FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886

Town of Waterford

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

RECEIVED FOR RECORD
WATERFORD, CT
2023 AUG -3 P 2:44
ATTEST: [signature]
TOWN CLERK

BOARD OF FINANCE
AGENDA

Waterford Town Hall
Regular Meeting

August 9, 2023
7:00 p.m.

1. Establishment of a quorum and call to order.

2. Public Comment.

3. Approval and acceptance of minutes from July 19, 2023.

4. Board of Education Teacher Negotiation Discussion

5. To consider and act on a request from Kim Allen, Director of Finance, for an FY23 Out of Series Transfer as follows:

Line No.	Org. Code	Object Code	Object Description	APPROVED Budget Amount	CURRENT Available Budget	ACCOUNT INCREASE	ACCOUNT DECREASE	REVISED Available Budget
1	10107	51920	FICA	35,439.00	(1,232.92)	1,300		67.08
2	10107	52020	POSTAGE	4,090.00	(254.35)	300		45.65
3	10107	52080	TELEPHONE	14,839.00	(2,584.78)	3,000		415.22
4	10107	52040	SERVICE CONTRACTS	24,749.00	(13,137.13)	13,200		62.87
5	10107	51210	CLERICAL & TECHNICAL	131,166.00	6,567.14		(2,560)	4,007.14
6	10107	51110	ADMINISTRATION	372,538.00	27,943.67		(13,500)	14,443.67
7	10107	52050	DUES, CONFERENCES, EDU	6,423.00	785.11		(700)	85.11
8	10107	51810	OVERTIME	2,494.00	751.23		(700)	51.23
9	10107	52010	ADVERTISING	500.00	346.32		(340)	6.32
					TOTAL	17,800	(17,800)	

6. To consider and act on a request from Kim Allen, Director of Finance, for an FY23 Out of Series Transfer as follows:

Line No.	Org. Code	Object Code	Object Description	APPROVED Budget Amount	CURRENT Available Budget	ACCOUNT INCREASE	ACCOUNT DECREASE	REVISED Available Budget
								0.00
1	10101	52080	(BOS) TELEPHONE	480.00	(24.32)	30.00		5.68
2	10101	53090	(BOS) FUELS & LUBRICANTS	1,700.00	(101.60)	105.00		3.40
3	10102	51920	(ROV) FICA	5,233.00	(5.83)	6.00		0.17
4	10102	53020	(ROV) OTHER SUPPLIES	9,753.00	(765.60)	770.00		4.40
5	10103	52030	(BOF) PROFESSIONAL FEES	69,098.00	(19.31)	20.00		0.69
6	10104	51110	(Assessor) ADMINISTRATION	107,736.00	(3,140.88)	3,200.00		59.12
7	10104	53200	(Assessor) PRICING BOOKS	447.00	(1,364.00)	1,400.00		36.00
8	10105	52020	(BAA) POSTAGE	154.00	(14.20)	15.00		0.80
9	10106	51010	(Tax Collector)ELECTED OFFICIALS	86,286.00	(1,304.55)	1,350.00		45.45
10	10106	51210	(Tax Collector) TECHNICAL & CLERI	80,820.00	(2,784.05)	2,800.00		15.95
11	10106	52020	(Tax Collector) POSTAGE	6,294.00	(532.44)	550.00		17.56
12	10106	52030	(Tax Collector) PROFESSIONAL FEES	21,199.00	(38.65)	40.00		1.35
13	10122	51110	(EOC) ADMINISTRATION	78,611.00	(2,077.67)	2,100.00		22.33
14	10123	51810	(Fire) OVERTIME	238,250.00	(734.72)	750.00		15.28
15	10123	52020	(Fire) POSTAGE	320.00	(3.97)	5.00		1.03
16	10123	52377	(Fire) BREATHING APPARATUS	18,886.00	(51.76)	55.00		3.24
17	10123	54202	(Fire) EQUIPMENT - FIRE INVEST	500.00	(4.79)	5.00		0.21
18	10130	51210	(DPW) CLERICAL & TECHNICAL	161,780.00	(495.69)	500.00		4.31
19	10130	53090	(DPW) FUELS & LUBRICANTS	200,000.00	109,312.11	110,000.00		219,312.11
21	10132	52075	LEDGE LIGHT	148,126.00	(0.44)	1.00		0.56
22	10107	51920	(Finance) FICA	35,439.00	(1,222.77)	1,300.00		77.23
23	10107	52020	(Finance) POSTAGE	4,090.00	(214.77)	225.00		10.23
24	10107	52030	(Finance) PROFESSIONAL FEES	52,000.00	(6,653.12)	6,700.00		46.88
25	10107	52040	(Finance) SERVICE CONTRACTS	24,749.00	(9.26)	10.00		0.74
26	10107	53010	(Finance) OFFICE SUPPLIES	32,000.00	(1,347.43)	1,400.00		52.57
27	10108	52030	(Legal) PROFESSIONAL FEES	260,000.00	(64,654.56)	65,000.00		345.44
28	10109	51010	(Town Clk) ELECTED OFFICIALS	92,707.00	(683.50)	700.00		16.50
29	10111	51810	(Bldg Maint) OVERTIME	0.00	(79.73)	80.00		0.27
30	10111	52040	(Bldg Maint) SERVICE CONTRACTS	241,570.00	(3,127.09)	3,200.00		72.91
31	10111	52090	(Bldg Maint) FUEL OIL	130,000.00	(747.37)	750.00		2.63
32	10111	52110	(Bldg Maint) WATER	20,725.00	(607.06)	610.00		2.94
33	10118	53010	(Building) OFFICE SUPPLIES	1,200.00	(4.36)	5.00		0.64
34	10135	53010	(Seniors) OFFICE SUPPLIES	507.00	(34.04)	35.00		0.96
35	10137	51110	(R&P) ADMINISTRATION	202,499.00	(28,716.17)	29,000.00		283.83
36	10137	51610	(R&P) PARKS MAINTENANCE	393,147.00	(27,658.64)	28,000.00		341.36
37	10137	51620	(R&P) RECREATION PROGRAMS	292,088.00	(87,639.83)	88,000.00		360.17
38	10137	51810	(R&P) OVERTIME	27,264.00	(3,434.08)	3,400.00		(34.08)
39	10137	51920	(R&P) FICA	81,163.00	(2,021.88)	2,100.00		78.12
40	10137	52110	(R&P) WATER	4,604.00	(323.31)	325.00		1.69
41	10137	52120	(R&P) SEWER	5,635.00	(49.00)	50.00		1.00
42	10137	52420	(R&P) MAINT OF PROPERTIES	82,642.00	(5,621.73)	5,700.00		78.27
43	10137	53020	(R&P) OTHER SUPPLIES	24,136.00	(302.22)	305.00		2.78
44	10137	53080	(R&P) MAINTENANCE VEHICLES	39,500.00	(5,192.67)	5,200.00		7.33
45	10137	53090	(R&P) FUELS & LUBRICANTS	19,316.00	(884.35)	890.00		5.65
46	10145	51110	(HR) ADMINISTRATION	92,250.00	(128.86)	130.00		1.14
47	10145	51210	(HR) CLERICAL & TECHNICAL	63,785.00	(241.85)	250.00		8.15
48	10112	52200	(Insurance) WORKERS' COMP	698,805.00	187,695.11		(185,000.00)	2,695.11
49	10112	52251	(Insurance) HEALTHCARE	3,460,000.00	96,865.01		(95,000.00)	1,865.01
50	10116	54940	(Retirement) PENSION (MERS)	4,511,338.00	48,670.20		(45,000.00)	3,670.20
51	10118	51120	(Bldg) INSPECTION	139,632.00	43,366.81		(42,067.00)	1,299.81
						367,067.00	(367,067.00)	

7. Executive session pursuant to Connecticut General Statutes Section 1-200(6)(B) for the purpose of discussing strategy related to pending employment (FMLA) litigation, *Peterson v. Town of Waterford.*

8. To act and consider upon a motion approving a request by the Board of Selectman authorizing the expenditure of $75,000 from Contingency line 10121-59010 to resolve pending employment (FMLA) litigation, *Peterson v. Town of Waterford.*

9. New Business:

10. Old Business:

    a. Review of the Fund Balance Policy 1.03 Draft Revision.
    b. Continue Discussion around revising BOF Policy 1.01, Board of Finance Budget guidelines to include Performance Metrics.
    c. Continue Discussion of a potential BOF Policy governing the use of the Unassigned Fund Balance of the General Fund to adjust the Mill Rate.

11. Liaison Reports

12. Correspondence

    a. FY23 Animal Control Fund Balance
    b. Treasurer's Quarterly Report ending 6.30.2023

13. Adjournment

Glenn Patterson, Chairman

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886

Town of Waterford

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

Board of Finance

Regular Meeting

Wednesday, July 19, 2023

Waterford Town Hall – 7:00 pm

Present: Chairman Glenn Patterson, John Sheehan, Kevin Petchark, Robert Tuneski, Joe Filippetti, and David Peabody

Elected: Robert J. Brule

Absent: Ronald Fedor

Staff: Ryan McNamara, Director of Recreation and Parks; Abbas Danesh, Treasurer; Christine Johnson, Library Director; Mike Howley, Fire Services Administrator; Jeff Robillard, IT Director; Gary Schneider, Public Works Director; James Bartelli, Director Waterford Utility Commission; Kim Allen, Director of Finance; Maryellen McConnell, Recording Secretary.

1. Establishment of a quorum and call to order:

   A quorum was established and the regular meeting of the Board of Finance was called to order at 7:00 pm on July 19, 2023.

2. Public Comment: none.

3. Approval and acceptance of minutes:

   Motion by Joe Filippetti and **seconded** by John Sheehan to approve the minutes of the Board of Finance Meeting on June 14, 2023.

   Vote: 5-1-0 **Abstain:** David Peabody **Motion:** Passed

4. To consider and act on a request from Kim Allen, Director of Finance, on behalf of Fire Services for an FY23 Out of Series Transfer as follows:

Line No.	Org. Code	Object Code	Object Description	Approved Budget Amount	Current Budget Amount	Amount Increase	Amount Decrease	Revised Budget Amount
1	10123	53111	FF Protective Clothing	38,100.00	16.00	7,068.00		7,084.00
2	10123	54218	Firefighter Equipment	21,000.00	4,947.00		(4,945.00)	2.00
3	10123	52376	Hydraulic Testing	2,500.00	2,500.00		(2,123.00)	377.00
					TOTAL	**7,068.00**	**(7,068.00)**	

Motion by John Sheehan and **seconded** by Tuneski to approve the Out of Series transfer in the amount of $7,068.00.

Vote: 6-0-0 **Motion:** Passed

5. To consider and act on a request from Kim Allen, Director of Finance, on behalf of Fire Services for an FY23 Out of Series Transfer as follows:

Line No.	Org. Code	Object Code	Object Description	Approved Budget Amount	Current Budget Amount	Amount Increase	Amount Decrease	Revised Budget Amount
1	10123	51410	Firefighting	1,043,458.00	(65,182.00)	2,871.00		(62,311.00)
2	10123	52290	Public Safety Awareness	5,000.00	1,471.00		(1,471.00)	0
3	10123	52320	Hydrants	457,200.00	6,250.00		(1,400.00)	4,850.00
					TOTAL	**2,871.00**	**(2,871.00)**	

Motion by John Sheehan and **seconded** by Robert Tuneski to approve the Out of Series transfer in the amount of $2,871.00.

Vote: 6-0-0 **Motion:** Passed

6. To consider and act on a request from Kim Allen, Finance Director, on behalf of Fire Services for an FY23 Out of Series Transfer as follows:

Line No.	Org. Code	Object Code	Object Description	Approved Budget Amount	Current Budget Amount	Amount Increase	Amount Decrease	Revised Budget Amount
1	10123	51810	Overtime	238,250.00	(24,696.00)	24,830.00		134.00
2	10123	51411	Incentive Program Stipends	40,000.00	15,501.00		(5,000.00)	10,501.00
3	10123	52040	Service Contracts & Repairs	13,530.00	2,923		(1,400.00)	1,523.00
4	10123	52320	Rental of Hydrants	457,200.00	6,250.00		(4,850.00)	1,400.00
5	10123	52376	Hydraulic Testing	3,500.00	2,500.00		(377.00)	2,123.00
6	10123	52378	Building Maintenance	87,000.00	8,034.00		(8,033.00)	1.00
7	10123	52379	Hose Testing & Repairs	9,825.00	423.00		(420.00)	3.00
8	10123	52387	Pump Testing Services	4,000.00	2,000.00		(2,000.00)	0
9	10123	52310	Examinations	10,000.00	1,203.00		(650.00)	553.00
10	10123	53113	Volunteer Responder Awards	5,000.00	1,108.00		(1,100.00)	8.00
11	10123	52392	Generator Maintenance	9,500.00	1,671.00		(1,000.00)	671.00
					TOTAL	**24,830.00**	**(24,830.00)**	

Motion by John Sheehan and **seconded** by Joe Filippetti to approve the Out of Series transfer in the amount of $24,830.00

Vote: 6-0-0 **Motion:** Passed

7. To consider and act on a request from Kim Allen, Finance Director, on behalf of Public Works for an FY23 Out of Series Transfer as follows:

Line No.	Org. Code	Object Code	Object Description	Approved Budget Amount	Current Budget Amount	Amount Increase	Amount Decrease	Revised Budget Amount
1	10111	51140	Facilities Coordinator	76,500.00	8,177.00		(440.00)	7,737.00
2	10111	55030	Public Improvements	5,000.00	1,958.00		(1,958.00)	3,916.00
3	10111	53020	Other Supplies	4,000.00	(2,393.00)	2,398.00		5.00
					TOTAL	**2,398.00**	**(2,398.00)**	

Motion by John Sheehan and **seconded** by Robert Tuneski to approve the Out of Series Transfer in the amount of $2,398.00

Vote: 6-0-0 **Motion:** Passed

8. To consider and act on a request from Kim Allen, Finance Director, on behalf of the Public Works for an FY23 Out of Series Transfer as follows:

Line No.	Org. Code	Object Code	Object Description	Approved Budget Amount	Current Budget Amount	Amount Increase	Amount Decrease	Revised Budget Amount
1	10130	53100	Tires	35,000.00	(5,898.45)	5,899.00		1.00
2	10130	51540	Snow Overtime	35,594.00	9,015.83		(5,899.00)	3,117.00
					TOTAL	**5,899.00**	**(5,899.00)**	

Motion by John Sheehan and **seconded** by Robert Tuneski to approve the Out of Series transfer in the amount of $5,899.00.00.

Vote: 0-0-0 **Motion:** Passed

9. To consider and act on a request from Kim Allen, Director of Finance, on behalf of Public Works for an FY23 Out of Series Transfer as follows:

Line No.	Org. Code	Object Code	Object Description	Approved Budget Amount	Current Budget Amount	Amount Increase	Amount Decrease	Revised Budget Amount
1	10130	51130	Engineering	5,558.00	4,058.00		4,058.00	0
2	10130	51510	Equipment Maintenance	363,810.00	19,096.00		9,331.00	9,765.00
3	10130	51520	Highway Maintenance	871,476.00	83,203.00		28,969.00	54,234.00
4	10130	51530	Sanitation Maintenance	453,567.00	43,632.00		24,806.00	18,826.00
5	10130	51540	Snow Overtime	56,000.00	3,116.00		3,116.00	0
6	10130	51920	FICA	176,263.00	25,607.00		15,000.00	10,607.00
7	10130	52400	Meals	2,300.00	1,515.00		1,415.00	100.00
8	10130	52450	Site Work	800.00	800.00		800.00	0
9	10130	52460	Streetlights	95,500.00	22,134.00		17,000.00	5,134.00
10	10130	53090	Fuels & Lubricants	200,000.00	(184,124.00)	104,495.00		(79,629.00)
					TOTAL	**104,495.00**	**(104,495.00)**	

Motion by John Sheehan and **seconded** by Joe Filippetti to approve the Out of Series Transfer in the amount of $104,495.00

Vote: 6-0-0 **Motion:** Passed

10. To consider and act on a request from Kim Allen, Director of Finance, on behalf of the Library for an FY23 Out of Series Transfer as follows:

Line No.	Org. Code	Object Code	Object Description	Approved Budget Amount	Current Budget Amount	Amount Increase	Amount Decrease	Revised Budget Amount
1	10136	52020	Postage	325.00	38.83	19.00		58.00
2	10136	52070	Reimburseable Expenses	690.00	113.50	116.00		230.00
3	10136	51210	Clerical/Technical	697,010.00	89,817.49		(135.00)	89,682.00
					TOTAL	**135.00**	**(135.00)**	

Motion by John Sheehan and **seconded** by Joe Filippetti to approve the Out of Series transfer the amount of $135.00 from Contingency line #10129-51110.

Vote: 6-0-0 **Motion:** Passed

11. To consider and act on a request from Kim Allen, Director of Finance, on behalf of the First Selectman for an FY23 Out of Series Transfer as follows:

Line No.	Org. Code	Object Code	Object Description	Approved Budget Amount	Current Budget Amount	Amount Increase	Amount Decrease	Revised Budget Amount
1	10101	51020	Elected Officials	3,780.00	(129.00)	600.00		471.00
2	10101	52040	Service Contracts & Repairs	1,200.00	(22.92)	30.00		7.00
3	10101	53020	Other Supplies	1,133.00	(140.12)	141.00		1.00
4	10101	51110	Administration	72,665.00	3,544.19	0	(771.00)	2,773.00
					TOTAL	**771.00**	**(771.00)**	

Motion by John Sheehan and **seconded** by Robert Tuneski to approve the Out of Series Transfer in the amount of $771.00

Vote: 6-0-0 **Motion:** Passed

12. To consider and act on a request from Kim Allen, Director of Finance, for an FY23 Out of Series Transfer as follows:

Line No.	Org. Code	Object Code	Object Description	Approved Budget Amount	Current Budget Amount	Amount Increase	Amount Decrease	Revised Budget Amount
1	10102	51010	(ROV) Elected Officials	47,848.00	(2,957.48)	3,000.00		43.00
2	10102	51920	(ROV) FICA	5,233.00	(195.92)	200.00		4.00
3	10104	51110	(Assessor) Admin	108,736.00	(16,733.28)	21,000.00		4,267.00
4	10104	53020	(Assessor) Other Supplies	150.00	(52.30)	55.00		3.00
5	10105	51210	(BAA) Clerical Technical	1,464.00	(36.69)	37.00		0
6	10105	52010	(BAA) Advertising	350.00	(36.20)	37.00		1.00
7	10105	52020	(BAA) Postage	154.00	(33.80)	34.00		0
8	10106	52020	(Tax) Postage	6,294.00	(999.62)	1,000.00		0
9	10106	52030	(Tax) Professional Fees	21,199.00	(1,669.49)	1,670.00		1.00
10	10112	52200	(Insurance) Worker's Comp	698,805.00	187,173.77		(27,033.00)	160,141.00
					TOTAL	**27,033.00**	**(27,033.00)**	

Motion by John Sheehan and **seconded** by Kevin Petchark to approve the Out of Series Transfer in the amount of $27,033.00.

Vote: 6-0-0 **Motion:** Passed

13. To consider and act on a request from Jeff Robillard, IT Manager, for an appropriation in the amount of $1,126 from Capital and Non-recurring designated line #20547-57846 (Fiber Upgrade) and forward onto the RTM as required.

Motion by John Sheehan and **seconded** by Robert Tuneski for an appropriation in the amount of $1,126 from Capital and Non-recurring designated line #20547-57846 (Fiber Upgrade) and forward onto the RTM as required.

Vote: 6-0-0 **Motion:** Passed

14. To consider and act on a request from Gary Schneider, Director of Public Works, for an additional appropriation in the amount of $180,000 to capital project #20511-57879 (Town Hall Bathroom Renovations) and forward onto the RTM as required.

Motion by John Sheehan and **seconded** by Robert Tuneski for an additional appropriation in the amount of $180,000 from Capital and Non-recurring undesignated account 205-31520 to line #20511-57879 (Town Hall Bathroom Renovations) and forward onto the RTM as required.

Vote: 6-0-0 **Motion:** Passed

15. To consider and act on a request from Jeff Robillard, IT Manager, for an appropriation in the amount of $84,914 from Capital and Non-recurring designated line #20547-57847 (Town-wide Camera System) and forward onto the RTM as required.

Motion by John Sheehan and **seconded** by Kevin Petchark for an appropriation in the amount of $84,914 from Capital and Non-recurring designated line #20547-57847 (Town-wide Camera System) and forward onto the RTM as required.

Vote: 6-0-0 **Motion:** Passed

16. To consider and act on a request from Gary Schneider, Director of Public Works, for an additional appropriation in the amount of $100,000 to designated line #33023-55901 (Curb Replacement/Sandy Hollow Road) and forward onto the RTM as required.

Motion by Robert Tuneski and **seconded** by John Sheehan for an additional appropriation in the amount of $100,000 from the Unassigned General Fund Balance to line #33023-55901 (Curb Replacement/Sandy Hollow) and forward onto the RTM as required.

Vote: 6-0-0 **Motion:** Passed

17. To consider and act on a request from Gary Schneider, Director of Public Works, for an appropriation in the amount of $300,000 for a new capital project (New Community Center HVAC System) and forward onto the RTM as required.

Motion by Robert Tuneski and **seconded** by John Sheehan for an appropriation in the amount of $300,000 for a new capital project (New Community Center Building Management System) from the Unassigned General Fund Balance and forward onto the RTM as required.

Vote: 6-0-0 **Motion:** Passed

18. To consider and act on a request from Gary Schneider, Director of Public Works, for an appropriation in the amount of $1,053,000 for a new capital project (Paving, Old Norwich Road) and to forward onto the RTM as required.

Motion by John Sheehan and **seconded** by Robert Tuneski for a new CIP in the amount of $1,053,000 for a new capital project (Paving, Old Norwich Road) from the unassigned General Fund Balance and forward onto the RTM as required.

Vote: 6-0-0 **Motion:** Passed

19. To consider and act on a request from James Bartelli, Director of Utilities, for an additional appropriation in the amount of $181,300 as part of the cooperative effort between DPW and WUC for approved project #20531-57881 (Plastic Water Service Connection) and forward onto the RTM as required.

Motion by John Sheehan and **seconded** by Filippetti for an additional appropriation in the amount of $181,300 from Capital and Non-recurring undesignated account 205-31520 to line #20531-57881 (Plastic Water Service Connection) and forward onto the RTM as required.

Vote: 6-0-0 **Motion:** Passed

20. To consider and act on a request from Kim Allen, Director of Finance, for an additional appropriation in the amount of $581,700 for capital project #20547-57860 (Telephone System Upgrade) and forward onto the RTM as required.

Motion by John Sheehan and **seconded** by Kevin Petchark for an additional appropriation in the amount of $581,700 from Capital and Non-recurring undesignated account 205-31520 to line #20547-57860 (Telephone System Upgrade) and forward onto the RTM as required.

Vote: 6-0-0 **Motion:** Passed

21. To consider and act on a request from Tom Girard, Superintendent of Schools, for a Board of Finance representative to be available for the Board of Education's negations with the Waterford Federation of Classroom Teachers.

Motion by John Sheehan and **seconded** by Joe Filippetti to table this until the next Board of Finance meeting in August.

Vote: 6-0-0 **Motion:** Passed

22. New Business:
    a. Review of Recording Secretary Job Description

John Sheehan mentioned that we should note in the description that helping with the budget binders will be a requirement of the position. Glenn Patterson noted that he has a different idea and that would be to carry on with the current administrator to keep doing the minutes. The Board took no further action toward creating a BOF recording secretary position.

23. Old Business:
    A. Review of the Fund Balance Policy 1.03 Draft Revision.
    B. Continue Discussion around revising BOF Policy 1.01, Board of Finance Budget guidelines to include Performance Metrics.
    C. Continue discussion of potential BOF Policy governing the use of the Unassigned Fund Balance of the General Fund to adjust the Mill Rate.

24. Liaison Reports: None.

25. Correspondence:

    a. Virginia Bielucki, Town Accountant, Status of General Fund Unassigned Balance dated June 13, 2022.
    b. Virginia Bielucki, Town Accountant, Status of Contingency Fund dated June 22, 2023.
    c. May 2023 Special Revenue Reports
    d. FY23 Year-End Contingency Report
    e. FY23 Year-End Additional Appropriation Report
    f. FY23 Year-End Grant Report
    g. Quarterly Capital Project Status Report
    h. Quarterly ARPA Project Status Report
    i. FT23 Annual Audit Governance Letter from Auditors
    j. Superintendent of Schools letter regarding Teacher's Contract negotiations
    k. Correspondence from Ted Olynciew (re town owned properties)

26. Adjournment:

Motion by John Sheehan and seconded by David Peabody to adjourn the regular meeting of the Board of Finance at 8:59 pm.

Respectfully submitted,

John Sheehan, Clerk

Maryellen McConnell, Recording Secretary

5.

TOWN OF WATERFORD
TRANSFER REQUEST FORM
Out of Series Transfer Request

FINANCE
DEPARTMENT

Line No.	Org. Code	Object Code	Object Description	APPROVED Budget Amount	CURRENT Available Budget	ACCOUNT INCREASE	ACCOUNT DECREASE	REVISED Available Budget
1	10107	51920	FICA	35,439.00	(1,232.92)	1,300		67.08
2	10107	52020	POSTAGE	4,090.00	(254.35)	300		45.65
3	10107	52080	TELEPHONE	14,839.00	(2,584.78)	3,000		415.22
4	10107	52040	SERVICE CONTRACTS	24,749.00	(13,137.13)	13,200		62.87
5	10107	51210	CLERICAL & TECHNICAL	131,166.00	6,567.14		(2,560)	4,007.14
6	10107	51110	ADMINISTRATION	372,538.00	27,943.67		(13,500)	14,443.67
7	10107	52050	DUES, CONFERENCES, EDU	6,423.00	785.11		(700)	85.11
8	10107	51810	OVERTIME	2,494.00	751.23		(700)	51.23
9	10107	52010	ADVERTISING	500.00	346.32		(340)	6.32
								0.00
					TOTAL	17,800	(17,800)	

Explanation

1 - ADJUSTMENETS IN SALARIES INCREASE FICA

2 - USPS INCREASED POSTAGE COSTS DURING THE FISCAL YEAR

3 - ADDITIONAL COSTS FOR TOWN-WIDE CELLULAR PLAN

4 - COSTS INCURRED WITH NEW PRINTER MAINTENANCE/SUPPLIES CONTRACT THAT REDUCED COSTS IN SUPPLIES

Kim Allen
Department Head

6/23/2023
Date

Kim Allen
Director of Finance

6/23/2023
Date

BOS
First Selectman

7/25/23
Date

Commission/Board Approval

Date

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10107 FINANCE							
51010 ELECTED OFFICIALS							
10107 51010 ELECTED OFFICIALS	28,961.00	0.00	28,961.00	29,286.72	0.00	-325.72	101.1%*
51110 ADMINISTRATION							
10107 51110 ADMINISTRATION	366,697.00	5,841.00	372,538.00	344,594.33	0.00	27,943.67	92.5%
51210 CLERICAL AND TECHNICAL							
10107 51210 CLERICAL AND TECHNICAL	131,166.00	0.00	131,166.00	124,598.86	0.00	6,567.14	95.0%
51810 OVERTIME							
10107 51810 OVERTIME	2,650.00	-156.00	2,494.00	1,742.77	0.00	751.23	69.9%
51910 FRINGE BENEFITS							
10107 51910 FRINGE BENEFITS	2,372.00	-700.00	1,672.00	1,656.83	0.00	15.17	99.1%
51920 F.I.C.A.							
10107 51920 F.I.C.A.	35,439.00	0.00	35,439.00	36,671.92	0.00	-1,232.92	103.5%*
52010 ADVERTISING							
10107 52010 ADVERTISING	500.00	0.00	500.00	153.68	0.00	346.32	30.7%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52020 POSTAGE							
10107 52020 POSTAGE	3,700.00	390.00	4,090.00	4,344.35	0.00	-254.35	106.2%*
52030 PROFESSIONAL FEES							
10107 52030 PROFESSIONAL FEES	52,000.00	0.00	52,000.00	58,653.12	0.00	-6,653.12	112.8%*
52040 SERVICE CONT AND REPAIRS							
10107 52040 SERVICE CONT. AND REPAIRS	24,749.00	0.00	24,749.00	32,588.76	5,297.37	-13,137.13	153.1%*
52043 SERVICE CONTRACTS INFORMATION							
10107 52043 SERVICE CONTRACTS INFORMATION	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52050 DUES CONFER							
10107 52050 DUES,CONFERENCES & EDUCATION	6,423.00	0.00	6,423.00	5,637.89	0.00	785.11	87.8%
52070 REIMBURSABLE EXPENSES							
10107 52070 REIMBURSABLE EXPENSES	100.00	179.00	279.00	278.35	0.00	0.65	99.8%
52080 TELEPHONE							
10107 52080 TELEPHONE	14,839.00	0.00	14,839.00	17,381.08	42.70	-2,584.78	117.4%*
53010 OFFICE SUPPLIES							
10107 53010 OFFICE SUPPLIES	32,000.00	0.00	32,000.00	31,526.97	0.00	473.03	98.5%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
54010 FURNITURE							
10107 54010 FURNITURE	2,113.00	287.00	2,400.00	2,399.05	0.00	0.95	100.0%
54060 OFFICE EQUIPMENT							
10107 54060 OFFICE EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	.0%
54130 COMPUTER EQUIPMENT							
10107 54130 COMPUTER SUPPORT SYSTEM	0.00	0.00	0.00	0.00	0.00	0.00	.0%
TOTAL FINANCE	703,709.00	5,841.00	709,550.00	691,514.68	5,340.07	12,695.25	98.2%
TOTAL GENERAL FUND	703,709.00	5,841.00	709,550.00	691,514.68	5,340.07	12,695.25	98.2%
TOTAL EXPENSES	703,709.00	5,841.00	709,550.00	691,514.68	5,340.07	12,695.25	
GRAND TOTAL	703,709.00	5,841.00	709,550.00	691,514.68	5,340.07	12,695.25	98.2%

** END OF REPORT - Generated by Kimberly Allen **

6.

