTMEN APPROVED	BOS Approved \$ Increase	BOS Approved % Increase
SERVICES										
52200	WORKERS' COMPENSATION	581,813	607,941		585,651	641,596	33,655	641,596	33,655	5.54%
52201	LIABILITY/AUTO/PROPERTY (LAP)	594,079	763,918		672,193	712,283	-51,635	712,283	-51,635	-6.76%
52240	UNEMPLOYMENT COMPENSATION	4,204	10,000		45	8,000	-2,000	8,000	-2,000	-20.00%
52250	DEDUCTIBLE COVERAGE	4,673	10,000		2,000	5,000	-5,000	5,000	-5,000	-50.00%
52251	HEALTHCARE	3,546,298	3,544,058		3,510,730	4,709,735	1,165,677	4,709,735	1,165,677	32.89%
52252	LONG TERM DISABILITY	3,015	5,318		3,606	7,000	1,682	7,000	1,682	31.63%
52253	LIFE INSURANCE	20,989	20,947		20,927	20,947	0	20,947	0	0.00%
	SUBTOTAL	4,755,071	4,962,182	0	4,795,152	6,104,561	1,142,379	6,104,561	1,142,379	23.02%
DEPARTMENT TOTAL										
		4,755,071	4,962,182	0	4,795,152	6,104,561	1,142,379	6,104,561	1,142,379	23.02%

**TOWN OF WATERFORD
FY2026 BUDGET REQUEST
DEPARTMENT: INSURANCE (10112)**



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

**TOWN OF WATERFORD
FY2026 BUDGET REQUEST
DEPARTMENT: INSURANCE (10112)**



BUDGET SUMMARY

FY 2025-2026

The insurance budget for fiscal year 2025-2026 represents an increase of \$1,142,379 (23.02%) over the prior year.

In the Spring of 2022, the Town went out to bid in the open market for the FY2023 policies as an opportunity to review overall coverages and premium costs. The bid resulted in the town moving to all liability, property and workers' compensation policies to Travelers. Travelers will continue to provide our insurance coverage for the FY2026.



ADDITIONAL MEDICAL INSURANCE INFORMATION

The Town of Waterford has a **Self-Funded plan** for its employee health benefits. This is a type of plan in which an employer takes on most or all of the cost of benefit claims. The insurance company manages the payments, but the employer is the one who pays the claims. The proposed budget is an estimate of what our annual medical claims are forecasted to be.

The Town also purchases **Stop-loss** insurance (also known as excess insurance). This insurance is a product that provides protection against catastrophic or unpredictable losses. It is purchased by the town to lessen the liability for large losses arising under our self-funded plan. Under a stop-loss policy, the insurance company becomes liable for losses that exceed certain limits called deductibles. The Town's stop/loss is \$175,000 per individual.

Our proposed FY26 Healthcare budget also includes a **Risk Corridor** amount. We define risk corridors as the risk or possibility of our projected claims being higher than projected. We budget 25.5% of the anticipated claims to act as our insurance policy to offset any possible risk of the claims coming in higher than anticipated.

TOWN OF WATERFORD
INSURANCE BUDGET SUMMARY
2025-2026

LINE ITEM	COVERAGE	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 ACTUAL	FY2023 ACTUAL	FY 2024 ACTUAL	FY2025 BUDGETED	FY2026 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
52200	WORKERS' COMPENSATION	713,648	657,530	677,919	510,371	581,822	651,130	641,596	(9,534)	-1.46%
52201	LIABILITY/AUTO/PROPERTY	411,011	406,751	496,149	508,611	594,079	763,918	712,283	(51,635)	-6.76%
52240	UNEMPLOYMENT COMPENSATION	43,498	34,265	9,280	11,055	4,204	10,000	8,000	(2,000)	-20.00%
52250	DEDUCTIBLE COVERAGE	48,865	4,000	14,071	2,885	4,673	10,000	5,000	(5,000)	-50.00%
52251	HEALTHCARE	3,410,686	3,398,170	3,458,563	3,357,369	3,546,298	3,544,058	4,709,735	1,165,677	32.89%
52252	LONG TERM DISBILIY	2,440	2,911	2,899	2,889	3,015	5,318	7,000	1,682	31.63%
52253	LIFE INSURANCE	19,736	20,444	20,294	20,252	20,989	20,947	20,947	0	0.00%
	TOTALS	4,649,883	4,524,071	4,679,175	4,413,433	4,755,080	5,005,371	6,104,561	1,099,190	21.96%

TOWN OF WATERFORD
WORKERS' COMPENSATION BUDGET SUMMARY
2025-2026

COVERAGE	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 ACTUAL	FY2023 ACTUAL	FY2024 ACTUAL	FY2025 BUDGETED	FY2026 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
PREMIUM ¹	693,696	672,889	672,830	519,820	591,936	651,130	650,596	(534)	-0.08%
PAYROLL AUDIT ²	31,362	55,249	-	-	-	-	-	-	0.00%
CREDITS - POLICE OUTSIDE SERVICES/MISCELLANEOUS ³	(29,656)	(14,490)	(15,300)	(9,449)	(10,123)	(9,000)	(9,000)	-	0.00%
TOTALS	695,402	713,648	657,530	510,371	581,813	642,130	641,596	(534)	-0.08%

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 FY24.

TOWN OF WATERFORD
LIABILITY, AUTO, PROPERTY
2025- 2026

COVERAGE	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 ACTUAL	FY2023 ACTUAL	FY 2024 ACTUAL	FY2025 BUDGETED	FY2026 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
GENERAL LIABILITY	367,559	360,639	371,282	393,001	509,585	607,056	36,675	(570,381)	-93.96%
EXCESS LIABILITY (\$10M)							59,658	59,658	#DIV/0!
EXCESS \$5M XS \$10M							26,284	26,284	#DIV/0!
AUTOMOBILE							96,152	96,152	#DIV/0!
PROPERTY							322,061	322,061	#DIV/0!
PUBLIC OFFICIALS							31,470	31,470	#DIV/0!
SCHOOL BOARD ADMIN							16,857	16,857	#DIV/0!
LAW ENFORCEMENT LIABILITY							43,155	43,155	#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%
HULL	14,212	15,003	14,747	10,500	11,550	16,227	13,600	(2,627)	-16.19%
VACANT PROPERTY	737	763	803	827	2,080	2,213	2,226	13	0.59%
CRIME	4,032	4,444	4,444	4,668	9,336	15,755	4,995	(10,760)	-68.29%
POLLUTION	1,951	2,031	1,975	1,766	12,736	14,328	3,819	(10,509)	-73.35%
UST							11,222	11,222	#DIV/0!

RISK MANAGEMENT ADVISOR	21,000	21,000	21,000	21,000	21,000	21,000	21,000	21,000	-	0.00%
ADDITIONAL ENDORSEMENTS (ESTIMATE)	238	3,641	3,000	10,434	-	7,000	3,000	(4,000)		-57.14%
CYBER SECURITY			77,273	64,772	26,150	78,698	18,467	(60,231)		-76.53%
TOTALS	411,371	409,163	496,166	508,611	594,079	763,918	712,283	(51,635)		-6.76%

Renewal quotes not available until early June 2025. Budget request based on town claim history and preliminary data.

TOWN OF WATERFORD
UNEMPLOYMENT COMPENSATION
2025-2026

COVERAGE	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 BUDGETED	FY2026 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
UNEMPLOYMENT COMPENSATION ¹	43,498	34,265	9,280	11,055	4,204	10,000	8,000	(2,000)	-20.00%
TOTALS	43,498	34,265	9,280	11,055	4,204	10,000	8,000	(2,000)	-20.00%

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
2025-2026**

COVERAGE	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 ACTUAL	FY2023 ACTUAL	FY2024 ACTUAL	FY2025 BUDGETED	FY2026 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
LONG-TERM DISABILITY	2,440	2,911	2,899	2,889	3,015	5,318	7,000	1,682	31.63%
TOTALS	2,440	2,911	2,899	2,889	3,015	5,318	7,000	1,682	31.63%

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
2025-2026**

COVERAGE	FY2020 ACTUAL	FY2021 ACTUAL	FY2022 ACTUAL	FY2023 ACTUAL	FY2024 ACTUAL	FY2025 BUDGETED	FY2026 PROPOSED	DOLLAR INCREASE/ (DECREASE)	PERCENT INCREASE/ (DECREASE)
LIFE INSURANCE	19,736	20,444	20,294	20,252	20,989	20,947	20,947	0	0.00%
TOTALS	19,736	20,444	20,294	20,252	20,989	20,947	20,947	0	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 1301) 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.

**TOWN OF WATERFORD
HEALTH INSURANCE FUND ANALYSIS
2025-2026 FISCAL YEAR BUDGET**

ITEM	DESCRIPTION	TOWN	BD OF ED	TOTAL	NOTES
	Projected percent of expenditures	33.52%	66.48%	100.00%	
1	Expected paid claims for contract period @100%	\$ 4,135,610	\$ 8,202,130	\$ 12,337,740	Projection THRU NOV 24
2	Administrative Fees/Network Access Fees	\$ 54,755	\$ 108,596	\$ 163,351	Projection FY 25
3	Stop Loss	\$ 1,619,301	\$ 3,211,550	\$ 4,830,851	Projection FY 25
	<i>Note: Includes ISL at \$175K and ASL at 125%</i>				
	<i>Estimated Stop Loss Excess</i>	\$ -	\$ -	\$ -	
4	PCORI	\$ 1,445	\$ 2,865	\$ 4,310	
5	TOTAL 2024-25 PROJECTED EXPENDITURES	\$5,811,111	\$11,525,141	\$17,336,252	
6	Premiums to be collected from COBRA and "Other" participants	\$ 134,787	\$ 292,614	\$ 428,593	from HR
7	Employee Premium Shares	\$ 699,358	\$ 1,561,226	\$ 2,553,530	from HR and BOE finance
8	Due From Sewer Enterprise Fund	\$ 355,263	n/a	\$ 295,345	from HR
9	Due From Town Retirement Budget	\$ 101,529	n/a	\$ 101,529	matches retirement budget #
10	Due From Employer Share Food Service	n/a	\$ 147,197	\$ 147,197	from BOE finance
11	Due From Employee Share Food Service	n/a	\$ 34,761	\$ 34,761	from BOE finance
12	Due from Teachers' Retirement	n/a	\$ 103,344	\$ 103,344	from TRB
13	Projected Investment Earnings/Miscellaneous	\$ 2,500	\$ 2,500	\$ 5,000	
16	TOTAL PROJECTED FUNDING OFFSETS	\$ 1,293,437	\$ 2,141,642	\$ 3,669,299	
17	TOTAL PROJECTED EXPENDITURES	\$4,517,674	\$9,383,499	\$13,666,953	
FUND BALANCE PROJECTION					
18	Fund Balance as of 06/30/2024	\$ 1,514,161	\$ 3,003,025	\$ 4,517,186	

CURRENT YEAR ESTIMATED					
19	Amortization of Fund Balance FY 2024	\$ (168,512)	(\$334,209)	(\$502,721)	Based on Budget for 2025
20	ESTIMATED Fund Balance as of 06/30/2025	\$ 1,345,649	\$ 2,668,816	\$ 4,014,465	
21	Risk Corridor @ 25.5% of Line 1	\$ 1,054,581	\$ 2,091,543	\$ 3,146,124	
22	Fund balance over Risk Corridor	\$ 291,068	\$ 577,273	\$ 868,341	
23	Amortization of Fund balance over/(under) Risk Corridor (Line 22 above)	\$ 97,023	\$ 192,424	\$ 289,447	
24	Total Funding Offsets and Funding Requirement	4,420,651	9,191,075	13,611,726	
25	Transfer to Healthcare Fund (Line 15 - Line 19)	\$ 4,420,651	\$ 9,191,075	\$ 13,611,726	
26	Payments in Lieu of Insurance	\$ 22,000	\$ 7,750	\$ 29,750	Per estimate provided by Karen
27	Services of Agent of Record	\$ 15,084	\$ 29,916	\$ 45,000	Assuming no increase
28	HSA Contribution	\$ 252,000	\$ 540,890	\$ 792,890	Per estimate provided by Karen and Christine
29	Health Insurance Appropriation-2025-2026	\$ 4,709,735	\$ 9,769,631	\$ 14,479,366	
30	Appropriated 2024-2025 Budget	\$ 3,544,058	\$7,807,026	\$11,351,084	
31	Increase/(Decrease)	1,165,677	1,962,605	3,128,282	
32	Percent Increase/Decrease	32.89%	25.14%	27.56%	

