

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

Meeting Date and Time: Thursday, January 13, 2022 10:00 AM –12:00 PM

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

Call-in Instructions: Telephone 1 860-840-2075
Meeting ID: 533 526 329

Agenda

- I. Call to Order & Opening Remarks by Secretary Melissa McCaw and Treasurer Shawn Wooden
- II. Public Comment Period – *The Public Comment portion of the agenda will be announced by the Chair. Members of the public attending the telephonic meeting will be provided an opportunity to speak. Before making their comments, members of the public wishing to speak must be recognized by the Chair. Speakers may be asked to limit their comments due to time constraints of this meeting.*
- III. Approval of Minutes:
 - a. December 1, 2021 Regular Meeting
- IV. City of West Haven
 - a. Subcommittee update
 - b. Update on CohnReznick Audit
 - c. Review and discussion: Monthly Financial Report: November 2021
- V. City of Hartford
 - a. Subcommittee Update
 - b. Review, discussion and possible action: Labor Contracts:
 - i. Hartford Municipal Employees Association
 - c. Review and discussion: Non-labor contracts:
 - i. Capitol Region Education Council: Property Management
 - d. Review and discussion: Monthly Financial Report: November 2021

- VI. Town of Sprague
 - a. Subcommittee Update
 - b. Review and discussion: Monthly Financial Report: November 2021
- VII. Other Business
- VIII. Adjourn

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STATE OF CONNECTICUT
MUNICIPAL ACCOUNTABILITY REVIEW BOARD
REGULAR MEETING MINUTES

Meeting Date and Time: Wednesday, December 1, 2021 10:00 AM –12:00 PM

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

Call-in Instructions: Telephone 1 860-840-2075
Meeting ID: 691 625 870

Members in Attendance: Kimberly Kennison (OPM Secretary designee), Christine Shaw (State Treasurer designee), Matthew Brokman, Stephen Falcigno, Thomas Hamilton, Mark Waxenberg (joined after approval of minutes), Robert White

Municipal Officials in Attendance: Mayor Bronin, Jennifer Hockenhull, First Selectman Cheryl Blanchard, Mayor Rossi, Frank Cieplinski

OPM Staff in Attendance: Michael Milone (OPM Liaison), Julian Freund

I. Call to Order & Opening Remarks by Secretary Melissa McCaw and Treasurer Shawn Wooden
The meeting was called to order at 10:16 AM.

II. Public Comment Period
There was no public comment.

III. Approval of Minutes:
a. November 3, 2021 Regular Meeting
Mr. Hamilton made a motion to approve the minutes, with a second by Mr. White. The minutes were approved with a correction to the West Haven mayor's title on page three.

IV. City of Hartford
a. Subcommittee update
A written update was included in the meeting materials. The Subcommittee met on November 18. Tom Hamilton, MARB member and CFO of Norwalk Public Schools, gave a presentation at the Subcommittee meeting on Norwalk's experience with making changes to special education programming. Hartford Public Schools Superintendent Torres-Rodriguez described programmatic changes that have been underway in Hartford. The Subcommittee will compile

an information request to be provided to the Superintendent. The Subcommittee also will be engaging an employee benefits consultant to help analyze health insurance options available to the school district. The Subcommittee also reviewed the monthly status update on the City's budget mitigation measures.

b. Review and discussion: Monthly Financial Report: October 2021

Mayor Bronin reported that the current projection is an end of year \$2 million deficit, driven on the expenditures side by high overtime expenses in the Fire Department, rising fuel costs and water expenses. Health care costs are higher than the previous two fiscal years for the same period, but still within budgeted amounts. Mayor Bronin noted that salary projections are conservative at this time, because attrition savings are not reflected in projected savings until the savings have been experienced. The City is currently planning to direct the additional PILOT revenues received in the current year to capital reserve. In the event the City is still projecting a deficit in the final quarter of the fiscal year, some of the additional revenue could be used to ensure positive year-end results. Ms. Kennison asked if the Board of Education would provide the budgeted revenues to accompany the expenditure budget in future monthly reports.