TOWN OF WATERFORD
TRANSFER REQUEST FORM

Inter-Department Transfer
Out of Series Transfer Request

VARIOUS
DEPARTMENT

YEAR-END TRANSFERS

Line No.	Org. Code	Object Code	Object Description	APPROVED Budget Amount	CURRENT Available Budget	ACCOUNT INCREASE	ACCOUNT DECREASE	REVISED Available Budget
								0.00
1	10101	52080	(BOS) TELEPHONE	480.00	(24.32)	30.00		5.68
2	10101	53090	(BOS) FUELS & LUBRICANTS	1,700.00	(101.60)	105.00		3.40
3	10102	51920	(ROV) FICA	5,233.00	(5.83)	6.00		0.17
4	10102	53020	(ROV) OTHER SUPPLIES	9,753.00	(765.60)	770.00		4.40
5	10103	52030	(BOF) PROFESSIONAL FEES	69,098.00	(19.31)	20.00		0.69
6	10104	51110	(Assessor) ADMINISTRATION	107,736.00	(3,140.88)	3,200.00		59.12
7	10104	53200	(Assessor) PRICING BOOKS	447.00	(1,364.00)	1,400.00		36.00
8	10105	52020	(BAA) POSTAGE	154.00	(14.20)	15.00		0.80
9	10106	51010	(Tax Collector)ELECTED OFFICIALS	86,286.00	(1,304.55)	1,350.00		45.45
10	10106	51210	(Tax Collector) TECHNICAL & CLERI	80,820.00	(2,784.05)	2,800.00		15.95
11	10106	52020	(Tax Collector) POSTAGE	6,294.00	(532.44)	550.00		17.56
12	10106	52030	(Tax Collector) PROFESSIONAL FEES	21,199.00	(38.65)	40.00		1.35
13	10122	51110	(EOC) ADMINISTRATION	78,611.00	(2,077.67)	2,100.00		22.33
14	10123	51810	(Fire) OVERTIME	238,250.00	(734.72)	750.00		15.28
15	10123	52020	(Fire) POSTAGE	320.00	(3.97)	5.00		1.03
16	10123	52377	(Fire) BREATHING APPARATUS	18,886.00	(51.76)	55.00		3.24
17	10123	54202	(Fire) EQUIPMENT - FIRE INVEST	500.00	(4.79)	5.00		0.21
18	10130	51210	(DPW) CLERICAL & TECHNICAL	161,780.00	(495.69)	500.00		4.31
19	10130	53090	(DPW) FUELS & LUBRICANTS	200,000.00	109,312.11	110,000.00		219,312.11
21	10132	52075	LEDGE LIGHT	148,126.00	(0.44)	1.00		0.56
					TOTAL	123,702.00	0.00	

Explanation

PLEASE SEE ATTACHED

Department Head — **Date**

Kim Allen — 7/24/23

Director of Finance — **Date**

BOS — 7/25/23

First Selectman — **Date**

Commission/Board Approval — **Date**

TOWN OF WATERFORD
TRANSFER REQUEST FORM

Inter-Department Transfer
Out of Series Transfer Request

VARIOUS
DEPARTMENT

YEAR-END TRANSFERS

Line No.	Org. Code	Object Code	Object Description	APPROVED Budget Amount	CURRENT Available Budget	ACCOUNT INCREASE	ACCOUNT DECREASE	REVISED Available Budget
								0.00
1	10107	51920	(Finance) FICA	35,439.00	(1,222.77)	1,300.00		77.23
2	10107	52020	(Finance) POSTAGE	4,090.00	(214.77)	225.00		10.23
3	10107	52030	(Finance) PROFESSIONAL FEES	52,000.00	(6,653.12)	6,700.00		46.88
4	10107	52040	(Finance) SERVICE CONTRACTS	24,749.00	(9.26)	10.00		0.74
5	10107	53010	(Finance) OFFICE SUPPLIES	32,000.00	(1,347.43)	1,400.00		52.57
6	10108	52030	(Legal) PROFESSIONAL FEES	260,000.00	(64,654.56)	65,000.00		345.44
7	10109	51010	(Town Clk) ELECTED OFFICIALS	92,707.00	(683.50)	700.00		16.50
8	10111	51810	(Bldg Maint) OVERTIME	0.00	(79.73)	80.00		0.27
9	10111	52040	(Bldg Maint) SERVICE CONTRACTS	241,570.00	(3,127.09)	3,200.00		72.91
10	10111	52090	(Bldg Maint) FUEL OIL	130,000.00	(747.37)	750.00		2.63
11	10111	52110	(Bldg Maint) WATER	20,725.00	(607.06)	610.00		2.94
12	10118	53010	(Building) OFFICE SUPPLIES	1,200.00	(4.36)	5.00		0.64
13	10135	53010	(Seniors) OFFICE SUPPLIES	507.00	(34.04)	35.00		0.96
14	10137	51110	(R&P) ADMINISTRATION	202,499.00	(28,716.17)	29,000.00		283.83
15	10137	51610	(R&P) PARKS MAINTENANCE	393,147.00	(27,658.64)	28,000.00		341.36
16	10137	51620	(R&P) RECREATION PROGRAMS	292,088.00	(87,639.83)	88,000.00		360.17
17	10137	51810	(R&P) OVERTIME	27,264.00	(3,434.08)	3,400.00		(34.08)
18	10137	51920	(R&P) FICA	81,163.00	(2,021.88)	2,100.00		78.12
19	10137	52110	(R&P) WATER	4,604.00	(323.31)	325.00		1.69
20	10137	52120	(R&P) SEWER	5,635.00	(49.00)	50.00		1.00
					TOTAL	230,890.00	0.00	

Explanation

PLEASE SEE ATTACHED

Department Head **Date**

Director of Finance **Date**

First Selectman **Date**

Commission/Board Approval **Date**

TOWN OF WATERFORD
TRANSFER REQUEST FORM

Inter-Department Transfer
Out of Series Transfer Request

VARIOUS
DEPARTMENT

YEAR-END TRANSFERS

Line No.	Org. Code	Object Code	Object Description	APPROVED Budget Amount	CURRENT Available Budget	ACCOUNT INCREASE	ACCOUNT DECREASE	REVISED Available Budget
								0.00
1	10137	52420	(R&P) MAINT OF PROPERTIES	82,642.00	(5,621.73)	5,700.00		78.27
2	10137	53020	(R&P) OTHER SUPPLIES	24,136.00	(302.22)	305.00		2.78
3	10137	53080	(R&P) MAINTENANCE VEHICLES	39,500.00	(5,192.67)	5,200.00		7.33
4	10137	53090	(R&P) FUELS & LUBRICANTS	19,316.00	(884.35)	890.00		5.65
5	10145	51110	(HR) ADMINISTRATION	92,250.00	(128.86)	130.00		1.14
6	10145	51210	(HR) CLERICAL & TECHNICAL	63,785.00	(241.85)	250.00		8.15
7	10112	52200	(Insurance) WORKERS' COMP	698,805.00	187,695.11		(185,000.00)	2,695.11
8	10112	52251	(Insurance) HEALTHCARE	3,460,000.00	96,865.01		(95,000.00)	1,865.01
9	10116	54940	(Retirement) PENSION (MERS)	4,511,338.00	48,670.20		(45,000.00)	3,670.20
10	10118	51120	(Bldg) INSPECTION	139,632.00	43,366.81		(42,067.00)	1,299.81
					PAGE 1	123,702.00	(367,067.00)	
					PAGE 2	230,890.00		
					PAGE 3	12,475.00		
					TOTAL	367,067.00	(367,067.00)	

Explanation

PLEASE SEE ATTACHED

Department Head **Date**

Director of Finance **Date**

First Selectman **Date**

Commission/Board Approval **Date**

FY23 YEAR-END INTER-DEPARTMENT TRANSFERS

PAGE 1

- #1-2, Verizon increased their monthly fees after the budget was approved and more gas used than anticipated
- #3-4, FICA increased due to approved salary increases and Infoshred costs increased after budget approved.
- #5, Additional audit fees not invoiced
- #6-7, Salary increase after budget approved and costs of pricing books increase no budgeted
- #8, Postage rates increased
- #9-12, Raises approved after budget approved and postage rates increased
- #13, Contractual salary increase
- #14-17, Additional OT needed to cover training, Postage rates increased
- #18-19, Contractual salary increases after budget approved and fuel costs increased

PAGE 2

- #1-5, FICA increased with salary increases, Postage rates increased, Increased fees for implementation services of new timekeeping system, Additional needs for town-wide office supplies
- #6, Increased services for Data Center and legal actions
- #7, Increase in salary after budget approved
- #8-12, Additional costs for building maintenance and increased use of fuel oil and water
- #13, Additional office supplies
- #14-20, Employee payout unbudgeted, additional funds needed for property maintenance and higher than anticipated program costs

PAGE 3

- #1-4, Unbudgeted property upkeep costs and unexpected vehicle repairs
- #5-6, Salary increases after budget approved
- #7-8, Lower than anticipated Workers' Comp and Healthcare costs
- #9, Changes in staffing reduced our MERS share
- #10, Staff openings reduced the cost of salary paid

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10101 FIRST SELECTMEN							
51010 ELECTED OFFICIALS							
10101 51010 ELECTED OFFICIALS	110,837.00	0.00	110,837.00	110,535.06	0.00	301.94	99.7%
51020 ELECTED SELECTMEN							
10101 51020 ELECTED SELECTMEN	3,780.00	0.00	3,780.00	3,909.00	0.00	-129.00	103.4%*
51110 ADMINISTRATION							
10101 51110 ADMINISTRATION	72,665.00	0.00	72,665.00	71,394.83	0.00	1,270.17	98.3%
51210 CLERICAL AND TECHNICAL							
10101 51210 CLERICAL AND TECHNICAL	75.00	0.00	75.00	0.00	0.00	75.00	.0%
51810 OVERTIME							
10101 51810 OVERTIME	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51920 F.I.C.A.							
10101 51920 F.I.C.A.	14,038.00	0.00	14,038.00	14,012.64	0.00	25.36	99.8%
52010 ADVERTISING							
10101 52010 ADVERTISING	100.00	0.00	100.00	23.00	0.00	77.00	23.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52020 POSTAGE							
10101 52020 POSTAGE	100.00	0.00	100.00	64.23	0.00	35.77	64.2%
52030 PROFESSIONAL FEES							
10101 52030 PROFESSIONAL FEES	2,300.00	-1,683.00	617.00	208.58	0.00	408.42	33.8%
52040 SERVICE CONT AND REPAIRS							
10101 52040 SERVICE CONT. AND REPAIRS	1,200.00	0.00	1,200.00	1,223.42	0.00	-23.42	102.0%*
52050 DUES CONFER							
10101 52050 DUES,CONFERENCES & EDUCAT	180.00	0.00	180.00	179.00	0.00	1.00	99.4%
52070 REIMBURSABLE EXPENSES							
10101 52070 REIMBURSABLE EXPENSES	700.00	0.00	700.00	104.22	0.00	595.78	14.9%
52080 TELEPHONE							
10101 52080 TELEPHONE	480.00	0.00	480.00	504.32	0.00	-24.32	105.1%*
53020 OTHER SUPPLIES							
10101 53020 OTHER SUPPLIES	150.00	983.00	1,133.00	1,273.12	0.00	-140.12	112.4%*
53090 FUELS AND LUBRICANTS							
10101 53090 FUELS AND LUBRICANTS	1,000.00	700.00	1,700.00	1,801.60	0.00	-101.60	106.0%*

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
53119 EMERGENCY EXPENDITURES							
10101 53119 EMERGENCY EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	.0%
54010 FURNITURE							
10101 54010 FURNITURE	0.00	0.00	0.00	0.00	0.00	0.00	.0%
TOTAL FIRST SELECTMEN	207,605.00	0.00	207,605.00	205,233.02	0.00	2,371.98	98.9%
TOTAL GENERAL FUND	207,605.00	0.00	207,605.00	205,233.02	0.00	2,371.98	98.9%
TOTAL EXPENSES	207,605.00	0.00	207,605.00	205,233.02	0.00	2,371.98	
GRAND TOTAL	207,605.00	0.00	207,605.00	205,233.02	0.00	2,371.98	98.9%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10102 REGISTRAR OF VOTERS							
51010 ELECTED OFFICIALS							
10102 51010 ELECTED OFFICIALS	47,848.00	0.00	47,848.00	50,805.48	0.00	-2,957.48	106.2%*
51310 VOTER REGISTRATION							
10102 51310 VOTER REGISTRATION	3,500.00	0.00	3,500.00	3,498.33	0.00	1.67	100.0%
51320 ELECTION ACTIVITIES							
10102 51320 ELECTION ACTIVITIES	8,470.00	8,582.00	17,052.00	16,932.00	0.00	120.00	99.3%
51920 F.I.C.A.							
10102 51920 F.I.C.A.	4,576.00	657.00	5,233.00	5,438.83	0.00	-205.83	103.9%*
52010 ADVERTISING							
10102 52010 ADVERTISING	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52020 POSTAGE							
10102 52020 POSTAGE	1,400.00	580.00	1,980.00	1,979.71	0.00	0.29	100.0%
52040 SERVICE CONT AND REPAIRS							
10102 52040 SERVICE CONT. AND REPAIRS	2,500.00	0.00	2,500.00	2,500.00	0.00	0.00	100.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52050 DUES CONFER							
10102 52050 DUES,CONFERENCES & EDUCAT	1,380.00	-580.00	800.00	800.00	0.00	0.00	100.0%
52070 REIMBURSABLE EXPENSES							
10102 52070 REIMBURSABLE EXPENSES	376.00	125.00	501.00	410.75	0.00	90.25	82.0%
52080 TELEPHONE							
10102 52080 TELEPHONE	0.00	0.00	0.00	0.00	0.00	0.00	.0%
53020 OTHER SUPPLIES							
10102 53020 OTHER SUPPLIES	8,153.00	1,600.00	9,753.00	10,518.60	0.00	-765.60	107.8%*
54180 VOTING MACHINES							
10102 54180 VOTING MACHINES	1.00	0.00	1.00	0.00	0.00	1.00	.0%
TOTAL REGISTRAR OF VOTERS	78,204.00	10,964.00	89,168.00	92,883.70	0.00	-3,715.70	104.2%
TOTAL GENERAL FUND	78,204.00	10,964.00	89,168.00	92,883.70	0.00	-3,715.70	104.2%
TOTAL EXPENSES	78,204.00	10,964.00	89,168.00	92,883.70	0.00	-3,715.70	
GRAND TOTAL	78,204.00	10,964.00	89,168.00	92,883.70	0.00	-3,715.70	104.2%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10103 BD OF FINANCE							
51210 CLERICAL AND TECHNICAL							
10103 51210 CLERICAL AND TECHNICAL	2,298.00	0.00	2,298.00	1,492.24	0.00	805.76	64.9%
51920 F.I.C.A.							
10103 51920 F.I.C.A.	230.00	0.00	230.00	114.17	0.00	115.83	49.6%
52010 ADVERTISING							
10103 52010 ADVERTISING	2,300.00	0.00	2,300.00	181.04	0.00	2,118.96	7.9%
52020 POSTAGE							
10103 52020 POSTAGE	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52030 PROFESSIONAL FEES							
10103 52030 PROFESSIONAL FEES	61,800.00	7,298.00	69,098.00	69,117.31	0.00	-19.31	100.0%*
52070 REIMBURSABLE EXPENSES							
10103 52070 REIMBURSABLE EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	.0%
53010 OFFICE SUPPLIES							
10103 53010 OFFICE SUPPLIES	45.00	0.00	45.00	12.82	0.00	32.18	28.5%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
TOTAL BD OF FINANCE	66,673.00	7,298.00	73,971.00	70,917.58	0.00	3,053.42	95.9%
TOTAL GENERAL FUND	66,673.00	7,298.00	73,971.00	70,917.58	0.00	3,053.42	95.9%
TOTAL EXPENSES	66,673.00	7,298.00	73,971.00	70,917.58	0.00	3,053.42	
GRAND TOTAL	66,673.00	7,298.00	73,971.00	70,917.58	0.00	3,053.42	95.9%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10104 ASSESSOR							
51110 ADMINISTRATION							
10104 51110 ADMINISTRATION	169,295.00	-60,559.00	108,736.00	132,876.88	0.00	-24,140.88	122.2%*
51210 CLERICAL AND TECHNICAL							
10104 51210 CLERICAL AND TECHNICAL	62,224.00	0.00	62,224.00	53,987.06	0.00	8,236.94	86.8%
51810 OVERTIME							
10104 51810 OVERTIME	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51910 FRINGE BENEFITS							
10104 51910 FRINGE BENEFITS	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51920 F.I.C.A.							
10104 51920 F.I.C.A.	17,711.00	0.00	17,711.00	14,001.60	0.00	3,709.40	79.1%
52010 ADVERTISING							
10104 52010 ADVERTISING	400.00	-150.00	250.00	241.99	0.00	8.01	96.8%
52020 POSTAGE							
10104 52020 POSTAGE	1,068.00	1,150.00	2,218.00	2,111.06	0.00	106.94	95.2%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52030 PROFESSIONAL FEES							
10104 52030 PROFESSIONAL FEES	250.00	58,809.00	59,059.00	59,058.49	0.00	0.51	100.0%
52040 SERVICE CONT AND REPAIRS							
10104 52040 SERVICE CONT. AND REPAIRS	5,921.00	200.00	6,121.00	6,092.43	0.00	28.57	99.5%
52050 DUES CONFER							
10104 52050 DUES,CONFERENCES & EDUCAT	1,825.00	550.00	2,375.00	2,360.02	0.00	14.98	99.4%
52070 REIMBURSABLE EXPENSES							
10104 52070 REIMBURSABLE EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	.0%
53020 OTHER SUPPLIES							
10104 53020 OTHER SUPPLIES	150.00	53.00	203.00	202.30	0.00	0.70	99.7%
53200 PRICING BOOKS							
10104 53200 PRICING BOOKS	500.00	-53.00	447.00	1,811.00	0.00	-1,364.00	405.1%*
54060 OFFICE EQUIPMENT							
10104 54060 OFFICE EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	.0%
TOTAL ASSESSOR	259,344.00	0.00	259,344.00	272,742.83	0.00	-13,398.83	105.2%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
TOTAL GENERAL FUND	259,344.00	0.00	259,344.00	272,742.83	0.00	-13,398.83	105.2%
TOTAL EXPENSES	259,344.00	0.00	259,344.00	272,742.83	0.00	-13,398.83	
GRAND TOTAL	259,344.00	0.00	259,344.00	272,742.83	0.00	-13,398.83	105.2%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10105 BRD OF ASSESSMENT APPEALS							
51010 ELECTED OFFICIALS							
10105 51010 ELECTED OFFICIALS	300.00	1,200.00	1,500.00	1,500.00	0.00	0.00	100.0%
51210 CLERICAL AND TECHNICAL							
10105 51210 CLERICAL AND TECHNICAL	694.00	770.00	1,464.00	1,500.69	0.00	-36.69	102.5%*
51810 OVERTIME							
10105 51810 OVERTIME	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51920 F.I.C.A.							
10105 51920 F.I.C.A.	76.00	161.00	237.00	229.56	0.00	7.44	96.9%
52010 ADVERTISING							
10105 52010 ADVERTISING	350.00	0.00	350.00	386.20	0.00	-36.20	110.3%*
52020 POSTAGE							
10105 52020 POSTAGE	50.00	104.00	154.00	202.20	0.00	-48.20	131.3%*
52050 DUES CONFER							
10105 52050 DUES,CONFERENCES & EDUCATION	150.00	0.00	150.00	150.00	0.00	0.00	100.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52070 REIMBURSABLE EXPENSES							
10105 52070 REIMBURSABLE EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	.0%
TOTAL BRD OF ASSESSMENT APPEALS	1,620.00	2,235.00	3,855.00	3,968.65	0.00	-113.65	102.9%
TOTAL GENERAL FUND	1,620.00	2,235.00	3,855.00	3,968.65	0.00	-113.65	102.9%
TOTAL EXPENSES	1,620.00	2,235.00	3,855.00	3,968.65	0.00	-113.65	
GRAND TOTAL	1,620.00	2,235.00	3,855.00	3,968.65	0.00	-113.65	102.9%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10106 TAX COLLECTOR							
51010 ELECTED OFFICIALS							
10106 51010 ELECTED OFFICIALS	86,286.00	0.00	86,286.00	87,590.55	0.00	-1,304.55	101.5%*
51210 CLERICAL AND TECHNICAL							
10106 51210 CLERICAL AND TECHNICAL	80,820.00	0.00	80,820.00	83,974.05	0.00	-3,154.05	103.9%*
51810 OVERTIME							
10106 51810 OVERTIME	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51920 F.I.C.A.							
10106 51920 F.I.C.A.	12,784.00	0.00	12,784.00	12,409.24	0.00	374.76	97.1%
52010 ADVERTISING							
10106 52010 ADVERTISING	675.00	-19.00	656.00	655.11	0.00	0.89	99.9%
52020 POSTAGE							
10106 52020 POSTAGE	6,000.00	294.00	6,294.00	7,826.44	0.00	-1,532.44	124.3%*
52030 PROFESSIONAL FEES							
10106 52030 PROFESSIONAL FEES	21,399.00	-200.00	21,199.00	22,907.65	0.00	-1,708.65	108.1%*

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52040 SERVICE CONT AND REPAIRS							
10106 52040 SERVICE CONT. AND REPAIRS	1,000.00	0.00	1,000.00	988.48	0.00	11.52	98.8%
52050 DUES CONFER							
10106 52050 DUES,CONFERENCES & EDUCATION	895.00	0.00	895.00	890.00	0.00	5.00	99.4%
53010 OFFICE SUPPLIES							
10106 53010 OFFICE SUPPLIES	280.00	-75.00	205.00	181.36	0.00	23.64	88.5%
54060 OFFICE EQUIPMENT							
10106 54060 OFFICE EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	.0%
TOTAL TAX COLLECTOR	210,139.00	0.00	210,139.00	217,422.88	0.00	-7,283.88	103.5%
TOTAL GENERAL FUND	210,139.00	0.00	210,139.00	217,422.88	0.00	-7,283.88	103.5%
TOTAL EXPENSES	210,139.00	0.00	210,139.00	217,422.88	0.00	-7,283.88	
GRAND TOTAL	210,139.00	0.00	210,139.00	217,422.88	0.00	-7,283.88	103.5%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

ACCOUNT	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10122 EMERGENCY MANAGEMENT							
51110 ADMINISTRATION							
10122 51110 ADMINISTRATION	78,611.00	0.00	78,611.00	80,688.67	0.00	-2,077.67	102.6%*
51210 CLERICAL AND TECHNICAL							
10122 51210 CLERICAL AND TECHNICAL	3,486.00	0.00	3,486.00	3,392.52	0.00	93.48	97.3%
51240 EDUCATIONAL INCENTIVE							
10122 51240 DISPATCH EDUCATION INCENTIVE	2,300.00	0.00	2,300.00	1,200.00	0.00	1,100.00	52.2%
51440 DISPATCH							
10122 51440 DISPATCH PERSONNEL	663,371.00	-73,000.00	590,371.00	523,718.49	0.00	66,652.51	88.7%
51810 OVERTIME							
10122 51810 DISPATCH OVERTIME	134,630.00	68,000.00	202,630.00	197,920.87	0.00	4,709.13	97.7%
51823 EMERGENCY PERSONNEL							
10122 51823 EMERGENCY PERSONNEL	1,800.00	0.00	1,800.00	0.00	0.00	1,800.00	.0%
51830 TRAINING & EDUCATION							
10122 51830 TRAINING & EDUCATION	7,080.00	5,000.00	12,080.00	11,247.69	0.00	832.31	93.1%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
51920 F.I.C.A.							
10122 51920 F.I.C.A.	68,552.00	0.00	68,552.00	60,625.96	0.00	7,926.04	88.4%
52010 ADVERTISING							
10122 52010 ADVERTISING	200.00	0.00	200.00	200.00	0.00	0.00	100.0%
52020 POSTAGE							
10122 52020 POSTAGE	1,000.00	0.00	1,000.00	0.84	0.00	999.16	.1%
52030 PROFESSIONAL FEES							
10122 52030 PROFESSIONAL FEES	1,000.00	140.00	1,140.00	1,140.00	0.00	0.00	100.0%
52040 SERVICE CONT AND REPAIRS							
10122 52040 SERVICE CONT. AND REPAIRS	40,034.00	5,840.00	45,874.00	44,732.83	0.00	1,141.17	97.5%
52050 DUES CONFER							
10122 52050 DUES,CONFERENCES & EDUCATION	21,984.00	-3,640.00	18,344.00	13,430.88	0.00	4,913.12	73.2%
52060 PRINTING							
10122 52060 PRINTING	200.00	0.00	200.00	2.45	0.00	197.55	1.2%
52070 REIMBURSABLE EXPENSES							
10122 52070 REIMBURSABLE EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52080 TELEPHONE							
10122 52080 TELEPHONE	28,368.00	0.00	28,368.00	21,098.38	0.00	7,269.62	74.4%
52100 ELECTRICITY							
10122 52100 ELECTRICITY	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52300 TRAINING & EDUCATION							
10122 52300 TRAINING,EDUCATION & EMERG	2,600.00	-2,340.00	260.00	259.01	0.00	0.99	99.6%
52370 CLOTHING OR UNIFORM ALLOW							
10122 52370 DISPATCH CLOTHING ALLOWANCE	3,760.00	0.00	3,760.00	2,775.60	0.00	984.40	73.8%
52415 GENERATOR MAINTENANCE							
10122 52415 GENERATOR MAINTENANCE	6,200.00	0.00	6,200.00	4,688.50	0.00	1,511.50	75.6%
53010 OFFICE SUPPLIES							
10122 53010 OFFICE SUPPLIES	250.00	42.85	292.85	292.85	0.00	0.00	100.0%
53020 OTHER SUPPLIES							
10122 53020 OTHER SUPPLIES	1,030.00	0.00	1,030.00	995.88	0.00	34.12	96.7%
53090 FUELS AND LUBRICANTS							
10122 53090 FUELS AND LUBRICANTS	1,030.00	-42.85	987.15	611.60	0.00	375.55	62.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
53120 SHELTER SUPPLIES							
10122 53120 SHELTER SUPPLIES	600.00	0.00	600.00	0.00	0.00	600.00	.0%
53130 RADIOLOGICAL SUPPLIES							
10122 53130 RADIOLOGICAL SUPPLIES	400.00	0.00	400.00	254.24	0.00	145.76	63.6%
54120 DISPATCH CENTER EQUIPMENT							
10122 54120 DISPATCH CENTER EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	.0%
54150 SURPLUS EQUIPMENT							
10122 54150 SURPLUS EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	.0%
54190 EMERGENCY EQUIPMENT							
10122 54190 EMERGENCY EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	.0%
TOTAL EMERGENCY MANAGEMENT	1,068,486.00	0.00	1,068,486.00	969,277.26	0.00	99,208.74	90.7%
TOTAL GENERAL FUND	1,068,486.00	0.00	1,068,486.00	969,277.26	0.00	99,208.74	90.7%
TOTAL EXPENSES	1,068,486.00	0.00	1,068,486.00	969,277.26	0.00	99,208.74	
GRAND TOTAL	1,068,486.00	0.00	1,068,486.00	969,277.26	0.00	99,208.74	90.7%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10123 FIRE SERVICES							
51110 ADMINISTRATION							
10123 51110 ADMINISTRATION	247,202.00	-11,957.00	235,245.00	234,206.24	0.00	1,038.76	99.6%
51120 INSPECTION							
10123 51120 INSPECTION	81,715.00	-1,993.00	79,722.00	79,721.36	0.00	0.64	100.0%
51210 CLERICAL AND TECHNICAL							
10123 51210 CLERICAL AND TECHNICAL	139,552.00	12,769.00	152,321.00	151,917.92	0.00	403.08	99.7%
51240 EDUCATIONAL INCENTIVE							
10123 51240 EDUCATIONAL INCENTIVE	16,750.00	-4,350.00	12,400.00	12,400.00	0.00	0.00	100.0%
51410 FIRE FIGHTING							
10123 51410 FIRE FIGHTING	1,043,458.00	83,343.00	1,126,801.00	1,129,654.77	0.00	-2,853.77	100.3%*
51411 INCENTIVE PROGRAM STIPENDS							
10123 51411 INCENTIVE PROGRAM STIPENDS	40,000.00	0.00	40,000.00	27,775.00	0.00	12,225.00	69.4%
51412 PART TIME FIREFIGHTING							
10123 51412 PART TIME FIREFIGHTING	310,584.00	-84,769.00	225,815.00	223,081.63	0.00	2,733.37	98.8%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
51440 DISPATCH							
10123 51440 DISPATCH	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51450 EXTRA DUTY							
10123 51450 EXTRA DUTY	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51451 EXTRA DUTY REGULAR WAGES							
10123 51451 EXTRA DUTY REGULAR WAGES	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51810 OVERTIME							
10123 51810 OVERTIME	238,250.00	0.00	238,250.00	263,814.72	0.00	-25,564.72	110.7%*
51830 TRAINING & EDUCATION							
10123 51830 TRAINING & EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51920 F.I.C.A.							
10123 51920 F.I.C.A.	161,990.00	0.00	161,990.00	149,795.40	0.00	12,194.60	92.5%
52010 ADVERTISING							
10123 52010 ADVERTISING	400.00	290.00	690.00	0.00	0.00	690.00	.0%
52020 POSTAGE							
10123 52020 POSTAGE	250.00	70.00	320.00	323.97	0.00	-3.97	101.2%*