FY-2025 Month	Wk. Comp Premium	Vendor Reimb.	Net Premium	LAP Insurance	Unemp. Comp.	Deductable Coverage	Healthcare	Long-term Disability	Life Insurance	Total
Jul-23	\$591,451.00	(\$788.76)	\$590,662.24	\$652,053.00	\$45.00	\$0.00	\$167,905.36	\$247.76	\$0.00	\$1,410,913.36
Aug-23	\$0.00	(\$1,539.28)	(\$1,539.28)	\$9,011.50	\$0.00	\$0.00	\$1,748.99	\$612.10	\$1,798.97	\$11,632.28
Sep-23	\$0.00	(\$1,433.21)	(\$1,433.21)	\$10,509.00	\$0.00	\$0.00	\$2,280.51	\$251.86	\$1,787.60	\$13,395.76
Oct-23			\$0.00						\$1,811.92	\$1,811.92
Nov-23			\$0.00						\$0.00	\$0.00
Dec-23			\$0.00						\$0.00	\$0.00
Jan-24			\$0.00						\$0.00	\$0.00
Feb-24			\$0.00						\$0.00	\$0.00
Mar-24			\$0.00						\$0.00	\$0.00
Apr-24			\$0.00						\$0.00	\$0.00
May-24			\$0.00						\$0.00	\$0.00
Jun-24			\$0.00						\$0.00	\$0.00
	\$591,451.00	(\$3,761.25)	\$587,689.75	\$671,573.50	\$45.00	\$0.00	\$171,934.86	\$1,111.72	\$5,398.49	\$1,437,753.32

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



Actual Expenditures

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

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

FY-2020 Month	Wk. Comp Premium	Vendor Reimb.	Net Premium	LAP Insurance	Unemp. Comp.	Deductable Coverage	Healthcare	Long-term Disability	Life Insurance	Total
Jul-19	\$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-19	\$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-19	\$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-19	\$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-19	\$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-19	\$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-20	\$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-20	\$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-20	\$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-20	\$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-20	\$55,249.00	\$1,094.82	\$54,154.18	\$0.00	\$0.00	\$0.00	\$1,230.36	\$204.93	\$1,657.72	\$57,247.19
Jun-20	\$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

TOWN OF WATERFORD
GENERAL FUND
2025-2026 PROPOSED BUDGET

10108 LEGAL DEPARTMENT

DEPT/AGENCY:

LINE ITEM	DESCRIPTION	2023-2024 ACTUAL EXPENDED	2024-2025 RTM APPROP.	2024-2025 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 1/1/25	2025-2026 DEPT/ AGENCY REQUEST	Department Request % Increase	Department Request \$ Increase	2025-2026 BD OF SELECTMEN APPROVED	BOS Approved \$ Increase	BOS Approved % Increase
SERVICES											
52030	PROFESSIONAL SERVICES	321,073	260,000		87,322	257,000	-1.15%	257,000	257,000	-	0.00%
52540	PROBATE COURT	36,779	34,900		0	37,000	6.02%	37,000	37,000	-	0.00%
52560	MISC. CLAIMS	75,000	100		0	1,000	900.00%	1,000	1,000	-	0.00%
	SUBTOTAL	432,852	295,000	0	87,322	295,000	0.00%	295,000	295,000	-	0.00%
DEPARTMENT TOTAL											
		432,852	295,000	0	87,322	295,000	0.00%	295,000	295,000	-	0.00%

**TOWN OF WATERFORD
FY2026 BUDGET REQUEST
DEPARTMENT: LEGAL (10108)**



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.*

TOWN OF WATERFORD
FY2026 BUDGET REQUEST
DEPARTMENT: LEGAL (10108)

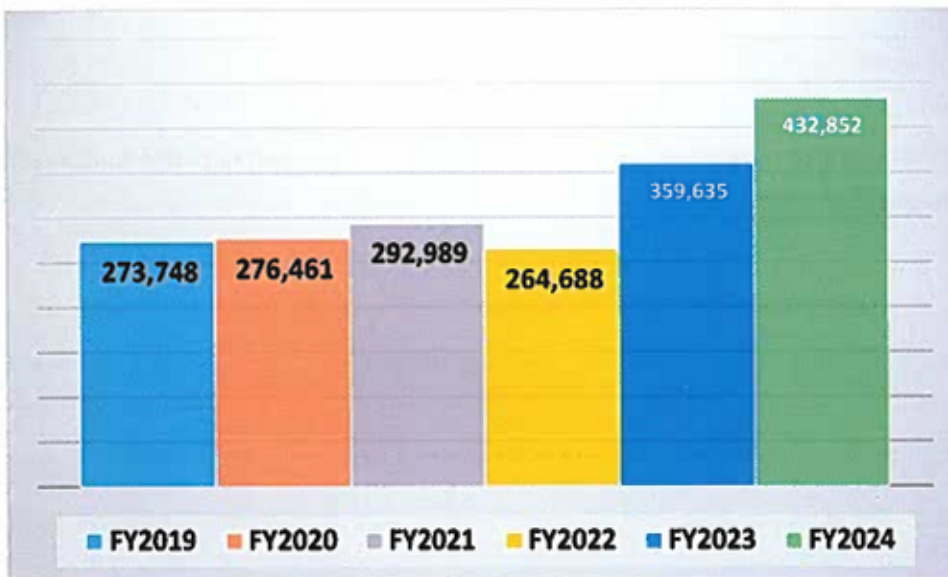


BUDGET SUMMARY

The FY26 Legal Budget Request remains flat over FY25.

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



**TOWN OF WATERFORD
LEGAL DEPARTMENT
2024-2025 PROPOSED BUDGET**

	2026 PROPOSED	2025 ACTUAL TO DATE (1/1/25)	2024 ACTUAL	2023 ACTUAL	2022 ACTUAL	2021 ACTUAL	2020 ACTUAL	5 YEAR AVERAGE (2017-2023)
52030 - PROFESSIONAL FEES								
LEGAL FEES	\$ 257,000	\$ 40,071	\$ 321,073	\$ 324,655	\$ 233,161	\$ 292,989	\$ 276,461	\$ 289,667.64
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 2024-2025 includes level funding.								
52540 - PROBATE COURT								
PROBATE COURT	\$ 37,000	\$ 34,480	\$ 36,779	\$ 32,480	\$ 31,519	\$ 26,396	\$ 30,895	\$ 31,613.70
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 statute 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 2021-2022 actual expense and 5-year average, the proposed budget for 2024-2025 includes a decrease of \$3,000.								
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 2024-2025 includes a level budget request.								

Department of Finance
13 Masonic Street
New London, CT 06320



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

CITY OF NEW LONDON

September 18, 2023

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, 2023.

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

Very truly yours,

David McBride
Director of Finance

Enclosure

PROBATE EXPENDITURES FOR FY 2023

Maintenance & Repair	\$	-	
Microfilming Services	\$	11,528.01	
Communication Services	\$	3,431.20	
Supplies	\$	17,027.15	
State of Connecticut	\$	1,382.48	
Equipment	\$	-	
Total Probate Expenditures for FY 2023	\$	33,368.84	
N.L. Grand List @ 10/22	1,621,264,779		26.339%
Wtfd Grand List @ 10/22	4,534,083,357		73.661%
Space allocated to Probate: 1380.07 s.f. @ \$12/sq.ft		\$	16,560.84

Total Probate Expenses	33,368.84
Rental fee:	16,560.84
	<u>49,929.68</u>
Waterford Percentage	<u>73.661%</u>
Total Due City of New London for FY 2023	\$ <u>36,778.64</u>

REC'D FINANCE
SEP 28 '23 PM3:54

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

APPROVED
VENDOR# 244
PO# 240348 FY 24
CLOSE PO Y X N
ACCOUNT# 10108-62540
AMOUNT \$36,778.64
SIGN [Signature]
DATE 9/27/23

[Signature]
David McBride, Director of Finance
City of New London

Inv# 081823
CITY OF NEW LONDON
09/19/2023 8 Pages 2
PO# 248348
\$ 36,778.64
FP2 DOC103S35

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	\$85.00	\$255.00		\$825.50		\$306.00	\$4,318.00
Public Works	\$483.50	\$1,176.50	\$229.00	\$623.00	\$1,127.50	\$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			\$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	\$333.00	\$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		\$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
SUMMARY OF LEGAL FEES BY DEPARTMENT
2019 - 2020 FISCAL YEAR

Department	July	August	September	October	November	December	January	February	March	April	May	June	Total
BOE & SBC				\$765.00	\$527.00		\$4,403.00					\$432.00	\$6,127.00
BOS	\$1,357.50	\$613.00	\$1,193.50	\$985.50	\$5,013.00		\$3,132.00	\$1,947.50	\$1,674.00	\$1,374.00	\$4,601.00	\$8,891.00	\$30,782.00
Finance	\$766.50	\$1,899.30	\$1,168.30	\$799.00	\$0.00		\$952.00	\$952.00	\$510.00	\$187.00	\$816.00	\$646.00	\$8,696.10
Board of Finance			\$408.00	\$102.00			\$459.00	\$340.00	\$629.00		\$34.00	\$340.00	\$2,312.00
Bldg Code/Bldg Dept.	\$0.00	\$0.00	\$2,862.50	\$403.50	\$610.50			\$21.00	\$272.00				\$4,169.50
Fire Services	\$2,261.00	\$4,942.30	\$2,074.00	\$1,832.50	\$1,446.50		\$1,751.00	\$2,277.00	\$1,683.00	\$1,037.00	\$1,048.00	\$1,020.00	\$21,372.30
Planning & Zoning	\$1,335.50	\$3,396.00	\$4,425.82	\$3,280.55	\$912.50		\$2,425.50	\$2,204.50	\$2,257.00	\$2,085.00	\$4,278.00	\$5,109.50	\$31,709.87
Police & Emergency													
Mgmt	\$1,921.00	\$680.00	\$1,343.00	\$2,992.00	\$902.50		\$708.00	\$310.50	\$13,332.50	\$16,859.00	\$8,989.50	\$6,558.50	\$54,596.50
Public Works	\$2,176.00	\$748.00	\$482.38	\$1,003.00	\$2,212.50		\$884.00	\$2,057.00	\$2,465.00	\$1,445.00	\$782.00	\$1,973.50	\$16,228.38
R & P	\$323.00	\$714.00	\$102.00	\$119.00	\$0.00		\$136.00			\$221.00		\$1,649.00	\$3,264.00
RTM	\$85.00	\$918.00	\$1,564.00	\$1,411.00	\$701.50		\$625.50	\$1,547.00	\$314.00	\$3,025.00	\$4,012.00	\$688.00	\$14,891.00
Animal Control - Kennel													
Fees			(\$130.00)										(\$130.00)
Assessor	\$6,008.00	\$5,616.30	\$5,130.50	\$2,229.50	\$2,865.50		\$4,756.80	\$3,359.50	\$2,910.50	\$1,405.50	\$2,549.50	\$2,105.00	\$38,936.60
Tax Collector	\$3,785.50	\$7,970.60	\$2,208.00	\$4,349.30	\$0.00		\$3,228.50	\$8,132.00	\$1,500.50	\$546.00	\$1,445.50	\$2,340.00	\$35,505.90
Tax Collector Legal Fee													
Reimb	(\$2,320.00)	(\$4,963.38)	(\$2,673.78)	(\$6,261.71)	(\$9,150.50)	(\$1,787.30)	(\$450.80)	(\$3,355.20)	(\$1,881.30)	(\$1,132.00)	(\$745.50)	(\$726.52)	(\$35,447.99)
Tax Appeal	\$622.50	\$887.50		\$5,991.50	\$11,044.80								\$18,546.30
Town Clerk	\$153.00		\$834.50	\$170.00	\$221.00			\$238.00			\$68.00		\$1,684.50
WELSCO	\$986.00	\$102.00	\$51.00	\$221.00	\$102.00								\$1,462.00
Economic Development													\$0.00
Utility Commission	\$782.00	\$2,577.50	\$442.00	\$833.00	\$2,630.30		\$3,870.50	\$2,924.00		\$5,006.00	\$3,536.00	\$7,282.00	\$29,883.30
Utility Commission Legal													
Fee Reimb	(\$1,009.66)	(\$2,076.65)	(\$2,205.19)	(\$514.18)	(\$4,578.12)	(\$1,538.50)	(\$210.50)	(\$3,212.18)	(\$389.30)	(\$1,369.03)	(\$1,457.80)	(\$2,064.80)	(\$20,625.91)
Sr. & Youth Center			\$102.00				\$85.00					\$204.00	\$391.00
Registrars								\$68.00					\$68.00
Ethics							\$225.00			\$1,088.00			\$1,313.00
Shellfish Commission							\$1,037.00	\$595.00				\$102.00	\$1,734.00
Conservation							\$1,094.00	\$425.50	\$740.00				\$2,259.50
Commission													\$5,865.50
Legal										\$5,865.50			\$867.00
Zoning Bd of Appeals		\$51.00	\$731.00	\$85.00									
Total	\$19,232.84	\$24,075.47	\$20,113.53	\$20,796.46	\$15,460.98	(\$3,325.80)	\$29,111.50	\$20,831.12	\$25,744.90	\$37,914.97	\$29,956.20	\$36,549.18	\$276,461.35