c. Review and discussion: Non-Labor Contracts

i. Kounkuey Design Initiative, Inc: Neighborhood planning

ii. FHI Studio: Neighborhood planning

Randall Davis, Deputy Director of Development Services, explained the two neighborhood planning contracts. Through the contracts, the City will work with neighborhoods and residents to identify community priorities. The neighborhood plans will complement the City's Plan of Conservation and Development last updated in 2020. These contracts will prepare plans for four of the City's 17 distinct neighborhoods. The City intends to prepare plans for all neighborhoods over a five-year period. The contractors were selected through an RFP process. The plans are funded in the department's General Fund operating budget.

iii. Greenwood Emergency Vehicles: Purchase of Pumper Trucks

Ms. Hockenhull explained that the City is ordering two pumpers, one to be funded in 2023 and one in 2024. The order is being placed now to lock in pricing. Assistant Chief Reilly added that the department aims to replace one piece of apparatus per year. Ms. Shaw asked whether the department might see a reduction in the price if costs decline. Mr. Reilly answered that he expected that would be the case. Mr. Brokman asked how the vendor was selected. Mr. Reilly answered that an RFP process was used to select the vendor.

V. Town of Sprague

a. Subcommittee Update

A written update was included in the meeting materials. The Subcommittee met on November 18. The Subcommittee reviewed the Town's and Board of Education's current plans for use of ARPA funds.

b. Review and discussion: Monthly Financial Report: October 2021

First Selectman Cheryl Blanchard reported that year-to-date revenues and expenditures are consistent with prior years. She also noted that the planned public hearing regarding suggested uses of ARPA funds will likely be scheduled for after the holidays. She also reported that the FEMA reimbursements for road repairs after flood damage have been requested but not yet confirmed.

VI. City of West Haven

a. Subcommittee Update

A written update was included in the meeting materials. The Subcommittee met on November 16. The City presented its action plan for addressing Purchasing related items in the current memorandum of agreement. Updates were also provided on hiring for vacant positions and planning for ARPA funding.

b. Update on CohnReznick audit

Ms. Kennison reported that CohnReznick was on site this week and the City has been responding to their requests for information. At this time, the anticipated date of a final report is not known. While the contract with CohnReznick is in effect through the end of March, the report is expected to be finalized prior to that date.

c. Review and discussion: Monthly Financial Report: October 2021

Mr. Cieplinski reported that overall revenues are higher than prior years for the same period. An unbudgeted property sale generated approximately \$500,000. He noted that he will be recommending the property sale as a source of funding for proposed new positions in Purchasing. An increase in the fees for property transfers and the higher than budgeted PILOT payments are also contributing to the favorability in revenues. Revenues are projected to end the year about \$1.8 million higher than budget. Expenditures are largely in line with prior years with the exception of Public Works overtime. A small deficit is projected in the Sewer Fund. The Allingtown Fire Fund is projecting a surplus of about \$800,000.

Mr. White asked if any additional positions, other than those to be requested in Purchasing, are going to be needed as a result of the Memorandum of Agreement. One position remains in the Personnel Department to be filled, but it is a funded position. Mr. Cieplinski said that he is not aware of any unbudgeted positions at this time that need to be filled. He is asking department heads to submit for the fiscal year 2023 budget request any additional positions that they believe will be required.

Mr. Brokman asked if the projected Allingtown surplus could be directed to the reducing the district's pension liability. Mr. Cieplinski replied that would be an appropriate use of the funds.

Ms. Kennison asked for an update on the City's department head meeting regarding purchasing procedures. Mayor Rossi said that the meeting was held to explain that best practices would be put into place and that she has not experienced any pushback from departments.

Mr. Hamilton noted the additional PILOT funds provides the City with an opportunity to adequately staff the Purchasing function. He urged the City to staff the office with three employees rather than two.

Ms. Shaw asked if the projected increase in revenues includes any Municipal Restructuring Funds. Mr. Cieplinski replied that no restructuring funds are reflected in the FY 2022 budget or projections.