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52030 PROFESSIONAL FEES							
10123 52030 PROFESSIONAL FEES	4,150.00	-1,426.00	2,724.00	2,555.94	0.00	168.06	93.8%
52040 SERVICE CONT AND REPAIRS							
10123 52040 SERVICE CONT. AND REPAIRS	13,530.00	24,000.00	37,530.00	10,606.74	24,000.00	2,923.26	92.2%
52050 DUES CONFER							
10123 52050 DUES,CONFERENCES & EDUCAT	36,800.00	12,000.00	48,800.00	47,958.15	0.00	841.85	98.3%
52060 PRINTING							
10123 52060 PRINTING	50.00	30.00	80.00	60.05	0.00	19.95	75.1%
52070 REIMBURSABLE EXPENSES							
10123 52070 REIMBURSABLE EXPENSES	1,500.00	-1,355.00	145.00	99.38	0.00	45.62	68.5%
52080 TELEPHONE							
10123 52080 TELEPHONE	18,500.00	0.00	18,500.00	18,337.76	0.00	162.24	99.1%
52090 HEATING FUEL							
10123 52090 HEATING FUEL	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52100 ELECTRICITY							
10123 52100 ELECTRICITY	0.00	0.00	0.00	0.00	0.00	0.00	.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52110 WATER							
10123 52110 WATER	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52120 SEWER							
10123 52120 SEWER	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52290 PUBLIC SAFETY AWARENESS							
10123 52290 PUBLIC SAFETY AWARENESS	5,000.00	-50.00	4,950.00	3,478.91	0.00	1,471.09	70.3%
52310 EXAMINATIONS							
10123 52310 EXAMINATIONS	10,000.00	-1,000.00	9,000.00	8,206.68	0.00	793.32	91.2%
52320 RENTAL OF HYDRANTS							
10123 52320 RENTAL OF HYDRANTS	457,200.00	90,000.00	547,200.00	540,949.76	0.00	6,250.24	98.9%
52370 CLOTHING OR UNIFORM ALLOW							
10123 52370 CLOTHING OR UNIFORM ALLOW	19,000.00	1,765.00	20,765.00	20,756.36	0.00	8.64	100.0%
52371 FIRE POLICE							
10123 52371 FIRE POLICE	750.00	0.00	750.00	575.02	0.00	174.98	76.7%
52372 INSURANCE							
10123 52372 INSURANCE	140,934.00	-1,600.00	139,334.00	139,269.37	0.00	64.63	100.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52373 LP GAS							
10123 52373 LP GAS	5,600.00	-2,500.00	3,100.00	1,939.77	0.00	1,160.23	62.6%
52374 CABLE TELEVISION							
10123 52374 CABLE TELEVISION	7,500.00	850.00	8,350.00	7,511.35	0.00	838.65	90.0%
52375 GROUND LADDER TESTING							
10123 52375 GROUND LADDER TESTING	7,800.00	-4,000.00	3,800.00	3,534.05	0.00	265.95	93.0%
52376 HYDRAULIC TESTING							
10123 52376 HYDRAULIC TESTING	3,500.00	-1,000.00	2,500.00	0.00	0.00	2,500.00	.0%
52377 BREATHING APPARATUS TESTING							
10123 52377 BREATHING APPARATUS TESTING	8,760.00	10,126.00	18,886.00	18,937.76	0.00	-51.76	100.3%*
52378 BUILDING MAINTENANCE							
10123 52378 BUILDING MAINTENANCE	87,000.00	-400.00	86,600.00	81,795.80	0.00	4,804.20	94.5%
52379 HOSE TESTING AND REPAIRS							
10123 52379 HOSE TESTING AND REPAIRS	9,825.00	-1,000.00	8,825.00	8,402.10	0.00	422.90	95.2%
52387 PUMP TESTING SERVICES							
10123 52387 PUMP TESTING SERVICES	4,000.00	-800.00	3,200.00	1,200.00	0.00	2,000.00	37.5%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52392 GENERATOR MAINTENANCE & REPAIR							
10123 52392 GENERATOR MAINTENANCE & REPAIR	9,500.00	5,000.00	14,500.00	6,873.60	4,695.77	2,930.63	79.8%
52396 FF -PROTECTIVE CLOTHING							
10123 52396 FF -PROTECTIVE CLOTHING	0.00	0.00	0.00	0.00	0.00	0.00	.0%
53010 OFFICE SUPPLIES							
10123 53010 OFFICE SUPPLIES	1,500.00	-300.00	1,200.00	1,062.42	0.00	137.58	88.5%
53020 OTHER SUPPLIES							
10123 53020 OTHER SUPPLIES	15,000.00	-4,500.00	10,500.00	10,134.95	0.00	365.05	96.5%
53021 CONSUMABLE SUPPLIES							
10123 53021 CONSUMABLE SUPPLIES	4,000.00	1,600.00	5,600.00	5,481.18	0.00	118.82	97.9%
53070 AUTO REPAIRS							
10123 53070 AUTO REPAIRS	110,000.00	85,000.00	195,000.00	189,978.46	658.36	4,363.18	97.8%
53090 FUELS AND LUBRICANTS							
10123 53090 FUELS AND LUBRICANTS	29,370.00	14,000.00	43,370.00	41,537.15	0.00	1,832.85	95.8%
53110 COMPUTER SUPPLIES							
10123 53110 COMPUTER SUPPLIES	1,500.00	-700.00	800.00	609.54	0.00	190.46	76.2%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
53111 FF PROTECTIVE CLOTHING							
10123 53111 FF PROTECTIVE CLOTHING	35,000.00	3,100.00	38,100.00	42,727.94	0.00	-4,627.94	112.1%*
53112 FIREFIGHTING SUPPLIES							
10123 53112 FIREFIGHTING SUPPLIES	9,000.00	7,550.00	16,550.00	14,577.44	1,330.00	642.56	96.1%
53113 VOLUNTEER RESPONDER AWARDS							
10123 53113 VOLUNTEER RESPONDER AWARDS	5,000.00	-1,000.00	4,000.00	2,892.04	0.00	1,107.96	72.3%
53114 MEDICAL SUPPLIES							
10123 53114 MEDICAL SUPPLIES	8,000.00	-1,250.00	6,750.00	6,705.98	0.00	44.02	99.3%
53115 VOLUNTEER FIREFIGHTER SUPPLIES							
10123 53115 VOLUNTEER FIREFIGHTER SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	.0%
54060 OFFICE EQUIPMENT							
10123 54060 OFFICE EQUIPMENT	2,000.00	-900.00	1,100.00	1,029.45	0.00	70.55	93.6%
54202 EQUIPMENT -FORE INVESTIGATIONS							
10123 54202 EQUIPMENT -FIRE INVESTIGATIONS	500.00	0.00	500.00	504.79	0.00	-4.79	101.0%*
54207 SCBA REPLACEMENT BOTTLES							
10123 54207 SCBA REPLACEMENT BOTTLES	0.00	0.00	0.00	0.00	0.00	0.00	.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
54215 THERMAL CAMERAS -OSWEGATHCIE							
10123 54215 THERMAL CAMERAS -OSWEGATCHIE	0.00	0.00	0.00	0.00	0.00	0.00	.0%
54216 MULTI-GAS METER							
10123 54216 MULTI-GAS METER	0.00	0.00	0.00	0.00	0.00	0.00	.0%
54217 RESCUE SAWS							
10123 54217 RESCUE SAWS	0.00	0.00	0.00	0.00	0.00	0.00	.0%
54218 FIREFIGHTER EQUIPMENT							
10123 54218 FIREFIGHTER EQUIPMENT	30,000.00	-9,000.00	21,000.00	11,483.78	4,569.62	4,946.60	76.4%
54219 EQUIPMENT STIRAGE LOCKER							
10123 54219 EQUIPMENT STORAGE LOCKER	0.00	0.00	0.00	0.00	0.00	0.00	.0%
54220 RADIO/EMERGENCY LIGHTS							
10123 54220 RADIO/EMERGENCY LIGHTS	9,000.00	1,200.00	10,200.00	10,199.15	0.00	0.85	100.0%
54221 SERVICE TRUCK EQUIPMENT							
10123 54221 SERVICE TRUCK EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	.0%
54222 RESCUE TRUCK EQUIPMENT							
10123 54222 RESCUE TRUCK EQUIPMENT	5,500.00	-5,230.00	270.00	87.16	0.00	182.84	32.3%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
54226 EQUIPMENT							
10123 54226 EQUIPMENT	12,000.00	-10,570.00	1,430.00	1,421.13	0.00	8.87	99.4%
54241 TELEPHONE SYSTEM -GOSHEN FIRE							
10123 54241 TELEPHONE SYSTEM -GOSHEN FIRE	0.00	0.00	0.00	0.00	0.00	0.00	.0%
TOTAL FIRE SERVICES	3,408,420.00	201,043.00	3,609,463.00	3,536,172.12	35,253.75	38,037.13	98.9%
TOTAL GENERAL FUND	3,408,420.00	201,043.00	3,609,463.00	3,536,172.12	35,253.75	38,037.13	98.9%
TOTAL EXPENSES	3,408,420.00	201,043.00	3,609,463.00	3,536,172.12	35,253.75	38,037.13	
GRAND TOTAL	3,408,420.00	201,043.00	3,609,463.00	3,536,172.12	35,253.75	38,037.13	98.9%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10130 PUBLIC WORKS							
51110 ADMINISTRATION							
10130 51110 ADMINISTRATION	338,287.00	1,500.00	339,787.00	339,575.06	0.00	211.94	99.9%
51130 ENGINEERING							
10130 51130 ENGINEERING	5,558.00	-1,500.00	4,058.00	0.00	0.00	4,058.00	.0%
51210 CLERICAL AND TECHNICAL							
10130 51210 CLERICAL AND TECHNICAL	150,880.00	10,900.00	161,780.00	162,275.69	0.00	-495.69	100.3%*
51450 EXTRA DUTY							
10130 51450 EXTRA DUTY	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51451 EXTRA DUTY REGULAR WAGES							
10130 51451 EXTRA DUTY REGULAR WAGES	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51510 EQUIPMENT MAINTENANCE							
10130 51510 EQUIPMENT MAINTENANCE	363,810.00	0.00	363,810.00	355,118.83	0.00	8,691.17	97.6%
51520 HIGHWAY MAINTENANCE							
10130 51520 HIGHWAY MAINTENANCE	871,476.00	-21,900.00	849,576.00	814,092.63	0.00	35,483.37	95.8%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
51530 REFUSE COLL.& DISPOSAL							
10130 51530 REFUSE COLL.& DISPOSAL	453,567.00	0.00	453,567.00	428,207.97	0.00	25,359.03	94.4%
51540 SNOW REMOVAL							
10130 51540 SNOW REMOVAL	56,000.00	-20,406.00	35,594.00	26,578.17	0.00	9,015.83	74.7%
51810 OVERTIME							
10130 51810 OVERTIME	52,000.00	11,000.00	63,000.00	62,646.03	0.00	353.97	99.4%
51910 FRINGE BENEFITS							
10130 51910 FRINGE BENEFITS	12,525.00	2,000.00	14,525.00	14,375.59	0.00	149.41	99.0%
51920 F.I.C.A.							
10130 51920 F.I.C.A.	176,263.00	-2,000.00	174,263.00	156,047.03	0.00	18,215.97	89.5%
52010 ADVERTISING							
10130 52010 ADVERTISING	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52020 POSTAGE							
10130 52020 POSTAGE	400.00	500.00	900.00	606.28	0.00	293.72	67.4%
52030 PROFESSIONAL FEES							
10130 52030 PROFESSIONAL FEES	113,000.00	0.00	113,000.00	112,369.67	0.00	630.33	99.4%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52040 SERVICE CONT AND REPAIRS							
10130 52040 SERVICE CONT. AND REPAIRS	65,000.00	13,000.00	78,000.00	70,315.24	0.00	7,684.76	90.1%
52050 DUES CONFER							
10130 52050 DUES,CONFERENCES & EDUCATION	2,000.00	5.00	2,005.00	2,005.00	0.00	0.00	100.0%
52060 PRINTING							
10130 52060 PRINTING	100.00	4.00	104.00	103.30	0.00	0.70	99.3%
52070 REIMBURSABLE EXPENSES							
10130 52070 REIMBURSABLE EXPENSES	50.00	0.00	50.00	50.00	0.00	0.00	100.0%
52090 HEATING FUEL							
10130 52090 FUEL OIL	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52100 ELECTRICITY							
10130 52100 ELECTRICITY	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52110 WATER							
10130 52110 WATER	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52400 MEAL ALLOWANCE							
10130 52400 MEAL ALLOWANCE	2,300.00	-9.00	2,291.00	808.01	0.00	1,482.99	35.3%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52410 STREET TREE MAINTENANCE							
10130 52410 STREET TREE MAINTENANCE	5,550.00	-5,500.00	50.00	0.00	0.00	50.00	.0%
52450 SITE WORK							
10130 52450 SITE WORK	800.00	0.00	800.00	0.00	0.00	800.00	.0%
52460 STREET LIGHTING							
10130 52460 STREET LIGHTING	95,500.00	0.00	95,500.00	78,086.46	0.00	17,413.54	81.8%
52470 SOLID WASTE DISPOSAL							
10130 52470 SOLID WASTE DISPOSAL	875,000.00	70,300.00	945,300.00	874,191.63	0.00	71,108.37	92.5%
52475 RECYCLING PROGRAM							
10130 52475 RECYCLING PROGRAM	150.00	0.00	150.00	0.00	0.00	150.00	.0%
52500 OPTIONS AND RIGHTS OF WAY							
10130 52500 OPTIONS AND RIGHTS OF WAY	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52510 RENTAL OF EQUIPMENT							
10130 52510 RENTAL OF EQUIPMENT	5,000.00	6,500.00	11,500.00	9,453.00	0.00	2,047.00	82.2%
52531 LANDFILL CAP MAINTENANCE							
10130 52531 LANDFILL CAP MAINTENANCE	21,000.00	7,200.00	28,200.00	28,200.00	0.00	0.00	100.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
53010 OFFICE SUPPLIES							
10130 53010 OFFICE SUPPLIES	325.00	0.00	325.00	306.87	0.00	18.13	94.4%
53030 OPERATIONAL SUPPLIES							
10130 53030 OPERATIONAL SUPPLIES	18,000.00	3,000.00	21,000.00	18,681.29	0.00	2,318.71	89.0%
53050 ENGINEERING SUPPLIES							
10130 53050 ENGINEERING EQUIP.&SUPPLIES	300.00	0.00	300.00	261.40	0.00	38.60	87.1%
53070 AUTO REPAIRS							
10130 53070 AUTO REPAIRS	201,000.00	50,000.00	251,000.00	236,498.01	0.00	14,501.99	94.2%
53090 FUELS AND LUBRICANTS							
10130 53090 FUELS AND LUBRICANTS	200,000.00	0.00	200,000.00	413,807.11	0.00	-213,807.11	206.9%*
53100 TIRES							
10130 53100 TIRES	35,000.00	0.00	35,000.00	40,868.01	0.00	-5,868.01	116.8%*
53240 REFUSE DISPOSAL MATERIALS							
10130 53240 REFUSE DISPOSAL MATERIALS	0.00	0.00	0.00	0.00	0.00	0.00	.0%
53250 TRAFFIC CONTROL MATERIALS							
10130 53250 TRAFFIC CONTROL MATERIALS	25,000.00	-5,000.00	20,000.00	15,519.05	0.00	4,480.95	77.6%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
53300 HIGHWAY MATERIALS							
10130 53300 HIGHWAY MATERIALS	176,500.00	-103,000.00	73,500.00	67,193.13	0.00	6,306.87	91.4%
54050 AUTOMOTIVE EQUIPMENT							
10130 54050 AUTOMOTIVE EQUIPMENT	69,145.00	-18,000.00	51,145.00	47,584.08	0.00	3,560.92	93.0%
54060 OFFICE EQUIPMENT							
10130 54060 OFFICE EQUIPMENT	800.00	1,406.00	2,206.00	2,205.20	0.00	0.80	100.0%
55010 TOWN AID ROADS IMPROVED							
10130 55010 TOWN AID ROADS IMPROVED	317,277.00	0.00	317,277.00	218,517.18	0.00	98,759.82	68.9%
TOTAL PUBLIC WORKS	4,709,563.00	0.00	4,709,563.00	4,596,546.92	0.00	113,016.08	97.6%
TOTAL GENERAL FUND	4,709,563.00	0.00	4,709,563.00	4,596,546.92	0.00	113,016.08	97.6%
TOTAL EXPENSES	4,709,563.00	0.00	4,709,563.00	4,596,546.92	0.00	113,016.08	
GRAND TOTAL	4,709,563.00	0.00	4,709,563.00	4,596,546.92	0.00	113,016.08	97.6%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10132 CONSERVATION OF HEALTH							
52075 LEDGELIGHT HEALTH DISTRICT							
10132 52075 LEDGELIGHT HEALTH DISTRICT	148,126.00	0.00	148,126.00	148,126.44	0.00	-0.44	100.0%*
TOTAL CONSERVATION OF HEALTH	148,126.00	0.00	148,126.00	148,126.44	0.00	-0.44	100.0%
TOTAL GENERAL FUND	148,126.00	0.00	148,126.00	148,126.44	0.00	-0.44	100.0%
TOTAL EXPENSES	148,126.00	0.00	148,126.00	148,126.44	0.00	-0.44	
GRAND TOTAL	148,126.00	0.00	148,126.00	148,126.44	0.00	-0.44	100.0%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10107 FINANCE							
51010 ELECTED OFFICIALS							
10107 51010 ELECTED OFFICIALS	28,961.00	400.00	29,361.00	29,286.72	0.00	74.28	99.7%
51110 ADMINISTRATION							
10107 51110 ADMINISTRATION	366,697.00	5,041.00	371,738.00	358,173.03	0.00	13,564.97	96.4%
51210 CLERICAL AND TECHNICAL							
10107 51210 CLERICAL AND TECHNICAL	131,166.00	400.00	131,566.00	128,913.24	0.00	2,652.76	98.0%
51810 OVERTIME							
10107 51810 OVERTIME	2,650.00	-156.00	2,494.00	1,790.37	0.00	703.63	71.8%
51910 FRINGE BENEFITS							
10107 51910 FRINGE BENEFITS	2,372.00	-700.00	1,672.00	1,656.83	0.00	15.17	99.1%
51920 F.I.C.A.							
10107 51920 F.I.C.A.	35,439.00	0.00	35,439.00	37,993.24	0.00	-2,554.24	107.2%*
52010 ADVERTISING							
10107 52010 ADVERTISING	500.00	0.00	500.00	153.68	0.00	346.32	30.7%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52020 POSTAGE							
10107 52020 POSTAGE	3,700.00	390.00	4,090.00	4,604.77	0.00	-514.77	112.6%*
52030 PROFESSIONAL FEES							
10107 52030 PROFESSIONAL FEES	52,000.00	0.00	52,000.00	58,653.12	0.00	-6,653.12	112.8%*
52040 SERVICE CONT AND REPAIRS							
10107 52040 SERVICE CONT. AND REPAIRS	24,749.00	0.00	24,749.00	37,958.26	0.00	-13,209.26	153.4%*
52043 SERVICE CONTRACTS INFORMATION							
10107 52043 SERVICE CONTRACTS INFORMATION	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52050 DUES CONFER							
10107 52050 DUES,CONFERENCES & EDUCATION	6,423.00	0.00	6,423.00	5,637.89	0.00	785.11	87.8%
52070 REIMBURSABLE EXPENSES							
10107 52070 REIMBURSABLE EXPENSES	100.00	179.00	279.00	278.35	0.00	0.65	99.8%
52080 TELEPHONE							
10107 52080 TELEPHONE	14,839.00	0.00	14,839.00	17,422.05	0.00	-2,583.05	117.4%*
53010 OFFICE SUPPLIES							
10107 53010 OFFICE SUPPLIES	32,000.00	0.00	32,000.00	33,407.19	0.00	-1,407.19	104.4%*

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
54010 FURNITURE							
10107 54010 FURNITURE	2,113.00	287.00	2,400.00	2,399.05	0.00	0.95	100.0%
54060 OFFICE EQUIPMENT							
10107 54060 OFFICE EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	.0%
54130 COMPUTER EQUIPMENT							
10107 54130 COMPUTER SUPPORT SYSTEM	0.00	0.00	0.00	0.00	0.00	0.00	.0%
TOTAL FINANCE	703,709.00	5,841.00	709,550.00	718,327.79	0.00	-8,777.79	101.2%
TOTAL GENERAL FUND	703,709.00	5,841.00	709,550.00	718,327.79	0.00	-8,777.79	101.2%
TOTAL EXPENSES	703,709.00	5,841.00	709,550.00	718,327.79	0.00	-8,777.79	
GRAND TOTAL	703,709.00	5,841.00	709,550.00	718,327.79	0.00	-8,777.79	101.2%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10108 LEGAL DEPARTMENT							
52030 PROFESSIONAL FEES							
10108 52030 PROFESSIONAL FEES	260,000.00	0.00	260,000.00	324,654.56	0.00	-64,654.56	124.9%*
52540 PROBATE COURT							
10108 52540 PROBATE COURT	30,000.00	2,481.00	32,481.00	32,480.16	0.00	0.84	100.0%
52560 MISCELLANEOUS CLAIMS							
10108 52560 MISCELLANEOUS CLAIMS	5,000.00	-2,481.00	2,519.00	2,500.00	0.00	19.00	99.2%
TOTAL LEGAL DEPARTMENT	295,000.00	0.00	295,000.00	359,634.72	0.00	-64,634.72	121.9%
TOTAL GENERAL FUND	295,000.00	0.00	295,000.00	359,634.72	0.00	-64,634.72	121.9%
TOTAL EXPENSES	295,000.00	0.00	295,000.00	359,634.72	0.00	-64,634.72	
GRAND TOTAL	295,000.00	0.00	295,000.00	359,634.72	0.00	-64,634.72	121.9%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10109 TOWN CLERK							
51010 ELECTED OFFICIALS							
10109 51010 ELECTED OFFICIALS	92,707.00	0.00	92,707.00	93,390.50	0.00	-683.50	100.7%*
51110 ADMINISTRATION							
10109 51110 ADMINISTRATION	79,084.00	30,798.00	109,882.00	109,881.83	0.00	0.17	100.0%
51210 CLERICAL AND TECHNICAL							
10109 51210 CLERICAL AND TECHNICAL	54,759.00	0.00	54,759.00	39,386.27	0.00	15,372.73	71.9%
51810 OVERTIME							
10109 51810 OVERTIME	100.00	0.00	100.00	0.00	0.00	100.00	.0%
51920 F.I.C.A.							
10109 51920 F.I.C.A.	17,339.00	0.00	17,339.00	17,242.19	0.00	96.81	99.4%
52010 ADVERTISING							
10109 52010 ADVERTISING	1,300.00	0.00	1,300.00	744.99	0.00	555.01	57.3%
52020 POSTAGE							
10109 52020 POSTAGE	2,500.00	0.00	2,500.00	2,499.33	0.00	0.67	100.0%

FOR 2023 13

Account	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52030 PROFESSIONAL FEES							
10109 52030 PROFESSIONAL FEES	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52040 SERVICE CONT AND REPAIRS							
10109 52040 SERVICE CONT. AND REPAIRS	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52050 DUES CONFER							
10109 52050 DUES,CONFERENCES & EDUCAT	850.00	0.00	850.00	850.00	0.00	0.00	100.0%
52060 PRINTING							
10109 52060 PRINTING	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52070 REIMBURSABLE EXPENSES							
10109 52070 REIMBURSABLE EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52180 VITAL STATISTICS							
10109 52180 VITAL STATISTICS	250.00	0.00	250.00	0.00	0.00	250.00	.0%
52510 RENTAL OF EQUIPMENT							
10109 52510 RENTAL OF EQUIPMENT	24,000.00	0.00	24,000.00	21,197.88	0.00	2,802.12	88.3%
53010 OFFICE SUPPLIES							
10109 53010 OFFICE SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
53020 OTHER SUPPLIES							
10109 53020 OTHER SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	.0%
53270 ORDINANCES							
10109 53270 ORDINANCES	1,450.00	0.00	1,450.00	1,422.00	0.00	28.00	98.1%
53280 ELECTION MATERIALS							
10109 53280 ELECTION MATERIALS	1,400.00	0.00	1,400.00	267.69	0.00	1,132.31	19.1%
53290 MICROFILM SUPPLIES							
10109 53290 MICROFILM SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	.0%
54060 OFFICE EQUIPMENT							
10109 54060 OFFICE EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	.0%
TOTAL TOWN CLERK	275,739.00	30,798.00	306,537.00	286,882.68	0.00	19,654.32	93.6%
TOTAL GENERAL FUND	275,739.00	30,798.00	306,537.00	286,882.68	0.00	19,654.32	93.6%
TOTAL EXPENSES	275,739.00	30,798.00	306,537.00	286,882.68	0.00	19,654.32	
GRAND TOTAL	275,739.00	30,798.00	306,537.00	286,882.68	0.00	19,654.32	93.6%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10111 BUILDING MAINTENANCE							
51140 FACILITIES COORDINATOR							
10111 51140 FACILITIES COORDINATOR	76,500.00	0.00	76,500.00	73,991.93	0.00	2,508.07	96.7%
51810 OVERTIME							
10111 51810 OVERTIME	0.00	0.00	0.00	79.73	0.00	-79.73	100.0%*
51910 FRINGE BENEFITS							
10111 51910 FRINGE BENEFITS	75.00	0.00	75.00	65.00	0.00	10.00	86.7%
51920 F.I.C.A.							
10111 51920 F.I.C.A.	5,858.00	0.00	5,858.00	5,401.54	0.00	456.46	92.2%
52010 ADVERTISING							
10111 52010 ADVERTISING	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52040 SERVICE CONT AND REPAIRS							
10111 52040 SERVICE CONT. AND REPAIRS	185,178.00	56,392.00	241,570.00	238,732.72	0.00	2,837.28	98.8%
52090 HEATING FUEL							
10111 52090 FUEL OIL	130,000.00	0.00	130,000.00	130,747.71	0.00	-747.71	100.6%*

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52100 ELECTRICITY							
10111 52100 ELECTRICITY	398,278.00	-18,000.00	380,278.00	358,594.53	0.00	21,683.47	94.3%
52110 WATER							
10111 52110 WATER	15,725.00	5,000.00	20,725.00	21,332.06	0.00	-607.06	102.9%*
52120 SEWER							
10111 52120 SEWER	21,775.00	3,000.00	24,775.00	24,083.70	0.00	691.30	97.2%
53020 OTHER SUPPLIES							
10111 53020 OTHER SUPPLIES	4,000.00	0.00	4,000.00	6,392.50	0.00	-2,392.50	159.8%*
55030 BUILDING IMPROVEMENTS							
10111 55030 PUBLIC IMPROVEMENTS	5,000.00	0.00	5,000.00	3,041.34	0.00	1,958.66	60.8%
TOTAL BUILDING MAINTENANCE	842,389.00	46,392.00	888,781.00	862,462.76	0.00	26,318.24	97.0%
TOTAL GENERAL FUND	842,389.00	46,392.00	888,781.00	862,462.76	0.00	26,318.24	97.0%
TOTAL EXPENSES	842,389.00	46,392.00	888,781.00	862,462.76	0.00	26,318.24	
GRAND TOTAL	842,389.00	46,392.00	888,781.00	862,462.76	0.00	26,318.24	97.0%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10118 BUILDING DEPARTMENT							
51110 ADMINISTRATION							
10118 51110 ADMINISTRATION	102,600.00	0.00	102,600.00	102,483.99	0.00	116.01	99.9%
51120 INSPECTION							
10118 51120 INSPECTION	174,632.00	-35,000.00	139,632.00	96,265.19	0.00	43,366.81	68.9%
51810 OVERTIME							
10118 51810 OVERTIME	1,102.00	0.00	1,102.00	72.90	0.00	1,029.10	6.6%
51910 FRINGE BENEFITS							
10118 51910 FRINGE BENEFITS	2,625.00	0.00	2,625.00	0.00	0.00	2,625.00	.0%
51920 F.I.C.A.							
10118 51920 F.I.C.A.	21,494.00	0.00	21,494.00	14,784.28	0.00	6,709.72	68.8%
52010 ADVERTISING							
10118 52010 ADVERTISING	750.00	500.00	1,250.00	1,141.38	0.00	108.62	91.3%
52020 POSTAGE							
10118 52020 POSTAGE	1,000.00	0.00	1,000.00	869.39	0.00	130.61	86.9%

FOR 2023 13

Account	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52030 PROFESSIONAL FEES							
10118 52030 PROFESSIONAL FEES	750.00	30,000.00	30,750.00	6,581.65	12,167.50	12,000.85	61.0%
52040 SERVICE CONT AND REPAIRS							
10118 52040 SERVICE CONT. AND REPAIRS	3,303.00	-500.00	2,803.00	1,923.39	0.00	879.61	68.6%
52050 DUES CONFER							
10118 52050 DUES,CONFERENCES & EDUCAT	5,480.00	5,000.00	10,480.00	7,338.07	0.00	3,141.93	70.0%
53010 OFFICE SUPPLIES							
10118 53010 OFFICE SUPPLIES	1,400.00	-200.00	1,200.00	1,204.36	0.00	-4.36	100.4%*
53090 FUELS AND LUBRICANTS							
10118 53090 FUELS AND LUBRICANTS	893.00	200.00	1,093.00	1,009.07	0.00	83.93	92.3%
54060 OFFICE EQUIPMENT							
10118 54060 OFFICE EQUIPMENT	612.00	0.00	612.00	0.00	0.00	612.00	.0%
TOTAL BUILDING DEPARTMENT	316,641.00	0.00	316,641.00	233,673.67	12,167.50	70,799.83	77.6%
TOTAL GENERAL FUND	316,641.00	0.00	316,641.00	233,673.67	12,167.50	70,799.83	77.6%
TOTAL EXPENSES	316,641.00	0.00	316,641.00	233,673.67	12,167.50	70,799.83	
GRAND TOTAL	316,641.00	0.00	316,641.00	233,673.67	12,167.50	70,799.83	77.6%

FOR 2023 13

ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10135 SENIOR CITIZEN COMMISSION							
51110 ADMINISTRATION							
10135 51110 ADMINISTRATION	159,774.00	-18,500.00	141,274.00	125,168.19	0.00	16,105.81	88.6%
51210 CLERICAL AND TECHNICAL							
10135 51210 CLERICAL AND TECHNICAL	225,273.00	1,000.00	226,273.00	225,701.08	0.00	571.92	99.7%
51635 SENIOR PROGRAM INSTRUCTORS							
10135 51635 SENIOR PROGRAM INSTRUCTORS	21,518.00	3,000.00	24,518.00	23,851.73	0.00	666.27	97.3%
51810 OVERTIME							
10135 51810 OVERTIME	931.00	4,800.00	5,731.00	5,002.85	0.00	728.15	87.3%
51910 FRINGE BENEFITS							
10135 51910 FRINGE BENEFITS	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51920 F.I.C.A.							
10135 51920 F.I.C.A.	31,174.00	0.00	31,174.00	28,343.96	0.00	2,830.04	90.9%
52010 ADVERTISING							
10135 52010 ADVERTISING	344.00	0.00	344.00	0.00	0.00	344.00	.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52020 POSTAGE							
10135 52020 POSTAGE	1,920.00	0.00	1,920.00	1,329.12	0.00	590.88	69.2%
52030 PROFESSIONAL FEES							
10135 52030 PROFESSIONAL FEES	0.00	2,280.00	2,280.00	1,560.00	0.00	720.00	68.4%
52039 ADA SERVICES							
10135 52039 ADA SERVICES	450.00	0.00	450.00	0.00	0.00	450.00	.0%
52040 SERVICE CONT AND REPAIRS							
10135 52040 SERVICE CONT. AND REPAIRS	36,330.00	-19,696.00	16,634.00	16,119.00	0.00	515.00	96.9%
52050 DUES CONFER							
10135 52050 DUES,CONFERENCES & EDUCAT	776.00	150.00	926.00	869.42	0.00	56.58	93.9%
52070 REIMBURSABLE EXPENSES							
10135 52070 REIMBURSABLE EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52090 HEATING FUEL							
10135 52090 HEATING FUEL	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52100 ELECTRICITY							
10135 52100 ELECTRICITY	0.00	0.00	0.00	0.00	0.00	0.00	.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52115 WATER & SEWER CHARGES							
10135 52115 WATER/SEWER	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52130 PHYSICAL EXAMINATIONS							
10135 52130 PHYSICAL EXAMINATIONS	1,216.00	0.00	1,216.00	1,157.42	0.00	58.58	95.2%
52380 PROGRAMS							
10135 52380 PROGRAMS	150.00	2,700.00	2,850.00	1,730.67	0.00	1,119.33	60.7%
53010 OFFICE SUPPLIES							
10135 53010 OFFICE SUPPLIES	507.00	0.00	507.00	541.04	0.00	-34.04	106.7%*
53020 OTHER SUPPLIES							
10135 53020 OTHER SUPPLIES	2,715.00	150.00	2,865.00	2,848.23	0.00	16.77	99.4%
53070 AUTO REPAIRS							
10135 53070 AUTO REPAIRS	3,128.00	0.00	3,128.00	1,658.04	0.00	1,469.96	53.0%
53080 AUTOMOTIVE MAINTENANCE							
10135 53080 AUTOMOTIVE MAINTENANCE	0.00	0.00	0.00	0.00	0.00	0.00	.0%
53090 FUELS AND LUBRICANTS							
10135 53090 FUELS AND LUBRICANTS	7,270.00	-150.00	7,120.00	6,904.78	0.00	215.22	97.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
54020 EQUIPMENT							
10135 54020 FITNESS EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	.0%
54030 KITCHEN EQUIPMENT							
10135 54030 KITCHEN EQUIPMENT	120.00	0.00	120.00	101.12	0.00	18.88	84.3%
54050 AUTOMOTIVE EQUIPMENT							
10135 54050 AUTOMOTIVE EQUIPMENT	897.00	1,070.00	1,967.00	1,966.95	0.00	0.05	100.0%
54060 OFFICE EQUIPMENT							
10135 54060 OFFICE EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	.0%
TOTAL SENIOR CITIZEN COMMISSION	494,493.00	-23,196.00	471,297.00	444,853.60	0.00	26,443.40	94.4%
TOTAL GENERAL FUND	494,493.00	-23,196.00	471,297.00	444,853.60	0.00	26,443.40	94.4%
TOTAL EXPENSES	494,493.00	-23,196.00	471,297.00	444,853.60	0.00	26,443.40	
GRAND TOTAL	494,493.00	-23,196.00	471,297.00	444,853.60	0.00	26,443.40	94.4%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10137 RECREATION AND PARKS							
51110 ADMINISTRATION							
10137 51110 ADMINISTRATION	202,499.00	0.00	202,499.00	231,215.17	0.00	-28,716.17	114.2%*
51210 CLERICAL AND TECHNICAL							
10137 51210 CLERICAL AND TECHNICAL	88,399.00	0.00	88,399.00	79,713.38	0.00	8,685.62	90.2%
51220 CUSTODIAL							
10137 51220 CUSTODIAL	21,232.00	0.00	21,232.00	18,544.72	0.00	2,687.28	87.3%
51450 EXTRA DUTY							
10137 51450 EXTRA DUTY	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51451 EXTRA DUTY REGULAR WAGES							
10137 51451 EXTRA DUTY REGULAR WAGES	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51610 PARKS MAINTENANCE							
10137 51610 PARKS MAINTENANCE	393,147.00	0.00	393,147.00	420,805.64	0.00	-27,658.64	107.0%*
51620 RECREATION PROGRAMS							
10137 51620 RECREATION PROGRAMS	321,338.00	-29,250.00	292,088.00	379,727.83	0.00	-87,639.83	130.0%*

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
51630 SUMMER JOBS FOR MINORS							
10137 51630 SUMMER JOBS FOR MINORS	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51810 OVERTIME							
10137 51810 OVERTIME	27,264.00	0.00	27,264.00	30,698.08	0.00	-3,434.08	112.6%*
51910 FRINGE BENEFITS							
10137 51910 FRINGE BENEFITS	7,073.00	0.00	7,073.00	3,144.89	0.00	3,928.11	44.5%
51920 F.I.C.A.							
10137 51920 F.I.C.A.	81,163.00	0.00	81,163.00	83,184.88	0.00	-2,021.88	102.5%*
52010 ADVERTISING							
10137 52010 ADVERTISING	2,760.00	0.00	2,760.00	2,588.50	0.00	171.50	93.8%
52020 POSTAGE							
10137 52020 POSTAGE	6,100.00	2,000.00	8,100.00	5,896.77	0.00	2,203.23	72.8%
52040 SERVICE CONT AND REPAIRS							
10137 52040 SERVICE CONT. AND REPAIRS	37,436.00	-23,196.00	14,240.00	4,996.33	0.00	9,243.67	35.1%
52050 DUES CONFER							
10137 52050 DUES,CONFERENCES & EDUCATION	3,650.00	0.00	3,650.00	1,595.00	0.00	2,055.00	43.7%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52060 PRINTING							
10137 52060 PRINTING	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52070 REIMBURSABLE EXPENSES							
10137 52070 REIMBURSABLE EXPENSES	150.00	0.00	150.00	0.00	0.00	150.00	.0%
52080 TELEPHONE							
10137 52080 TELEPHONE	2,848.00	0.00	2,848.00	2,561.84	0.00	286.16	90.0%
52090 HEATING FUEL							
10137 52090 HEATING FUEL	7,055.00	0.00	7,055.00	3,078.27	0.00	3,976.73	43.6%
52100 ELECTRICITY							
10137 52100 ELECTRICITY	11,840.00	0.00	11,840.00	4,393.62	0.00	7,446.38	37.1%
52110 WATER							
10137 52110 WATER	4,604.00	0.00	4,604.00	4,912.17	0.00	-308.17	106.7%*
52120 SEWER							
10137 52120 SEWER	2,635.00	0.00	2,635.00	2,684.00	0.00	-49.00	101.9%*
52206 XFER TO COMMUNITY EVENTS FUND							
10137 52206 XFER TO COMMUNITY EVENTS FUND	4,750.00	0.00	4,750.00	4,750.00	0.00	0.00	100.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52380 PROGRAMS							
10137 52380 PROGRAMS	40,232.00	0.00	40,232.00	35,837.67	0.00	4,394.33	89.1%
52390 CO-SPONSORED PROGRAMS							
10137 52390 CO-SPONSORED PROGRAMS	41,549.00	0.00	41,549.00	36,351.00	2,969.52	2,228.48	94.6%
52420 MAINTENANCE OF PROPERTY							
10137 52420 MAINTENANCE OF PROPERTY	72,642.00	10,000.00	82,642.00	88,730.38	0.00	-6,088.38	107.4%*
53010 OFFICE SUPPLIES							
10137 53010 OFFICE SUPPLIES	1,363.00	5,000.00	6,363.00	5,745.28	0.00	617.72	90.3%
53020 OTHER SUPPLIES							
10137 53020 OTHER SUPPLIES	30,636.00	-6,500.00	24,136.00	24,438.22	0.00	-302.22	101.3%*
53080 AUTOMOTIVE MAINTENANCE							
10137 53080 MAINTENANCE VEHICLES	20,750.00	18,750.00	39,500.00	44,692.67	0.00	-5,192.67	113.1%*
53090 FUELS AND LUBRICANTS							
10137 53090 FUELS AND LUBRICANTS	19,316.00	0.00	19,316.00	20,200.35	0.00	-884.35	104.6%*
54020 EQUIPMENT							
10137 54020 EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	.0%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
TOTAL RECREATION AND PARKS	1,452,431.00	-23,196.00	1,429,235.00	1,540,486.66	2,969.52	-114,221.18	108.0%
TOTAL GENERAL FUND	1,452,431.00	-23,196.00	1,429,235.00	1,540,486.66	2,969.52	-114,221.18	108.0%
TOTAL EXPENSES	1,452,431.00	-23,196.00	1,429,235.00	1,540,486.66	2,969.52	-114,221.18	
GRAND TOTAL	1,452,431.00	-23,196.00	1,429,235.00	1,540,486.66	2,969.52	-114,221.18	108.0%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10145 HUMAN RESOURCES							
51110 ADMINISTRATION							
10145 51110 ADMINISTRATION	92,250.00	0.00	92,250.00	92,378.86	0.00	-128.86	100.1%*
51210 CLERICAL AND TECHNICAL							
10145 51210 CLERICAL AND TECHNICAL	63,785.00	0.00	63,785.00	64,026.85	0.00	-241.85	100.4%*
51810 OVERTIME							
10145 51810 OVERTIME	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51910 FRINGE BENEFITS							
10145 51910 FRINGE BENEFITS	0.00	0.00	0.00	0.00	0.00	0.00	.0%
51920 F.I.C.A.							
10145 51920 F.I.C.A.	11,937.00	0.00	11,937.00	11,318.64	0.00	618.36	94.8%
52010 ADVERTISING							
10145 52010 ADVERTISING	3,500.00	-786.00	2,714.00	1,660.80	0.00	1,053.20	61.2%
52020 POSTAGE							
10145 52020 POSTAGE	855.00	0.00	855.00	514.04	0.00	340.96	60.1%