TOWN OF WATERFORD
SUMMARY OF LEGAL FEES BY DEPARTMENT
2018 -2019 FISCAL YEAR

Department	July	August	September	October	November	December	January	February	March	April	May	June	Total
BOE & SBC					102.00								102.00
BOS	715.50	1,718.50	1,122.00	1,208.50	1,966.00	646.00	562.50	488.00	1,105.00	1,411.00	4,166.00	4,370.00	19,479.00
Selectmen	1,834.00	765.00	731.00	1,342.00	567.00	387.50	263.00	129.00	236.00	187.00	544.00	799.00	7,784.50
Finance	238.00	238.00	867.00	527.00	204.00	221.00	357.00		153.00	425.00		374.00	3,604.00
Board of Finance											68.00	51.00	119.00
Bldg Code/Bldg Dept.	55.50	309.00	852.00	1,793.50	84.00	1,018.00	850.00	1,258.00			951.00		7,171.00
Conservation Abatement Order	74.00	148.00	969.00					425.50	703.00	753.75	647.50	277.50	3,998.25
Fire Services	1,633.50	1,003.00	238.00	204.00	408.00	1,938.00	3,315.50	1,822.00	1,207.00	3,336.50	1,871.50	714.00	17,691.00
Planning & Zoning	2,149.00	3,396.00	1,804.00	3,245.50	987.00	1,018.42	3,500.01	1,733.87	3,774.40	4,535.00	867.00	4,187.00	31,197.20
Police & Emergency Mgmt	2,311.00	1,914.50	2,042.00	1,018.50	82.50	1,759.00	1,181.00	238.50	1,944.00	527.00	2,627.80	1,510.50	17,156.30
Public Works	4,027.00	1,310.50	884.00	1,548.50	572.57	2,676.00	1,105.00	5,849.00	1,309.00	510.00	2,312.00	2,847.63	24,951.20
R & P	204.00	136.00		102.00		170.00		561.00	102.00		68.00		1,343.00
RTM	1,740.00	1,360.00	556.00	1,688.50	1,564.00	1,006.00	935.00	510.00	1,258.00	595.00	561.00	102.00	11,875.50
Animal Control - Kennel Fees													0.00
Assessor	2,842.00	4,987.50	6,038.00	5,468.00	4,830.00	2,011.50	7,580.80	2,461.80	6,308.00	4,816.30	5,948.00	8,140.30	61,432.20
Tax Collector	6,794.00	23,646.28	5,453.50	5,213.73	7,592.00	8,406.16	9,006.79	8,401.84	11,800.16	4,340.50	8,016.06	8,976.50	107,647.52
Tax Collector Reimb	(1,842.20)	(3,374.71)	(7,957.62)	(3,215.74)	(1,085.00)	(3,470.31)	(5,162.85)	(6,050.96)	(3,930.44)	(9,778.67)	(18,325.58)	(4,686.39)	68,880.47
Town Clerk	102.00									85.00	102.00		289.00
Utility Commission	1,837.50	2,173.00	2,754.00	3,122.50	3,068.50	1,003.00	1,824.50	799.00	1,853.00	51.00	833.00	646.00	19,965.00
Sr. & Youth Center					476.00			221.00	726.30	341.50	154.50	510.00	2,429.30
Shellfish Commission			408.00	1,814.50	624.00	255.00						255.00	3,356.50
Zoning Board of Appeals	425.00	561.00	51.00										1,037.00
Total	25,139.80	40,291.57	16,811.88	25,080.99	22,042.57	19,045.27	25,318.25	18,847.55	28,548.42	12,135.88	11,411.78	29,074.04	273,748.00

**TOWN OF WATERFORD
GENERAL FUND
2025-2026 PROPOSED BUDGET**

DEPT/AGENCY: 10147 INFORMATION TECHNOLOGY

LINE ITEM	DESCRIPTION	2023-2024 ACTUAL EXPENDED	2024-2025 RTM APPROP.	2024-2025 ADDITIONAL/ TRANSFERS	ACTUAL EXPEND & ENCUMB AS OF 1/1/25	2025-2026 DEPT/ AGENCY REQUEST	Department Request \$ Increase	Department Request % Increase	2025-2026 BD OF SELECTMEN APPROVED	BOS Approved \$ Increase	BOS Approved % Increase
PERSONNEL COSTS											
51110	ADMINISTRATION	116,131	119,460		62,976	123,106	3,646	3.05%	123,106	3,646	3.05%
51210	CLERICAL/TECHNICAL	116,961	125,634		64,965	132,925	7,291	5.80%	132,925	7,291	5.80%
51810	OVERTIME	75	2,500		-	2,500	-	0.00%	2,500	-	0.00%
51910	FRINGE BENEFITS	16,726	-		-	0	-	0.00%	0	-	0.00%
51920	F.I.C.A		18,941		9,125	19,778	837	4.42%	19,778	837	4.42%
	SUBTOTAL	249,893	266,535	-	137,066	278,309	11,774	4.42%	278,309	11,774	4.42%
SERVICES											
52043	IT-SERVICE CONTRACT & REPAIRS	851,920	922,905		765,184	898,249	(24,656)	-2.67%	898,249	(24,656)	-2.67%
52050	DUES, CONF. & EDUCATION	-	195		-	195	-	0.00%	195	-	0.00%
52070	REIMBURSEABLE EXPENSE	-	500		-	500	-	0.00%	500	-	0.00%
52080	TELEPHONE	1,387	1,815		1,391	1,548	(267)	-14.71%	1,548	(267)	-14.71%
	SUBTOTAL	853,307	925,415	-	766,575	900,492	(24,923)	-2.69%	900,492	(24,923)	-2.69%
MATERIALS & SUPPLIES											
53010	OFFICE SUPPLIES	-	-		-	0	-	0.00%	0	-	0.00%
	SUBTOTAL	-	-	-	-	-	-	0.00%	-	-	0.00%
EQUIPMENT											
54010	OFFICE FURNITURE	-	-		-	-	-	-	-	-	-
54130	COMPUTER SYSTEM	43,056	39,473		19,702	35,995	(3,478)	-8.81%	35,995	(3,478)	-8.81%
	SUBTOTAL	43,056	39,473	-	19,702	35,995	(3,478)	-8.81%	35,995	(3,478)	-8.81%
DEPARTMENT TOTAL		1,146,256	1,231,423	-	923,343	1,214,796	(16,627)	-1.35%	1,214,796	(16,627)	-1.35%

TOWN OF WATERFORD FY2026 BUDGET REQUEST IT DEPARTMENT 10147



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, an IT Support Engineer, and a PC Technician. We are responsible for some of the following equipment.

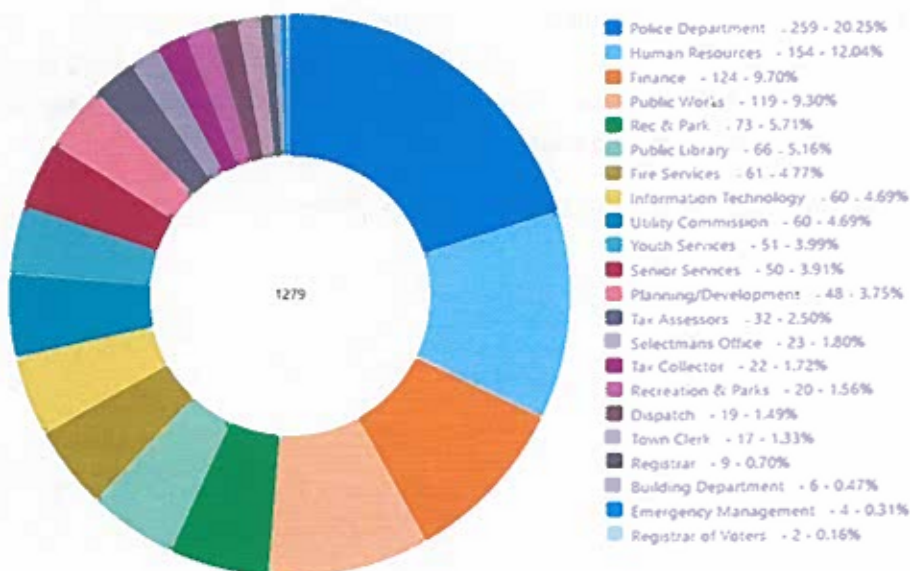
Approximately 180 Desktops, 60 Laptops, and 50 mobile devices such as iPads/iPhones

Approximately 40 Network Switches, 15 Routers, and 2 Firewalls

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

More than 175 Cisco IP desk or wall phones.

During FY24 we received 1279 support tickets into our help desk ticketing system. Not every request or issue generated a ticket.



**TOWN OF WATERFORD
FY2026 BUDGET REQUEST
IT DEPARTMENT 10147**



BUDGET SUMMARY

The Town of Waterford Information Technology departments requested budget for fiscal year 2025-2026 is enclosed. The total budget request is decreased by \$16,627 or -1.35% over last year. What is not represented by these numbers is the estimated return of \$88,000 to the general fund from charges to New London for their portion of the Harris Radio Maintenance Contract.

The departments 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

FY26 budget total with F.I.C.A reflects an increase of \$11,774, or 4.42%, over FY25 due to approved increases in salary, longevity, and associated payroll taxes.

SERVICES

- IT-SERVICE CONTRACT & REPAIRS decrease of \$24,656 or -2.67% from FY25.

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 products use, along with the budget request costs for FY23 through FY26 and an estimate of future years through FY30.

The following is an explanation of some of the increases/decreases and how they tie back to individual departments needs.

TOWN OF WATERFORD

FY2026 BUDGET REQUEST

IT DEPARTMENT 10147



- **Library \$997 increase or 11.99% over FY25**

IT is requesting new software, DeepFreeze, for all the Windows based public machines at the library. This software will ensure that after each usage the machines are automatically cleansed of personally identifiable information and the computer is reset for the next patron. Currently when we have issues with the public machines it is very time consuming and it can take individual public machines offline for days to resolve issues.