VII. Other Business

a. Review, discussion and possible action: 2022 Calendar

Mr. White made a motion to approve the meeting schedule, with a second by Mr. Hamilton. All members voted in favor.

b. Review, discussion and possible action: 2022 Subcommittees

Mr. Waxenberg made a motion to approve the subcommittees membership as distributed, with a second by Mr. Hamilton. All members voted in favor.

VIII. Adjourn

Mr. Falcigno made a motion to adjourn, with a second by Ms. Shaw. The meeting adjourned at 11:40 AM.

**MEMORANDUM
MUNICIPAL ACCOUNTABILITY REVIEW BOARD**

To: Municipal Accountability Review Board
From: Julian Freund
Subject: Update on West Haven Subcommittee
Date: January 7, 2022

The West Haven Subcommittee met on December 14, again focusing much of its discussion around the City's compliance with the Memorandum of Agreement and progress in addressing audit findings. Updates on other items, including the CohnReznick audit and plans for ARPA funding were provided.

CohnReznick Audit: At the Subcommittee meeting, it was reported that CohnReznick had completed its first site visit and had made an additional document request, including copies of cancelled checks related to Covid Relief Fund expenditures. An update on the audit is included on the MARB January 13, 2022 agenda.

MOA Action Plans: The City provided an update on the status of progress made on the Purchasing action plan. The City reported it was moving forward with recruiting for two Purchasing related positions: a newly created Procurement Director, and a Purchasing Specialist (which will replace an existing budgeted position). While the Purchasing action plan is designed to improve, and provide training on, procurement processes and controls, there was considerable discussion regarding whether the City can properly manage the procurement process while the plan is being implemented. At this time, the City is relying to a significant degree on the work of a consultant to help oversee the procurement function.

Open Positions: Organization charts representing current and proposed staffing of the Finance Department were reviewed. Similar organization charts are to be developed for the Personnel Department and Information Technology. The City reported that the Junior Financial Analyst position has been posted. Recruitment for the Human Resources Generalist is nearing completion.

Corrective Action Plan: Most of the remaining open items in the corrective action plans for prior years audit findings are related to purchasing. These are being addressed through the purchasing action plan. No other changes in status were reported on the corrective action plan.

ARPA Funds Plan: Mayor Rossi reported that a Town Hall meeting is going to be scheduled for January. Several survey responses have been received. Mr. Cieplinski recently attended a meeting organized by the Southern Connecticut Council of Governments with several presenters on topics regarding ARPA funding.

* The next meeting of the West Haven Subcommittee is January 25th.

City of West Haven

FY2022 5Mos Monthly Financial Report to
the Municipal Accountability Review Board



January 13, 2022

I) West Haven General Fund

GENERAL FUND : Revenue Comparisons FY19-FY22

\$ Millions Revenue Category	Fiscal 2019		Fiscal 2020		Fiscal 2021		Fiscal 2022	
	YTD	% of Yr	YTD	% of Yr	YTD	% of Yr	YTD	% of Yr
Property Taxes	50.564	52.2%	51.873	52.5%	54.326	52.9%	55.480	53.1%
Licenses & Permits	0.935	47.7%	0.643	45.2%	0.623	40.6%	0.847	46.5%
Fines And Penalties	0.140	48.7%	0.127	52.4%	0.209	55.8%	0.144	48.8%
Revenue From Use Of Money	0.115	28.5%	0.204	54.8%	0.061	44.7%	0.039	45.6%
Fed/State Grants - Non MARB	16.591	31.2%	16.273	30.7%	16.654	31.0%	19.581	34.8%
Charges For Services	0.443	36.8%	0.430	43.3%	0.397	33.1%	0.863	64.4%
Other Revenues	1.038	49.0%	0.299	16.6%	0.305	15.4%	1.331	56.1%
Other Financing Sources	1.064	69.7%	1.110	100.0%	0.714	97.4%	0.549	70.5%
	70.891	45.0%	70.958	45.0%	73.289	45.2%	78.834	47.1%