FOR 2023 13

Account	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52030 PROFESSIONAL FEES							
10145 52030 PROFESSIONAL FEES	80,000.00	0.00	80,000.00	68,771.96	0.00	11,228.04	86.0%
52040 SERVICE CONT AND REPAIRS							
10145 52040 SERVICE CONT AND REPAIRS	1,437.00	0.00	1,437.00	1,166.88	0.00	270.12	81.2%
52050 DUES CONFER							
10145 52050 DUES,CONFERENCES & EDUCATION	420.00	0.00	420.00	420.00	0.00	0.00	100.0%
52070 REIMBURSABLE EXPENSES							
10145 52070 REIMBURSABLE EXPENSES	150.00	0.00	150.00	0.00	0.00	150.00	.0%
52080 TELEPHONE							
10145 52080 TELEPHONE	373.00	121.00	494.00	492.24	0.00	1.76	99.6%
52300 TRAINING & EDUCATION							
10145 52300 TRAINING	2,000.00	765.00	2,765.00	2,765.00	0.00	0.00	100.0%
52570 EMPLOYEE ASSISTANCE PROG.							
10145 52570 EMPLOYEE ASSISTANCE PROGRAM	2,119.00	0.00	2,119.00	2,118.71	0.00	0.29	100.0%
53020 OTHER SUPPLIES							
10145 53020 OTHER SUPPLIES	930.00	0.00	930.00	898.63	0.00	31.37	96.6%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
53140 VACCINE SUPPLIES							
10145 53140 VACCINE AND SUPPLIES	100.00	-100.00	0.00	0.00	0.00	0.00	.0%
54010 FURNITURE							
10145 54010 OFFICE FURNITURE	0.00	0.00	0.00	0.00	0.00	0.00	.0%
TOTAL HUMAN RESOURCES	259,856.00	0.00	259,856.00	246,532.61	0.00	13,323.39	94.9%
TOTAL GENERAL FUND	259,856.00	0.00	259,856.00	246,532.61	0.00	13,323.39	94.9%
TOTAL EXPENSES	259,856.00	0.00	259,856.00	246,532.61	0.00	13,323.39	
GRAND TOTAL	259,856.00	0.00	259,856.00	246,532.61	0.00	13,323.39	94.9%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10112 INSURANCE							
52200 WORKER'S COMP. INS. PREM.							
10112 52200 WORKER'S COMP. INS. PREM.	698,805.00	0.00	698,805.00	511,109.89	0.00	187,695.11	73.1%
52201 LIABILITY/AUTO/PROPERTY							
10112 52201 LIABILITY/AUTO/PROPERTY	513,678.00	5,000.00	518,678.00	508,611.39	0.00	10,066.61	98.1%
52210 BUILDING AND CONTENTS INS							
10112 52210 BUILDING AND CONTENTS INS	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52220 VEHICLES INS. PREM.							
10112 52220 VEHICLES INS. PREM.	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52230 GENERAL LIABILITY INS PRE							
10112 52230 GENERAL LIABILITY INS PRE	0.00	0.00	0.00	0.00	0.00	0.00	.0%
52240 UNEMPLOYMENT COMPENSATION							
10112 52240 UNEMPLOYMENT COMPENSATION	10,000.00	2,000.00	12,000.00	11,055.47	0.00	944.53	92.1%
52250 DEDUCTIBLE COVERAGE							
10112 52250 DEDUCTIBLE COVERAGE	20,000.00	-7,000.00	13,000.00	2,885.20	0.00	10,114.80	22.2%

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
52251 HEALTHCARE							
10112 52251 HEALTHCARE	3,460,000.00	0.00	3,460,000.00	3,363,134.99	0.00	96,865.01	97.2%
52252 LONG TERM DISABILITY							
10112 52252 LONG TERM DISABILITY	4,038.00	0.00	4,038.00	2,889.32	0.00	1,148.68	71.6%
52253 LIFE INSURANCE							
10112 52253 LIFE INSURANCE	22,151.00	0.00	22,151.00	20,251.92	0.00	1,899.08	91.4%
TOTAL INSURANCE	4,728,672.00	0.00	4,728,672.00	4,419,938.18	0.00	308,733.82	93.5%
TOTAL GENERAL FUND	4,728,672.00	0.00	4,728,672.00	4,419,938.18	0.00	308,733.82	93.5%
TOTAL EXPENSES	4,728,672.00	0.00	4,728,672.00	4,419,938.18	0.00	308,733.82	
GRAND TOTAL	4,728,672.00	0.00	4,728,672.00	4,419,938.18	0.00	308,733.82	93.5%

** END OF REPORT - Generated by Kimberly Allen **

FOR 2023 13

	ORIGINAL APPROP	TRANS/ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
101 GENERAL FUND							
10116 RETIREMENT COMMISSION							
51930 HEART AND HYPERTENSION							
10116 51930 HEART AND HYPERTENSION	173,820.00	60,000.00	233,820.00	229,941.46	0.00	3,878.54	98.3%
51940 PENSION CONTRIBUTIONS							
10116 51940 PENSION CONTRIBUTIONS	4,581,338.00	-70,000.00	4,511,338.00	4,462,667.80	0.00	48,670.20	98.9%
51945 RETIREE HEALTH BENEFITS							
10116 51945 RETIREE HEALTH BENEFITS	434,598.00	0.00	434,598.00	392,233.83	0.00	42,364.17	90.3%
51949 OPEB TRUST FUND CONTRIBUTION							
10116 51949 OPEB TRUST FUND CONTRIBUTION	1,143,311.00	10,000.00	1,153,311.00	1,153,286.00	0.00	25.00	100.0%
TOTAL RETIREMENT COMMISSION	6,333,067.00	0.00	6,333,067.00	6,238,129.09	0.00	94,937.91	98.5%
TOTAL GENERAL FUND	6,333,067.00	0.00	6,333,067.00	6,238,129.09	0.00	94,937.91	98.5%
TOTAL EXPENSES	6,333,067.00	0.00	6,333,067.00	6,238,129.09	0.00	94,937.91	
GRAND TOTAL	6,333,067.00	0.00	6,333,067.00	6,238,129.09	0.00	94,937.91	98.5%

** END OF REPORT - Generated by Kimberly Allen **

12a.

ANIMAL CONTROL - FUND 203

	FY23 ACTUAL	FY22 ACTUAL	FY21 ACTUAL	FY20 ACTUAL	FY19 ACTUAL	FY18 ACTUAL	FY17 ACTUAL	FY16 ACTUAL	FY15 ACTUAL
BUDGETED (TRANSFER IN)	60,000.00	60,000.00	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00
Other Revenue									
Dog Licenses	1,146	4,364.50	3,777.75	3,223.50	3,862.25	3,804.75	3,104.00	3,976.00	4,405.75
Dog Warden Fees	645	895.00	385.00	945.00	2,500.00	2,084.17	1,400.50	1,318.00	2,012.00
Adoption Fees	95	85.00	90.00	70.00	75.00	115.00	115.00	185.00	170.00
Donations	515	2,897.63	1,486.06	1,318.87	2,038.02	2,282.99	3,691.56	1,770.31	2,010.00
MISC	30		170.00		2,748.58			2,856.28	
TOTAL REVENUE	**62,431.00**	**68,242.13**	**35,908.81**	**35,557.37**	**41,223.85**	**38,286.91**	**38,311.06**	**40,105.59**	**38,597.75**
AMOUNT EXPENDED									
Dog Warden Salary (paid to EL)	83,386.80	62,718.36	59,399.32	56,851.47	55,923.31	56,159.84	47,995.09		
Officer Salary							575.95	18,325.81	20,253.38
Overtime								263.64	
Training/Education								96.90	150.00
FICA							44.06	1,422.11	1,508.91
Advertising	369	168.00	173.00	178.00	554.56	278.00	392.00	482.00	518.00
Professional Fees	630.27	1,133.49	1,453.64	1,353.74	4,006.03	892.61	850.55	2,242.30	2,230.98
Service Contracts/Repairs		250.68	1,273.42	488.25	4,433.45	4,767.39	3,659.76	4,995.79	7,887.63
Facility Maintenance							127.28	541.74	229.78
Supplies	140.63		359.90	218.40	300.49	1,988.56	1,480.67	537.32	
TOTAL EXPENDITURES	**84,526.70**	**64,270.53**	**62,659.28**	**59,089.86**	**65,217.84**	**64,086.40**	**55,125.36**	**28,907.61**	**32,778.68**
YEAR-END BALANCE	**(22,095.70)**	**3,971.60**	**(26,750.47)**	**(23,532.49)**	**(23,993.99)**	**(25,799.49)**	**(16,814.30)**	**11,197.98**	**5,819.07**
OVERALL BALANCE	**(117,997.79)**								

*as of 6/30/23

12 b.

7-28-2023

To: **Robert J. Brule – First Selectman**
Kim Allen – Director of Finance
Glenn Patterson & Board of Finance Members
Paul Goldstein & RTM Members
Thomas W. Giard III – Superintendent of Schools
Joseph Mancini – Director of Finance & Operations – BOE
Pat Fedor & Board of Education Members

From: Abbas Danesh – Treasurer

Subject: Quarterly Treasurer's Report and Related Financials ending 6/30/2023.

The following attachments are included for reference:

Attachment 1 – 6/30/2023 Cash Positions – Town of Waterford
Attachment 2 – CDs & Bonds Summary – Town of Waterford
attachment 2 April – June & attachment 2 combined
Attachment 3 – Graph of Total Interest Income vs. Fiscal Years
Attachment 4 – Interest Income by Funds vs. Fiscal Years
Attachment 5 – FY 2024 Estimated General Fund Cash Flow
Attachment 6 – Bond Debt Service
Attachment 7 – Detailed Bond Debt Service FY2024 to FY2032
Attachment 7 combined Bond Debt Service FY2024 to FY2032
Attachment 8a & 8b FY 2024 Estimated interest

Going over our three baskets/institutions:

STIF interest rates are going up ☺
Averages for April 4.90%, May 5.07%, June 5.13%

People's Savings interest is at 3.25%.

Fidelity account activities:

April: 30K Agency bonds were redeemed. Purchased one Mil treasury maturing 2/2024, 87K Wells Fargo CD maturing 5/2024.

May: Three Mil treasury & 36K treasury matured. Purchased two Mil treasury maturing 8/2023, 43K Morgan Stanley CD maturing 5/2028, 15K American Express CD maturing 5/2028.

June: One Mil treasury and 200K treasury matured. Purchased one Mil treasury maturing 11/2023, 84K Agency maturing 6/2033.

Please see Attachment 2 combined, the monthly running of WAM, WAY, and Annualized ALPHA to get a more accurate picture of our portfolio.

As you observe our ALPHA, which measures performance, I underperformed our benchmark in April, May and June by (-1.65%, -1.68% and -1.62%, respectively). Our Weighted Average Yield (WAY) has been steadily increasing, from an average of 0.65% in FY2021 to 3.51% in June of 2023.

Attachments 3 & 4 show our interest income with comparable amounts from previous years. **FY 2023 of $3,027,719** vs **FY 2022 of $203,398**.

Please see Attachment 5, our estimated General Fund cash flows for FY 2024.

Please see Attachment 6, our updated bond debt service.

Please see Attachment 7, our detailed bond debt service annually to FY 2032…total principal due…our weighted average interest payments & weighted average maturity in years.

Please see Attachment 7 combined
…without any additional borrowing…as of 7/1/2023…we have $61,665,000 outstanding Bonds…which we pay 2.90% annual interest…with average maturity of 5.06 years.

…without any additional borrowing, by FY 2032…we will have $13,550,000 in outstanding Bonds…which we'll pay 2.04% annual interest…with average maturity of 2.78 years.

Federal Reserve continues to raise rates to bring down inflation. It's possible the Fed goes too far and causes a significant Stock Market correction or manages a soft landing. Therefore, I have two calculations for FY 2024 estimated interest.

Please see Attachment 8a…FY 2024 estimated interest…the Fed goes too far
Attachment 8b…FY 2024 estimated interest…a soft landing…*I am cheering for 8b* ☺

It is an honor and a pleasure to be in my position as treasurer; I welcome any questions or suggestions.

Sincerely Yours,

Abbas Danesh – Treasurer

…my next quarterly report will be in Oct 2023.

6/30/2023 CASH POSITIONS - TOWN OF WATERFORD

Date of Position	Financial Institution	General Fund	Capital Non Recurring	Capital Improvement	High School Plus BANS	WPCA	Fleet Manag	Sewer Maint. & Dev	Special Assistance	Insurance Admin Fund	Hammond Mem.	Total $	% Total
6/30/23	Dodge & Cox Fd										$ 119,192	$ 119,192	0.17%
6/30/23	Fidelity Brokerage	$ 18,617,016										$ 18,617,016	27.21%
6/30/23	M&T Bank	$ 1,249,692		$ -		$ 10,624	$ -		$ 20,428			$ 1,280,744	1.87%
6/30/23	M&T Bank MM	$ 1,057										$ 1,057	0.00%
6/30/23	STIF	$ 17,773,364	$ 10,912,060	$ 4,430,341	$ 1,230	$ 5,152,656	$ 3,498,272	$ 777,269		$ 5,866,693	$ 55	$ 48,411,940	70.75%
	Totals	*$ 37,641,129*	*$ 10,912,060*	*$ 4,430,341*	*$ 1,230*	*$ 5,163,280*	*$ 3,498,272*	*$ 777,269*	*$ 20,428*	*$ 5,866,693*	*$ 119,247*	*$ 68,429,949*	*100.00%*

The Balances Do not reflect "Due To" for the various accounts

Wells Fargo Balances - Managed by Fudiciary Advisors	**OPEB Fund**	$ 10,561,097
(Under Control of Finance Director and Commissions)	**Pension Fund**	$ 510,601

Attachment 2 April

CDs & Bonds Summary - Town of Waterford, April 2023

Maturity Date	Bank Name	Purchase Price	Amount at maturity	Yield
4/30/2023	CASH AND ACCRUED INTEREST	$ 178,021	$ 178,021	2.34%
4/30/2023	UNITED STATES TREAS	$ 1,979,495	$ 1,985,000	3.21%
5/31/2023	UNITED STATES TREAS BILLS	$ 35,779	$ 36,000	2.20%
5/31/2023	UNITED STATES TREAS	$ 991,130	$ 1,000,000	4.28%
6/30/2023	UNITED STATES TREAS SER BC-2023	$ 199,506	$ 200,000	0.25%
6/30/2023	UNITED STATES TREAS	$ 980,230	$ 1,000,000	4.38%
7/31/2023	UNITED STATES TREAS	$ 986,950	$ 1,000,000	4.56%
8/31/2023	UNITED STATES TREAS	$ 988,320	$ 1,000,000	4.58%
9/14/2023	BANK HAPOALIM B M NEW YORK CD	$ 245,000	$ 245,000	0.30%
9/11/2023	BMW BANK CD	$ 245,000	$ 245,000	0.30%
9/22/2023	BMO HARRIS BANK CD	$ 114,000	$ 114,000	4.00%
9/30/2023	UNITED STATES TREAS	$ 985,766	$ 1,000,000	4.64%
9/30/2023	UNITED STATES TREAS	$ 988,457	$ 1,000,000	4.68%
11/6/2023	ISRAEL BANK CD	$ 245,000	$ 245,000	0.50%
11/6/2023	SYNCHRONY BANK CD	$ 100,000	$ 100,000	0.50%
11/15/2023	UNITED STATES TREAS	$ 983,933	$ 1,000,000	4.98%
12/8/2023	MORGAN STANLEY CD	$ 35,000	$ 35,000	4.75%
12/31/2023	UNITED STATES TREAS	$ 980,078	$ 1,000,000	5.00%
1/31/2024	UNITED STATES TREAS	$ 976,758	$ 1,000,000	5.03%
2/15/2024	UNITED STATES TREAS	$ 984,110	$ 1,000,000	4.78%
2/26/2024	FEDERAL HOME LOAN BANKS	$ 100,000	$ 100,000	5.00%
6/5/2024	GOLDMAN SACHS BK USA CD	$ 178,347	$ 166,000	0.61%
8/5/2024	AMERICAN EXPRESS NATL BANK	$ 13,000	$ 13,000	3.35%
8/26/2024	SALLIE MAE BANK	$ 5,000	$ 5,000	0.65%
9/18/2024	FLAGSTAR BANK CD	$ 245,000	$ 245,000	0.35%
10/18/2024	WELLS FARGO BANK NATL ASSN CD	$ 61,993	$ 59,000	0.64%
11/25/2024	FEDERAL HOME LN MTG CORP	$ 194,000	$ 194,000	5.15%
11/29/2024	WELLS FARGO BANK NATL ASSN CD	$ 180,000	$ 180,000	4.85%
12/27/2024	FEDERAL HOME LOAN BANKS	$ 30,000	$ 30,000	5.20%
1/14/2025	GOLDMAN SACHS BK USA NY CD	$ 110,287	$ 100,000	0.63%
6/3/2025	GOLDMAN SACHS BK USA CD	$ 47,442	$ 43,000	0.69%
7/1/2025	GOLDMAN SACHS BK USA CD	$ 111,425	$ 100,000	0.69%
7/15/2025	TENNESSEE VALLEY AUTH	$ 20,329	$ 21,000	0.68%
8/18/2025	GOLDMAN SACHS BK USA	$ 10,000	$ 10,000	0.80%
8/21/2025	TOYOTA FINL SVGS BANK CD	$ 245,000	$ 245,000	0.54%
9/4/2025	STATE BANK OF INDIA CD	$ 245,000	$ 245,000	0.45%
9/9/2025	FEDERAL HOME LN MTG CORP	$ 100,000	$ 100,000	0.65%
9/15/2025	MERRICK BANK CD	$ 245,000	$ 245,000	0.40%
10/14/2025	MORGAN STANLEY CD	$ 15,000	$ 15,000	4.50%
11/24/2025	CITIBANK CD	$ 11,348	$ 10,000	0.73%
1/31/2026	UNITED STATES TREAS SER U-2026	$ 98,040	$ 100,000	0.79%
3/23/2026	MORGAN STANLEY CD	$ 43,000	$ 43,000	5.00%
3/31/2026	UNITED STATES TREAS SER W-2026	$ 199,250	$ 200,000	0.83%
3/31/2026	UNITED STATES TREAS SER W-2026	$ 99,589	$ 100,000	0.84%
3/31/2026	UNITED STATES TREAS SER W-2026	$ 99,875	$ 100,000	0.78%
6/30/2026	UNITED STATES TREAS SER AA-2026	$ 99,859	$ 100,000	0.90%
6/30/2026	SALLIE MAE BANK	$ 240,000	$ 240,000	0.90%
6/30/2027	FEDERAL HOME LOAN BANKS	$ 180,090	$ 180,000	3.25%
9/2/2027	FEDERAL HOME LOAN BANKS	$ 100,000	$ 100,000	0.90%
9/20/2027	BRIDGEWATER BANK CD	$ 245,000	$ 245,000	0.55%
12/23/2027	SPIRITBANK NA TULSA OKLA CD	$ 200,000	$ 200,000	0.60%
12/28/2027	CELTIC BK SALT LAKE CITY UTAH CD	$ 200,000	$ 200,000	0.75%
7/28/2028	FIRST FED SVGS & LN CD	$ 199,800	$ 200,000	0.91%
8/15/2028	US TREAS SEC STRIPPED INT	$ 23,040	$ 25,000	1.18%
9/11/2028	ADAMS COUNTY BANK CD	$ 245,000	$ 245,000	0.80%
9/10/2029	FEDERAL FARM CR BKS BOND	$ 100,000	$ 100,000	1.23%
10/30/2030	JP MORGAN CHASE CD	$ 245,000	$ 245,000	1.00%
11/4/2030	LIVE OAK BKG CO NC CD	$ 245,000	$ 245,000	0.95%
9/25/2030	MINNWEST BANK CD	$ 245,000	$ 245,000	0.85%
12/23/2030	FEDERAL HOME LN MTG CORP	$ 100,000	$ 100,000	1.40%
	Total Investments	*$ 18,598,247*	*$ 18,722,021*	
	Weighted Average Yield		*3.25%*	
	STIF @	4.90%		
	Annualized ALPHA		-$302,548	
	Weighted Average Maturity in Years		*1.34*	

Attachment 2 May

CDs & Bonds Summary - Town of Waterford, May 2023

Maturity Date	Bank Name	Purchase Price	Amount at maturity	Yield
5/31/2023	CASH AND ACCRUED INTEREST	$ 1,139,042	$ 1,139,042	2.71%
6/30/2023	UNITED STATES TREAS SER BC-2023	$ 199,506	$ 200,000	0.25%
6/30/2023	UNITED STATES TREAS	$ 980,230	$ 1,000,000	4.38%
7/31/2023	UNITED STATES TREAS	$ 986,950	$ 1,000,000	4.56%
8/3/2023	UNITED STATES TREAS	$ 1,974,720	$ 2,000,000	5.19%
8/31/2023	UNITED STATES TREAS	$ 988,320	$ 1,000,000	4.58%
9/14/2023	BANK HAPOALIM B M NEW YORK CD	$ 245,000	$ 245,000	0.30%
9/11/2023	BMW BANK CD	$ 245,000	$ 245,000	0.30%
9/22/2023	BMO HARRIS BANK CD	$ 114,000	$ 114,000	4.00%
9/30/2023	UNITED STATES TREAS	$ 985,766	$ 1,000,000	4.64%
9/30/2023	UNITED STATES TREAS	$ 988,457	$ 1,000,000	4.68%
11/6/2023	ISRAEL BANK CD	$ 245,000	$ 245,000	0.50%
11/6/2023	SYNCHRONY BANK CD	$ 100,000	$ 100,000	0.50%
11/15/2023	UNITED STATES TREAS	$ 983,933	$ 1,000,000	4.98%
12/8/2023	MORGAN STANLEY CD	$ 35,000	$ 35,000	4.75%
12/31/2023	UNITED STATES TREAS	$ 980,078	$ 1,000,000	5.00%
1/31/2024	UNITED STATES TREAS	$ 976,758	$ 1,000,000	5.03%
2/15/2024	UNITED STATES TREAS	$ 984,110	$ 1,000,000	4.78%
2/26/2024	FEDERAL HOME LOAN BANKS	$ 100,000	$ 100,000	5.00%
5/1/2024	WELLS FARGO BANK NATL ASSN CD	$ 87,000	$ 87,000	5.05%
6/5/2024	GOLDMAN SACHS BK USA CD	$ 178,347	$ 166,000	0.61%
8/5/2024	AMERICAN EXPRESS NATL BANK	$ 13,000	$ 13,000	3.35%
8/26/2024	SALLIE MAE BANK	$ 5,000	$ 5,000	0.65%
9/18/2024	FLAGSTAR BANK CD	$ 245,000	$ 245,000	0.35%
10/18/2024	WELLS FARGO BANK NATL ASSN CD	$ 61,993	$ 59,000	0.64%
11/25/2024	FEDERAL HOME LN MTG CORP	$ 194,000	$ 194,000	5.15%
11/29/2024	WELLS FARGO BANK NATL ASSN CD	$ 180,000	$ 180,000	4.85%
12/27/2024	FEDERAL HOME LOAN BANKS	$ 30,000	$ 30,000	5.20%
1/14/2025	GOLDMAN SACHS BK USA NY CD	$ 110,287	$ 100,000	0.63%
6/3/2025	GOLDMAN SACHS BK USA CD	$ 47,442	$ 43,000	0.69%
7/1/2025	GOLDMAN SACHS BK USA CD	$ 111,425	$ 100,000	0.69%
7/15/2025	TENNESSEE VALLEY AUTH	$ 20,329	$ 21,000	0.68%
8/18/2025	GOLDMAN SACHS BK USA	$ 10,000	$ 10,000	0.80%
8/21/2025	TOYOTA FINL SVGS BANK CD	$ 245,000	$ 245,000	0.54%
9/4/2025	STATE BANK OF INDIA CD	$ 245,000	$ 245,000	0.45%
9/9/2025	FEDERAL HOME LN MTG CORP	$ 100,000	$ 100,000	0.65%
9/15/2025	MERRICK BANK CD	$ 245,000	$ 245,000	0.40%
10/14/2025	MORGAN STANLEY CD	$ 15,000	$ 15,000	4.50%
11/24/2025	CITIBANK CD	$ 11,348	$ 10,000	0.73%
1/31/2026	UNITED STATES TREAS SER U-2026	$ 98,040	$ 100,000	0.79%
3/23/2026	MORGAN STANLEY CD	$ 43,000	$ 43,000	5.00%
3/31/2026	UNITED STATES TREAS SER W-2026	$ 199,250	$ 200,000	0.83%
3/31/2026	UNITED STATES TREAS SER W-2026	$ 99,589	$ 100,000	0.84%
3/31/2026	UNITED STATES TREAS SER W-2026	$ 99,875	$ 100,000	0.78%
6/30/2026	UNITED STATES TREAS SER AA-2026	$ 99,859	$ 100,000	0.90%
6/30/2026	SALLIE MAE BANK	$ 240,000	$ 240,000	0.90%
6/30/2027	FEDERAL HOME LOAN BANKS	$ 180,090	$ 180,000	3.25%
9/2/2027	FEDERAL HOME LOAN BANKS	$ 100,000	$ 100,000	0.90%
9/20/2027	BRIDGEWATER BANK CD	$ 245,000	$ 245,000	0.55%
12/23/2027	SPIRITBANK NA TULSA OKLA CD	$ 200,000	$ 200,000	0.60%
12/28/2027	CELTIC BK SALT LAKE CITY UTAH CD	$ 200,000	$ 200,000	0.75%
5/10/2028	MORGAN STANLEY CD	$ 43,000	$ 43,000	4.50%
5/24/2028	AMERICAN EXPRESS NATL BANK	$ 15,000	$ 15,000	4.45%
7/28/2028	FIRST FED SVGS & LN CD	$ 199,800	$ 200,000	0.91%
8/15/2028	US TREAS SEC STRIPPED INT	$ 23,040	$ 25,000	1.18%
9/11/2028	ADAMS COUNTY BANK CD	$ 245,000	$ 245,000	0.80%
9/10/2029	FEDERAL FARM CR BKS BOND	$ 100,000	$ 100,000	1.23%
10/30/2030	JP MORGAN CHASE CD	$ 245,000	$ 245,000	1.00%
11/4/2030	LIVE OAK BKG CO NC CD	$ 245,000	$ 245,000	0.95%
9/25/2030	MINNWEST BANK CD	$ 245,000	$ 245,000	0.85%
12/23/2030	FEDERAL HOME LN MTG CORP	$ 100,000	$ 100,000	1.40%
	Total Investments	***$ 18,672,584***	***$ 18,807,042***	
	Weighted Average Yield		***3.39%***	
	STIF @	5.07%		
	Annualized ALPHA		***-$308,497***	
	Weighted Average Maturity in Years		***1.29***	

Attachment 2 June

CDs & Bonds Summary - Town of Waterford, June 2023

Maturity Date	Bank Name	Purchase Price	Amount at maturity	Yield
6/30/2023	CASH AND ACCRUED INTEREST	$ 1,308,792	$ 1,308,792	3.08%
7/31/2023	UNITED STATES TREAS	$ 986,950	$ 1,000,000	4.56%
8/3/2023	UNITED STATES TREAS	$ 1,974,720	$ 2,000,000	5.19%
8/31/2023	UNITED STATES TREAS	$ 988,320	$ 1,000,000	4.58%
9/14/2023	BANK HAPOALIM B M NEW YORK CD	$ 245,000	$ 245,000	0.30%
9/11/2023	BMW BANK CD	$ 245,000	$ 245,000	0.30%
9/22/2023	BMO HARRIS BANK CD	$ 114,000	$ 114,000	4.00%
9/30/2023	UNITED STATES TREAS	$ 985,766	$ 1,000,000	4.64%
9/30/2023	UNITED STATES TREAS	$ 988,457	$ 1,000,000	4.68%
11/6/2023	ISRAEL BANK CD	$ 245,000	$ 245,000	0.50%
11/6/2023	SYNCHRONY BANK CD	$ 100,000	$ 100,000	0.50%
11/15/2023	UNITED STATES TREAS	$ 983,933	$ 1,000,000	4.98%
11/30/2023	UNITED STATES TREAS	$ 973,860	$ 1,000,000	5.41%
12/8/2023	MORGAN STANLEY CD	$ 35,000	$ 35,000	4.75%
12/31/2023	UNITED STATES TREAS	$ 980,078	$ 1,000,000	5.00%
1/31/2024	UNITED STATES TREAS	$ 976,758	$ 1,000,000	5.03%
2/15/2024	UNITED STATES TREAS	$ 984,110	$ 1,000,000	4.78%
2/26/2024	FEDERAL HOME LOAN BANKS	$ 100,000	$ 100,000	5.00%
5/1/2024	WELLS FARGO BANK NATL ASSN CD	$ 87,000	$ 87,000	5.05%
6/5/2024	GOLDMAN SACHS BK USA CD	$ 178,347	$ 166,000	0.61%
8/5/2024	AMERICAN EXPRESS NATL BANK	$ 13,000	$ 13,000	3.35%
8/26/2024	SALLIE MAE BANK	$ 5,000	$ 5,000	0.65%
9/18/2024	FLAGSTAR BANK CD	$ 245,000	$ 245,000	0.35%
10/18/2024	WELLS FARGO BANK NATL ASSN CD	$ 61,993	$ 59,000	0.64%
11/25/2024	FEDERAL HOME LN MTG CORP	$ 194,000	$ 194,000	5.15%
11/29/2024	WELLS FARGO BANK NATL ASSN CD	$ 180,000	$ 180,000	4.85%
12/27/2024	FEDERAL HOME LOAN BANKS	$ 30,000	$ 30,000	5.20%
1/14/2025	GOLDMAN SACHS BK USA NY CD	$ 110,287	$ 100,000	0.63%
6/3/2025	GOLDMAN SACHS BK USA CD	$ 47,442	$ 43,000	0.69%
7/1/2025	GOLDMAN SACHS BK USA CD	$ 111,425	$ 100,000	0.69%
7/15/2025	TENNESSEE VALLEY AUTH	$ 20,329	$ 21,000	0.68%
8/18/2025	GOLDMAN SACHS BK USA	$ 10,000	$ 10,000	0.80%
8/21/2025	TOYOTA FINL SVGS BANK CD	$ 245,000	$ 245,000	0.54%
9/4/2025	STATE BANK OF INDIA CD	$ 245,000	$ 245,000	0.45%
9/9/2025	FEDERAL HOME LN MTG CORP	$ 100,000	$ 100,000	0.65%
9/15/2025	MERRICK BANK CD	$ 245,000	$ 245,000	0.40%
10/14/2025	MORGAN STANLEY CD	$ 15,000	$ 15,000	4.50%
11/24/2025	CITIBANK CD	$ 11,348	$ 10,000	0.73%
1/31/2026	UNITED STATES TREAS SER U-2026	$ 98,040	$ 100,000	0.79%
3/23/2026	MORGAN STANLEY CD	$ 43,000	$ 43,000	5.00%
3/31/2026	UNITED STATES TREAS SER W-2026	$ 199,250	$ 200,000	0.83%
3/31/2026	UNITED STATES TREAS SER W-2026	$ 99,589	$ 100,000	0.84%
3/31/2026	UNITED STATES TREAS SER W-2026	$ 99,875	$ 100,000	0.78%
6/30/2026	UNITED STATES TREAS SER AA-2026	$ 99,859	$ 100,000	0.90%
6/30/2026	SALLIE MAE BANK	$ 240,000	$ 240,000	0.90%
6/30/2027	FEDERAL HOME LOAN BANKS	$ 180,090	$ 180,000	3.25%
9/2/2027	FEDERAL HOME LOAN BANKS	$ 100,000	$ 100,000	0.90%
9/20/2027	BRIDGEWATER BANK CD	$ 245,000	$ 245,000	0.55%
12/23/2027	SPIRITBANK NA TULSA OKLA CD	$ 200,000	$ 200,000	0.60%
12/28/2027	CELTIC BK SALT LAKE CITY UTAH CD	$ 200,000	$ 200,000	0.75%
5/10/2028	MORGAN STANLEY CD	$ 43,000	$ 43,000	4.50%
5/24/2028	AMERICAN EXPRESS NATL BANK	$ 15,000	$ 15,000	4.45%
7/28/2028	FIRST FED SVGS & LN CD	$ 199,800	$ 200,000	0.91%
8/15/2028	US TREAS SEC STRIPPED INT	$ 23,040	$ 25,000	1.18%
9/11/2028	ADAMS COUNTY BANK CD	$ 245,000	$ 245,000	0.80%
9/10/2029	FEDERAL FARM CR BKS BOND	$ 100,000	$ 100,000	1.23%
10/30/2030	JP MORGAN CHASE CD	$ 245,000	$ 245,000	1.00%
11/4/2030	LIVE OAK BKG CO NC CD	$ 245,000	$ 245,000	0.95%
9/25/2030	MINNWEST BANK CD	$ 245,000	$ 245,000	0.85%
12/23/2030	FEDERAL HOME LN MTG CORP	$ 100,000	$ 100,000	1.40%
6/6/2033	FEDERAL FARM CR BKS BOND	$ 84,000	$ 84,000	6.22%
	Total Investments	*$ 18,720,458*	*$ 18,860,792*	
	Weighted Average Yield		*3.51%*	
	STIF @	5.13%		
	Annualized ALPHA		-$298,232	
	Weighted Average Maturity in Years		*1.28*	