The public library ILS software cost for Sirsi is shared across 4 towns and that cost is divided up based on usage. We have lowered the budget request by \$602 or 8 percent for this item based on the average expenses incurred over the last several years.

This savings is offset by the cost of a 2nd self-checkout system to be located in the childrens area, which was budgeted and is scheduled to be installed in FY25.

- **Tax Assessor \$2,617 increase or 8.97% over FY25**

Vision software notified us to expect a 10% increase where previous years have been over 12%. QDS CAMA expected a 7% increase.

- **Tax Collector \$427 increase or 3.5% over FY25**

QDS notified us of a 3.5% expected increase for FY26

- **Planning/Zoning/Building decrease of \$2,658.52 or -8.77% from FY25**

In FY25 Planning and Zoning and the Utility Commission worked together to improve efficiencies in the GIS system with sharing data and making it accessible externally to GIS enabled apps. The existing in-house hosted system was migrated to a Tighe and Bond externally hosted environment to facilitate those needs. With that completed, we no longer need to purchase the on premise server licensing for GIS. Additionally, to reduce costs, the GIS workstation product was reduced from an advanced edition to a professional edition without loss of function. This has resulted in a 13% decrease in GIS licensing for FY26.

TOWN OF WATERFORD

FY2026 BUDGET REQUEST

IT DEPARTMENT 10147



Municipality renewals have a decrease over FY25 mainly due to some one-time charges occurring last year for expected updates / additions to the product. This is a reduction of 7.27% vs FY25 charges.

The Blue Beam software is not being requested as it has been budgeted previously but at this time is not used.

- **Finance \$13,152.56 increase or 13.40% over FY25**

ADP has substantially increased the rates they charge for access to their solution which provides primarily payroll and time/attendance functions. We were told to expect an increase of \$10,600 or 30% more for the solution in FY25, which is already occurring.

The Munis financial accounting system support contract is only 3% higher than FY25.

The fixed assets software, AssetWorks, has notified us of a 73% price increase which is \$1561.56 more than last year.

OpenGov and ClearGov service renewals together are near flat in terms of change over FY25.

- **Town Clerk zero percent change from FY25**

- **Police \$25,196.43 decrease or -14.53% from FY25**

The major item affecting this decrease for FY26 is the ending of a 4 year lease associated with the mobile tablet computers in police vehicles. Police and IT have evaluated the current machines and have made the decision to run them for a 5th year because of how well they have been working, how few issues they have had, and they fully support Windows 11. Thus, for FY26 we have a \$100 cost associated with a buyout of the laptops from the lease along with any of the in-car docking station hardware specific to the model of tablet. Please expect that FY27 will be the first year of a new lease which we currently estimate at \$35,000 a year for 4 years.

The Eaton UPS (battery backup) service contract is estimated at 11% less than last year.

TOWN OF WATERFORD FY2026 BUDGET REQUEST IT DEPARTMENT 10147



The LPR licensing and support for vehicles is expected to be 27% less due to a change in the contract coverage.

The GeoTime software has seen substantial price increases since it was purchased by Pen-Link two years ago. This product has increased by \$1,161 or 89% over FY25 costs and over 167% since Pen-Link took over the product.

In FY25 the cost for NexGen Public safety support included the cost associated with the NetMotion renewal. For FY26 we have properly split them up to show the true cost of NexGEN vs what we were paying for Central Square. These two items together have an increase of \$1356 over FY25 costs. This is not an inflation increase; it is an increase for more Netmotion licenses to take advantage of public safety mobile apps effectively.

Switching to NexGen from Central Square saves the town a minimum of over \$75,000 in annual support costs.

The new software item DHQ replaced the older PIN software and provides advanced secure function for communications across on premise and mobile devices. We knew PIN had to be replaced, as it was tied into the Central Square software, so we did not budget for its software maintenance for FY25. Police researched and purchased the product during FY25, so now it will be in the IT budget moving forward.

PowerDMS has informed us that they will have an increase of 28%, \$1,608.49, over FY25.

Cellebrite Forensic tool has informed us they will have an increase of 52%, or \$3,334, over FY25 costs.

Magnet Forensics has a 10%, \$420, increase over FY25.

The majority of remaining support renewals and software items for PD are under 5% increases.

There are 4 items that have been transferred back to the Police department budget that total \$4,643 because they are not IT focused support or subscription products.

TOWN OF WATERFORD

FY2026 BUDGET REQUEST

IT DEPARTMENT 10147



- **Emergency Management \$13,464 increase or 5.42% over FY25**

The town radio system support contract with Harris was renewed late in FY24, to cover FY25, FY26, and FY27 with specific yearly costs. That cost is 6% or \$13,535 higher than what was budgeted for FY25.

The increase to the Eaton Battery Backup support contract is nearly offset by a decrease in cost for the fiber connectivity for the radio system.

- **Fire Services \$835 increase or 1.93% over FY25**

The expected Breezeline cable internet fees based on our agreements will be 8% less than what was budgeted in FY25.

ESO software, including modules, has an expected \$625 increase over last year or 5%.

PowerDMS for the Fire services has an expected 8% increase.

The EMS training software Prodigy has an expected \$250 or 12% increase

- **Public Works \$648.20 decrease or -1.64% from FY25**

There are several small increases and decreases that offset much of the costs for maintenance garage software.

The transfer station scale software AWS has expected us to see a 7%, or \$331 increase over FY25.

The fleet management software is expected to be \$479.20 less or -2%

Several support items have been budget reduced to reflect the costs of the products and increases over the last several years.

- **IT Department \$32,529.60 decrease or -16.00% from FY25**

In FY25 there was a 3 year renewal for our Pure storage appliance maintenance that supports our virtual infrastructure. Renewing at this term length provides not only a lock in of price for the term, but the manufacturer of the product includes a one-time hardware upgrade per 3 year support renewal as part of the agreement. This renewal expense will return in FY28. This results in a decrease of \$55,265 vs FY25.

TOWN OF WATERFORD

FY2026 BUDGET REQUEST

IT DEPARTMENT 10147



Milestone software sees an increase of 110% or \$4,850 due to the increased number of licenses corresponding with the completed installation of security camera devices across town buildings.

Our average CEN interface usage for 30 days on the public network has increased beyond the 25m per month rate pushing us to the next rate tier of 50m a month. This is an increase from \$1476 to \$2940 per year.

Our average CEN interface usage for 30 days on the town network has a larger increase pushing us from the 25m average CEN port usage during a month to the 100mb a month tier. The major reason for this data increase over the last year is primarily due to the cloud storage upload and downloads related to the police Watchguard in-car and body camera system and the cloud storage data archival from our Cohesity backup appliance to AWS. This is an increase from \$1476 to \$5280 a year. This is the first increase related to CEN

Fortigate firewall licensing renewals we are budgeting \$456 less than FY25.

Cisco DUO licensing costs are budgeted 15% less than FY25 because of a correction in the quantity to cover specific users.

Budget quotes for FY26 Cisco smart net show an increase of 5% of \$740 for the specific hardware items covered by smart net.

Managed services phone system support is at the end of a 5 year signed contract originally initiated through the Board of Education back when the phone system was a single system across both Town and Schools. That contract was absurdly low at the time as it was a renewal continuation of a contract from 5 years earlier that when the phone systems were first installed. Effectively we were getting support cost rates equal to rates from 2014 to keep our business. That discount pricing has reached its end as we received estimates of over \$60,000 for the same level of service from that vendor. For FY26 we are planning to switch the towns managed services phone support vendor to Total Communications at a cost of \$28,0888 vs the \$60,000+ proposed by our existing vendor. This is however an increase of 32%, or \$6,760 over FY25.

Zoom licensing is being reduced vs FY25 as we continue the reduced remote meeting needs trend. This is a \$400 reduction or 20%.

TOWN OF WATERFORD

FY2026 BUDGET REQUEST

IT DEPARTMENT 10147



In FY25 we purchased a new Iboss security appliance as a capital project which came with 3 years of licensing and support. This cost will return in FY28.

VMWare licensing and support has had a significant increase vs previous years to 59% or \$4,865.82. In December of 2023 Broadcom purchased VMware from Dell, who had not raised the licensing costs for several years, for \$61 billion. Broadcom immediately made sweeping changes to the support structure, product module bundles, and increased licensing & support costs. There has been substantial fallout across the industry because of this especially for larger customers that had renewals increase 10 fold.

Our Cohesity backup appliances licensing and support renewals are based on the amount of space we use on premise and in the cloud for offsite archival storage of backup data. This has increased by 24%, or \$4,133 over the FY25 budget amount.

The costs of our new endpoint protection product CrowdStrike came in lower than originally budgeted in FY25, and this reduction is to reflect that. The reduction came from a new CT Education Network pricing agreement that became effective at the beginning of FY25. Thus, the FY26 cost is estimated to be 24%, or \$3,428 less than FY25.

Illumio, a product new to FY25, was higher than FY26 expectations because of a one time installation cost. That results in a 22%, or \$3,126.50 reduction from FY25.

Our current Meraki MDM licenses will cover devices through FY26 and we expect in FY27 to have renewals.

Box.com and Adobe Acrobat increases are both related to increase licensing needs for users in Town. Combined this is a \$1920 increase over FY25.

TOWN OF WATERFORD

FY2026 BUDGET REQUEST

IT DEPARTMENT 10147



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, and Cohesity Infrastructure supported and up to date throughout the fiscal year. They provide expertise and knowledge beyond our own to target critical, emergency, or cybersecurity IT issues when we need it. This is a budget increase of \$4000 over FY25, but it is not a rate increase, it is a correction for the FY25 number.

- **Senior Services increase of \$775 or 18.07% over FY25**

This increase is primarily due to the licensing needs of a product called Canva. Although it is listed as a senior services product, that is only because they were the first ones to license it. This product is used by Senior services, the First Selectmans office, Youth and Family Services, and Rec and Parks as a marketing tool to legally license the product for use. This tool helps create material that is used on the website and Facebook to notify the public of events. The individual departments picked up the cost of this for FY25, and it has been transferred to the IT budget for FY26.

RecDesk is expecting a 5% increase across all departments that use it, which is \$175 increase for Senior Services.

- **Recreation & Park increase of \$365 or 4.63% over FY25**

RecDesk is expecting a 5% increase, which is a \$365 increase for Rec and Parks.

- **First Selectman Increase of \$4,241 or 24% over FY25.**

The town website hosting provider CivicPlus has notified us of the above increase for FY26.

- **Youth and Family Services decrease of \$497 or 8.16% from FY25**

RecDesk is expecting a 5% increase, which is a \$175 increase for Youth and Family

TOWN OF WATERFORD

FY2026 BUDGET REQUEST

IT DEPARTMENT 10147



Charity Tracker will be 33%, or \$864 less than FY25 from an adjustment to budgeted license counts necessary for the users of the product.

In FY25 Youth and Family purchased Calendly to help facilitate booking appointments with the public for food bank needs. This cost is consolidated into the IT budget for FY26.

- **DUES, CONF. & EDUCATION – zero percent increase from FY25**
Allows IT staff to attend the State of Connecticut CEN conference in Hartford.
- **REIMBURSABLE EXPENSE – zero percent increase from FY25**
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 – decrease of \$267 or -14.71% from FY25**
In FY25 phone service was change from Verizon to T-Mobile for a cost savings and better cellular service. This line charge is for the three IT support cell phones.

EQUIPMENT

- **COMPUTER SYSTEM decrease of \$3,478 or -8.81% from FY25**
We are budgeting to replace 3 specific laptops that do not support Windows 11 and are approximately 8 years old each. The public works maintenance garage uses computers and special diagnostics software to get information, parts lookup, inventory information, and work order information necessary for repairing vehicles. The tax assessor uses their laptop constantly and it is vital that the computer support Windows 11 for cyber security reasons. Senior services has an older laptops that it uses to assist members of the public offsite for special programs, it is vital that the computer support Windows 11 for cyber security reasons.