*Note : FY22% reflects current YTD as a % of currently projected FY22

GENERAL FUND : Cost Comparisons FY19-FY22

\$ Millions Expense Category	Fiscal 2019		Fiscal 2020		Fiscal 2021		Fiscal 2022	
	YTD	% of Yr	YTD	% of Yr	YTD	% of Yr	YTD	% of Yr
Payroll and Personnel	10.170	42.0%	10.281	41.9%	10.364	41.9%	10.693	40.7%
Debt Service	11.135	58.8%	10.865	58.7%	9.545	52.6%	9.480	53.0%
Health Ins. & Pension	5.696	41.7%	6.101	46.1%	6.199	45.8%	6.470	40.9%
Other Fixed Charges	1.277	44.4%	1.368	39.6%	1.411	40.7%	1.716	51.2%
Solid Waste & Recycling	1.343	42.2%	1.200	34.6%	1.045	29.4%	1.325	37.3%
Other Contractual Svcs	0.909	29.6%	1.099	35.5%	1.253	34.8%	1.474	39.9%
Electricity/Gas	0.630	36.1%	0.364	33.4%	0.191	13.4%	0.482	30.9%
Supplies & Materials	0.154	27.2%	0.216	34.7%	0.165	23.8%	0.390	48.3%
Capital Outlay	0.013	26.5%	0.030	35.1%	0.030	30.6%	0.011	11.1%
Other/Contingency	0.125	26.6%	0.172	21.4%	0.350	12.6%	0.717	38.1%
Fuel	0.102	31.7%	0.077	26.9%	0.146	36.8%	0.118	26.0%
Telephone	0.073	17.9%	0.170	34.1%	0.076	15.7%	0.168	32.2%
Total City Expend.	31.628	45.5%	31.943	45.8%	30.775	42.2%	33.045	43.5%
Salaries	15.065	29.2%	15.504	29.7%	14.677	33.2%	16.049	30.1%
Tuition	3.575	38.5%	0.986	10.6%	1.659	19.7%	2.128	25.8%
Student Transportation	2.100	35.5%	0.828	16.8%	0.800	17.3%	0.554	10.3%
Operation of Plant	2.311	63.0%	0.918	24.4%	1.354	34.1%	2.742	86.3%
Health Insurance	5.761	44.4%	5.576	42.0%	6.185	45.1%	6.244	44.7%
Other Fixed Costs	1.530	41.2%	1.373	42.0%	1.545	51.3%	1.299	38.5%
Purchased Services	0.549	37.2%	0.280	25.6%	0.367	27.7%	0.535	46.0%
Instruction	0.901	68.9%	1.072	80.6%	1.392	106.0%	1.693	128.2%
Total Board of Ed.	31.791	35.3%	26.538	29.8%	27.980	34.7%	31.244	34.7%

*Note : FY22% reflects current YTD as a % of currently projected FY22

CITY OF WEST HAVEN
REVENUE DETAIL REPORT
November 2021

Variances favorable/(unfavorable)