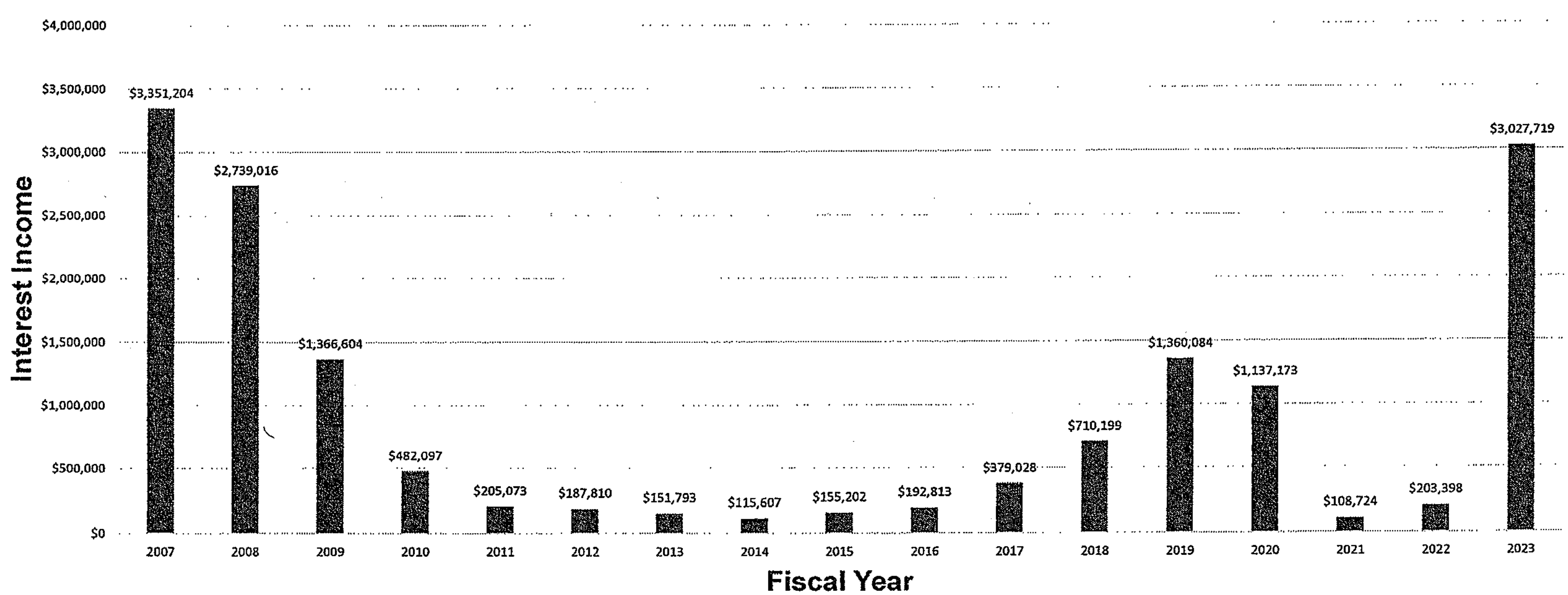
Attachment 2 Combined

Monthly WAY, WAM, Annualized ALPHA- Town of Waterford - FY 2023

	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Sep-20 to June-21 Average	FY 2022 Average	FY 2023 Average
WAY	1.36%	1.70%	1.72%	1.99%	2.21%	2.43%	2.46%	3.18%	3.14%	3.25%	3.39%	3.51%	0.65%	0.74%	2.53%
WAM	1.53	1.54	1.46	1.45	1.45	1.41	1.36	1.53	1.46	1.34	1.29	1.28	4.60	3.64	1.43
Annualized ALPHA	-$32,205	-$80,239	-$143,793	-$201,964	-$302,257	-$343,211	-$374,397	-$262,158	-$287,656	-$302,548	-$308,497	-$298,232	$27,428	$37,331	-$244,763

Attachment 3

TOWN OF WATERFORD
INTEREST EARNINGS - ALL FUNDS - 6/30/2023



Attachment 4

INTEREST INCOME - TOWN OF WATERFORD FUNDS

FOR 12 Months Ending June 30, 2023

WITH COMPARATIVE AMOUNTS FOR RECENT YEARS

	F YR 2010-2011	F YR 2011-2012	F YR 2012-2013	F YR 2013-2014	F YR 2014-2015	F YR 2015-2016	F YR 2016-2017	F YR 2017-2018	F YR 2018-2019	F YR 2019-2020	F YR 2020-2021	F YR 2021-2022	2022-2023
GENERAL FUND	$107,140	$87,064	$76,500	$70,893	$105,428	$132,554	$191,887	$538,220	$1,048,634	$872,628	$86,327	$131,928	$2,034,123
CAPITAL NON-RECURRING	$85,243	$83,891	$59,654	$38,384	$41,270	$47,020	$151,769	$74,532	$136,077	$119,636	$11,473	$28,519	$413,659
FLEET MANAGEMENT	$4,672	$2,621	$3,125	$3,325	$5,327	$8,508	$12,859	$26,637	$50,892	$29,135	$2,771	$9,469	$138,827
SEWER MAINTENANCE & DEVELOPMENT FUND	$5,581	$1,731	$1,014	$531	$1,149	$1,170	$2,198	$6,308	$11,206	$5,932	$502	$1,175	$26,784
WATERFORD HIGH SCHOOL	$716	$10,513	$9,362	$1	$1	$3	$11	$15	$26	$18	$1	$3	$46
WPCA	$50	$12	$9	$71	$10	$10	$7,563	$36,929	$70,050	$47,265	$2,581	$12,310	$183,589
INSURANCE ADMINISTRATION FUND	$1,671	$1,978	$2,129	$2,402	$2,017	$3,548	$12,741	$27,558	$43,199	$62,559	$5,069	$19,994	$230,691
TOTAL TREASURER MANAGED	**$205,073**	**$187,810**	**$151,793**	**$115,607**	**$155,202**	**$192,813**	**$379,028**	**$710,199**	**$1,360,084**	**$1,137,173**	**$108,724**	**$203,398**	**$3,027,719**
PENSION FUND	$108,658	$23,706	$49,828	$79,223	$10,467	$4,189	$52,149	$31,678	$33,096	$32,399	$117,498	($107,502)	$54,971
OPEB TRUST FUND						$0	$48,277	$156,781	$301,304	$334,176	$1,907,452	($1,300,020)	$1,011,479
NOTE: GENERAL FUND INCLUDES INTEREST FROM													
CAPITAL IMPROVEMENT FUND OF	$193,244.00												

Attachment 5

July 2023 - June 2024 Estimated General Fund Cash Flow - Town of Waterford

	General Fund Balance	Monthly expenses	Debt Service	Tax Revenue *	Est Bal end of Month
JULY	$ 103,000,000	$ 7,830,000			$ 95,170,000
AUG	$ 95,170,000	$ 7,830,000	$ 6,454,468		$ 80,885,532
SEP	$ 80,885,532	$ 7,830,000	$ 888,300		$ 72,167,232
OCT	$ 72,167,232	$ 7,830,000			$ 64,337,232
NOV	$ 64,337,232	$ 7,830,000			$ 56,507,232
DEC	$ 56,507,232	$ 7,830,000		$ 23,000,000	$ 71,677,232
JAN	$ 71,677,232	$ 7,830,000			$ 63,847,232
FEB	$ 63,847,232	$ 7,830,000	$ 619,307		$ 55,397,925
MAR	$ 55,397,925	$ 7,830,000	$ 186,175		$ 47,381,750
APRIL	$ 47,381,750	$ 7,830,000			$ 39,551,750
MAY	$ 39,551,750	$ 7,830,000			$ 31,721,750
JUNE	$ 31,721,750	$ 7,830,000			$ 23,891,750
Totals		**$ 93,960,000**	**$ 8,148,250**		

* Estimated Dec and Jan tax revenue

Attachment 6

BOND DEBT SERVICE

Outstanding Debt Service Post 2020 Taxable Refund

Town of Waterford, Connecticut

Fiscal Year	Principal	Interest	Debt Service
2024	$6,450,000	$1,698,250	$8,148,250
2025	$6,595,000	$1,514,746	$8,109,746
2026	$6,645,000	$1,319,500	$7,964,500
2027	$6,395,000	$1,083,426	$7,478,426
2028	$5,545,000	$829,375	$6,374,375
2029	$5,770,000	$632,762	$6,402,762
2030	$5,375,000	$482,770	$5,857,770
2031	$5,340,000	$344,138	$5,684,138
2032	$3,635,000	$239,800	$3,874,800
2033	$3,570,000	$166,780	$3,736,780
2034	$1,585,000	$114,224	$1,699,224
2035	$680,000	$91,800	$771,800
2036	$680,000	$78,200	$758,200
2037	$680,000	$64,600	$744,600
2038	$680,000	$50,575	$730,575
2039	$680,000	$36,125	$716,125
2040	$680,000	$21,675	$701,675
2041	$680,000	$7,225	$687,225
	$61,665,000	$8,775,968	$70,440,968

Attachment 7 FY 2024

Detailed Bond Debt Service - Town of Waterford, FY 2024

Pay off Date	Bond Components	Principal	Interest
8/15/2023	$9,440,000 GO Refunding, Issue of 2014	$ 825,000	5.00%
8/15/2024	$9,440,000 GO Refunding, Issue of 2014	$ 835,000	5.00%
8/15/2025	$9,440,000 GO Refunding, Issue of 2014	$ 840,000	5.00%
8/15/2026	$9,440,000 GO Refunding, Issue of 2014	$ 845,000	5.00%
8/1/2023	$14,585,000 GO Refunding, Issue of 2017	$ 1,070,000	5.00%
8/1/2024	$14,585,000 GO Refunding, Issue of 2017	$ 1,085,000	5.00%
8/1/2025	$14,585,000 GO Refunding, Issue of 2017	$ 1,070,000	5.00%
8/1/2026	$14,585,000 GO Refunding, Issue of 2017	$ 2,830,000	5.00%
8/1/2027	$14,585,000 GO Refunding, Issue of 2017	$ 2,820,000	5.00%
8/1/2028	$14,585,000 GO Refunding, Issue of 2017	$ 1,070,000	4.00%
8/1/2029	$14,585,000 GO Refunding, Issue of 2017	$ 685,000	4.00%
8/1/2030	$14,585,000 GO Refunding, Issue of 2017	$ 680,000	4.00%
8/1/2023	$9,085,000 GO Refunding, Series 2019	$ 675,000	5.00%
8/1/2024	$9,085,000 GO Refunding, Series 2019	$ 855,000	5.00%
8/1/2025	$9,085,000 GO Refunding, Series 2019	$ 870,000	5.00%
8/1/2026	$9,085,000 GO Refunding, Series 2019	$ 885,000	5.00%
8/1/2027	$9,085,000 GO Refunding, Series 2019	$ 905,000	5.00%
8/1/2028	$9,085,000 GO Refunding, Series 2019	$ 915,000	4.00%
8/1/2029	$9,085,000 GO Refunding, Series 2019	$ 950,000	4.00%
8/1/2030	$9,085,000 GO Refunding, Series 2019	$ 960,000	4.00%
9/15/2023	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2024	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2025	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2026	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2027	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2028	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2029	$13,655,000 GO, Issue of 2020	$ 685,000	4.00%
9/15/2030	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2031	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2032	$13,655,000 GO, Issue of 2020	$ 680,000	3.00%
9/15/2033	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2034	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2035	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2036	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2037	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2038	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2039	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2040	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
8/15/2023	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,195,000	0.37%
8/15/2024	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,135,000	0.62%
8/15/2025	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,180,000	0.78%
8/15/2026	$28,890,000 GO Refunding Bonds, Series 2020B	$ 1,150,000	1.03%
8/15/2027	$28,890,000 GO Refunding Bonds, Series 2020B	$ 1,135,000	1.19%
8/15/2028	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,100,000	1.47%
8/15/2029	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,055,000	1.57%
8/15/2030	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,015,000	1.67%
8/15/2031	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,950,000	1.75%
8/15/2032	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,890,000	1.85%
8/15/2033	$28,890,000 GO Refunding Bonds, Series 2020B	$ 905,000	1.95%
	Total Principal Due	*$ 61,665,000*	
	Our Weighted Average Interest Payment	*2.90%*	
	Weighted Average Maturity in Years	*5.06*	

Attachment 7 FY 2025

Detailed Bond Debt Service - Town of Waterford, FY 2025

Pay off Date	Bond Components	Principal	Interest	
8/15/2024	$9,440,000 GO Refunding, Issue of 2014	$ 835,000	5.00%	
8/15/2025	$9,440,000 GO Refunding, Issue of 2014	$ 840,000	5.00%	
8/15/2026	$9,440,000 GO Refunding, Issue of 2014	$ 845,000	5.00%	
8/1/2024	$14,585,000 GO Refunding, Issue of 2017	$ 1,085,000	5.00%	
8/1/2025	$14,585,000 GO Refunding, Issue of 2017	$ 1,070,000	5.00%	
8/1/2026	$14,585,000 GO Refunding, Issue of 2017	$ 2,830,000	5.00%	
8/1/2027	$14,585,000 GO Refunding, Issue of 2017	$ 2,820,000	5.00%	
8/1/2028	$14,585,000 GO Refunding, Issue of 2017	$ 1,070,000	4.00%	
8/1/2029	$14,585,000 GO Refunding, Issue of 2017	$ 685,000	4.00%	
8/1/2030	$14,585,000 GO Refunding, Issue of 2017	$ 680,000	4.00%	
8/1/2024	$9,085,000 GO Refunding, Series 2019	$ 855,000	5.00%	
8/1/2025	$9,085,000 GO Refunding, Series 2019	$ 870,000	5.00%	
8/1/2026	$9,085,000 GO Refunding, Series 2019	$ 885,000	5.00%	
8/1/2027	$9,085,000 GO Refunding, Series 2019	$ 905,000	5.00%	
8/1/2028	$9,085,000 GO Refunding, Series 2019	$ 915,000	4.00%	
8/1/2029	$9,085,000 GO Refunding, Series 2019	$ 950,000	4.00%	
8/1/2030	$9,085,000 GO Refunding, Series 2019	$ 960,000	4.00%	
9/15/2024	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%	
9/15/2025	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%	
9/15/2026	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%	
9/15/2027	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%	
9/15/2028	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%	
9/15/2029	$13,655,000 GO, Issue of 2020	$ 685,000	4.00%	
9/15/2030	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%	
9/15/2031	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%	
9/15/2032	$13,655,000 GO, Issue of 2020	$ 680,000	3.00%	
9/15/2033	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%	
9/15/2034	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%	
9/15/2035	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%	
9/15/2036	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%	
9/15/2037	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%	
9/15/2038	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%	
9/15/2039	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%	
9/15/2040	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%	
8/15/2024	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,135,000	0.62%	
8/15/2025	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,180,000	0.78%	
8/15/2026	$28,890,000 GO Refunding Bonds, Series 2020B	$ 1,150,000	1.03%	
8/15/2027	$28,890,000 GO Refunding Bonds, Series 2020B	$ 1,135,000	1.19%	
8/15/2028	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,100,000	1.47%	
8/15/2029	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,055,000	1.57%	
8/15/2030	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,015,000	1.67%	
8/15/2031	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,950,000	1.75%	
8/15/2032	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,890,000	1.85%	
8/15/2033	$28,890,000 GO Refunding Bonds, Series 2020B	$ 905,000	1.95%	
	Total Principal Due	*$ 55,215,000*		
	Our Weighted Average Interest Payment	*2.92%*		
	Weighted Average Maturity in Years	*4.63*		

Attachment 7 FY 2026

Detailed Bond Debt Service - Town of Waterford, FY 2026

Pay off Date	Bond Components	Principal	Interest
8/15/2025	$9,440,000 GO Refunding, Issue of 2014	$ 840,000	5.00%
8/15/2026	$9,440,000 GO Refunding, Issue of 2014	$ 845,000	5.00%
8/1/2025	$14,585,000 GO Refunding, Issue of 2017	$ 1,070,000	5.00%
8/1/2026	$14,585,000 GO Refunding, Issue of 2017	$ 2,830,000	5.00%
8/1/2027	$14,585,000 GO Refunding, Issue of 2017	$ 2,820,000	5.00%
8/1/2028	$14,585,000 GO Refunding, Issue of 2017	$ 1,070,000	4.00%
8/1/2029	$14,585,000 GO Refunding, Issue of 2017	$ 685,000	4.00%
8/1/2030	$14,585,000 GO Refunding, Issue of 2017	$ 680,000	4.00%
8/1/2025	$9,085,000 GO Refunding, Series 2019	$ 870,000	5.00%
8/1/2026	$9,085,000 GO Refunding, Series 2019	$ 885,000	5.00%
8/1/2027	$9,085,000 GO Refunding, Series 2019	$ 905,000	5.00%
8/1/2028	$9,085,000 GO Refunding, Series 2019	$ 915,000	4.00%
8/1/2029	$9,085,000 GO Refunding, Series 2019	$ 950,000	4.00%
8/1/2030	$9,085,000 GO Refunding, Series 2019	$ 960,000	4.00%
9/15/2025	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2026	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2027	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2028	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2029	$13,655,000 GO, Issue of 2020	$ 685,000	4.00%
9/15/2030	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2031	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2032	$13,655,000 GO, Issue of 2020	$ 680,000	3.00%
9/15/2033	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2034	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2035	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2036	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2037	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2038	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2039	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2040	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
8/15/2025	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,180,000	0.78%
8/15/2026	$28,890,000 GO Refunding Bonds, Series 2020B	$ 1,150,000	1.03%
8/15/2027	$28,890,000 GO Refunding Bonds, Series 2020B	$ 1,135,000	1.19%
8/15/2028	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,100,000	1.47%
8/15/2029	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,055,000	1.57%
8/15/2030	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,015,000	1.67%
8/15/2031	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,950,000	1.75%
8/15/2032	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,890,000	1.85%
8/15/2033	$28,890,000 GO Refunding Bonds, Series 2020B	$ 905,000	1.95%
	Total Principal Due	*$ 48,620,000*	
	Our Weighted Average Interest Payment	*2.92%*	
	Weighted Average Maturity in Years	*4.24*	

Attachment 7 FY 2027

Detailed Bond Debt Service - Town of Waterford, FY 2027

Pay off Date	Bond Components	Principal	Interest
8/15/2026	$9,440,000 GO Refunding, Issue of 2014	$ 845,000	5.00%
8/1/2026	$14,585,000 GO Refunding, Issue of 2017	$ 2,830,000	5.00%
8/1/2027	$14,585,000 GO Refunding, Issue of 2017	$ 2,820,000	5.00%
8/1/2028	$14,585,000 GO Refunding, Issue of 2017	$ 1,070,000	4.00%
8/1/2029	$14,585,000 GO Refunding, Issue of 2017	$ 685,000	4.00%
8/1/2030	$14,585,000 GO Refunding, Issue of 2017	$ 680,000	4.00%
8/1/2026	$9,085,000 GO Refunding, Series 2019	$ 885,000	5.00%
8/1/2027	$9,085,000 GO Refunding, Series 2019	$ 905,000	5.00%
8/1/2028	$9,085,000 GO Refunding, Series 2019	$ 915,000	4.00%
8/1/2029	$9,085,000 GO Refunding, Series 2019	$ 950,000	4.00%
8/1/2030	$9,085,000 GO Refunding, Series 2019	$ 960,000	4.00%
9/15/2026	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2027	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2028	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2029	$13,655,000 GO, Issue of 2020	$ 685,000	4.00%
9/15/2030	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2031	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2032	$13,655,000 GO, Issue of 2020	$ 680,000	3.00%
9/15/2033	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2034	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2035	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2036	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2037	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2038	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2039	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2040	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
8/15/2026	$28,890,000 GO Refunding Bonds, Series 2020B	$ 1,150,000	1.03%
8/15/2027	$28,890,000 GO Refunding Bonds, Series 2020B	$ 1,135,000	1.19%
8/15/2028	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,100,000	1.47%
8/15/2029	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,055,000	1.57%
8/15/2030	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,015,000	1.67%
8/15/2031	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,950,000	1.75%
8/15/2032	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,890,000	1.85%
8/15/2033	$28,890,000 GO Refunding Bonds, Series 2020B	$ 905,000	1.95%
	Total Principal Due	*$ 41,975,000*	
	Our Weighted Average Interest Payment	*2.91%*	
	Weighted Average Maturity in Years	*3.89*	

Attachment 7 FY 2028

Detailed Bond Debt Service - Town of Waterford, FY 2028

Pay off Date	Bond Components	Principal	Interest
8/1/2027	$14,585,000 GO Refunding, Issue of 2017	$ 2,820,000	5.00%
8/1/2028	$14,585,000 GO Refunding, Issue of 2017	$ 1,070,000	4.00%
8/1/2029	$14,585,000 GO Refunding, Issue of 2017	$ 685,000	4.00%
8/1/2030	$14,585,000 GO Refunding, Issue of 2017	$ 680,000	4.00%
8/1/2027	$9,085,000 GO Refunding, Series 2019	$ 905,000	5.00%
8/1/2028	$9,085,000 GO Refunding, Series 2019	$ 915,000	4.00%
8/1/2029	$9,085,000 GO Refunding, Series 2019	$ 950,000	4.00%
8/1/2030	$9,085,000 GO Refunding, Series 2019	$ 960,000	4.00%
9/15/2027	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2028	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2029	$13,655,000 GO, Issue of 2020	$ 685,000	4.00%
9/15/2030	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2031	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2032	$13,655,000 GO, Issue of 2020	$ 680,000	3.00%
9/15/2033	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2034	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2035	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2036	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2037	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2038	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2039	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2040	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
8/15/2027	$28,890,000 GO Refunding Bonds, Series 2020B	$ 1,135,000	1.19%
8/15/2028	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,100,000	1.47%
8/15/2029	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,055,000	1.57%
8/15/2030	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,015,000	1.67%
8/15/2031	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,950,000	1.75%
8/15/2032	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,890,000	1.85%
8/15/2033	$28,890,000 GO Refunding Bonds, Series 2020B	$ 905,000	1.95%
	Total Principal Due	*$ 35,580,000*	
	Our Weighted Average Interest Payment	***2.66%***	
	Weighted Average Maturity in Years	***3.57***	

Attachment 7 FY 2029

Detailed Bond Debt Service - Town of Waterford, FY 2029

Pay off Date	Bond Components	Principal	Interest
8/1/2028	$14,585,000 GO Refunding, Issue of 2017	$ 1,070,000	4.00%
8/1/2029	$14,585,000 GO Refunding, Issue of 2017	$ 685,000	4.00%
8/1/2030	$14,585,000 GO Refunding, Issue of 2017	$ 680,000	4.00%
8/1/2028	$9,085,000 GO Refunding, Series 2019	$ 915,000	4.00%
8/1/2029	$9,085,000 GO Refunding, Series 2019	$ 950,000	4.00%
8/1/2030	$9,085,000 GO Refunding, Series 2019	$ 960,000	4.00%
9/15/2028	$13,655,000 GO, Issue of 2020	$ 685,000	5.00%
9/15/2029	$13,655,000 GO, Issue of 2020	$ 685,000	4.00%
9/15/2030	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2031	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2032	$13,655,000 GO, Issue of 2020	$ 680,000	3.00%
9/15/2033	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2034	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2035	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2036	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2037	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2038	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2039	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2040	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
8/15/2028	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,100,000	1.47%
8/15/2029	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,055,000	1.57%
8/15/2030	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,015,000	1.67%
8/15/2031	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,950,000	1.75%
8/15/2032	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,890,000	1.85%
8/15/2033	$28,890,000 GO Refunding Bonds, Series 2020B	$ 905,000	1.95%
	Total Principal Due	***$ 30,035,000***	
	Our Weighted Average Interest Payment	***2.37%***	
	Weighted Average Maturity in Years	***3.21***	

Attachment 7 FY 2030

Detailed Bond Debt Service - Town of Waterford, FY 2030

Pay off Date	Bond Components	Principal	Interest [redacted]
8/1/2029	$14,585,000 GO Refunding, Issue of 2017	$ 685,000	4.00%
8/1/2030	$14,585,000 GO Refunding, Issue of 2017	$ 680,000	4.00%
8/1/2029	$9,085,000 GO Refunding, Series 2019	$ 950,000	4.00%
8/1/2030	$9,085,000 GO Refunding, Series 2019	$ 960,000	4.00%
9/15/2029	$13,655,000 GO, Issue of 2020	$ 685,000	4.00%
9/15/2030	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2031	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2032	$13,655,000 GO, Issue of 2020	$ 680,000	3.00%
9/15/2033	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2034	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2035	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2036	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2037	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2038	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2039	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2040	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
8/15/2029	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,055,000	1.57%
8/15/2030	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,015,000	1.67%
8/15/2031	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,950,000	1.75%
8/15/2032	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,890,000	1.85%
8/15/2033	$28,890,000 GO Refunding Bonds, Series 2020B	$ 905,000	1.95%
	Total Principal Due	*$ 24,265,000*	
	Our Weighted Average Interest Payment	*2.28%*	
	Weighted Average Maturity in Years	*2.94*	

Attachment 7 FY 2031

Detailed Bond Debt Service - Town of Waterford, FY 2031

Pay off Date	Bond Components	Principal	Interest
8/1/2030	$14,585,000 GO Refunding, Issue of 2017	$ 680,000	4.00%
8/1/2030	$9,085,000 GO Refunding, Series 2019	$ 960,000	4.00%
9/15/2030	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2031	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2032	$13,655,000 GO, Issue of 2020	$ 680,000	3.00%
9/15/2033	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2034	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2035	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2036	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2037	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2038	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2039	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2040	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
8/15/2030	$28,890,000 GO Refunding Bonds, Series 2020B	$ 3,015,000	1.67%
8/15/2031	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,950,000	1.75%
8/15/2032	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,890,000	1.85%
8/15/2033	$28,890,000 GO Refunding Bonds, Series 2020B	$ 905,000	1.95%
	Total Principal Due	***$ 18,890,000***	
	Our Weighted Average Interest Payment	***2.18%***	
	Weighted Average Maturity in Years	***2.74***	

Attachment 7 FY 2032

Detailed Bond Debt Service - Town of Waterford, FY 2032

Pay off Date	Bond Components	Principal	Interest
9/15/2031	$13,655,000 GO, Issue of 2020	$ 685,000	3.00%
9/15/2032	$13,655,000 GO, Issue of 2020	$ 680,000	3.00%
9/15/2033	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2034	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2035	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2036	$13,655,000 GO, Issue of 2020	$ 680,000	2.00%
9/15/2037	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2038	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2039	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
9/15/2040	$13,655,000 GO, Issue of 2020	$ 680,000	2.13%
8/15/2031	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,950,000	1.75%
8/15/2032	$28,890,000 GO Refunding Bonds, Series 2020B	$ 2,890,000	1.85%
8/15/2033	$28,890,000 GO Refunding Bonds, Series 2020B	$ 905,000	1.95%
	Total Principal Due	*$ 13,550,000*	
	Our Weighted Average Interest Payment	*2.04%*	
	Weighted Average Maturity in Years	*2.78*	

Attachment 7 Combined

Bonds Principal due, Our Weighted Avg Int payments, Weighted Avg Maturity in years

	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032
Bonds Principal due	$61,665,000	$55,215,000	$48,620,000	$41,975,000	$35,580,000	$30,035,000	$24,265,000	$18,890,000	$13,550,000
WAY	2.90%	2.92%	2.92%	2.91%	2.66%	2.37%	2.28%	2.18%	2.04%
WAM	5.06	4.63	4.24	3.89	3.57	3.21	2.94	2.74	2.78

Attachment 8a...Fed goes too far								
Estimated Interest Earning - Town of Waterford FY 2024								
						Estimated	Estimated STIF	Estimated
	All Funds	Monthly	Debt Service	Tax Revenue *	Est Bal end of Month	STIF Rates	monthly	Interest
		expenses						
July	$110,000,000	$7,830,000			$102,170,000	5.00%	0.4167%	$425,708
AUG	$102,170,000	$7,830,000	$6,454,468		$87,885,532	4.75%	0.3958%	$347,880
SEP	$87,885,532	$7,830,000	$888,300		$79,167,232	3.25%	0.2708%	$214,411
OCT	$79,167,232	$7,830,000			$71,337,232	2.75%	0.2292%	$163,481
NOV	$71,337,232	$7,830,000			$63,507,232	2.75%	0.2292%	$145,537
DEC	$63,507,232	$7,830,000			$55,677,232	2.75%	0.2292%	$127,594
JAN	$55,677,232	$7,830,000		$23,000,000	$70,847,232	2.50%	0.2083%	$147,598
FEB	$70,847,232	$7,830,000	$619,307		$62,397,925	2.50%	0.2083%	$129,996
MAR	$62,397,925	$7,830,000	$186,175		$54,381,750	2.25%	0.1875%	$101,966
APRIL	$54,381,750	$7,830,000			$46,551,750	2.25%	0.1875%	$87,285
MAY	$46,551,750	$7,830,000			$38,721,750	2.00%	0.1667%	$64,536
JUNE	$38,721,750	$7,830,000			$30,891,750	2.00%	0.1667%	$51,486
								$2,007,479
					Fidelity			
					$18,500,000			$581,979
Totals		$93,960,000	$8,148,250					$2,589,458

Attachment 8b...a soft landing									
Estimated Interest Earning - Town of Waterford FY 2024									
							Estimated	Estimated STIF	Estimated
	All Funds	Monthly	Debt Service	Tax Revenue *	Est Bal end of Month		STIF Rates	monthly	Interest
		expenses							
July	$110,000,000	$7,830,000			$102,170,000		5.00%	0.4167%	$425,708
AUG	$102,170,000	$7,830,000	$6,454,468		$87,885,532		4.75%	0.3958%	$347,880
SEP	$87,885,532	$7,830,000	$888,300		$79,167,232		4.50%	0.3750%	$296,877
OCT	$79,167,232	$7,830,000			$71,337,232		4.00%	0.3333%	$237,791
NOV	$71,337,232	$7,830,000			$63,507,232		4.00%	0.3333%	$211,691
DEC	$63,507,232	$7,830,000			$55,677,232		3.75%	0.3125%	$173,991
JAN	$55,677,232	$7,830,000		$23,000,000	$70,847,232		3.75%	0.3125%	$221,398
FEB	$70,847,232	$7,830,000	$619,307		$62,397,925		3.50%	0.2917%	$181,994
MAR	$62,397,925	$7,830,000	$186,175		$54,381,750		3.50%	0.2917%	$158,613
APRIL	$54,381,750	$7,830,000			$46,551,750		3.50%	0.2917%	$135,776
MAY	$46,551,750	$7,830,000			$38,721,750		3.00%	0.2500%	$96,804
JUNE	$38,721,750	$7,830,000			$30,891,750		3.00%	0.2500%	$77,229
									$2,565,753
					Fidelity				
					$18,500,000				$759,271
Totals		$93,960,000	$8,148,250						$3,325,024

4.