TOWN OF WATERFORD FY2026 BUDGET REQUEST IT DEPARTMENT 10147



The Tax Assessors office has requested an IPAD with cellular access to improve efficiencies involving verifying property upgrades/changes for tax assessment updates.

Our miscellaneous equipment item continues without an increase for the 5th year. It is a vital item for us to purchase items and solve unexpected and unbudgeted issues or requirements quickly.

The Community Center Cafeteria's current projector is wired and supports older VGA low resolution connectivity for devices. Recreation and Parks has asked IT to update that system. IT has budgeted to replace the projector and the existing small screen with a recommended solution provided by one of our AV vendors. This involves replacing the projector, old VGA wiring, and the pull down screen to support a larger brighter image using HDMI connectivity of current devices.

In FY25 we started the process of replacing our Cisco VOIP phones because of issues and age. However, treating the devices like a fleet we are planning to replace 10 phones a year to so we slowly get rid of the oldest, more problematic devices first. FY26 we continue this request to replace another 10 phones.

**TOWN OF WATERFORD
FY2026 BUDGET REQUEST
IT DEPARTMENT 10147**



Looking Ahead

First, a look back. Over the last 3 years IT has assisted departments and their associated product support vendors with an upgrade to the majority of software required for departments to function efficiently.

Munis, ADP, QDS, NexGen, Fleetio, Watchguard Cloud, GIS, Milestone, RecDesk

In those same 3 years IT has completed major updates to the towns IT infrastructure.

New helpdesk ticket tracking system.

New backup appliance with cloud based archival, Cohesity.

New cyber security software to protect software and traffic, CrowdStrike and Illumio.

New firewall and content filter, Fortigate and Iboss

Microsoft Exchange updated to the latest current version. Exchange 2016 to 2019

Upgraded phone system software and replaced phone system hardware. Cisco UCS.

Upgraded our virtual infrastructure switches to 10GB connectivity to hosts.

For the near future, for FY26 we have submitted a request to replace our existing hosts that run our virtual server infrastructure. These are three servers that have lots of memory in them, the most expensive part of the equipment, so that they can run our 60+ virtual servers. The current servers have been running 24x7 for 8 years by the time they will be replaced.

Also in FY26 it will be the 3rd year in a row for specific PC replacements in town. We have found that desktop computers are lasting a good 7 years before they should be replaced due to age incompatibilities with software or lack of support for critical security flaws.

Beyond 26 we are looking at some of the following challenges, concerns, and needs.

TOWN OF WATERFORD FY2026 BUDGET REQUEST IT DEPARTMENT 10147



FY24 started a shift for software manufactures in for software licensing and renewals. Previously if you purchased a specific version of software to run on your computer you received a license and you owned it. Licensed software could be used forever, assuming the computers operating system supported it. With manufacturers coming out with new upgraded versions of software every 3 years, with honestly very little new features, it is commonplace to skip versions and save money. This creates, for the manufacturer of that software, an unpredictable income stream.

Manufacturers found that with cloud services, which they must support and maintain the infrastructure for, they could charge subscriptions. A completely predictable income stream where the more people that use it, the more money they make.

Software manufactures have decided to do that for on premise software now. Everything will be a yearly subscription, there will be no more owning software.

As I noted earlier in the budget VMware was purchased by a company called Broadcom. Before this ownership it was possible to buy and own a license for VMware and if you wanted to have support for it, you pay for that yearly. Broadcom cancelled all those licenses when they bought the product, effectively made them null. Now, everything is subscription based with licensing and support are tied together. Steady cost every year, no more skipping versions.

Microsoft has announced it is moving its on-premise software licensing to this same scheme. Currently we are on Exchange 2019. Microsoft has announced that in August of next year Exchange 2019 will not be supported and everybody will have to switch to Exchange SE (subscription edition). There has been zero cost of this product released to anybody even though in 10 months it is planned to be released (as of December 2024).

This type of shift in product licensing is a budget concern as it could cause the Software Contracts line item for IT to increase by quite a bit for items we don't have to worry about now. Microsoft Exchange we know is going this way, again without having any information on what the cost will be. We fully expect Microsoft Office and Microsoft Server licensing to move this way. Some of the server licensing already has, where you can buy it in 1/3/5/ or 10 year subscription lengths.

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 expectations. 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.

TOWN OF WATERFORD FY2026 BUDGET REQUEST IT DEPARTMENT 10147



Our wireless access points, installed in every town building, are approximately 6 years old now and are subscription based for services. As long as Cisco Meraki keeps allowing us to renew the subscription for those devices they are considered supported. We haven't been given an end date as to when our models will no longer be renewable. I do expect that after the 10 year anniversary we will be looking at a capital project to replace all the access points, which ideally includes 5 years of subscription with them.

The network wire problem. 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 of 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 have communicate at 1000mb/s speeds. There is a definite need here to update the wiring infrastructures so that it can properly support the town for another 20+ years, in some buildings, and we will be looking into those costs.

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, these 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
PERSONNEL WORKSHEET - 47 INFORMATION TECHNOLOGY
2025/2026 FISCAL YEAR

LINE 51920

DATE OF HIRE	EMPLOYEE	HOURS WORKED/ WEEK	HOURLY RATE FY26	SALARY FY25	LONGEVITY FY25	SALARY FY26	LONGEVITY FY26	TOTAL EMPLOYEE SALARY	PAYROLL TAXES (F.I.C.A.)
51110 - ADMINISTRATION									
10/4/2021	IT MANAGER		N/A	118,334.79	1,775.02	121,292.96	1,812.42	123,105.38	9,417.56
	TOTALS			118,334.79	1,775.02	121,292.96	1,812.42	123,105.38	9,417.56
		*add longevity		120,109.81					
51210 - CLERICAL/TECHNICAL									
10/4/2021	IT SUPPORT ENGINEER	40	\$ 37.4755	73,539.36	350.00	78,248.80	350.00	78,598.80	6,012.81
2/13/2023	PC TECHNICIAN	40	\$ 26.0182	52,032.96	0.00	54,325.92	0.00	54,325.92	4,155.93
	TOTALS			125,572.32	350.00	132,574.72	350.00	132,924.72	10,168.74
		*add longevity		125,922.32					
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		FY25 FICA	19,012.71	248,532.13	2,125.02	256,367.68	2,162.42	258,530.10	19,777.55
BUDGET TOTAL W/F.I.C.A				267,544.84				278,307.66	

WORKDAYS
2025/2026 **WEEKS TO BUDGET**
261 **52.2**

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

LINE ITEM	ACCOUNT NAME	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 TO DATE (12/10/24)	2025-2026 PROPOSED BUDGET	\$ INCREASE	% INCREASE
52010	ADVERTISING	0	0	0	0	0	0.00%

ACCOUNT JUSTIFICATION

5-year Expenditure History				
FY20	FY21	FY22	FY23	FY24
\$ -	\$ -	\$ -	\$ 201.00	\$ -

LINE ITEM	ACCOUNT NAME	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 TO DATE (12/10/24)	2025-2026 PROPOSED BUDGET	\$ INCREASE	% INCREASE
52020	POSTAGE	0	0	0	0	0	0.00%

5-year Expenditure History				
FY20	FY21	FY22	FY23	FY24
\$ -	\$ -	\$ -	\$ -	\$ -

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

LINE ITEM	ACCOUNT NAME	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 TO DATE (12/10/24)	2025-2026 PROPOSED BUDGET	\$ INCREASE	% INCREASE
52030	PROFESSIONAL FEES	0	0	-	0	0	0.00%

5-year Expenditure History				
FY20	FY21	FY22	FY23	FY24
\$ -	\$ -	\$ -	230.29	\$ -

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

LINE ITEM	ACCOUNT NAME	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 TO DATE (12/10/24)	2025-2026 PROPOSED BUDGET	\$ INCREASE	% INCREASE
52043	SERVICE CONTRACTS & REPAIRS	851,920	922,905	52,020	898,249	(24,656)	-2.67%

ACCOUNT JUSTIFICATION
Detailed Listing Attached

5-year Expenditure History				
FY20	FY21	FY22	FY23	FY24
\$ 718,914.19	\$ 748,459.31	\$ 717,281.48	\$ 703,167.78	\$ 851,919.88

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

LINE ITEM	ACCOUNT NAME	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 TO DATE (12/10/24)	2025-2026 PROPOSED BUDGET	\$ INCREASE	% INCREASE
52050	DUES, CONF & EDUCATION	0	195	0	195	0	0.00%

ACCOUNT JUSTIFICATION

State of CT CEN Members Conference for 3 individuals. Registration is \$65 each

5-year Expenditure History				
FY20	FY21	FY22	FY23	FY24
\$ -	\$ -	\$ -	\$ 2,425.00	\$ -

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

LINE ITEM	ACCOUNT NAME	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 TO DATE (12/10/24)	2025-2026 PROPOSED BUDGET	\$ INCREASE	% INCREASE
52070	REIMB TOWN EXPENSES	0	500	0	500	0	0.00%

ACCOUNT JUSTIFICATION

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

5-year Expenditure History				
FY20	FY21	FY22	FY23	FY24
\$ -	\$ -	\$ -	\$ 11.63	\$ -

LINE ITEM	ACCOUNT NAME	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 TO DATE (12/10/24)	2025-2026 PROPOSED BUDGET	\$ INCREASE	% INCREASE
52080	TELEPHONE	1,387	1,815	644	1,548	(267)	-14.71%

ACCOUNT JUSTIFICATION

Cellular telephones and service for three IT department staff.

5-year Expenditure History				
FY20	FY21	FY22	FY23	FY24
\$ -	\$ -	\$ -	\$ 1,164.61	\$ 1,387.27

TOWN OF WATERFORD
OFFICE SUPPLIES - INFORMATION TECHNOLOGY DEPARTMENT
2025-2026 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 TO DATE (12/10/24)	2025-2026 PROPOSED BUDGET	\$ INCREASE	% INCREASE
53010	OFFICE SUPPLIES	0	0	0	-	-	0.00%

ACCOUNT JUSTIFICATION

General office supplies not supplied by the finance department.