Account Description	ACTUAL					FORECAST		
	FY22	Nov YTD	Nov YTD	Nov YTD %	FY21 YTD %	Projected	Nov YTD %	Δ to Budget
	Budget	Actual	FY21	Budget	Actual	FY22	Fcst	
Tax Levy - Current Year	101,896,440	54,770,878	53,550,727	53.8%	53.9%	101,896,440	53.8%	(0)
Motor Vehicle Supplement	1,261,000	44,311	37,670	3.5%	3.0%	1,261,000	3.5%	-
Tax Levy - Prior Years	412,000	303,479	417,217	73.7%	40.5%	412,000	73.7%	-
Tax Levy - Suspense	100,000	76,114	67,096	76.1%	38.7%	100,000	76.1%	-
Tax Interest - Current Year	476,100	138,476	85,242	29.1%	18.1%	476,100	29.1%	-
Tax Interest - Prior Years	220,500	86,728	107,329	39.3%	34.8%	220,500	39.3%	-
Tax Interest - Suspense	128,000	59,866	60,459	46.8%	38.3%	128,000	46.8%	-
41 Property Taxes	104,494,040	55,479,851	54,325,739	53.1%	52.8%	104,494,040	53.1%	(0)
Building Permits	1,210,017	509,357	447,184	42.1%	38.5%	1,175,900	43.3%	(34,117)
Electrical Permits	189,324	135,949	43,457	71.8%	45.7%	189,324	71.8%	-
Zoning Permits	126,641	49,788	29,855	39.3%	28.9%	146,372	34.0%	19,731
Health Licenses	80,300	69,380	62,908	86.4%	68.0%	111,857	62.0%	31,557
Plumbing & Heating Permits	95,168	47,161	20,992	49.6%	40.9%	102,089	46.2%	6,921
Police & Protection Licenses	22,900	18,000	6,525	78.6%	12.6%	58,770	30.6%	35,870
Animal Licenses	15,400	2,711	3,509	17.6%	32.0%	9,202	29.5%	(6,198)
Excavation Permits	10,496	5,786	1,005	55.1%	47.9%	8,898	65.0%	(1,598)
City Clerk Fees	6,200	2,512	1,869	40.5%	9.7%	6,596	38.1%	396
Dog Pound Releases	300	505	-	168.3%	0.0%	791	63.8%	491
Marriage Licenses	3,800	5,971	5,010	157.1%	40.2%	10,553	56.6%	6,753
Sporting Licenses	250	(444)	223	-177.6%	9.9%	250	-177.6%	-
Alcoholic Beverage License	600	300	320	50.0%	37.2%	752	39.9%	152
42 Licenses & Permits	1,761,396	846,977	622,857	48.1%	38.8%	1,821,356	46.5%	59,960
Bldg Code Violations	13,600	-	191	0.0%	5.6%	-	n/a	(13,600)
Fines And Penalties	42,315	26,630	33,158	62.9%	37.6%	96,341	27.6%	54,026
Parking Tags	220,932	117,690	175,935	53.3%	61.1%	199,094	59.1%	(21,838)
43 Fines And Penalties	276,847	144,320	209,284	52.1%	55.1%	295,435	48.8%	18,588
Investment Income	50,000	19,866	14,630	39.7%	33.2%	50,765	39.1%	765
Rent from City Facilities	17,700	19,250	46,346	108.8%	49.0%	35,080	54.9%	17,380
44 Revenue From Use Of Money	67,700	39,116	60,976	57.8%	44.0%	85,846	45.6%	18,146
Educational Cost Sharing	45,140,487	10,349,826	10,349,826	22.9%	23.3%	45,140,487	22.9%	-
Health Services	60,000	-	-	0.0%	0.0%	60,000	0.0%	-
Pilot-Colleges & Hospitals	5,527,988	8,693,468	5,527,988	157.3%	100.0%	8,693,468	100.0%	3,165,480
Muni Revenue Sharing	147,516	-	-	0.0%	0.0%	147,516	0.0%	-
Prop Tax Relief - Elderly & Disabl	-	-	-	n/a	n/a	-	n/a	-
Prop Tax Relief - Total Disab	5,000	-	-	0.0%	0.0%	5,000	0.0%	-
Prop Tax Relief - Veterans	127,400	-	-	0.0%	0.0%	127,400	0.0%	-
Pilot-State Owned Property	181,198	-	181,198	0.0%	100.0%	181,198	0.0%	-
Mashentucket Pequot Grant	807,097	-	-	0.0%	0.0%	807,097	0.0%	-
Town Aid Road	617,268	309,185	309,787	50.1%	50.0%	617,268	50.1%	-
Fed/State Miscellaneous Grants	1,697,000	86,283	129,113	5.1%	70.2%	122,000	70.7%	(1,575,000)
Telephone Access Grant	95,000	-	-	0.0%	0.0%	-	n/a	(95,000)
SCCRWA-Pilot Grant	301,100	142,378	156,117	47.3%	50.0%	301,100	47.3%	-
45 Fed/State Grants	54,707,054	19,581,141	16,654,029	35.8%	31.7%	56,202,534	34.8%	1,495,480
Record Legal Instrument Fees	1,150,000	804,086	373,633	69.9%	36.3%	1,150,000	69.9%	-
Miscellaneous - Parks & Recreation	340,000	32,000	7,627	9.4%	6.2%	87,555	36.5%	(252,445)
Miscellaneous - General Gov't	56,000	17,340	1,292	31.0%	2.7%	56,000	31.0%	-
Miscellaneous - Public Works	37,900	385	40	1.0%	100.0%	30,138	1.3%	(7,762)
Police Charges	13,500	6,146	3,144	45.5%	32.2%	13,500	45.5%	-
All Other Public Works	3,000	3,131	11,346	104.4%	47.6%	3,000	104.4%	-
46 Charges For Services	1,600,400	863,087	397,081	53.9%	32.1%	1,340,193	64.4%	(260,207)
Fire Dept Share of ERS	901,774	163,401	167,959	18.1%	20.2%	901,774	18.1%	-
Yale Contribution	445,000	466,715	-	104.9%	0.0%	445,000	104.9%	-
Sale of Property	-	500,800	3,000	n/a	1.0%	500,800	100.0%	500,800
Miscellaneous Revenue	195,300	69,247	18,571	35.5%	31.1%	195,300	35.5%	-
Pilot - Housing Authority	146,600	-	-	0.0%	0.0%	146,600	0.0%	-
Parking Meter Revenue	62,000	69,289	22,137	111.8%	34.2%	69,289	100.0%	7,289
Sewer Fee Collection Expenses	55,200	55,166	55,166	99.9%	100.0%	55,200	99.9%	-
Quigley/Yale Parking	43,603	-	18,168	0.0%	45.5%	43,603	0.0%	(0)
Insurance Reimbursement	26,400	4,728	12,884	17.9%	35.4%	11,540	41.0%	(14,860)
Organic Recycling Compost	10,600	1,725	7,092	16.3%	82.0%	5,031	34.3%	(5,569)
47 Other Revenues	1,886,477	1,331,072	304,977	70.6%	15.3%	2,374,137	56.1%	487,660
Residual Equity Transfers In	200,000	-	-	0.0%	n/a	200,000	0.0%	-
Transfer From Sewer Oper Fund	548,785	548,785	713,643	100.0%	100.0%	577,938	95.0%	29,153
48 Other Financing Sources	748,785	548,785	713,643	73.3%	100.0%	777,938	70.5%	29,153
Total Operational Revenue	165,542,699	78,834,349	73,288,586	47.6%	45.4%	167,391,479	47.1%	1,848,780
COVID Relief Funds	-	-	-	n/a	0.0%	-	n/a	-
MARB	-	-	-	n/a	0.0%	-	n/a	-
Total General Fund Revenues	165,542,699	78,834,349	73,288,586	47.6%	44.0%	167,391,479	47.1%	1,848,780