Board of Finance meeting with the Board of Education
Prior to Teacher Negotiations
August 9, 2023 7:00 pm

Background/Information items for the BOF:

1. Please electronically send the current and complete Teacher's Contract to BOF members.
    - **SEE ATTACHMENT.**
2. Please explain the process of negotiations, mediation, and arbitration-and Waterford's experience with the mediation process.
    - **SEE ATTACHMENT**
3. Please provide town by town comparisons between Waterford, East Lyme and Stonington
    - teacher salaries
    - health benefits
        - **SEE ATTACHMENT**
4. During the current year, what percentage of the total town budget is represented by the salaries governed by the Teacher's Union Contract?
    - **SEE ATTACHMENT**
    - Current number of ***teachers*** that are members of the Teacher's Union
    - **SEE ATTACHMENT**
5. Latest enrollment projections for the proposed term of the Teacher's contract.
    - **SEE ATTACHMENT**

What BOF members would like the Superintendent and the Board of Education to know:

The BOF has every confidence that:

The Superintendent will communicate to the Teacher's Negotiation Committee that the BOF appreciates their hard work on behalf of our children.

During negotiations the Superintendent and the BOE will carefully weigh the needs of our children and the needs of Waterford taxpayers who are trying to maintain homes in Waterford while on a fixed income.

Thank you for your work and due diligence.

AGREEMENT

BETWEEN

THE WATERFORD BOARD OF EDUCATION

AND

THE WATERFORD FEDERATION
OF CLASSROOM TEACHERS

July 1, 2021 through June 30, 2024

December 8, 2020

TABLE OF CONTENTS

I
PREAMBLE

1. This Agreement shall be effective from July 1, 2021 through, June 30, 2024.

II
NEGOTIATIONS

2. Recognition. The Waterford Board of Education (hereinafter referred to as the "Board") recognizes the Waterford Federation of Classroom Teachers (hereinafter referred to as the "Federation") for the purpose of negotiations as the exclusive representative for all certified professional employees who are employed by the Board in positions requiring a teaching certificate and individuals holding a Durational Shortage Area Permit (DSAP) and who are not included in the Waterford Administrators and Supervisors Association unit or excluded from the purview of teacher negotiations pursuant to Connecticut General Statutes, §§ 10-15-153b through 10-153d.

   Employees working in a teaching position solely on the basis of a DSAP shall be covered by all terms and conditions of the collective bargaining agreement, except as follows:

   a. DSAP holders shall not accrue seniority or length of service for any purpose of this Agreement. Notwithstanding the foregoing, if a DSAP holder becomes certified as a teacher and is retained continuously by the Board as an employee after receiving such certification, with no break in service, then the individual shall be credited with seniority and length of service for all purposes under this Agreement, retroactive to the first date of employment by the Board.

   b. The Board shall have the right, in its sole discretion, not to renew and/or to terminate the employment of a DSAP holder, and the DSAP holder shall have no right to file and/or pursue a grievance under this Agreement with respect to such action.

   c. DSAP holders shall have no bumping or recall rights under this Agreement.

   d. DSAP holders are excluded from tuition reimbursement provided for by Article VI, paragraph 27.

3. Scope of Agreement. This Agreement contains the full and complete agreement between the Board and the Federation on all negotiable issues, and neither party shall be required during the term hereof to "negotiate" (within the meaning of Connecticut General Statutes, §10-153d) upon any issue.

4. Teacher Contract. Teachers shall have an initial contract upon hire and an annual salary notice thereafter. Initial contracts shall terminate on June 30th of the school year in which

they are executed. Within seven (7) business days of a teacher's initial date of hire, contract signature pages shall be time and date stamped and a copy of the original will be returned to all new hires. Annual salary notifications shall be given for the subsequent fiscal year periods.

5. Job Descriptions. The Board shall make available electronic copies of the job descriptions applicable to the members of the bargaining unit on the District Intranet. Any changes, revisions, or updates to existing job descriptions will be shared with the officers of the WFCT prior to implementation.

III
RIGHTS AND RESPONSIBILITIES OF THE BOARD

6. Conflicts with This Agreement. When Board policy and/or administration regulations and conditions of this Agreement conflict, the conditions of this Agreement shall prevail.

7. Board Rights, Responsibilities and Prerogatives. It is recognized by both the Board and the Federation that the Board has and will continue to retain, whether exercised or not, the sole right, responsibility and prerogative to direct the operation of the public schools in the Town in all its aspects, including, but not limited to the following: to maintain good public elementary and secondary schools and provide such other educational activities as in its judgment will best serve the interests of the Town to give the children of the Town as nearly equal advantages as may be practicable; to decide the need for school facilities; to determine the care, maintenance and operation of buildings, lands, apparatus and other property used for school purposes; to determine the number, age and qualifications of the pupils to be admitted into each school; to employ, assign and transfer employees; to suspend or dismiss the employees of the schools in the manner provided by statute; to designate the schools which shall be attended by the various children within the Town; to make such provisions as will enable each child of school age residing in the Town to attend school for the period required by law and provide for the transportation of children wherever it is reasonable and desirable; to prescribe rules for the management, studies, classification and discipline for the public schools; to decide the textbooks to be used; to make rules for the arrangement, use and safekeeping of the school libraries and to approve the books selected therefore; to approve plans for school buildings, to prepare and submit budgets and in its sole discretion, expend monies appropriated by the Town for the maintenance of the schools and to make such transfers of funds within the appropriated budget as it shall deem desirable. These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with or in violation of any of the specific terms and provisions of this Agreement. No action taken by the Board with respect to such rights, responsibilities and prerogatives, other than as there are specific provisions herein elsewhere contained, shall be subject to the grievance and arbitration provisions of this Agreement.

   Subject to the provisions of this Agreement, the Board and the Superintendent of Schools reserve and retain full rights, authority and discretion, in the proper discharge of their duties and responsibilities, to control, supervise and manage the Waterford Public Schools and its professional staff under governing law, ordinances, rules and regulations - municipal, state and federal.

IV
SALARIES

8. Placement on Salary Schedule. Teachers shall be placed on the appropriate step of the salary schedule based on the following criteria:

   a. Full credit for previous teaching experience in private schools accredited by the State of Connecticut and public schools provided that such experience for any one-year shall have been continuous service for at least one-half of the school year. School year should be defined as the minimum number of days required for a school year under Connecticut State law. Credit for part-time teaching shall be granted provided the teaching assignment is equal to or more than one-half of a full teaching assignment established by the institution. In addition, the administration may grant credit for previous teaching experience in military dependency schools and accredited colleges.

   b. New employees with full-time work experience other than teaching experience relevant to their assignment may be granted step placement credit up to one year for each two years of such relevant work experience. One year's credit for part-time work experience may be granted provided the work time is equal to or more than one-half of a full-time schedule. Work experience shall not be credited if eight or more years have elapsed since the ending date of such work experience and the date of hire in Waterford.

   c. The parties agree that previous teaching experience and previous work experience may be counted towards initial step placement on the salary schedule upon hire but in either case the initial step placement on the existing salary schedule shall not exceed step 10.

9. Salaries. Teacher salaries shall be determined in accordance with the foregoing paragraphs based on the following teacher salary schedule:

2021-22 Salary Schedule			
Step	BA	BA30/MA	MA30/6TH
1	47,390	52,837	53,313
2	49,424	56,770	57,457
3	51,511	60,702	61,601
4	53,605	64,634	65,745
5	55,695	68,563	69,889

6	57,786	72,495	73,999
7	59,879	76,426	78,213
8	61,969	80,366	82,321
9	64,059	84,289	86,467
10	66,156	88,228	90,617
11	69,230	92,932	95,506

2022-23 Salary Schedule			
Step	**BA**	**BA30/MA**	**MA30/6TH**
1	47,390	52,837	53,313
2	49,424	56,770	57,457
3	51,511	60,702	61,601
4	53,605	64,634	65,745
5	55,695	68,563	69,889
6	57,786	72,495	73,999
7	59,879	76,426	78,213
8	61,969	80,366	82,321
9	64,059	84,289	86,467
10	66,156	88,228	90,617
11	69,922	93,861	96,461

2023-24 Salary Schedule			
Step	**BA**	**BA30/MA**	**MA30/6TH**
1	47,390	52,837	53,313
2	49,424	56,770	57,457
3	51,511	60,702	61,601
4	53,605	64,634	65,745
5	55,695	68,563	69,889
6	57,786	72,495	73,999
7	59,879	76,426	78,213
8	61,969	80,366	82,321
9	64,059	84,289	86,467
10	66,156	88,228	90,617
11	70,621	94,800	97,426

10. Movement on the Salary Lanes:

a. For placement on the BA+30/MA salary schedule, 30 semester hours must be earned in a planned program approved by the Superintendent or the Assistant Superintendent and taken at an accredited institution and must fulfill Connecticut State Department of Education educational requirements for the professional educator's certificate.

b. All credits for placement on other salary lanes must be earned in courses approved by the Superintendent or Assistant Superintendent and taken at an accredited institution. Such approval must be sought at least 15 days prior to the start of any course.

c. Any course work taken for credit must have prior approval from the Superintendent, which will be based on the following guidelines:

1) Approved courses and degree programs must be from an accredited college or university or those approved in advance by the Superintendent.

2) Courses and degree programs submitted for approval for salary reclassification must be in a planned program consisting of a series of connected courses approved by an advisor in the field of education and/or related to the teacher's assignment.

3) Approved programs must consist of courses credited from a single university either as course credit earned at that university or courses accepted on a transfer basis for credit by the university awarding the degree.

4) Courses must be substantive and the content and quality appropriate for graduate level courses.

5) Classes for approved courses or programs must be regionally accredited and meet on a periodic basis in an announced location for lecture, discussion, or seminar to allow for interaction and intellectual exchanges with course instructor(s) and colleagues. Exception to the aforementioned may be given by the Superintendent for on-line courses provided that the Superintendent determines that the substance, content and quality of the requested online course meet appropriate standards for academic rigor.

6) Courses or programs approved for reclassification must have a planned procedure for periodic evaluation of the student's work through written assignments, written or oral examinations and/or project representative of the course content.

d. Salary placement due to a change in degree status shall be effected once, with the 1st payroll of the new school year. In order to be eligible for such change in degree status, a teacher must notify the Superintendent in writing, no later than December 1st, of the previous school year, that he/she expects a degree change or has earned a degree change.

e. The social worker shall be placed on the MA + 30/6th Year schedule. A Masters Degree earned with a minimum of 60 credits in Speech and Language Pathology from a program leading to a State of Connecticut Department of Public Health licensure and a Certificate of Clinical Competence from the American Speech Language Hearing Association shall be recognized as "MA + 30/6th Year" on the salary schedule. Any teacher holding a BCBA certification (Board Certified Behavior Analyst) shall be placed on the MA + 30/6th Year salary lane. School psychologists holding a Masters Degree earned with a minimum of 60 credits in a psychology program leading to State Department of Education certification as a School Psychologist shall be recognized as MA + 30/6th Year on the salary schedule. School counselors holding a Masters Degree earned with a minimum of 60 credits in a school counseling program leading to State Department of Education certification as a School Counselor shall be recognized as MA + 30/6th Year on the salary schedule.

Work Year

f. Salaries are based upon a one hundred and eighty-six (186) day work year. In those positions requiring more or less time than the one hundred eighty-six (186) day base, the salary shall be prorated on a per diem basis.

g. LONGEVITY. For teachers commencing employment as a teacher prior to August 31, 2012, commencing with the fifteenth (15th) year of teaching in the Waterford School System, a teacher will receive Four Hundred Dollars ($400) in June of that year and in each subsequent year of teaching in the Waterford School System until his/her twentieth (20th) year whereupon he/she shall receive Fourteen Hundred Dollars ($1,400) per each subsequent year of teaching in the Waterford School System, such sum payable in June of each year. Teachers commencing employment as a teacher on or after August 31, 2012 shall not be eligible for the longevity benefit described in this paragraph.

11. Salary Payment Schedule

a. Each professional employee covered by this Agreement shall be paid his or her annual salary in twenty-six (26) equal installments; or in twenty-one (21) installments, each equal to 1/26 of the applicable annual salary, and the twenty-second (22nd) installment equal to 5/26 of the applicable annual salary, or in twenty-two (22) equal installments.

b. Election of method of payment must be made by the last school day of the prior school year except in the case of newly hired teachers, who shall elect their method of payment within the first full week of employment.

c. If no election is made, the prior method of payment will continue in effect, or, if no election has ever been made, payment will be made in twenty-six (26) equal installments.

d. Teachers are required to utilize an electronic direct deposit account for the receipt of their salary payments.

e. Salary payments shall be made biweekly, in accordance with an established schedule published by the Board in advance. The first payday shall be the first Friday on the established biweekly pay schedule following the opening of school.

12. Adjustments in Pay. Adjustments in pay due to absence without pay will be computed on the basis of teacher work days worked. The daily rate of pay for each teacher work day will be computed by dividing the annual salary by the number of teacher work days.

13. Salary Deductions. Teacher authorized payroll deductions shall be made for the following:

a. Tax-sheltered annuities through a bonded annuity distribution agent selected by the Board;
b. Coreplus Federal Credit Union; Charter Oak Credit Union; other banks, credit unions, or financial institutions of the teacher's choosing;
c. Medical and dental insurance premium cost sharing;
d. Increased retirement;
e. United Way;
f. Disability insurance;
g. Section 125 and any other flexible spending accounts offered by the Board.

Changes in payroll deductions for the above shall not be made for units of less than five ($5.00) Dollars except for insurance premium cost sharing. Teacher-authorized payroll deductions shall be made for W.F.C.T. and W.E.A. dues in twenty-two equal installments, September through June, per school year. The W.F.C.T. shall have the option of having dues directly deposited to an account, if possible.

14. Federation Dues.

a. The Federation shall establish and annually notify the Board in writing of the amount of Federation dues.

b. The Board agrees to deduct Federation dues from the salaries of all ~~non-~~Federation members. Payments for newly enrolling members who voluntarily join the Federation shall be implemented with the payroll cycle immediately following written notification to the Board that the member has joined the Federation.

c. The Federation shall hold the Board and the Town of Waterford harmless against all claims, demands, liabilities, lawsuits, counsel fees or other costs which may arise out of, or be by reason of, action taken against the Board as a result of compliance with the provisions of this paragraph 14.

d. The Board shall permit the Federation to provide information to new teachers as part of the annual new teacher orientation process.

15. Supplemental Pay

a. Teachers shall receive additional compensation above the salary scale for extra assignments listed in the approved supplemental salaries (Appendix A) that take place beyond working hours. When teachers are assigned to carry out the responsibilities they will be paid the salaries which are listed. All Appendix A positions for extra pay will be voluntary.

b. When openings occur in Appendix A positions, the Superintendent ~~of Schools~~ will notify the staff by way of internal posting for five (5) days, where possible, prior to an external posting.

c. Consideration will be given to prospective candidates in the following order (if applicable):

   1) Qualified members of the teaching staff in the building where the activity or coaching takes place.

   2) Qualified members of the teaching staff throughout the Waterford School District.

   3) Qualified persons not on the teaching staff.

d. The Superintendent of Schools will make any final decisions on supplemental pay positions.

e. The list of position rates and/or criteria for pay appear in Appendix A. The Board may choose to create and/or eliminate such positions at its discretion, with notification to the Federation. The Board is under no obligation to fund any listed position. The Superintendent or designee will consult with the WFCT President prior to determining the stipend or salary placement of any new position.

16. Supplemental Pay - Hourly. The following supplementary positions shall be paid at the rate of $40 per hour in 2021-22, $41 per hour in 2022-23, and $42 per hour in 2023-24.

- Curriculum planning
- Summer workshop attendance

The following supplemental positions shall be paid at the rate of $44 per hour in 2021-22, $45 per hour in 2022-23, and $46 per hour in 2023-24.

- Summer school teachers*
- Homebound and special education tutoring as approved by the Superintendent*

(*hourly rate for summer school instruction and tutoring reflects working hours and/or of instruction, preparation time is not separately compensated)

The parties acknowledge that the Board may compensate non-bargaining unit personnel for the work described in this section at rates that vary from the contractual rates herein.

• Professional development presenters** (Professional Development Hours must be approved in writing in advance by the Superintendent or his/her designee)

(**hourly rate reflects preparation/presentation time worked outside of regular working hours, with a one to one correspondence between the hours of the presentation and the preparation time (i.e. two hour presentation = two hours preparation time if such time occurs outside of working hours) If a teacher is making a presentation during working hours or receives release time for the preparation for the presentation, such time is not compensated in addition to the teacher's usual salary.)

School counselors at the middle and high school levels shall receive a minimum of six (6) and a maximum of eight (8) days of per diem pay for work performed during the summer recess on a schedule proposed by the school counselors and approved by the administration.

The Director of School Counseling shall receive between twelve (12) and fifteen (15) days of per diem pay for work performed during the summer recess on a schedule proposed by the Director of School Counseling and approved by the administration.

17. Supplementary Pay - Positions. Supplementary pay positions shall be created upon the recommendation of the Superintendent. The Board shall place the new supplementary pay position in the appropriate category (see Appendix A). Faculty members may propose new supplementary pay positions for consideration by the Superintendent, including such information as may be required by the building principal.

V.
FRINGE BENEFITS

18. Insurance.

a. Plans Offered. Each eligible bargaining unit member and eligible dependents may enroll in the following health and dental insurance plans described below:, with the Board payment of a percentage of the fully insured premium; or if under a self-insured plan, the Board payment of a percentage of the cost of benefits defined as administrative fees, network access fee, managed care fee if applicable, stop loss premium(s), applicable state and federal taxes (e.g. ACA Transitional Reinsurance Fee) and incurred and trended claims as determined by the carrier/third party administrator. For a self-insured plan, purchase and level of stop loss will be determined by the Board.

b. <u>Change of Carriers/Plans/Administrators</u>. The Board shall have the right to self-insure for any of the insurance benefits described in this Article and/or to change administrators/carriers/plans for any of the insurance benefits, provided that the overall level of benefits remains substantially equivalent to the overall level of benefits in effect immediately preceding any such change.

c. <u>Notice of Change.</u> The Federation President shall be notified in writing within thirty (30) calendar days of any intention to change administrators/carriers/plans and shall have a reasonable opportunity to review the proposed changes, but shall have no more than sixty (60) calendar days from the date the new plan is presented to the Federation. If the Federation does not approve of the proposed changes, it shall submit a written statement detailing the reasons for such disapproval, specifically listing the aspects of the proposed change to which it objects. The Federation must submit this written statement within sixty (60) calendar days of the notification noted above. Failure to submit such statement within the sixty (60) calendar day time period shall be deemed approval of the proposed plan and a waiver of any right to arbitrate the issue.

d. <u>Arbitration of Change of Carrier Disputes</u>. The Federation may resolve any dispute by submitting the issue to arbitration within thirty (30) calendar days of receipt of notice from the Superintendent that the Board intends to implement the new plan/carrier/administrator. The arbitrator shall have experience in insurance matters. The Board must receive a written decision therein prior to implementing any change. The sole substantive issue for arbitration shall be as follows: Is the proposed insurance plan(s) substantially equivalent to the overall level of benefits in effect immediately preceding any such change?

e. The HDHP Plan: A high deductible health care plan offered with a health savings account feature (the "HDHP Plan") will be offered to compliant participating employees. The HDHP Plan is described in more detail in Appendix B.

1) Deductible Funding:

The Board will contribute to the annual deductible for employees' HDHP in the amounts set forth below:

2021-2022 for wellness compliant employees:

- $1,125/year for the individual plan
- $2,250/year for the 2-person or family plan

2022-2024 for wellness compliant employees:

- $1,250/year for the individual plan
- $2,500/year for the 2-person or family plan

The Board does not provide any deductible contributions for non-compliant employees.

For any compliant teacher not eligible for an HSA account as a matter of federal law, who is enrolled in the HDHP, the Board shall reduce the compliant teacher's premium contribution in a manner equivalent to the monetary value of the Board contribution to the applicable deductible amount for the teacher's coverage level.

2) Premium Cost-Sharing for HDHP Plan:

The Board and employee contributions to health insurance premium for specific years of this Agreement are listed below. The premium contributions are listed for a fully insured premium, or if the Board offers a self-insured plan, the payment of a percentage of the cost of benefits is defined as administrative fees, network access fee, managed care fee if applicable, stop loss premium(s), applicable state and federal taxes (e.g. ACA Transitional Reinsurance Fee) and incurred and trended claims as determined by the carrier/third party administrator.

Year	Board Premium Contribution	Employee Premium Contribution
2021-2022	82%	18%
2022-2023	81%	19%
2023-2024	80%	20%

3) Plan Documents Available:

Master Group policies are available in the business office for more specifics. The master certificates and/or policies are the governing documents when it comes to the Board's insurance plans; the information contained herein and in the contract appendices is intended as a summary.

f. Life Insurance. One Hundred Thousand ($100,000.00) Dollars employee life insurance, through a Board selected vendor. The Board shall provide annual notification to employees regarding a change in life carrier, shall post information pertaining to the life insurance carrier on the District Intranet, and shall provide information to an employee's beneficiary in the event of the death of the employee.

g. Dental Insurance. The Board shall pay for dental insurance at a premium cost-sharing percentage equal to that it pays for the HDHP Plan, and the employee shall pay the remaining percentage of the cost of individual or family full-service dental plan as selected by the Board. Such dental plan shall include riders for basic benefits, additional basic benefits, periodontics, and orthodontics.

h. Continuation of Insurance on Termination of Employment. Any teacher who terminates service at the end of a complete school year, may, if the teacher elects, continue to receive the benefits in this paragraph until August 31st of that same calendar year.

SECTION 125 PLAN

No later than the effective date of this Agreement, the Board shall implement and maintain a Section 125 Salary Reduction Agreement which will be designed to permit exclusion from taxable income the employee's share of health insurance premiums. The Board makes no representations or guarantees as to the initial or continued viability of such a salary reduction agreement, and shall incur no obligation to engage in any form of impact bargaining in the event that a change in law reduces or eliminates the tax-exempt status of employee insurance premium contributions. So long as the Board makes a good faith effort to comply with this paragraph, neither the Federation nor any teacher covered by this Agreement shall make any claim or demand, nor maintain any action against the Board or any of its members or agents for taxes, penalties, interest or other cost of loss arising from a flaw or defect in the salary reduction agreement, or from a change in law which may reduce or eliminate the employee tax benefits to be derived therefrom.

19. Insurance While on Leave. Election to have group health and life insurance continued in force for the duration of such leave on the then current basis, shall be allowed provided arrangements for the payment of the premium therefore are made by the teacher concerned in advance of the date of leave, and provided that the foregoing is acceptable to the insurance company involved.

20. Excise Tax. If the total cost of a group health plan or plans offered under this contract triggers an excise tax under Internal Revenue Code Section 4980I, or any other local, state or federal statute or regulation, the parties agree to commence negotiations in accordance with the Teacher Negotiations Act, to determine insurance provisions for the contract year in which the excise tax goes into effect. During such negotiations, the parties will reopen this Article (including the related appendices of the contract) for the purpose of addressing the impact of the excise tax and negotiating insurance benefits. No other provision of the contract shall be reopened during such negotiations.

21. Wellness Program. The Board will implement wellness incentive programs for teachers enrolling in the health plan.

22. Preventive wellness visits shall be required every other calendar year (a "measurement year"). If a teacher and the teacher's enrolled spouse each comply with the preventive wellness incentive program requirements during the applicable measurement year, the teacher shall be designated "compliant" for the two contract years immediately following the applicable measurement year. If a teacher and/or the teacher's enrolled spouse fail to meet the wellness incentive program requirements in the applicable measurement year, the teacher and the teacher's enrolled spouse may satisfy the program requirements during the subsequent calendar year, in order for the teacher to be designated a "compliant" employee for the second contract year of the applicable 2 year measurement cycle.

For the 2021-2024 contract period, for the 2021-2022 contract year, all teachers shall be designated "compliant." The 2021 calendar year shall serve as the first applicable measurement year during the 2021-2024 contract. If a teacher and the teacher's enrolled spouse each comply with the preventive wellness incentive program requirements during the 2021 calendar year, the teacher will be designated "compliant" for the 2022-2023 contract year as well as the 2023-2024 contract year. If a teacher and the teacher's enrolled spouse fail to comply with the preventive care requirements in calendar year 2021, the teacher shall be designated "non-compliant" for the 2022-2023 contract year. If a teacher and the teacher's enrolled spouse fail to comply with the preventive care requirements in calendar year and also do not comply in calendar year 2022, the teacher shall be designated "non-compliant" for the 2023-2024 contract year.

Automatic Enrollment. Teachers enrolled in the health plan will be automatically enrolled in the Board's wellness incentive program as described herein. If during the applicable measurement year, the teacher and the teacher's enrolled spouse (as applicable) participated in all applicable components of the Board's wellness incentive program, the teacher shall be deemed a "compliant participating employee". If during the applicable measurement year, the teacher or the teacher's enrolled spouse (as applicable) failed to participate in one or all applicable components of the Board's wellness incentive program, the teacher shall be deemed a "non-compliant employee". Teachers in their first year of employment with the Board will be designated "compliant employees."

Benefits Based Program. The Board's wellness incentive program consists of a "benefits based" wellness incentive program. The Board shall make a designation of a teacher's status as a compliant participating or non-compliant employee on an annual basis, based on the teacher's and the teacher's enrolled spouse's participation in wellness incentive program requirements during the applicable measurement year. The Board shall give notice of an employee's status at least two (2) times per year on or before January 31st and on or before August 15th. Teachers and their spouses will be enrolled in the benefits based program, which will require participants to obtain recommended preventive care services. Preventive services shall include those services outlined in Appendix C. Compliance with the benefits based program will be measured as described above.

When the Board elects to track compliance directly, proof of compliance for each teacher and the teacher's enrolled spouse shall be made by the teacher submitting to the Board any of the following forms of documentation:

- Completed Wellness verification form
- Doctor's note certifying preventive care visit
- Summary of preventive care visit completed by doctor
- Email from third-party administrator confirming appointment
- Email from Doctor confirming appointment
- EOB with information on preventive care visit

In the event that the Board elects to track compliance through a third party administrator, the Board shall consult with the Federation on the selection of a third party administrator. If a third party administrator is retained, proof of compliance for each teacher and the teacher's enrolled spouse shall be made in accordance with the requirements of the administrator.

Non-Compliant Employees. If during the applicable measurement year, the teacher or the teacher's enrolled spouse (as applicable) failed to participate in the applicable components of the Board's wellness incentive programs, the teacher shall be designated a "non-compliant employee" for the two subsequent contract years. If a teacher and/or the teacher's enrolled spouse fail to meet the wellness incentive program requirements in the applicable measurement year, the teacher and the teacher's spouse may satisfy the program requirements during the subsequent calendar year, in order for the teacher to be designated a "compliant employee" for the second contract year of the applicable cycle. If during the applicable measurement year, the teacher and the teacher's enrolled spouse fully participate in all applicable components of the Board's wellness incentive programs, the teacher shall be designated a "compliant participating employee" for the two subsequent contract years.

23. Health Care Cost Containment Committee. There shall be established a "Health Care Cost Containment Committee" with three (3) members appointed by the Board and three (3) members appointed by the WFCT. The committee shall review aggregate data regarding the Board's wellness incentive programs as described herein and make recommendations regarding the design and implementation of these programs. This committee shall also be charged with creating additional voluntary wellness initiatives such as fitness challenges or other healthy lifestyle programs. Any such additional programs that involve the expenditure of funds must be approved by the Board.

VI
PROFESSIONAL BENEFITS

24. Personal Leave.

a. Up to five (5) days each year of personal absence with pay may be granted:

Personal days may be used only to attend to important and necessary personal business that cannot be transacted other than during working hours. Personal leave is such leave, which is typically unavoidable and non-recurring for:

- Legal reasons (e.g. house closing, court appearance);
- Religious reasons (e.g. religious holiday);

- Family reasons (e.g. birth, death, marriage, illness, or graduation, attendance at a child's school related function or event; or a child's non-school related performance or sporting competition);
- Personal Emergency (e.g. military deployment of a family* member, family emergency other than illness).

* Family is defined as spouse, parents, grandparents, children (natural, foster, or adopted), grandchildren, siblings, in-laws, nieces, nephews, first cousins, aunts, uncles, and permanent residents of the teacher's household.

Up to one day per year may be used for personal reasons for which no reason need be given.

Personal leave may be approved only when it is not reasonable for the required activity to have been scheduled outside of working hours.
Personal leave may be taken in one hour increments.

Leave under this paragraph shall not be used to extend holidays or vacation periods, unless approved by the Superintendent. In considering requests for personal leave that extend a holiday or vacation period, the Superintendent may consider the operational needs of the district in determining whether to grant the extension. The type of reasons for personal absences shall be disclosed on the Request for Personal Leave form. The administration may request more information about the teacher's proposed use of leave, except in the case of the one day for which no reason needs to be given.

Use of personal leave shall require forty-eight (48) hour notice and prior approval of the immediate supervisor. Forty-eight (48) hours notice is not required in emergency situations.

b. The Superintendent may extend additional personal leave, with or without pay, or waive the documentation requirements in this article, if in his or her judgment, there are extenuating circumstances which justify such action.

c. In the event that a teacher has unused personal days remaining at the end of the school year, the Board will convert up to three (3) of such unused personal days to the teacher's sick leave accumulation.

25. Federation Leave. Officers of the Federation may be granted five (5) days' absence with pay for Federation business. For extenuating circumstances, an additional five (5) days may be granted.

26. Professional Days. (Conventions, conferences and observations). Subject to prior approval by the immediate supervisor, a teacher may attend conventions, conferences or the observation of an activity in another school building or school system. Approved attendance shall be without loss of pay. Reimbursement for reasonable costs incurred in connection with professional days must have prior approval by the immediate supervisor.

The principal may require a written or oral report which shall be submitted within two (2) weeks of the termination of the convention, conference or observation.

27. Graduate Study Reimbursement. When in the judgment of the Superintendent the course and/or dual certification non-degree program for which reimbursement is requested will make a meaningful contribution to a more effective performance of the duties to which the professional staff member is assigned, then such reimbursement may be granted. Courses and/or non-degree programs must be completed with a grade of B or higher. If a lesser mark is received and the teacher desires, extenuating circumstances may be explained to the Superintendent for his/her consideration. All non-tenured teachers shall discuss graduate study courses and/or dual certification non-degree programs with their building principal prior to submission to the Superintendent. Courses and institutions, and/or dual certification non-degree programs, must have prior approval of the Superintendent at least fifteen (15) days prior to the start of the course. The Board of Education will provide an annual account of Ninety Thousand Dollars ($90,000) and prorate the amount per semester hour in the event that more courses and/or dual certification non-degree program are approved and completed than are budgeted.

Graduate study reimbursement and/or dual certification non-degree program reimbursement is payable in one lump sum in the second December check of the school year following the school year in which the academic study was completed. Teachers must submit an official grade report or an official transcript of the approved course(s) and a copy of the bill for tuition and fees within forty-five (45) days of course completion in order to receive reimbursement. The amount of the reimbursement shall be equal to the cost of tuition and fees (excluding books) incurred for the course and/or dual certification non-degree program, unless pro-rated as set forth above.

A teacher granted tuition reimbursement is obligated to remain in the Waterford school system for two (2) full years of service following the year in which the graduate program or course is completed. If the teacher does not remain, he/she shall be obligated to repay to the Board the amount of money s/he has received in tuition reimbursement during the preceding two (2) school years; unless an extenuating circumstance (e.g. family illness, spouse relocation, etc.) necessitated a break in service.

For programs approved by the Superintendent on or after July 1, 2021, a teacher granted tuition reimbursement is obligated to remain in the Waterford school system for three (3) full years of service following the year in which the graduate program or course is completed. If the teacher does not remain, he/she shall be obligated to repay to the Board the amount of money s/he has received in tuition reimbursement during the preceding three (3) school years; unless the Superintendent determines that an extenuating circumstance (e.g. family illness, spouse relocation, etc.) necessitated a break in service.

A teacher who leaves the district prior to the pay cycle during which reimbursement is made shall not be eligible for any tuition reimbursement made pursuant to this article.

Completion of a dual certification non-degree program shall not render a teacher eligible for movement on the salary schedule under Paragraph 10.