5-year Expenditure History				
FY20	FY21	FY22	FY23	FY24
\$ -	\$ -	\$ -	\$ -	\$ -

TOWN OF WATERFORD
OFFICE & COMPUTER SYSTEM EQUIPMENT - INFORMATION TECHNOLOGY DEPARTMENT
2024-2025 FISCAL YEAR

LINE ITEM	ACCOUNT NAME	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 TO DATE (12/10/24)	2025-2026 PROPOSED BUDGET	\$ INCREASE	% INCREASE
54010	OFFICE FURNITURE	-	-	0	-	-	0.00%

ACCOUNT JUSTIFICATION

5-year Expenditure History				
FY20	FY21	FY22	FY23	FY24
\$ -	\$ -	\$ -	\$ 664.50	\$ -

LINE ITEM	ACCOUNT NAME	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 TO DATE (12/10/24)	2025-2026 PROPOSED BUDGET	\$ INCREASE	% INCREASE
54130	COMPUTER SYSTEM EQUIPMENT	43,056	39,473	16,145	35,995	(3,478)	-8.81%

ACCOUNT JUSTIFICATION

Detailed Listing Attached

5-year Expenditure History				
FY20	FY21	FY22	FY23	FY24
\$ 34,459.99	\$ 97,193.02	\$ 23,950.76	\$ 98,118.44	\$ 43,055.94

TOWN OF WATERFORD
Software Maintenance List
PROJECT SOFTWARE FY16

5.0% percent escalation included for four more fiscal years

DEPT	PROJECT NAME	DESCRIPTION	BUDGET FISCAL YEAR 2023-2023	BUDGET FISCAL YEAR 2023-2024	BUDGET FISCAL YEAR 2024-2025	REQUEST BUDGET FISCAL YEAR 2025-2026	ESTIMATED FISCAL YEAR 2026-2027	ESTIMATED FISCAL YEAR 2027-2028	ESTIMATED FISCAL YEAR 2028-2029	ESTIMATED FISCAL YEAR 2029-2030	ESTIMATED FIVE YEAR TOTAL
Library	SIRSI - Sirsi Dynix Licensing and Support	Cloud based ILS system for cataloging, circulation, acquisitions, and reporting.	7,178.86	7,529.40	7,602.00	7,000.00	7,350.00	7,717.50	8,103.38	8,508.54	38,679.42
Library	ENVISIONWARE - Self Check Licensing and Support	Self checkout kiosk software	576.95	605.80	650.00	1,250.00	1,312.50	1,378.13	1,447.03	1,519.18	6,907.04
IT/Library (New)	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	2,099.00
Library	Web domain renewal for waterfordpubliclibrary.com	Network Solutions web domain name registration		200.00	60.00	60.00	60.00	60.00	60.00	60.00	300.00
Assessor	Vision CAMA (Licensing and Support, Cloud DB & Web hosting)	Vision Cloud Database Appraisal system	14,889.00	16,726.00	18,933.00	20,827.00	21,868.35	22,961.77	24,109.86	25,315.35	115,002.32
Assessor	QDS PPCAMA Software Licensing and Support	QDS CAMA management system	9,410.10	11,809.99	10,227.00	10,950.00	11,497.50	12,072.38	12,675.99	13,309.79	60,505.66
Tax Office	QDS Licensing and Support	QDS Tax collector management system	10,138.11	14,897.11	12,187.00	12,614.00	13,244.70	13,906.94	14,602.28	15,332.40	69,700.31
PE&Z/Building / PW	GIS - ESRI ArcGIS Licensing and Support	ArcGIS Enterprise map and geospatial data management Software	11,324.63	10,305.00	9,875.00	8,600.00	9,030.00	9,481.50	9,955.58	10,453.35	47,528.43
PE&Z/Building	General Code - MUNICIPALITY Licensing and Support	Cloud based permitting, licensing, inspection, & management system.	9,200.99	9,313.00	10,386.52	9,669.00	10,152.45	10,660.07	11,193.08	11,752.73	53,427.33
PE&Z/Building	ICC - MUNICIPALITY ICC Code Integration/Subscription	Munimty Integrated access to 10-20 ICC Code Books			3,140.00	2,874.00	3,017.70	3,168.59	3,327.01	3,493.36	15,880.66
PE&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
PE&Z/Building	Tytle Bond GIS Web Hosting and Database Hosting	Town GIS Data Web Hosting and Database Hosting			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	8,173.00	34,370.00	35,000.00	45,600.00	47,880.00	50,274.00	52,787.70	55,427.09	251,968.79
Finance/HR	UKG (Kronos) Time and Attendance Licensing and Support	Time clock hardware and cloud based software for time and attendance tracking	16,228.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Finance	Tyler Technologies MUNIS ERP Licensing and Support	Munis enterprise financial management software	39,547.72	33,583.70	35,000.00	36,000.00	37,800.00	39,690.00	41,674.50	43,758.23	198,922.73
Finance	AssetWorks Licensing and Support	Cloud based fixed asset management software	3,200.00	1,940.40	2,134.44	3,696.00	3,880.00	4,074.84	4,278.58	4,492.51	20,422.73
Finance	OpenGov Cloud based Purchasing Software	Cloud based procurement software solution			16,500.00	17,325.00	18,191.25	19,100.81	20,055.85	21,058.65	95,731.56
Finance	ClearGov Cloud based Budget Book	Cloud based Budget Book		9,550.00	9,550.00	8,716.00	9,151.00	9,609.39	10,089.86	10,594.35	48,161.40
Clerk	Manicore Hosting (Cyve Plus)	Online Code Hosting, Codification, Recodification, Supplementation, and Reproduction services			700.00	700.00	735.00	771.75	810.34	850.85	3,867.94
PD	EATON UPS SLA (PD)	Service contract for Eaton UPS in PD Data Center	4,505.22	4,895.92	4,900.00	4,381.00	4,600.05	4,830.05	5,071.56	5,325.13	24,207.79
PD	BEI IRecord Licensing and Support	Police interview room camera and audio recording system	3,399.00	2,345.00	2,465.00	2,585.00	2,714.25	2,849.96	2,992.46	3,142.08	14,283.76

TOWN OF WATERFORD
Software Maintenance List
PROJECT SOFTWARE FY26

5.0% percent escalation included for four more fiscal years

DEPT	PROJECT NAME	DESCRIPTION	BUDGET FISCAL YEAR 2023-2023	BUDGET FISCAL YEAR 2023-2024	BUDGET FISCAL YEAR 2024-2025	REQUEST BUDGET FISCAL YEAR 2025-2026	ESTIMATED FISCAL YEAR 2026-2027	ESTIMATED FISCAL YEAR 2027-2028	ESTIMATED FISCAL YEAR 2028-2029	ESTIMATED FISCAL YEAR 2029-2030	ESTIMATED FIVE YEAR TOTAL
PD	Leonardo (Solex) LPR Licensing and Support	Police in-car license plate reader system	5,430.00	5,430.00	5,430.00	3,980.00	4,179.00	4,387.95	4,607.35	4,837.71	21,992.01
PD	Liverzan - Idemia Licensing and Support	Police finger printing system	2,810.00	2,200.00	2,448.00	2,570.00	2,638.50	2,833.43	2,975.10	3,123.85	14,200.87
PD/EOC	Central Square - CAD/RMS/MOBILE support	Public Safety Enterprise data management solution for 911 call handling, CAD for Law/True/DMS, records management, and mobile in car access	83,421.00	102,101.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PD/EOC	NewGen Public Safety Software - CAD/RMS/MOBILE support	Public Safety Enterprise data management solution for 911 call handling, CAD for Law/True/DMS, records management, and mobile in car access			33,164.00	25,700.00	26,985.00	28,334.25	29,730.96	31,238.51	142,008.72
PD	ABSOLUTE - NetMotion Licensing and Support (NewGen)	Enterprise VPN software for in-car connectivity to police data resources (State Approved)	3,948.49	4,500.00	0.00	8,820.00	0.00	0.00	0.00	0.00	8,820.00
PD	Motorola Watchguard Licensing, Cloud Storage, and Support	Motorola Solutions Police in-car and body camera solution on Cloud Storage	9,310.00	13,260.00	54,170.00	54,040.00	54,040.00	54,040.00	60,000.00	60,000.00	282,120.00
PD	MDC in car computer lease - renew this year (Marlin Business Bank)	Police in-car mobile computer lease	30,200.00	30,175.51	30,175.00	100.00	35,000.00	35,000.00	35,000.00	35,000.00	140,100.00
PD	PEN-LINK - Geotime	Criminal investigation analysis platform tool	951.72	924.00	1,305.00	2,466.00	3,000.00	3,500.00	4,000.00	4,500.00	17,466.00
PD	PIN (L.F. Designs LLC) Licensing and Support	Roll call / information sharing Software	1,966.50	1,966.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
(NEW) PD	DHQ Licensing and Support - Delphi Tech Solutions	Roll call / information sharing Software		0.00	0.00	2,900.00	3,845.00	3,197.25	3,357.11	3,524.97	16,024.33
PD	LEFTA - Licensing and Support	Field Training/Accountability/Transparency Software	6,735.00	7,123.87	8,563.00	8,385.00	8,804.25	9,244.46	9,706.69	10,192.02	46,332.42
PD	POSS (VCS) Licensing and Support	POSS police time management/scheduling software	4,146.78	4,352.12	4,600.00	4,738.00	4,974.90	5,223.65	5,484.83	5,759.07	26,180.44
PD	BERLA-Vehicle iVe Licensing and Support	Vehicle "black box" data forensics software	2,884.00	3,250.00	3,250.00	3,770.00	3,958.50	4,156.43	4,364.25	4,582.46	20,831.63
PD	Crown Castle - fiber maintenance contract - EOC to Crossroads	Fiber connectivity contract for a link to traffic cameras	1,639.43	1,675.00	1,904.00	2,023.08	3,675.00	1,675.00	1,675.00	1,675.00	8,723.08
PD	Magnet Forensics - Axiom - Licensing and Support	Digital device data forensics software		4,254.00	4,200.00	4,620.00	4,851.00	5,093.55	5,348.23	5,615.64	25,528.42
PD	PowerDMS Licensing and Support	Cloud based policy management software	4,634.76	5,370.43	5,719.51	7,328.00	7,694.40	8,079.12	8,483.08	8,907.23	40,491.83
PD	Celebrate UFED Licensing and Support	Forensic Analysis tool for mobile devices		4,300.00	6,450.00	9,784.00	10,273.20	10,786.86	11,326.20	11,892.51	54,062.78
PD	BEI PD Camera System SLA	Service contract for police department inhouse camera system	3,641.05	4,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PD	GIS - Esri ArcGIS Licensing and Support	ArcGIS map and geospatial data management Software	400.00	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PD	LexipNexus/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
PD	Crimdex Licensing and Support	Nationwide Crime Sharing Service		632.00	632.00	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
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
PD	domain renewal waterfordpolice.org	Network Solutions web domain name registration		60.00	60.00	60.00	60.00	60.00	60.00	60.00	360.00

TOWN OF WATERFORD
Software Maintenance List
PROJECT SOFTWARE FY26

5.0% percent escalators included for four more fiscal years

DEPT	PROJECT NAME	DESCRIPTION	BUDGET FISCAL YEAR 2023-2023	BUDGET FISCAL YEAR 2023-2024	BUDGET FISCAL YEAR 2024-2025	REQUEST BUDGET FISCAL YEAR 2025-2026	ESTIMATED FISCAL YEAR 2026-2027	ESTIMATED FISCAL YEAR 2027-2028	ESTIMATED FISCAL YEAR 2028-2029	ESTIMATED FISCAL YEAR 2029-2030	ESTIMATED FIVE YEAR TOTAL
EOC	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
EOC	HARRIS Town Radio SLA	Town public safety radio system used by police, dispatch, public works, schools, ems, fire, youth services, senior services	211,625.86	222,228.00	222,232.00	235,767.00	242,840.04	0.00	0.00	0.00	478,607.04
EOC	EATON UPS SLA (DISPATCH)	Service contract for Eaton UPS in PD Data Center	5,138.74	3,875.36	3,972.00	4,381.00	4,600.05	4,830.05	5,071.56	5,325.13	24,207.79
EOC	Crown Cable - fiber maintenance - EOC to radio towers	Fiber connectivity contract for links to town tower radio sites		9,600.00	10,000.00	9,600.00	9,600.00	9,600.00	9,600.00	9,600.00	48,000.00
EOC	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
EOC	Crown Cable - fiber maintenance - EOC to milestones	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
EOC	APCO InterlicComm software maintenance	Custom electronic guidcards 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	25,000.00
FIRE	CNET access contract - PSDN/CEN interlink	Firehouse State of CT PSDN / CEN Town Hall connectivity	1,500.00	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 - Cogent/BreezeLine	Internet Connectivity for fire firehouses private networks	10,387.00	11,025.00	7,500.00	6,930.00	7,276.50	7,640.33	8,022.34	8,423.46	38,292.62
FIRE	Aladice Scheduling Licensing and Support	Fire time management/scheduling software	2,595.60	5,600.00	3,075.00	3,075.00	3,136.50	3,199.23	3,359.19	3,527.15	16,297.07
FIRE	ESO Fire RMS Licensing and Support	Cloud based records management software for Fire records		11,765.00	9,095.00	9,550.00	10,027.50	10,528.88	11,055.32	11,608.08	52,769.78
FIRE	ESO Personal MGMT Module	Manage your agency's personnel, training courses, education history			3,390.00	3,560.00	3,738.00	3,924.90	4,121.15	4,327.20	19,671.25
FIRE	FireHouse RMS Licensing and Support	Cloud based fire services records management software (ESO purchased this copy and EOL the product)	5,475.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FIRE	Streetswise - Hanger 14 - Licensing and Support	Cloud based incident management, asset tracking, reporting, and alert notification software	10,067.22	9,132.00	9,268.00	9,224.00	9,685.20	10,169.46	10,677.93	11,211.83	50,968.42
FIRE	MERAKI MDM (COVERED TILL FY27) Licensing and Support	Cloud based Mobile Device management software for Fire Vehicle IPADS	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	0.00	2,000.00
FIRE	My Sidewalk - Craig100 - Licensing and Support	Community risk assessment inside generator software	927.00	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	6,010.06	6,167.99	6,742.00	7,315.97	7,681.77	8,065.86	8,469.15	8,892.61	40,425.35
FIRE	Prodigy Licensing and Support	EMS training, certification, and tracking software		1,750.00	1,850.00	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	3,090.00	3,701.25	3,525.00	3,525.00	3,701.25	3,886.31	4,080.63	4,284.66	19,477.05
PW	GIS - ESRI ArcGIS Licensing and Support	ArcGIS map and geospatial data management Software	927.00	660.00	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	3,605.00	4,725.00	4,725.00	5,056.00	5,308.80	5,574.24	5,852.95	6,145.60	27,937.59
PW	Snap On tools diagnostic Licensing and Support	Snap On Tools vehicle computer diagnostics software	1,499.00	1,600.00	1,600.00	1,700.00	1,785.00	1,874.25	1,967.96	2,066.36	9,393.57
PW	Navistar ONCOMMAND Service Information (OCSI) Licensing and Support		600.00	618.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TOWN OF WATERFORD
Software Maintenance List
PROJECT SOFTWARE FY26