CITY OF WEST HAVEN
CURRENT YEAR TAX LEVY / MV
November 2021

	FY17	FY18	FY19	FY20	FY21	FY22
July	39,787,303	40,636,486	36,896,969	41,337,588	32,810,815	42,838,757
August	6,573,519	5,192,803	11,343,112	7,817,042	18,217,098	9,605,498
September	476,553	568,217	883,587	904,547	1,035,740	648,133
October	815,955	822,118	493,826	532,280	593,125	1,002,338
November	837,197	558,796	548,481	875,040	931,618	720,464
December	8,140,855	9,739,833	5,353,068	9,221,956	9,660,020	-
January	26,044,887	24,813,164	28,991,624	26,502,343	24,351,642	-
February	5,509,758	6,497,672	6,655,587	6,558,742	8,705,437	-
March	1,656,917	1,418,868	1,695,458	1,143,833	1,937,829	-
April	421,858	875,085	991,489	306,974	667,147	-
May	133,560	263,825	332,013	846,497	852,388	-
June	284,729	(224,895)	620,562	1,279,516	898,322	-
Total / Fcst	90,683,090	91,161,973	94,805,777	97,326,360	100,661,183	103,157,440
Nov YTD	48,490,526	47,778,420	50,165,976	51,466,498	53,588,396	54,815,189
% Total	53.47%	52.41%	52.91%	52.88%	53.24%	53.14%
Nov YTD 5 Year Avg FY17-FY21						52.98%