28. Leave of Absence. This section shall apply to tenured teachers in the Waterford school system. A leave of absence without pay may be granted for illness, graduate study or other reasons such as childrearing leave. The leave of absence may extend only for eighteen (18) months or less and the date of return must be the first day of a student marking period or at a time mutually agreed upon by the Superintendent and the teacher. A teacher on leave of absence must notify the Superintendent, in writing, prior to January 15th of his/her intention to return or not to return for the following school year. Failure to provide such written notification by January 15th shall be considered a resignation of employment. In the event the teacher wishes to return to the system, he/she will be returned to his/her former position or a similar position, if such a vacancy exists, for which he/she is certified and qualified, subject to the Reduction in Force Article IX. For the purposes of this paragraph, qualified shall mean having the proper certification and having taught in a similar assignment in Waterford. If no vacancy exists, the Board shall assign the teacher to any position for which he or she is certified and qualified in accordance with the Reduction in Force procedure described in Article IX. Teachers taking leave of absence are not eligible for salary or for step credit unless they have taught for more than one half (1/2) of a school year. Teachers shall be allowed to buy health insurance as provided in paragraph 18.

29. Sick Leave.

(a) Annual allotment of sick leave. Teachers shall be granted annually fifteen (15) days of sick leave with full pay. The accumulation of sick leave shall be unlimited.

(b) Family illness. Teachers may use up to seven (7) of their annual allotment of paid sick leave to care for a sick child, a spouse or a parent. An additional, seven (7) days of the annual allotment of paid sick leave may also be used to care for a newborn child of the teacher or the teacher's spouse. Accumulated sick leave is not available for use for family illness.

(c) Adoption leave. Paid leave, to be deducted from accumulated sick leave, shall be available to employees in connection with an adoption, under the conditions described below.

In order to be eligible for such paid adoption leave, an employee must satisfy all of the following conditions:

1. The individual must have been continuously employed by the Board for at least one year at the time such leave is to commence.
2. The individual must be the parent of the child.
3. The leave must commence within three (3) months of the adoption of the child.

An employee who is eligible for paid leave in accordance with the requirements set forth above may elect to take up to fifteen (15) consecutive days of paid leave, to be deducted from the employee's accumulated sick leave, in connection with the adoption of a child.

Insurance benefits and all other benefits the employee is receiving at the time such leave commences shall remain in effect for the duration of such leave.

To the extent that the employee is eligible for leave under the Family and Medical Leave Act in connection with the adoption of the child, the paid leave taken under this section shall be designated as Family and Medical Leave.

An employee wishing to utilize such leave shall provide legal documentation of the adoption.

(d) Notification of Sick Leave Accrual. Each teacher shall be notified of the amount of his/her accumulated sick leave, with each distribution of payroll information. Teachers returning from any leave shall retain prior accumulated unused sick leave.

(e) Payment for Unused Sick Leave. For teachers hired on or before September 1, 2004, teachers, upon death, or retirement at age 55 or older, in accordance with the State Teacher Retirement Act, after ten (10) years of service in Waterford, the last five (5) of which must be consecutive, shall receive payment of up to forty-five (45) school days of unused sick leave.

For teachers hired between September 1, 2004 and June 30, 2012, teachers, upon death, or retirement at age 55 or older, in accordance with the State Teacher Retirement Act, after ten (10) years of service in Waterford, the last five (5) of which must be consecutive, shall receive payment of up to twenty-five (25) school days of unused sick leave.

Teachers hired on or after July 1, 2012 shall not be eligible for payment for unused sick leave.

In case of a death, payment of unused sick leave shall be made to the teacher's beneficiary as designated on the life insurance policy provided to the Superintendent's office.

The payment shall be made no later than the first pay period of July of the year following retirement or death. If notification is not given by that date December 1st of the fiscal year of retirement or death, sick pay shall be made payable in the first pay period in the second fiscal year following retirement or death.

(f) Workers' Compensation. When a teacher is absent from school as a result of a personal injury caused by an accident arising out of or during the course of his/her employment, the Board shall pay his/her full salary, less workers' compensation payment, while recuperating, without deducting from the teacher's accumulated sick leave to a maximum of the teacher work year, or to the date of maximum medical improvement, whichever is sooner.

30. Assault.

a. When a teacher is assaulted as a result of his/her employment, the Board will pay his/her full salary, less workers' compensation payments, while recuperating without deducting from the teacher's accumulated sick leave.

b. The Board of Education shall have the right to have the teacher examined by its physician to determine, together with the teacher's physician, when the teacher should return to work.

c. The Board of Education shall be responsible for teacher losses as a result of an assault as follows:

1) The reasonable cost of clothing or other personal property damaged, stolen or destroyed in the course of an assault, up to a maximum of six hundred dollars ($600).

2) The cost of medical, surgical or hospital services beyond those covered by workers' compensation and/or any insurance provided by the Board.

31. Sick Leave Bank.

Purpose - To provide members with additional paid sick leave when such members have exhausted sick and other available paid leave or are anticipated to exhaust such paid leave due to their personal catastrophic illness or injury or combination thereof, and have provided competent and timely medical certification of said catastrophic illness or injury or combination thereof. Catastrophic illness shall be construed as severe physical or mental illness requiring prolonged hospitalization or recovery. Examples include, but are not limited to; coma, cancer, leukemia, heart attack and/or stroke.

Enrollment in the sick leave bank:

a. Membership in the sick leave bank is voluntary on the part of an employee once said employee has completed two (2) years of service in Waterford.

b. Members who are eligible to participate shall notify the Human Resources department by May 31 of the school year preceding their enrollment.

c. Members who choose to participate in the bank shall be automatically re-enrolled.

d. Annual enrollment requires the donation to the bank of the number of sick days per participating teacher determined by the WFCT on an annual basis. The WFCT shall notify Human Resources by May 31 of the school year preceding of the number of days that participating members must donate.

e. Members withdrawing sick leave days from the sick leave bank will not have to replace these days except as a regular contributing member of the bank.

f. If a member chooses to opt out of the sick leave bank, he/she must notify Human Resources by May 31 of the school year preceding their withdrawal from the sick leave bank.

g. A member who withdraws from membership in the sick leave bank will forfeit the contributed days.

h. In years in which the WFCT determines that no annual donations are due and no donations are otherwise made by participating members, newly enrolling employees shall be permitted to join the sick leave bank by donating (1) day.

Procedure for requesting sick leave bank assistance:

a. A member fitting the criteria set forth above requests through the Federation that (the "Sick Leave Bank Board") activate the sick leave bank. In the event that the member is incapable of making the request due to the member's catastrophic illness, the Federation may request activation of the sick leave bank on the member's behalf.

b. Upon the receipt of a request from the Federation to activate the sick leave bank, the Sick Leave Bank Board, as described below, shall meet within 10 school days to determine eligibility of a member to receive an allocation from the sick leave bank. The Sick Leave Bank Board may, by majority vote, modify the time limit set forth in this section.

  i. A member must have a catastrophic illness or injury or combination thereof, diagnosed by a physician, and must provide timely and competent medical certification of the catastrophic illness or injury or combination thereof. The four (4) member Sick Leave Bank Board may require that the documentation of said illness or injury be reviewed by a Sick Leave Bank Board designated physician in order to access the sick leave bank. When this review results in a significant question of the diagnosis, then the Sick Leave Bank Board may require the teacher to submit to a further medical examination.

  ii. A member must have exhausted all available paid leave or be anticipated to exhaust such paid leave while absent due to catastrophic illness or injury or combination thereof.

  iii. A member seeking to access the sick leave bank shall not be entitled to any other Board sponsored paid leave, remuneration from Board sponsored disability payments, workers' compensation, and/or other such Board sponsored benefits.

  iv. A member receiving an allocation of days from the bank must continue to pay for his/her portion of the health insurance premium.

Administration of the sick leave bank:

a. The Board of Education shall cooperate in the establishment and maintenance of a sick leave bank on a voluntary basis, as described in this paragraph.

b. The sick leave bank shall be administered by the Sick Leave Bank Board, a four (4) member board, two (2) members chosen by the Board of Education, and two (2) members chosen by the Federation. Each request for aid, as documented by a doctor's certificate, for the sick leave bank shall be decided by the Sick Leave Bank Board on the merits of the individual request. Action of the Sick Leave Bank Board sick shall be by the majority vote. The Sick Leave Bank Board may reserve days in the bank, and prorate the allocation of such days in the event that more requests are approved than days available in the bank.

c. Not more than Seventy-Five Thousand Dollars ($75,000) shall be expended from this fund during any one (1) year. No more than Twenty-Five Thousand Dollars ($25,000) shall be expended upon any one (1) employee during any one (1) year.

d. Those employees not contributing to the sick leave bank shall not participate in it.

e. The parties shall appoint a committee that shall meet annually to study alternative means of funding the sick leave bank.

f. Should an alternative plan of funding be agreed to by both parties, the parties shall re-negotiate the provisions of this Article VI, Paragraph 31; provided that if the parties are not able to reach an agreement concerning revisions to this Article VI, Paragraph 313, the parties will defer any further negotiations until the negotiations for the successor collective bargaining agreement commence.

32. Sabbatical Leave.

a. Purpose: Sabbatical leave of not less than nine (9) weeks and not more than one (1) year in duration may be granted to a teacher by the Board of Education upon recommendation of the Superintendent, the building principal and the department chairperson, if applicable, to:

1) Improve the education program of the school system; and
2) Stimulate professional growth of personnel.

b. Eligibility: Seven (7) years of consecutive teaching service in Waterford prior to the start of the sabbatical year. In computing years of service in Waterford, approved leaves of absence for illness shall not be counted as years of teaching service, but shall not be considered as breaching the requirement of "consecutive" years of service. Other approved leaves of absence which do not involve full-time employment outside the Waterford school system, shall not be counted as years of teaching service, but shall not be considered as breaching the requirement of "consecutive" years of service, except that no more than nine (9) calendar years can include both such leaves and actual teaching services in Waterford.

c. Criteria for Selection:

1) Value of leave to school system.
2) Quality of service.
3) Type of planned college credits, type of planned research project or type of activity planned.
4) Number of years service.
5) Allocation of leaves among divisions of the school system.

d. Quota: A maximum of two percent (2%) of the professional staff may be on sabbatical leave at one time; not more than five (5%) of any division; elementary, middle school, senior high school or special services.

e. Compensation: Compensation during the leave shall be fifty percent (50%) of the teacher's salary for the sabbatical leave and shall not include supplementary pay.

In the event of employment during the sabbatical leave by a commercial agency, an adjustment shall be made so that the total amount of remuneration received during the sabbatical leave shall not exceed the salary which the teacher would have received had he/she been employed by the Waterford School system during the school year; however, the amount of any noncommercial educational grant shall not be taken into consideration. Regular increments shall be granted for the sabbatical year.

f. Application: Sabbatical leave application shall be submitted between February 1-15 of the school year preceding the leave. The application shall be accompanied by sufficient information to establish the nature and value of the leave. Application is to be made on the form available in the office of the Superintendent. The Board shall take action on all applications at the first April meeting. Later applications shall be considered through May 31 if, in the Board's discretion, additional grants of sabbaticals are consistent with this contract and would not, because of the lateness in filing, have a negative impact on the education program for the following year.

g. Obligations.

1) A teacher granted a one (1) year sabbatical leave is obligated to return to the Waterford school system for three (3) years of service. If the teacher does not return, he/she shall, within two (2) years from the commencement of the school year immediately following the sabbatical leave, repay to the Board the amount received during the sabbatical leave. If a teacher leaves the Waterford school system without remaining for the full three (3) years of service, he/she shall, within two (2) years after leaving the Waterford school system, repay to the Board the amount of money having the same ratio to the

amount granted as the unexpired period of service ratio is to three (3) years. This condition may be waived by the Board.

2) A teacher granted a half (1/2) year sabbatical leave is obligated to return to the Waterford school system for two (2) years of service. If the teacher does not return, he/she shall, within two (2) years from the commencement of the school year immediately following the sabbatical leave, repay to the Board the amount received during the sabbatical leave. If a teacher leaves the Waterford school system without remaining for the full two (2) years of service, he/she shall, within two (2) years after leaving the Waterford school system, repay to the Board the amount of money having the same ratio to the amount granted as the unexpired period of service ratio is to two (2) years. This condition may be waived by the Board.

3) A teacher granted less than a half (1/2) year sabbatical leave is obligated to return to the Waterford school system for one (1) year of service. If the teacher does not return, he/she shall, within two (2) years from the commencement of the school year immediately following the sabbatical leave, repay to the Board the amount received during the sabbatical leave. If a teacher leaves the Waterford school system without remaining for the full one (1) year of service, he/she shall, within two (2) years after leaving the Waterford school system, repay to the Board the amount of money having the same ratio to the amount granted as the unexpired period of service ratio is to one (1) year. This condition may be waived by the Board.

h. Guarantees. A teacher returning from leave is guaranteed:

1) Reappointment to the former or a mutually acceptable position;
2) The regular salary increment for the leave; and
3) Recognition of course credits earned.

A teacher while on leave is guaranteed:

1) Continued coverage by any group health or insurance program; and
2) Retention of sick leave accumulated prior to the commencement of the sabbatical leave.

i. Reports. A teacher on sabbatical leave shall submit to the Superintendent of Schools for transmittal to the Board of Education an interim and a final report with the following information where applicable: courses taken, credits earned, travel itinerary, project completed, leave benefits and other pertinent aids for evaluating the leave program.

33. Retirement Incentive:

a. Eligibility: Teachers shall be eligible for a retirement incentive under the following conditions:

1) Any teacher who has at least twenty (20) years of teaching experience, the last ten (10) of which must be in Waterford School System, and who is retiring under the Connecticut Teacher Retirement Benefits shall be entitled to a $3,000 payment in the fiscal year following retirement.

b. Notification: Notification must be given to the business office on or before December 1st of the last year of service or the next business day if December 1 falls on a Saturday or Sunday, in order to be eligible for the benefit.

c. In the event a Teacher dies prior to their anticipated retirement date the Board, at the time of Teacher's death shall issue a cash payment to the Teacher's beneficiary as designated on the life insurance policy for said Teacher that was previously provided to the Superintendent's office.

34. Retirement Insurance:

1) Eligibility: Certain Teachers retiring at age 55 shall be eligible for a retirement incentive under the following terms and conditions:

i) Any teacher hired before October 1, 1993, and who has at least twenty (20) years of teaching experience, the last ten (10) of which must be in the Waterford School System, and who is eligible to collect Connecticut Teacher Retirement Benefits, and is between fifty-five (55) years old and sixty-five (65) years old at the time of retirement, will be given the option of the continuing group insurance coverage in the plans offered to active teachers after retirement to age sixty-five (65), providing the insurance carrier allows. Effective July 1, 2015, any subsidy offered by the State TRB will be applied wholly to the retiring teacher's percentage of the cost of extended coverage once it has been divided equally between the retiring teacher and the Board of Education. For example: If the total monthly individual insurance cost is $836.00, an equal split between the Board and the retiree is $418.00. Reduce retiree portion of cost by TRB subsidy (currently $110); retiree monthly cost would be $308.00, to be remitted to the Board.

ii) Any teacher hired between October 1, 1993 and August 31, 2004, and who has at least twenty (20) years of teaching experience, the last ten (10) of which must be in the Waterford School System, and who is eligible to collect Connecticut Teacher Retirement Benefits, and is between fifty-five (55) years old and sixty-five (65) years old at the time of retirement, will be given the option of continuing group insurance coverage in the plans offered to active teachers after retirement to age sixty-five (65), providing the insurance carrier allows. Effective July 1, 2015, any subsidy offered by the State TRB will be applied wholly to the retiring teacher's percentage of the cost of extended coverage once it has been divided as follows: sixty percent (60%) to be borne by the retiring teacher and forty percent (40%) to be borne by the Board of Education. For example: If the total monthly individual insurance cost is $836.00, a 60/40 split between retiree and the Board equals $501.60 retiree/$334.40 Board. Reduce retiree portion of cost by the TRB subsidy (currently $110); retiree monthly cost would be $391.60 to be remitted to the Board.

iii) Any teacher hired between September 1, 2004 and June 30, 2012, and who has at least twenty (20) years of teaching experience, the last ten (10) of which must be in the Waterford School System, and who is eligible to collect Connecticut Teacher Retirement Benefits, and is between fifty-five (55) years old and sixty-five (65) years old at the time of retirement, will be given the option of continuing group insurance coverage in the plans offered to active teachers after retirement to age sixty-five (65), providing the insurance carrier allows. Effective July 1, 2015, any subsidy offered by the State TRB will be applied wholly to the retiring teacher's percentage of the cost of extended coverage once it has been divided as follows: seventy percent (70%) to be borne by the retiring teacher and thirty percent (30%) to be borne by the Board of Education. For example: If the total monthly individual insurance cost is $836.00, a 70/30 split between retiree and the Board equals $585.20 retiree/$250.80 Board. Reduce retiree portion of cost by the TRB subsidy (currently $110); retiree monthly cost would be $475.20 to be remitted to the Board.

iv) Any teacher hired on or after July 1, 2012 who retired from service with the Waterford Board of Education shall not be eligible for any Board contribution to his/her health insurance, but shall be eligible to continue health insurance as set forth below in subsection v. of this section.

v) In accordance with the provisions of state statute, as it may be amended from time to time, at age sixty-five (65), or subsequent to retirement from the Waterford Public Schools, a retiree may, at his/her option and provided this is allowable by the insurance carrier, purchase the health insurance package offered to active teachers or a portion thereof on a yearly basis for life.

a. Notification: To be eligible for the benefits described in this article, notification must be given to the business office on or before December 1st of the last year of service or the next business day if December 1 falls on a Saturday or Sunday.

b. The Board contribution shall be made in the first pay period of June of the year of retirement in the dollar amount of the applicable Retirement Incentive specified in Article VI, Section 34 above and will be made by the Board into either the 403(b) Plan for Eligible Retiring Employees or to the Retiree Medical Expense Trust Account Plan or to a combination of both plans, said determination as to which Plan shall be funded for a particular Teacher, and to the extent both are funded for a particular Teacher, then in what amounts for each Plan, to be made by the Board (or the Board's designee) in the Board's (or the Board designee's) sole discretion.

c. In the event the Board makes all or part of the above-referenced Board contribution specified in Article VI, Section 34 above into the 403 b Plan for a Teacher then the Board's contribution to the 403(b) Plan shall be in the form of a non-elective retirement contribution that is subject to the applicable IRS annual limits for that type of contribution under Sections 403(b) and 415 of the Internal Revenue Code (e.g., for 2012, the limit is $50,000 minus any elective deferral contribution made by the Teacher during 2012). The Board shall make its contribution to the 403(b) Plan up to the maximum limit permitted under section 415(c)(l) of the Internal Revenue Code of 1986, as amended(the "Code"), for the Plan Year in which the Teacher retires, and shall contribute the remaining portion of the contribution that exceeds said limit, if any, into the 403(b) Plan in the next Plan Year and if necessary during successive Plan Years not to exceed a total of five (5) years as permitted by Section 403(b)(3) of the Code, until no excess remains and the total amount due has been contributed by the Board into the retiring teacher's 403(b) account.

d. No Teacher shall have the option to elect to receive all or any portion of the Board's contribution directly in cash or in another form or type of benefit elected by the Teacher.

35. The Board of Education may offer such additional voluntary retirement incentives as it may deem appropriate, after consultation with the Federation.

VII
WORKING CONDITIONS

36. Teacher's Responsibilities - General: Teachers have an obligation to satisfy teaching responsibilities which maintain the quality of the educational process.

37. Preparation and Planning Periods - Teaching Load.

a. All teachers shall have an uninterrupted duty-free daily preparation period of at least forty-five consecutive minutes per day. At the middle and high school level, a preparation period shall consist of one instructional period per day, based on the length of student periods as they may change from time to time.

b. Teachers shall be assigned classes requiring as few different preparations as reasonable.

c. If the Board configures the student instructional day as a two day/four periods per day rotating block schedule at the high school level, teachers may be assigned to teach up to six classes during the two day rotation. Teachers at the high school teaching six classes during the two day rotation on the two day/four periods per day rotating block schedule shall not be assigned a duty assignment.

d. If the Board configures the student instructional day as a six period day at the middle school level, teachers may be assigned to teach five classes during the six period day. Teachers at the middle school teaching five classes during the six period day shall not be assigned a duty assignment.

38. Staff Assignments:

Principals and supervisors shall give the educational interests of students their first priority in making teacher assignments. Recognizing that perceptions of equity in teacher assignments differ markedly from person to person, each principal and supervisor shall strive to develop teacher assignments that are equitable in the judgment of the administration.

The parties recognize that there are inherent differences in teaching at different educational levels (elementary, middle school, and senior high), differences among departments in secondary schools, differences between grade levels and special subject teachers in elementary schools, and differences in related services assignments. When developing assignments for teachers within buildings and departments, responsible administrators will give consideration to the following non-exclusive list of factors:

1. Differing subject matter or special subject requirements;
2. Number of students taught;
3. Students' educational profiles;
4. Number of teacher preparations and teacher assignments;
5. Available planning time;
6. Duty assignments;
7. Teachers' experiences, abilities and performance;
8. Teachers' preferences;
9. Available supports; and
10. Operational needs.

While the application of this paragraph is not subject to the grievance procedure, teachers may appeal to the Superintendent for a review of his/her assignments.

39. Meetings and Extra Work Scheduled by Administration.

a. In addition to the meetings set forth in paragraph b. and c. below, teachers will be available to provide up to an additional two (2) working hours per week each week (outside of the defined working hours) from September through June. These hours may be scheduled by the Principal before or after regular work hours. This time may be scheduled for:

1. PLC Meetings (no more than once per week, not schedule in June)
2. Extra Help for Students
3. Department meetings (chaired by Department Chair or designee)
4. STAT meetings
5. Curriculum Planning
6. Other meetings in support of the educational program as determined by the administration (except for faculty meeting)

b. Faculty meetings may be called up to one (1) time per month, up to one (1) hour in duration. Exceptions may be made by the administration for situations necessitating immediate action in a given month.

c. Department Chair and Curriculum Leaders meetings may be scheduled up to twelve (12) times per year, up to one (1) hour in duration. Exceptions may be made by the administration for situations necessitating immediate action or when either the Department Chairs or Curriculum Leaders as a group recognize the need for additional meetings.

d. Teachers are expected to attend parent-teacher conferences and pupil evaluation conferences. Attendance at parent-teacher association/organization meetings is considered to be a professional obligation for all teachers for the back-to-school night and any night the teacher is part of the program. In the event of a time conflict between a parent-teacher association/organization meeting and a college or university course, the teacher shall be excused by the immediate supervisor at his/her discretion from the parent-teacher association/organization meetings.

c. The administration shall make reasonable efforts to schedule PPT meetings so as to preserve the daily teacher preparation time, considering parents and staff schedules and considering the use of after-school time.

40. Special Faculty Meetings. The Federation may schedule meetings during times outside of school hours when no other meetings conflict.

41. Duty-Free lunch. All teachers shall have an uninterrupted, duty-free lunch period of at least thirty (30) minutes. Elementary teachers shall not be assigned playground, clerical, and/or cafeteria duties as has been the practice between the parties.

42. Class Size. Desirable enrollment for classrooms in the Town of Waterford is as follows:

Grade Level	Number of Pupils
Pre-K-1	23
2-3	24
4-5	25
6-8	26
9-12	27

Enrollment levels include in person and remote students.

a. Exceptions to the above desirable maximums shall be acceptable in, physical education, chorus, band, orchestra and study halls. If physical education, chorus, band, or orchestra sections exceed 50 students in one class, a paraprofessional shall be provided by the Board to assist the teacher.

b. Student enrollment should not exceed by more than five (5) the maximum established.

c. Enrollment for grade levels shall be arrived at by using the average number of students in a particular grade level in each individual school.

d. During the course of a school year, if class size enrollment exceeds the maximum established, the Board should endeavor to correct the situation by the employment of one (1) of the following, whichever is most practicable:

1) Hiring a new teacher;

2) Hiring a paraprofessional;

3) Reassignment of students to another classroom within the building; or

4) Transfer of students to another building or class level.

The use of classroom paraprofessionals should be a measure only for the remainder of any one (1) school year. The following school year a balance should be reached by the opening of a new class at the appropriate grade level or by one of the alternatives stated above.

e. The Board shall furnish monthly enrollment figures to the officers of the Federation.

f. The number of students should not exceed the number of student stations in special areas such as in fine arts, science labs, technology stations, and technical education.

43. Classroom Collections. Teachers shall be responsible for such collections as assigned by the principal, but shall not be responsible for the purpose of collections for school pictures, lunch or pupil insurance programs.

44. Teaching Assistant Principal. Only a certified teacher who agrees shall be appointed to act in the place of the administrators during absences of all administrators. All teachers shall be notified via email that the Teaching Assistant Principal or other designated teacher is providing coverage in the absence of all administrators and the Teacher Assistant Principal from the building. A teacher acting as the "Teaching Assistant Principal" shall be appointed and shall receive the stipend set forth in Appendix A.

45. Assignment and Transfer: Involuntary transfers and assignments shall be made by the Superintendent of Schools in the best interest of Waterford students. When two (2) or more employees are being considered for transfer, the junior person shall be transferred, unless in the judgment of the Superintendent of Schools, such transfer would be detrimental to the best interests of Waterford students.

Employees desiring a voluntary transfer for the following school year shall notify the Superintendent or his/her designee by January 15th. Staff vacancies shall be manually posted in all schools and electronically via email to all certified staff, at their school email address. Although transfer and assignments remain the responsibility of the Superintendent of Schools, the Superintendent will consider the following when two (2) or more qualified and certified staff members request the same assignment:

a. Seniority -- length of continuous service in Waterford; if two or more teachers are tied in seniority, total length of teaching service will be considered.

b. Qualifications (order to be determined based on the best interests of Waterford students).

- Certification Status;
- Degree status;
- Skills and ability as determined through written evaluations;
- Recommendations of Principal(s) and administrative staff;
- Additional course credit;
- Teaching experience.

The Superintendent of Schools will make decisions regarding filling the vacancies based on the best interests of Waterford students. Vacancies will be posted after the administration has completed voluntary and involuntary transfers.

Notice of assignment shall be made by the end of the school year, when possible, based on the best interests of the Waterford school district and its students. In the event of changes in assignment, the administration shall notify affected teachers as soon as possible after the change has been made.

46. Vacancy Posting Process:

1. The administration will post a district wide vacancy internally for a period of five (5) working days. External postings shall be made only after the internal posting period is completed.

2. In Building Changes in Assignment – Administrators shall make internal changes.

3. Internal staff may apply for any internal posting and shall be considered for a vacancy prior to any external candidates.

4. Teachers returning from a Leave of Absence shall be placed in a vacancy in accordance with Article 6 Professional Benefits Section 28.

47. Personnel Files. No material derogatory to a teacher's conduct, service, character or personality shall be placed in a teacher's personnel file unless it has first been shown to and discussed with the teacher by the immediate supervisor. The teacher shall initial and date the actual copy to be filed. The initials shall signify merely that the teacher has examined the material.

The teacher may submit a written notation regarding any material placed in his/her personnel file, and the same shall be attached to file copy of the material in question. If the teacher believes that material to be placed in his/her file is inappropriate or in error, he/she may request adjustments provided cause is shown through the grievance procedure whereupon the material will be corrected or expunged from the file. A teacher shall have the right to request adjustments to a written reprimand and/or a disciplinary suspension through the grievance procedure, through Step 5, the arbitration level. A teacher shall have no right to grieve his/her evaluation.

The evaluation complaint process shall be the exclusive procedure to object to procedural compliance with the evaluation plan. Any teacher in the intensive supervision state of the evaluation procedure (or its successor equivalent) may request that a Federation representative be in attendance at meetings of the administration concerning that teachers' evaluation.

The Board shall securely maintain personnel files for each teacher. Information not contained in the above personnel files shall not be used in any way against the teacher at any hearing, disciplinary action or meeting concerning the teacher, provided however, that this shall not prevent the introduction of evidence of progressive discipline and/or information pertaining to Board policies or procedures from being introduced.

48. Grievance Procedure. To secure, at the lowest possible level of employer-employee relationship, solutions to problems which may arise concerning the interpretations of any provisions of this Agreement, all disputes between either a teacher and the Board or between the Federation and the Board concerning the interpretation of any provisions of this Agreement shall be dealt with as follows:

a. Definitions.

1) A grievance shall mean a complaint by a party in interest that his/her rights under the specific language of this Agreement have been violated or that as to him/her there has been a misapplication or misinterpretation of the specific provisions of this Agreement or that such party has been issued a written reprimand or received a disciplinary suspension without just cause. Such "just cause" grievance shall proceed directly to arbitration from the Superintendent's level if pursued by the Federation on behalf of the grievant.

2) A "party in interest" is a teacher or the Federation.

b. Grievance Procedure.

Step 1: A party in interest having a grievance shall first discuss the issue with his/her principal. If a solution is not reached, the party may proceed to step 2.

Step 2: A party in interest with a grievance shall, within thirty five (35) calendar days of when he/she knew or should have known of the incident, present the grievance in writing to the principal and shall notify the Federation. The principal shall meet with the grievant to discuss the matter and respond in writing within ten (10) calendar days of receiving the grievance. If a solution is not reached the party may proceed to step 3.

Step 3: The grievance shall be submitted to the Superintendent of schools within ten (10) calendar days of the response at Step 2. The Superintendent shall meet with the parties and respond to the grievance within ten (10) calendar days of receiving the grievance. If a solution is not reached the party may proceed to step 4 except that in grievances involving discipline for just cause, the party in interest may proceed directly to step 5 within (10) school days of the receipt of the Superintendent's decision at Step 2.

Step 4: The grievance shall be submitted to the Board of Education within ten (10) calendar days of receipt of the decision at step 3. The Board of Education shall have thirty (30) calendar days to meet with the parties in interest and issue a written response. If a solution is not reached the party in interest may proceed to Step 5.

Step 5: Within ten (10) school days after the written response by the Board of Education the Federation, acting on behalf of the party in interest, may submit the matter to the American Arbitration Association for binding arbitration. Any charges by the arbitration board shall be shared one half (1/2) by the Federation and/or the teacher and one half (1/2) by the Board.

The arbitrator shall hear and decide only one (1) grievance in each case. Such arbitration shall be binding upon both parties, except as otherwise provided by law.

c. General Provisions.

1) Parties in interest may participate in grievance procedures without jeopardizing their standing in the school community.

2) The Federation shall have the right to be present at each step of the grievance procedure.

3) While the parties in interest may be represented by counsel, the Federation or any representative of their choosing beginning at Step 3, only the Federation may select counsel for matters submitted to arbitration under Step 5 of the grievance procedure.

4) All documents, communications and records germane to the processing of a grievance shall be filed separately from the personnel file of any party in interest.

5) The statement of grievance shall contain the provisions of the contract alleged to have been violated as well as a statement of the remedy requested. The sole and exclusive remedy for a teacher who wishes to challenge a termination or non-renewal pursuant to the reduction in force policy shall be through the procedures contained in Connecticut General Statute Section 10-151, as may be amended.

VIII
OTHER PROVISIONS

49. Termination Notice. Whenever practicable, a teacher shall give sixty (60) days' notice of resignation.

50. Calendar. The school calendar shall be set by the Board after consulting with the Federation. It shall define the number of teacher working days. The PLC calendar shall be set by the administration after consultation with the Federation President. PLC meetings shall not be held during the weeks of back to school night or parent-teacher conferences.

51. Severability. In the event that any provision or portion of this Agreement is ruled invalid for any reason, the balance and remainder of this Agreement shall remain in full force and effect.

52. Part Time Teachers. Teachers who work fewer days than a full teacher work year will be paid on a per-diem basis using one divided by the number of teacher work days as base salary for each day worked. Teachers who work part of each day shall be paid a salary proportional to the number of hours worked of the work day. Additionally, the following special provisions apply to part-time teachers.

  a. Article IV, Section 11 Salary Payments Schedule, shall apply to part-time teachers.

  b. Teachers employed half-time or more, hired on or before June 30, 2012, shall receive the same insurance benefits as full-time teachers.

     Teachers hired on or after July 1, 2012 shall also receive the same insurance benefits as full-time teachers, but the Board shall only be responsible for paying a pro-rata share of the Board's premium contribution, based on the percentage of time that a teacher is working.

     Teachers employed less than half-time shall receive no insurance benefits.

  c. Benefits under Article VI, Section 24, Personal Leave, shall be proportional to the percentage of employment rounded to the nearest tenth (1/10).

  d. Sick leave lengths shall be proportional to the percentage of employment rounded to the nearest tenth (1/10).

  e. Graduate study reimbursement shall be the same as for full-time teachers.

  f. Under Article VI Section 32, Sabbatical Leave, salary payment while on leave shall be proportional to the percentage of employment rounded to the nearest tenth (1/10).

  g. Under Article VII, Section 37, Preparation and Planning Periods, these periods shall be proportional to the percentage of employment rounded to the nearest tenth (1/10).

Teacher Work Day

53. Instructional Day. The instructional day shall be six hours and forty-five minutes for students in grades K through 12. Any increase in the instructional day for students shall not require any corresponding increase in current requirements for the teacher's usual obligation of 7 hours at school exclusive of special requirements set forth in Article 39 of this Agreement.