5.0% percent escalation included for four more fiscal years

DEPT	PROJECT NAME	DESCRIPTION	BUDGET FISCAL YEAR 2023-2023	BUDGET FISCAL YEAR 2023-2024	BUDGET FISCAL YEAR 2024-2025	REQUEST BUDGET FISCAL YEAR 2025-2026	ESTIMATED FISCAL YEAR 2026-2027	ESTIMATED FISCAL YEAR 2027-2028	ESTIMATED FISCAL YEAR 2028-2029	ESTIMATED FISCAL YEAR 2029-2030	ESTIMATED FIVE YEAR TOTAL
PW	Navistar ONCOMAND Service Subscription Licensing and Support	International vehicles support software, diagnostic tool, and resource subscriptions for engines, parts, diagnostics, and service.	1,650.00	1,732.50	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	567.00	595.35	625.12	656.37	2,983.04
PW	Navistar Diamond Logic Builder (DLB) Licensing and Support			700.00	700.00	700.00	735.00	771.75	810.34	850.85	3,867.94
PW	Navistar Licensing and Support			540.00	540.00	0.00	0.00	0.00	0.00	0.00	0.00
PW	Helim - Ford IDS Licensing and Support		850.00	850.00	850.00	800.00	840.00	882.00	926.10	972.41	4,420.51
PW	Cummins Insite Licensing and Support	Cummins vehicle diagnostics	850.00	850.00	850.00	840.00	882.00	926.10	972.41	1,021.03	4,641.53
PW	Cummins Quickserve Licensing and Support	Cummins resource software	850.00	850.00	850.00	810.00	850.50	893.03	937.68	984.56	4,475.76
PW	Noregon - Allison DOC Fleets Licensing and Support	Allison vehicle diagnostics and resource software	618.00	350.00	350.00	390.00	400.50	429.96	451.47	474.05	2,155.00
PW	RTA Fleet Licensing and Support	Fleet management software	2,266.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PW	Rumetop - Fleetio Licensing and Support	Cloud based real time fleet management maintenance, tracking, and analysis solution	19,499.00	19,845.00	19,379.20	18,900.00	19,845.00	20,837.25	21,879.11	22,973.07	104,434.43
PW	VHB - Samis - Pavement tracking Licensing and Support	SAM IS pavement inventory and survey tracking data	4,000.00	4,200.00	4,000.00	4,000.00	4,200.00	4,410.00	4,630.50	4,862.03	22,102.53
IT	Milestone VMS - Software Maintenance	Milestone IP camera video management software	1,284.00	1,378.83	4,400.00	9,250.00	9,712.50	10,198.13	10,708.03	11,243.43	53,112.09
IT	Meraki AP Licensing and Support - (3YR)	Meraki Cloud Management licensing for Meraki WiFi Access Points town wide	0.00	15,120.00	0.00	0.00	18,000.00	0.00	0.00	0.00	18,000.00
IT	CEN connectivity (town & public) - State of CT	Internet connectivity for the town and public networks (provided through CT Education Network)	2,976.00	2,976.00	2,952.00	8,220.00	8,631.00	9,062.55	9,515.68	9,991.46	45,420.69
IT	S2 Access Control System - Utility Communications	RTD Door Access control management system	546.00	573.30	602.00	600.00	630.00	661.50	694.58	729.30	3,315.38
IT	Fortigate for Public Network - Licensing and Support - Eplus	Fortigate firewall support and feature licensing for the public networks	362.05	337.00	332.00	300.00	315.00	330.75	347.29	364.65	1,657.69
IT	Fortigate for Town Network - Licensing and Support- Eplus	Fortigate firewall support and feature licensing for the town networks	3,578.00	3,541.00	4,024.00	3,600.00	3,780.00	3,960.00	4,167.45	4,375.82	19,892.27
IT	2FA Cisco DUO Licensing and Support	Two factor authentication system to protect authentications for privileged accounts to infrastructure and web based email.	1,493.00	2,489.76	4,563.00	3,900.00	4,093.00	4,290.75	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	20,000.00	14,000.00	14,121.64	14,862.00	15,605.10	16,385.36	17,204.62	18,064.85	82,121.93
IT	Managed Services Phone System Support SLA - Eplus/ TCI	Managed services support contract for town Cisco Voice over IP phone system	21,548.78	21,327.39	21,328.00	28,088.00	27,706.56	29,091.89	30,546.48	32,073.81	147,506.74
IT,PD,PZ	Zoom Licensing and Support	Zoom video conferencing software for specific users (free version has 40 minute limitation)	4,532.00	2,000.00	2,000.00	1,600.00	1,600.00	1,764.00	1,852.20	1,944.81	8,841.01
IT	Cybersecurity Web Content Filter (Boox)	Web browsing content filter access control software	2,413.79	1,695.00	1,695.00	0.00	0.00	3,000.00	3,150.00	3,307.50	9,457.50
IT	GlobalSign wildcard ssl cert - Advanced Office Systems	SSL certificate for securing multiple web based applications for town resources	582.08	746.55	731.00	731.00	767.55	805.93	846.22	888.54	4,039.24

TOWN OF WATERFORD
Software Maintenance List
PROJECT SOFTWARE FY16

5.0% percent escalation included for four more fiscal years

DEPT	PROJECT NAME	DESCRIPTION	BUDGET FISCAL YEAR 2023-2023	BUDGET FISCAL YEAR 2023-2024	BUDGET FISCAL YEAR 2024-2025	REQUEST BUDGET FISCAL YEAR 2025-2026	ESTIMATED FISCAL YEAR 2026-2027	ESTIMATED FISCAL YEAR 2027-2028	ESTIMATED FISCAL YEAR 2028-2029	ESTIMATED FISCAL YEAR 2029-2030	ESTIMATED FIVE YEAR TOTAL
IT	VMware Vsphere Licensing and Support - TCI	Virtual Server infrastructure software platform	8,021.64	7,800.17	8,190.18	13,056.00	13,920.00	14,616.00	15,346.80	16,114.14	73,052.94
IT	Coltcity DataProtect Backup Appliance & FortiKnox Cloud Archive Subscription	Backup and recovery platform appliance with immutable backup, fast recovery response, and AWS cloud archiving support		15,732.77	17,000.00	21,333.00	24,091.05	25,795.60	26,560.38	27,888.40	124,968.44
IT	Veritas Backup - Licensing and Support	A traditional backup and recovery platform that runs on standard Windows servers	2,488.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
IT	Pure Storage SAN - Licensing and Support	All all flash data storage device connected to our VMware virtual server infrastructure platform	19,022.04	20,000.00	55,265.00	0.00	0.00	60,000.00	0.00	0.00	60,000.00
IT	Cybersecurity eMail Filtering / Archival (Barracuda Essentials)	Cloud based email data protection, filtering, and archival solution	5,000.00	6,175.00	7,052.00	7,282.20	7,646.31	8,028.63	8,430.05	8,851.56	40,238.75
IT	Cybersecurity Endpoint Visibility 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	10,562.48	11,090.60	11,645.13	12,227.39	56,708.59
IT	Cybersecurity End Point Protection (CrowdStrike)	Cloud based AI endpoint protection platform for cybersecurity protection of computers		0.00	14,022.00	10,594.00	11,123.70	11,679.89	12,263.88	12,877.07	58,538.54
IT	PDO Inventory/Deploy - PDO Licensing and Support	Computer inventory scanning and application deployment tool	900.00	1,500.00	1,500.00	1,575.00	1,653.75	1,736.44	1,823.26	1,914.42	8,702.87
IT (ALL DEPTS)	MERAKI MDM for mobile devices - ePlus	Cloud based Mobile Device management software for iPhones/iPads	3,850.00	0.00	265.00	0.00	1,800.00	1,890.00	1,984.50	2,083.73	7,758.23
IT	File Sharing /Transfer Product (Box)	Secure file transfer software for sharing data files to and from external resources	3,658.00	4,000.00	4,000.00	4,800.00	5,040.00	5,292.00	5,556.60	5,834.43	26,523.03
IT	Advanced MS Exchange Support - ConsolidatedLogically	SLA hours specifically for advanced Microsoft Exchange email server support	4,000.00	4,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
IT	FreeService Help Desk Ticketing/Tracking system	Cloud based helpdesk ticketing/incident tracking reporting software	4,204.00	3,662.82	4,596.48	4,600.00	4,830.00	5,071.50	5,325.08	5,591.33	25,417.90
IT	Microsoft PowerBI Pro Licensing and Support	Microsoft PowerBI reporter builder software	250.00	250.00	322.00	322.00	328.10	334.51	341.23	348.29	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	1,575.00	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	70,000.00
IT	Adobe Acrobat ProStandard for Teams Subscription	Software that allows for creating, editing, or converting PDF documents.		9,341.50	8,380.00	9,500.00	9,975.00	10,473.75	10,997.44	11,547.31	52,493.50
IT	Secure FTP Server BitVise (3 years)	On Premise secure file transfer server software required for certain IT needs		0.00	0.00	0.00	0.00	0.00	250.00	0.00	250.00
IT	Kiva SysLog Server	On Premise syslog server for capturing specific system log data		0.00	0.00	0.00	0.00	0.00	0.00	350.00	350.00
IT	ABUSEIPDB basic subscription	Customizable Blacklist Tool of Abusive IP addresses		0.00	228.00	228.00		251.37	263.94	277.14	1,259.84
SENIOR SERVICES	RedDesk Licensing and Support	Cloud based recreation management software with credit card payment processing configured for senior services	4,150.00	3,500.00	3,500.00	3,675.00	3,858.75	4,051.69	4,254.27	4,466.99	20,306.69
SENIOR SERVICES	Xarvu - MySeniorCenter Lite - case management	Cloud based case management platform designed for senior services needs	809.75	830.00	790.00	790.00	829.50	870.98	914.52	960.25	4,365.25
SSA/SYISIRP (NEW)	Carva	Cloud based Advertising/Marketing creator tool				600.00	630.00	661.50	694.58	729.30	3,315.38
REC & PARK	RedDesk Licensing and Support	Cloud based recreation management software with credit card payment processing configured for parks and rec	4,150.00	3,800.00	7,300.00	7,665.00	8,048.25	8,450.66	8,873.20	9,316.86	42,353.96

TOWN OF WATERFORD
Software Maintenance List
PROJECT SOFTWARE FY26

5.0% percent escalation included for four more fiscal years

DEPT	PROJECT NAME	DESCRIPTION	BUDGET FISCAL YEAR 2023-2023	BUDGET FISCAL YEAR 2023-2024	BUDGET FISCAL YEAR 2024-2025	REQUEST BUDGET FISCAL YEAR 2025-2026	ESTIMATED FISCAL YEAR 2026-2027	ESTIMATED FISCAL YEAR 2027-2028	ESTIMATED FISCAL YEAR 2028-2029	ESTIMATED FISCAL YEAR 2029-2030	ESTIMATED FIVE YEAR TOTAL
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	105.00	110.25	115.76	121.55	552.56
REC & PARK	Beach Guesthouse Internet Connectivity (Cellular TMOBILE / ATT)	Internet Connectivity for the beach guesthouse			480.00	480.00	504.00	529.20	555.66	583.44	2,652.30
FS	Town Website - Virtual Town Hall - CivicPlus	Cloud hosted website platform which provides residents access to information posted by town departments	7,500.00	10,500.00	17,666.00	21,907.00	23,002.15	24,152.47	25,360.09	26,628.10	121,050.00
FS	Town Website upgrade	Configuration and migration of the town website data from a non-responsive static CMS platform to a HTML5, mobile device supported platform with more features.	45,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
YOUTH	RedDeck 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	3,858.75	4,051.69	4,254.27	4,466.99	20,306.69
YOUTH (NEW)	Calendar subscription	Cloud based scheduling software that makes it easier for the public to schedule appointments with the food bank				192.00	201.60	211.68	222.26	233.38	1,060.92
YOUTH/SENIOR SERVICES/EOC	Charity Tracker Licensing and Support	Cloud based case management platform		2,592.00	2,592.00	1,728.00	1,814.40	1,905.12	2,000.38	2,100.39	9,548.29
	TOTALS		773,608.93	875,066.02	923,904.73	898,248.51	977,270.56	811,097.79	707,777.52	810,690.73	4,294,085.11

TOWN OF WATERFORD
COMPUTER EQUIPMENT & SOFTWARE - IT - 10147-54130
2025-2026 FISCAL YEAR

EQUIPMENT	2020-2021 ADOPTED	2021-2022 ADOPTED	2022-2023 ADOPTED	2023-2024 ADOPTED	2024-2025 ADOPTED	2025-2026 REQUEST	NOTES
LAPTOPS COMPUTERS			7,998	1,640		3,408	3 LAPTOPS (PW GARAGE, TAX ASSR, SENIOR SERVICES PUBLIC SUPPORT)
TABLETS (IPADS)				2,400		500	1 IPAD (TAX ASSR)
AV EQUIPMENT							
MISCELLANEOUS EQUIP	21,000	24,000	24,000	24,000	24,000	5,450	HDMI 5000 LUMEN PROJECTOR AND PULL DOWN WIDESCREEN (COMMUNITY CENTER)
CISCO IP PHONES					2,850	24,000	MID YEAR PURCHASES/BROKEN ITEMS
LABEL PRINTER(S)/SUPPLIES					840	2,637	10 CISCO PHONES
LIBRARY CHECKOUT EQUIPMENT					737		
DATA ROOM/CLOSET EQUIPMENT					5,557		
RFID CARDS			500		789		
ID CARD PRINTER/SUPPLIES				2,983	100		
CISCO SWITCH REPLACEMENT			3,968	3,860	4,560		
EATON UPS BATTERY REPLACEMENT				9,900			
DESKTOPS COMPUTERS			6,340				
MILESTONE SECURITY CAMERA VIEWSTATION COMPUTERS			7,282				
SAS TAPE DRIVE AUTOLOADER FOR PD (DUAL DRIVE)			29,298				
KVM equipment for PD/EOC/MUNI			5,472				
CISCO SWITCH PD MULTIGIGABYTE STACKING			10,722				
CISCO 10GB UPGRADE CONNECTIVITY			4,329				
PRINTER REPAIR OR REPLACEMENT	1,000						
SERVERS AND SERVER SUPPORT	18,000	21,000					
WINDOWS LICENSING UPGRADE FOR SERVERS	1,860	1,860					
PRINTERS		2,000					
TAPE DRIVES	2,000	2000					
PHONE ROUTER AT THE COMMUNITY CENTER		4900					
	43,850	55,760	99,909	44,783	39,473	35,995	

Message from your Sales Rep

Please contact me at 737-270-9403 or Danielle.Laterza@dell.com if you have any questions or when you're ready to place the order. Thank you for shopping with Dell!

Regards,
Danielle Laterza

Product	Unit Price	Quantity	Subtotal
Dell Latitude 5550	\$1,135.80	1	\$1,135.80
Subtotal:			\$1,135.80
Shipping:			\$0.00
Non-Taxable Amount:			\$1,135.80
Taxable Amount:			\$0.00
Estimated Tax:			\$0.00
Total:			\$1,135.80

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Shipping Group Details**Shipping To**

ANIMAL CONTROL
CT-L TOWN OF WATERFORD
41 AVERY LN
WATERFORD, CT 06385
(860) 442-0553

Shipping Method

Standard Delivery

Dell Latitude 5550

Estimated delivery if purchased today:

Jul. 26, 2024

Contract # C000001171501

Customer Agreement # 23026 / 23PSX0163

Unit Price	Quantity	Subtotal
\$1,135.80	1	\$1,135.80

Description**SKU**

Unit Price	Quantity	Subtotal
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Dell Latitude 5550 BTX Base

210-BLMN

-	1	-
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Intel(R) Core(TM) Ultra 7 155U (12 MB cache, 12 cores, 14 threads, up to 4.8 GHz)

379-BFPD

-	1	-
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Windows 11 Pro, English, Brazilian Portuguese PT-BR, French, Spanish	619-ARSB	-	1	-
Activate Your Microsoft 365 For A 30 Day Trial	658-BCSB	-	1	-
Assembly Base MTL 5550	338-CNRG	-	1	-
Integrated Intel graphics for Intel Core Ultra 7 155U processor	338-CNRM	-	1	-
Latitude 5550 Bottom Door, MTL U15	321-BKTQ	-	1	-
Intel Rapid Storage Technology Driver	409-BCXY	-	1	-
Intel vPro Management Disabled	631-BBSQ	-	1	-
16 GB: 2 x 8 GB, DDR5, 5600 MT/s (5200 MT/s with 13th Gen Intel Core processors)	370-BBTL	-	1	-
512 GB, M.2 2230, TLC, Gen 4 PCIe NVMe, SSD	400-BRFW	-	1	-
15.6", FHD 1920x1080, 60Hz, IPS, Non-Touch, AG, 250 nit, 45% NTSC, FHD Cam	391-BJHB	-	1	-
English US backlit AI hotkey keyboard with numeric keypad, 99-key	583-BLNH	-	1	-
Intel AX211 WLAN Driver	555-BKQC	-	1	-
Intel Wi-Fi 6E (6 where 6E unavailable) AX211, 2x2, 802.11ax, Bluetooth 5.3 wireless card	555-BKLQ	-	1	-
3-cell, 54 Wh, ExpressCharge Capable, ExpressCharge Boost Capable	451-BDGX	-	1	-
65W AC adapter, USB Type-C, EcoDesign	492-BDMN	-	1	-
No Security	346-BKLV	-	1	-
E4 Power Cord 1M for US	537-BBDO	-	1	-
Latitude 5550 Quick Start Guide	340-DMNY	-	1	-
SERI Guide (ENG/FR/Multi)	340-AGIK	-	1	-
ENERGY STAR Qualified	387-BBPC	-	1	-
Fixed Hardware Configuration	998-GXFZ	-	1	-
Dell Additional Software	658-BFQB	-	1	-
BTS MTL 65W ADPT	340-DMLZ	-	1	-
Intel Core Ultra 7 Non-vPro Label	389-FGSP	-	1	-
POD Label	389-EDJB	-	1	-
FHD HDR RGB Camera, TNR, Camera Shutter, Microphone	319-BBKK	-	1	-

EPEAT 2018 Registered (Gold)	379-BDZB	-	1	-
Dell Limited Hardware Warranty Extended Year(s)	975-3461	-	1	-
Dell Limited Hardware Warranty	997-8317	-	1	-
ProSupport Plus: Next Business Day Onsite, 1 Year	997-8366	-	1	-
Thank you for choosing Dell ProSupport Plus. For tech support, visit www.dell.com/contactdell or call 1-866-516-3115	997-8367	-	1	-
ProSupport Plus: Keep Your Hard Drive, 5 Years	997-8392	-	1	-
ProSupport Plus: Next Business Day Onsite, 4 Year Extended	997-8393	-	1	-
ProSupport Plus: Accidental Damage Service, 5 Years	997-8394	-	1	-
ProSupport Plus: 7x24 Technical Support, 5 Years	997-8395	-	1	-

Subtotal:	\$1,135.80
Shipping:	\$0.00
Estimated Tax:	\$0.00
Total:	\$1,135.80

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

Date _____



Customer Name: TOWN OF WATERFORD
Quote No: 23188286
Quote Name:
Quotation Date: 07/23/2024

Sales Support Contact: Ed Howard
Sales Support Phone: 6032633512
Sales Support Email: ehoward@eplus.com
Account Executive: Steve Plante
Account Executive Phone: 7816151322
Account Executive Email: splante@eplus.com

Customer PO No:
Order No:
Expiration Date: 08/22/2024

ePlus Technology inc, 13595 Dulles Technology Drive, Herndon, VA, 20171

Line No.	Part Number	MFG	Description/Line Notes	QTY	Unit Price	Ext Price
001	CP-8811-X9=	CISCO	CISCO IP PHONE 8811 SERIES	10	203.66	2,036.60

Totals 2,636.60

Shipping:	Sub Total (USD):	2,636.60
Packing:	Est. Tax (USD):	TBD if Applicable
	Shp&Hnd (USD):	0.00
	Total (USD):	2,636.60

All orders are governed by your organization's signed agreement with ePlus or applicable public sector contract; if there is no such agreement the Customer Terms and Conditions for Products and/or Services located at www.ePlus.com govern. No additional or contrary terms in a purchase order shall apply, and ePlus' performance shall not be deemed acceptance of any preprinted PO terms. Use of software, subscription services or other products resold by ePlus is subject to manufacturer/publisher end user agreements or subscription terms. Any periodic payment obligations for specific offerings, along with customer-incurred overages, consumption fees, add-ons, quantity adjustments and automatic renewals are non-cancelable for any reason except by public sector customers required by law to terminate due to non-appropriation of funds.

PLEASE NOTE: Recent supply chain disruption and tariffs on certain imports are causing price increases for many IT products, with little or no notice, and beyond ePlus' control. As a result, this quote is subject to change without notice, even before the expiration date reflected above. Related manufacturer policy changes may result in orders being non-cancelable and products non-returnable except in accordance with the manufacturer warranty. Please confirm pricing and other restrictions prior to order placement. Unless freight amount is indicated, or is zero, freight will be added to the invoice. Unless Bill-To company is exempt from Sales Tax, it will be added to the invoice. Recognizing that the global pandemic has disrupted operations for many organizations, ePlus will ship products for delivery in accordance with customer's written ship-to instructions and products will be deemed delivered notwithstanding any failure of customer personnel to sign for receipt due to facility closing or otherwise.

Customer Acceptance Signature: _____ Name: _____ Title: _____ Date: _____ Customer PO #: _____	Bill To TOWN OF WATERFORD 15 ROPE FERRY ROAD WATERFORD CT 06385 UNITED STATES	Ship To TOWN OF WATERFORD UNITED STATES
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