54. Types of Assignments. Applications will usually encompass a wide variety of purposes including experimental projects involving development of teaching methods and

materials, curriculum improvement, teacher-student relationships, subject matter research in one's field or specialization, and other professional activities.

IX
REDUCTION IN FORCE AND RECALL

55. Layoff

a. The Board has the sole and exclusive right to eliminate professional staff positions consistent with what it feels is its statutory responsibilities under the Connecticut General Statutes.

b. Retirements, resignations, non-renewals, and terminations among the teaching staff will first be reviewed to determine if the staff is reduced in sufficient number in this manner to avoid further release of teachers.

c. When the Board deems it necessary to layoff professional staff members because of the elimination of their positions, a tenured teacher shall be laid off only if no other position exists held by a non-tenured teacher for which the tenured teacher is both qualified and certified.

d. As between tenured teachers or non-tenured teachers, the Board, within its sole discretion, shall decide which teachers shall be retained based upon the criteria outlined below. The needs of the Waterford School System with regard to the number of positions and certifications required shall be determined by the Board. Once having done so the following criteria shall apply in selecting the teachers to be terminated or non-renewed.

1) Skill and ability;
2) Areas of certification;
3) Areas of teaching experiences; and
4) Past performance.

When the above criteria are equal, seniority will prevail. Seniority is defined as the length of service in the Waterford School System in a certified position.

56. Recall

a. Any employee laid off pursuant to this article shall have recall rights to any position in the bargaining unit which becomes vacant and which is to be filled for which he/she is qualified and certified for a period of two (2) calendar years starting with the effective date of the layoff. All certified and qualified tenured teachers shall be recalled prior to recall of any non-tenured teachers under this Article.

b. Any teacher recalled under this section will be returned to work in order of seniority if certified and qualified for the position. The following criteria shall be applied to determine qualifications for the purpose of recall:

- Certification Status;
- Degree status;
- Skills and ability as determined through written evaluations;
- Additional course credit;
- Teaching experience.

When the above criteria are equal, seniority will prevail. Seniority is defined as the length of service in the Waterford School System in a certified position.

c. In the event of recall, the employee shall be placed on the salary schedule at the level he/she had attained at the time of termination, unless the position which the recalled teacher fills specifically pays a lesser compensation.

d. If a teaching position within the bargaining unit becomes open during such period and a teacher on the reappointment list is certified and qualified to hold that position, then the teacher will be notified in writing by registered mail, sent to the teacher's last address appearing on the Board of Education records, with a copy to the Federation president, prior to the anticipated date of reemployment. Any teacher so notified must contact the Superintendent's office and accept or reject any offer of appointment in writing within ten (10) calendar days from the date of the recall letter. If such teacher rejects any appointment offered or does not respond in writing within the ten (10) day period according to this procedure, the teacher's name shall be removed from the recall list and he/she shall forfeit all such recall rights.

e. An employee who has been laid off due to reduction in staff may continue to participate in any group insurance program, in which he/she was a member, for the recall period set forth above provided he/she pays the full costs for the premium for such coverage and that the provisions of the appropriate group policy permit such continuation. No other benefits shall be available to a laid off teacher provided, however, that a laid off teacher who is recalled shall be granted any sick leave entitlement he/she had accrued up to the point of layoff and for which he/she was not compensated.

f. All separations of teachers under this article shall take place in accordance with the provisions of Section 10-151 of the Connecticut General Statutes, as may be amended. Any hearing necessary in cases of separations of staff members shall be conducted in accordance with the provisions of that statute. This provision is not subject to the grievance article in this contract.

SIGNATURE PAGE

WATERFORD BOARD OF EDUCATION:

By:________________________
Craig Merriman
Board Chair

Date: 1/29/21

WATERFORD FEDERATION OF CLASSROOM TEACHERS:

By:________________________
Jason Adler
President

Date: 1/29/21

9306009v3

APPENDIX A-1
ATHLETIC STIPENDS

Position	Season	2021-2022	2022-2023	2023-2024
Football-Head-WHS	Fall	$7,614	$7,766	$7,921
Field Hockey-Varsity-WHS	Fall	$6,384	$6,512	$6,642
Soccer-Boys-Varsity-WHS	Fall	$6,384	$6,512	$6,642
Soccer-Girls-Varsity-WHS	Fall	$6,384	$6,512	$6,642
Swimming-Girls-Head-WHS	Fall	$6,384	$6,512	$6,642
Volleyball-Girls-Head-WHS	Fall	$6,384	$6,512	$6,642
Basketball-Boys-Varsity-WHS	Winter	$6,384	$6,512	$6,642
Basketball-Girls-Varsity-WHS	Winter	$6,384	$6,512	$6,642
Swimming-Boys-Head-WHS	Winter	$6,384	$6,512	$6,642
Wrestling-Varsity-WHS	Winter	$6,384	$6,512	$6,642
Baseball-Varsity-WHS	Spring	$6,384	$6,512	$6,642
Lacrosse-Boys-Head-WHS	Spring	$6,384	$6,512	$6,642
Lacrosse-Girls-Head-WHS	Spring	$6,384	$6,512	$6,642
Outdoor Track- Varsity-WHS Boys	Spring	$6,384	$6,512	$6,642
Outdoor Track- Varsity-WHS Girls	Spring	$6,384	$6,512	$6,642
Softball-Varsity-WHS	Spring	$6,384	$6,512	$6,642
Assistant Football-WHS (3)	Fall	$6,384	$6,512	$6,642
Cheerleader-WHS	Fall/Winter	$5,402	$5,510	$5,620
Cross Country-Varsity-WHS	Fall	$5,402	$5,510	$5,620
Fencing-Head - WHS	Winter	$5,402	$5,510	$5,620
Indoor Track-Boys-WHS	Winter	$5,402	$5,510	$5,620
Indoor Track-Girls-WHS	Winter	$5,402	$5,510	$5,620
Golf-Head-WHS	Spring	$5,402	$5,510	$5,620
Tennis-Boys-Varsity-WHS	Spring	$5,402	$5,510	$5,620
Tennis-Girls-Varsity-WHS	Spring	$5,402	$5,510	$5,620
Assistant Field Hockey-WHS	Fall	$4,911	$5,009	$5,109
Assistant Soccer-Boys-WHS	Fall	$4,911	$5,009	$5,109
Assistant Soccer-Girls-WHS	Fall	$4,911	$5,009	$5,109
Assistant Volleyball-Girls-WHS	Fall	$4,911	$5,009	$5,109
Assistant Basketball-Boys-WHS	Winter	$4,911	$5,009	$5,109
Assistant Basketball-Girls-WHS	Winter	$4,911	$5,009	$5,109
Assistant Wrestling-WHS	Winter	$4,911	$5,009	$5,109
Assistant Fencing-WHS	Winter	$4,911	$5,009	$5,109
Assistant Baseball-WHS	Spring	$4,911	$5,009	$5,109
Assistant Lacrosse-Boys-WHS	Spring	$4,911	$5,009	$5,109
Assistant Lacrosse-Girls-WHS	Spring	$4,911	$5,009	$5,109
Assistant Outdoor Track-WHS (2)	Spring	$4,911	$5,009	$5,109

Position	Season	2021-2022	2022-2023	2023-2024
Assistant Softball-WHS (2)	Spring	$4,911	$5,009	$5,109
Assistant Cross Country Coach -WHS	Fall	$4,417	$4,505	$4,595
Assistant Swimming-Girls-WHS	Fall	$4,417	$4,505	$4,595
Assistant Swimming-Boys-WHS	Winter	$4,417	$4,505	$4,595
Assistant Golf- -WHS	Spring	$4,417	$4,505	$4,595
Freshman Football-Head-WHS	Fall	$4,417	$4,505	$4,595
Freshman Volleyball Girls- WHS	Fall	$4,417	$4,505	$4,595
Freshman Basketball-Boys-WHS	Winter	$4,417	$4,505	$4,595
Freshman Basketball-Girls-WHS	Winter	$4,417	$4,505	$4,595
Freshman Baseball-WHS	Spring	$4,417	$4,505	$4,595
Assistant Freshman Football-WHS	Fall	$4,417	$4,505	$4,595
Basketball-8th – Boys-CLMS	Winter	$2,453	$2,502	$2,552
Basketball-8th – Girls-CLMS	Winter	$2,453	$2,502	$2,552
Track-Boys-CLMS	Spring	$2,453	$2,502	$2,552
Track-Girls-CLMS	Spring	$2,453	$2,502	$2,552
Cross Country-CLMS (2)	Fall	$2,209	$2,253	$2,298
Soccer- Boys-CLMS	Fall	$2,209	$2,253	$2,298
Soccer- Girls-CLMS	Fall	$2,209	$2,253	$2,298
Swimming Boys & Girls- CLMS	Winter	$2,209	$2,253	$2,298
Wrestling-CLMS	Winter	$2,209	$2,253	$2,298
Assistant Cheerleading Coach- WHS	Fall/Winter	$1,472	$1,501	$1,531
Volleyball Boys & Girls- CLMS	Winter	$1,472	$1,501	$1,531

An annual list of athletic activities shall be published. The WFCT President shall be notified of each approval and/or denial of a teacher proposal for an athletic activity.

APPENDIX A-2
DISTRICT-WIDE STIPENDS

Position		**2021-22**	**2022-23**	**2023-24**
Assistant to the Special Services Director	Year	$4,505	$4,595	$4,687
Data Organizer -WHS	Year	$4,005	$4,085	$4,167
Department Chair-WHS (>9) (Certified) (4)	Year	$4,005	$4,085	$4,167
Teaching Assistant Principals (5)	Year	$4,005	$4,085	$4,167
Curriculum Leaders (5-9) (8)	Year	$3,507	$3,577	$3,649
Department Chair-WHS (5-9) (1)	Year	$3,507	$3,577	$3,649
Chemical Hygiene Officer-District	Year	$3,207	$3,271	$3,336
Department Chair-WHS (<5) (Certified) (4)	Year	$3,005	$3,065	$3,126
School Coun. Curr. Leader/State Test Coord.- CLMS	Year	$3,005	$3,065	$3,126

An annual list of district wide stipends shall be published.

APPENDIX A-3
CLUBS AND PROGRAMS

Position	Season	2021-22	2022-23	2023-24
Drama-WHS	Year	$4,505	$4,595	$4,687
Band Director-WHS (includes football pep band)	Year	$3,507	$3,577	$3,649
Yearbook Advisor – WHS	Year	$3,507	$3,577	$3,649
Unified Sports Coordinator-WHS	Year	$3,005	$3,065	$3,126
Jazz Band Director-WHS	Year	$3,005	$3,065	$3,126
Dance Club-WHS	Year	$3,005	$3,065	$3,126
Intramurals-WHS	Year	$2,502	$2,552	$2,603
Student Council-WHS	Year	$2,502	$2,552	$2,603
Student Council-CLMS	Year	$2,502	$2,552	$2,603
Senior Class Advisor-WHS	Year	$2,502	$2,552	$2,603
Yearbook Advisor Assistant- WHS	Year	$2,502	$2,552	$2,603
Yearbook Advisor-CLMS	Year	$2,253	$2,298	$2,344
Jazz Ensemble Director -CLMS	Year	$2,004	$2,044	$2,085
Choral Director-WHS	Year	$2,004	$2,044	$2,085
Orchestra & Strings Director-WHS	Year	$2,004	$2,044	$2,085
Lancelot Advisors-WHS (1)	Year	$2,004	$2,044	$2,085
DECA Advisor-WHS	Year	$2,004	$2,044	$2,085
Drama Coach- CLMS	Year	$2,004	$2,044	$2,085
Drama Musical Director-WHS	Spring	$1,900	$1,938	$1,977
Junior Class Advisor-WHS	Year	$1,900	$1,938	$1,977
Jazz Ensemble -All Elementary		$1,501	$1,531	$1,562
Musical Choreographer-Spring Musical-WHS	Spring	$1,501	$1,531	$1,562
Intramural Coordinator-CLMS	Year	$1,501	$1,531	$1,562
Sophomore Class Advisor-WHS	Year	$750	$765	$780
Freshman Class Advisor-WHS	Year	$750	$765	$780
Science Bowl-WHS (2)	Year	$750	$765	$780
Key Club-WHS	Year	$498	$508	$518
National Honors Society Advisor-WHS	Year	$498	$508	$518
Intramurals ACE/session-CLMS (7)	TBD	$498	$508	$518
Connections Staff-CLMS (24)	TBD	$498	$508	$518
Elementary After School Program-GN (6)* [was 5]	TBD	$498	$508	$518
Elementary After School Program-OSW (6)* [was 5]	TBD	$498	$508	$518
Elementary After School Program-QH (6)* [was 5]	TBD	$498	$508	$518
National Honor Advisor Latin*		$498	$508	$518
National Honor Advisor Spanish*		$498	$508	$518

Position	Season	2021-22	2022-23	2023-24
National Honor Advisor French*		$498	$508	$518
National Junior Honors Advisor for World Lang-CLMS	Year	$248	$253	$258
High School Programming* (New)		$3,699		

The Board may establish and eliminate student clubs/programs in its discretion. Proposals for new clubs and/or student programs may be made by teachers in consultation with the building principal at each school building. Such proposals shall include at least the following information, and any other information as may be required by the building principal:

- The scope of responsibility for the proposed club/program;
- The minimum number of students anticipated to be participating in the proposed club/program;
- The number of hours required for the proposed club/program; and
- The proposed stipend rate for the proposed club/program.

Such proposals shall be submitted to the building principal for review and tentative approval. The building principal shall consult with the proposing teacher regarding the club/program, including consultation regarding the stipend for the proposed club/program based on the criteria set forth above and equity with current clubs/programs. Upon tentative approval by the building principal, the club and/or program proposal shall be forwarded to the Superintendent, who has the authority to approve such club/program in his/her discretion. The total funds available for student clubs/programs shall be aggregated at each school building based on the school district budget for the applicable year, and the Superintendent may approve new clubs/programs within the aggregate fund established at each school building. While clubs/programs that exceed the aggregate total at a particular school building may be approved by the Superintendent, the establishment of any such clubs/programs in excess of the aggregate budgeted amount will require the prior approval of the Board of Education.

APPENDIX B-1
HDHP PLAN DESIGN 2021-2022

The_Board shall offer a HDHP plan, or a high deductible health care plan with a health savings account feature, including the following components:

	BENEFIT
COST SHARES	
	In-Network services and Out-of-Network services and Out-of-Network services subject to deductible and coinsurance. No Referrals Required Deductible: $2,250 Individual, $4,500 Two or More In Network Coinsurance 100% Out-of-pocket Maximum $3,250 Individual, $6,500 Two or More Lifetime Maximum In-Network - Unlimited **Out-of-Network Benefits** Coinsurance 80% / 20% Out-of-pocket Maximum $5,500 Individual, $11,000 Two or More Lifetime Maximum Out-of-Network - Unlimited **Only In-Network Benefits Illustrated Below**
PREVENTIVE CARE	**Annual**
Pediatric	Covered 100% - Not Subject to Deductible
Adult	Covered 100% - Not subject to Deductible
Vision Exam	Covered 100% - Not Subject to Deductible
Hearing	Covered 100% - Not Subject to Deductible
Routine Gynecological	Covered 100% - Not Subject to Deductible
MEDICAL SERVICES	
Medical Office Visit	100% after deductible
Outpatient - PT/OT/*Speech/* Chiropractic	100% after deductible 50 visits per calendar year Add'l coverage after 50 visits subject to OON deductible/coinsurance
Allergy Services	100% after deductible
Diagnostic Lab & X-ray	100% after deductible

COST SHARES	BENEFIT
Surgery Fees	100% after deductible
Office Surgery	100% after deductible
Outpatient MH/SA	100% after deductible
EMERGENCY SERVICES	
Emergency Room	100% after deductible
Urgent Care Facility	100% after deductible
Ambulance	100% after deductible
INPATIENT HOSPITAL	**Note: All hospital admissions require pre-cert**
General/Medical & Surgical	100% after deductible
Ancillary Services (Medication, Supplies)	100% after deductible
Psychiatric	100% after deductible
Substance Abuse/Detox	Covered 100%
Rehabilitative	100% after deductible Covered up to 100 days per calendar year. Add'l coverage after 100 days subject to OON deductible/coinsurance
Skilled Nursing Facility	100% after deductible 120 days per calendar year
Hospice	100% after deductible
OUTPATIENT HOSPITAL	
Outpatient Surgery Facility Charges	100% after deductible
Diagnostic Lab & X-ray	100% after deductible
Pre-Admission Testing	100% after deductible
OTHER SERVICES	
Durable Medical Equipment	100% after deductible

COST SHARES	BENEFIT
Prosthetics	100% after deductible
Home Health Care	100% after deductible 200 visits per calendar year.
Infertility Services	100% after deductible No Age or Cycle Limits GIFT & ZIFT are covered
Prescription Drugs	After the deductible prescriptions will be subject to copays of: $0 Generic/$25 Listed Brand/$40 Non-Listed Brand with 2x Mail Order Copay

The Board's contribution toward the HDHP deductible as set forth in article V will be deposited into the HSA accounts of compliant employees with the first payroll date of the contract year. The parties acknowledge that the Board's contribution toward the funding of the HDHP plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed teachers. The Board shall have no obligation to fund any portion of the HDHP deductible for retirees or other individuals upon their separation from employment. Any teacher hired with an effective date prior to or on the first day of the teacher work year who elects to enroll in the HDHP Plan shall receive full funding of the Board's portion of the HSA contribution. Teachers hired with an effective date after the first day of the teacher work year will receive a pro-rata share of the Board contribution to the HSA.

APPENDIX B-2
HDHP PLAN DESIGN 2022-2023; 2023-2024

The Board shall offer a HDHP plan, or a high deductible health care plan with a health savings account feature, including the following components:

COST SHARES	BENEFIT
	In-Network services and Out-of-Network services and Out-of-Network services subject to deductible and coinsurance. **No Referrals Required** Deductible: $2,500 Individual, $5,000 Two or More In Network Coinsurance 100% *Out-of-pocket Maximum $3,500_ Individual, $7,000 Two or More* *Lifetime Maximum In-Network - Unlimited* **Out-of-Network Benefits** *Coinsurance 80% / 20%* *Out-of-pocket Maximum $6,000 Individual, $12,000 Two or More* Lifetime Maximum Out-of-Network - Unlimited Only In-Network Benefits Illustrated Below
PREVENTIVE CARE	**Annual**
Pediatric	Covered 100% - Not Subject to Deductible
Adult	Covered 100% - Not subject to Deductible
Vision Exam	Covered 100% - Not Subject to Deductible
Hearing	Covered 100% - Not Subject to Deductible
Routine Gynecological	Covered 100% - Not Subject to Deductible
MEDICAL SERVICES	
Medical Office Visit	100% after deductible
Outpatient - PT/OT/Speech/ Chiropractic	100% after deductible 50 visits per calendar year Add'l coverage after 50 visits subject to OON deductible/coinsurance
Allergy Services	100% after deductible
Diagnostic Lab & X-ray	100% after deductible
Surgery Fees	100% after deductible

COST SHARES	BENEFIT
Office Surgery	100% after deductible
Outpatient MH/SA	100% after deductible
EMERGENCY SERVICES	
Emergency Room	100% after deductible
Urgent Care Facility	100% after deductible
Ambulance	100% after deductible
INPATIENT HOSPITAL	**Note: All hospital admissions require pre-cert**
General/Medical & Surgical	100% after deductible
Ancillary Services (Medication, Supplies)	100% after deductible
Psychiatric	100% after deductible
Substance Abuse/Detox	Covered 100%
Rehabilitative	100% after deductible Covered up to 100 days per calendar year. Add'l coverage after 100 days subject to OON deductible/coinsurance
Skilled Nursing Facility	100% after deductible 120 days per calendar year
Hospice	100% after deductible
OUTPATIENT HOSPITAL	
Outpatient Surgery Facility Charges	100% after deductible
Diagnostic Lab & X-ray	100% after deductible
Pre-Admission Testing	100% after deductible
OTHER SERVICES	
Durable Medical	100% after deductible

COST SHARES	BENEFIT
Equipment	
Prosthetics	100% after deductible
Home Health Care	100% after deductible 200 visits per calendar year.
Infertility Services	100% after deductible No Age or Cycle Limits GIFT & ZIFT are covered
Prescription Drugs	After the deductible prescriptions will be subject to copays of: $0 Generic/$25 Listed Brand/$40 Non-Listed Brand with 2x Mail Order Copay

The Board's contribution toward the HDHP deductible for compliant employees as set forth in article V will be deposited into the HSA accounts with the first payroll date of the contract year. The parties acknowledge that the Board's contribution toward the funding of the HDHP plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed teachers. The Board shall have no obligation to fund any portion of the HDHP deductible for retirees or other individuals upon their separation from employment. Any teacher hired with an effective date prior to or on the first day of the teacher work year who elects to enroll in the HDHP Plan shall receive full funding of the Board's portion of the HSA contribution. Teachers hired with an effective date after the first day of the teacher work year will receive a pro-rata share of the Board contribution to the HSA.

APPENDIX C

PREVENTIVE SERVICES SCHEDULES FOR BENEFITS BASED WELLNESS INCENTIVE

Preventive Physical Exams or routine gynecological exams are required in each applicable measurement year according to schedule below[1]:

Preventive Screening Requirements for Male teachers/Male enrolled spouses:

Preventative Screening Requirements	Age Required (1)	Frequency
Preventive Physical Exam	20 years and older	1 exam every 2 years

Preventive Screening Requirements for Female teachers/Female enrolled spouses:

Preventative Screening Requirements	Age Required (1)	Frequency
Either Preventive Physical Exam; OR	20 years and older	1 exam every 2 years
Routine OB/GYN Exam (2)	20 years and older	1 exam every 2 years

(1) Use age as of January 1st to determine required screening for yourself and/or spouse, if applicable.

(2) Routine OB/GYN Exam can be conducted by Primary Care Provider either at the time of Preventive Physical Exam or Separate visit.

Note: Wellness Compliance will be determined for the July plan year based on services received in the previous calendar year/years, in accordance with the applicable measurement schedule.

[1] Female employees and/or female enrolled spouses may comply with wellness requirements by having either a preventive physical examination or a routine gynecological evaluation during the applicable measurement year.

APPENDIX D

ADDITIONAL BASE SALARY PAYMENTS FOR TEACHERS WITH AN EFFECTIVE START DATE ON OR BEFORE JUNE 30, 2018:

This Appendix applies solely to teachers with an effective start date on or before June 30, 2018.

a. The Board shall deduct teacher pension contributions from all additional base salary step and lane payment amounts set forth in this Appendix.

b. Eligible teachers in the salary classification lanes set forth below shall receive the following additional base salary payments during each contract year after the contract year in which the eligible teacher reaches Step 11:

Year	BA	BA+30/MA	MA+30/6th Year
21-22	$3,278	$5,273	$5,843
22-23	$3,753	$6,038	$6,690
23-24	$4,288	$6,898	$7,643

c. Eligible teachers who meet one of the following conditions will be eligible for the additional base salary payments set forth below. Conditions for eligibility:

i. The teacher held placement of the applicable salary classification lane during the 2017-2018 contract year; OR

ii. The teacher completed Board pre-approved coursework during the 2018-2021 agreement that would have rendered the teacher eligible for placement of the applicable salary classification lane as defined in the 2017-2018 contract year; AND submitted the appropriate documentation of the completion of such Board approved coursework during the 2018-2021 contract period.

Additional Base Salary Payments:

Year	2017-2018 salary classification lane for BA+45/MA+15	2017-2018 salary classification lane for MA+60	2017-2018 salary classification lane for PhD
21-22	$1,710	$5,559	$8,978
22-23	$1,958	$6,365	$10,280
23-24	$2,237	$7,272	$11,745

SUMMARY OF CONNECTICUT'S TEACHER NEGOTIATION ACT

SHIPMAN

OVERVIEW OF TEACHER NEGOTIATIONS ACT
(Conn. Gen. Stat. Section 10-153a *et seq.*)

1. The duty to bargain:

> "The local board of education and the exclusive representative for the appropriate unit . . . shall have the duty to negotiate with respect to salaries, hours and other conditions of employment about which either party wishes to negotiate. For the purposes of [the Teacher Negotiation Act] (1) 'hours' shall not include the length of the student school year; the scheduling of the student school year; the length of the student school day; the length and number of parent-teacher conferences; and the scheduling of the student school day, except for the length and scheduling of teacher lunch periods and teacher preparation periods and (2) 'other conditions of employment' shall not include the establishment or provisions of any retirement incentive plan authorized by section 10-183jj."

Section 10-153d(b).

> "As used in [the Teacher Negotiation Act], 'to negotiate in good faith' is the performance of the mutual obligation of the board of education . . . and the exclusive representative for the appropriate unit to meet at reasonable times, including meetings appropriately related to the budget-making process, and to participate actively so as to indicate a present intention to reach agreement with respect to salaries, hours and other conditions of employment, or the negotiation of an agreement, or any question arising thereunder and the execution of a written contract incorporating any agreement reached if requested by either party, but such obligation shall not compel either party to agree to a proposal or require the making of a concession."

Section 10-153e(d).

2. Negotiations Timeline:

240 days before the budget submission date:

Within 30 days prior to the beginning of negotiations, the board of education must meet and confer with the town authority responsible for appropriations.

210 days before the budget submission date:

Negotiations must begin by this date. A representative of the authority making appropriations shall be permitted to be present during the negotiations and shall provide such fiscal information as may be requested by the board of education.

160 days before the budget submission date:

If there has been no agreement in negotiations, the parties must select a mediator. Mediation must be conducted within the following twenty-five day period.

135 days before the budget submission date:

If there has been no agreement during the mediation period, the parties must designate party arbitrators or agree to submit the dispute to a single arbitrator. At that time, the parties should also notify the Commissioner of Education of the name of the single arbitrator or of the impartial arbitrator they are designating by mutual agreement. If the parties do not agree on the arbitrator within five days, the Commissioner will designate the neutral arbitrator by random selection, and if the parties have designated party arbitrators, the neutral arbitrator shall serve as chair of the panel.

3. Arbitration Timelines:

a. The arbitration panel must convene between 5 and 12 days after the neutral arbitrator is designated.

b. The arbitration panel must conclude the hearings within 25 days after the hearings convene. At the hearings, a representative of the fiscal authority having budgetary responsibilities or charged with making appropriations shall be heard regarding the financial capability of the town, unless such opportunity is waived.

c. The arbitration panel must consider the evidence presented and accept the last best offer of one of the parties on each issue in dispute. The panel must make its decision on each issue in light of the statutory criteria. The statute provides that the arbitrators must give priority to the public interest and the financial capability of the school district, including consideration of other demands on the financial capability of the district. In assessing the financial capability of the Town or Towns, there shall be an irrebuttable presumption that a budget reserve of five percent (5%) or less is not available for payment of the cost of any item subject to arbitration. It further provides that, in light of such financial capability, the panel should consider the following factors:

> "(A) The negotiations between the parties prior to arbitration, including the offers and the range of discussion of the issues; (B) the interests and welfare of the employee group; (C) changes in the cost of living averaged over the preceding three years; (D) the existing conditions of employment of the employee group and those of similar groups; and (E) the salaries, fringe benefits, and other conditions of employment prevailing in the state labor market, including the terms of recent contract settlements or awards in collective bargaining for other municipal employee organizations and developments in private sector wages and benefits."

d. The arbitration panel must issue its award within 20 days after the hearings close. The award shall incorporate any agreements reached between the parties at any time prior to the issuance of the award, and shall include the last best offer of one of the parties on each disputed issue.

e. The arbitration award is subject to rejection by a two-thirds vote of the legislative body of the town within 25 days of receipt of the award.

f. Within 10 days after a vote to reject, the legislative body of the town shall notify the Commissioner of Education and the affected unit and shall submit to them a written explanation of the reasons for the vote.

g. Within 10 days after receipt of the notification of a vote to reject, the Commissioner shall select a panel of three arbitrators (or one, if the parties agree) to review the award. The costs of the arbitrators and the transcript of the arbitration hearings shall be borne by the town legislative body.

h. Within 10 days after receipt of the notification of the vote, the affected unit shall prepare a written response to the rejection and submit it to the legislative body of the town and the Commissioner of Education.

i. Within 10 days after receipt of the notification of the vote, the board of education may prepare a written response to the rejection and submit it to the legislative body of the town and the Commissioner of Education.

j. Within 20 days of its designation, the review panel shall complete its review of the arbitration award, the transcript of the hearings, the briefs of the parties, the written explanation and the written response(s).

k. Within 5 days, the review panel shall issue a final and binding award on each rejected issue.

4. Appeal:

Either party to the arbitration may appeal the final award on the basis that it is (1) in violation of constitutional or statutory procedures, (2) in excess of the statutory authority of the panel, (3) made upon unlawful procedure, (4) affected by any other error of law, (4) clearly erroneous in view of the reliable, probative and substantial evidence on the whole record, or (5) arbitrary or capricious or characterized by abuse of discretion or clearly unwarranted exercise of discretion.

Please provide town by town comparisons between Waterford, East Lyme and Stonington, including teacher salaries and health benefits.

All salaries are for the 2023-2024 school year.

Town	Bachelor's minimum	Bachelor's Maximum	Master's Minimum	Master's Maximum	6th Year Degree Minimum	6th Year Degree Maximum
East Lyme	$47,395	$79,349	$51,221	$85,355	$55,059	$91,395
Stonington	$45,992	$81,245	$51,332	$90,712	$53,633	$94,803
Waterford *	$47,390	$70,621	$52,837	$94,800	$53,313	$97,426
Waterford * (hired before 6/30/18)		$74,909		$101,698		$105,069

* For July 1, 2018 structural changes were made to the salary grid through negotiations.

- The seven salary lanes of the contract were reduced to three.
- The number of steps in the contract was reduced from twelve to eleven.
- All new employees after 7/1/18 only have access to the three remaining salary lanes and cannot exceed step 11.

Insurance Comparisons for the 2023-2024 school year.

Town	Insurance
East Lyme	Employees pay 18% of the cost of the insurance. Employees are in the state partnership plan.
Stonington	Employees pay 19% of the cost of insurance. Employees are in a high deductible health plan and the Board funds 50% of the Health Savings Account.
Waterford	Employees pay 20% of the cost of insurance. Employees are in a high deductible health plan. The employee deductible is a $2500 a year deductible for single plans and $5000 a year for +1 and family plans. The Board funds $1250/$2500 of the Health Savings account if the employee is compliant with the wellness plan and $0 if the employee is non-compliant with the wellness plan.

During the current year, what percentage of the total town budget is represented by the salaries governed by the Teacher's Union Contract?

The total town budget for FY 24 is $102,073,198.
In FY24, salaries for the teachers' bargaining group is budgeted at $23,034,127.
Therefore, teachers' salaries comprise 22.57% of the total town budget for FY24.

Current number of teachers that are members of the Teachers' Union

Pages 18-21 of the FY24 BOE budget book indicate there are 236.45 teachers budgeted in FY24.

Of the 236.45 FTEs listed on pages 18-21, 219.80 are certified in instructional areas and the other 16.65 FTEs would be in the areas of psychologists, social workers, and school (guidance) counselors.

Latest enrollment projections for the proposed term of the teachers' contract.

Information below is a projection from NESDEC, April 5, 2023.

Note: Spring projections are based on updated Spring enrollment data.

				Enrollment Projections By Grade*																
Birth Year	Births*		School Year	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12
2017	152		Spring 2023	76	141	169	156	149	171	167	182	188	182	195	186	174	173	0	2233	2309
2018	150		2023-24	73	157	158	172	163	156	171	172	182	191	172	196	185	172	0	2247	2320
2019	149		2024-25	73	156	176	161	180	171	156	176	172	185	180	173	195	183	0	2264	2337
2020	141		2025-26	73	148	175	180	169	189	171	161	176	175	175	181	172	193	0	2265	2338
2021	154	(prov.)	2026-27	73	162	166	179	189	177	189	176	161	179	165	176	180	170	0	2269	2342
2022	149	(est.)	2027-28	73	157	181	169	188	198	177	195	176	163	169	166	175	178	0	2292	2365
2023	149	(est.)	2028-29	74	156	176	185	177	197	198	182	195	179	154	170	165	173	0	2307	2381
2024	148	(est.)	2029-30	74	156	175	180	194	186	197	204	182	198	169	155	169	163	0	2328	2402
2025	148	(est.)	2030-31	74	156	175	179	189	204	186	203	203	185	187	170	154	167	0	2358	2432
2026	150	(est.)	2031-32	74	157	175	179	188	198	205	192	202	206	175	188	169	152	0	2386	2460
2027	149	(est.)	2032-33	74	156	176	179	188	197	198	211	192	205	195	176	187	167	0	2427	2501

Due to the projected over 8% increase in enrollment in the next 10 years, the Board of Education voted at the May 18, 2023 regular meeting to conduct a comprehensive demographic enrollment study this school year. The Board has hired a consultant to conduct this study.