Includes: 41100: Tax Levy - Current Year
41101: Motor Vehicle Supplement

CITY OF WEST HAVEN
DEPARTMENT EXPENDITURES
November 2021

Variances favorable/(unfavorable)

Department	ACTUAL					FORECAST		
	FY22 Budget	Nov YTD Actual	Nov YTD FY21	Nov YTD % Budget	FY21 YTD % Actual	FY22 Projected	Nov YTD % Fcst	Δ to Budget
100 City Council	103,492	31,703	51,182	30.6%	43.7%	112,422	28.2%	(8,930)
105 Mayor	331,810	151,330	138,069	45.6%	48.0%	324,745	46.6%	7,065
110 Corporation Counsel	695,869	211,206	141,094	30.4%	22.4%	681,748	31.0%	14,121
115 Personnel Department	287,387	78,926	75,758	27.5%	28.9%	264,898	29.8%	22,489
120 Telephone Administration	336,336	73,791	16,332	21.9%	4.9%	336,336	21.9%	-
125 City Clerk	318,702	128,199	107,871	40.2%	32.9%	328,254	39.1%	(9,552)
130 Registrar Of Voters	147,640	75,384	42,437	51.1%	31.2%	149,082	50.6%	(1,442)
165 Probate Court	8,800	2,702	636	30.7%	8.2%	8,800	30.7%	-
190 Planning & Development	1,126,953	349,263	255,046	31.0%	34.3%	1,049,827	33.3%	77,126
Central Government Total	3,356,989	1,102,505	828,427	32.8%	29.1%	3,256,111	33.9%	100,878
200 Treasurer	7,600	3,167	3,167	41.7%	41.7%	7,600	41.7%	0
210 Comptroller	1,014,064	344,198	323,572	33.9%	33.4%	1,062,997	32.4%	(48,933)
220 Central Services	740,881	354,454	428,027	47.8%	40.9%	691,411	51.3%	49,470
230 Assessment	456,112	178,644	173,981	39.2%	38.9%	444,988	40.1%	11,124
240 Tax Collector	445,732	161,009	143,542	36.1%	35.9%	430,173	37.4%	15,560
Finance Total	2,664,389	1,041,472	1,072,288	39.1%	37.4%	2,637,169	39.5%	27,220
300 Emergency Report System C	2,125,943	793,052	632,172	37.3%	31.0%	2,098,378	37.8%	27,565
310 Police Department	13,883,176	5,902,350	5,853,191	42.5%	42.7%	13,905,231	42.4%	(22,055)
320 Animal Control	284,450	114,357	96,841	40.2%	37.6%	288,234	39.7%	(3,784)
330 Civil Preparedness	14,198	7,059	9,803	49.7%	76.1%	15,237	46.3%	(1,039)
Public Service Total	16,307,767	6,816,817	6,592,007	41.8%	41.1%	16,307,081	41.8%	686
400 Public Works Administration	555,182	152,690	160,297	27.5%	28.5%	549,684	27.8%	5,498
410 Engineering	440,466	158,746	131,634	36.0%	36.1%	440,466	36.0%	-
440 Central Garage	1,286,935	393,804	477,394	30.6%	34.2%	1,320,799	29.8%	(33,864)
450 Solid Waste	3,575,924	1,342,137	1,050,452	37.5%	29.2%	3,575,924	37.5%	-
460 Building & Ground Maintenance	1,302,814	500,864	424,495	38.4%	33.4%	1,390,245	36.0%	(87,431)
470 Highways & Parks	4,206,441	1,790,667	1,473,647	42.6%	35.4%	4,325,912	41.4%	(119,471)
Public Works Total	11,367,762	4,338,908	3,717,919	38.2%	32.8%	11,603,030	37.4%	(235,268)
500 Human Resources	444,222	177,546	81,100	40.0%	31.5%	447,788	39.6%	(3,566)
510 Elderly Services	460,989	78,186	78,454	17.0%	42.4%	452,625	17.3%	8,364
520 Parks & Recreation	980,889	424,725	367,236	43.3%	55.0%	991,367	42.8%	(10,478)
530 Health Department	374,678	140,433	142,568	37.5%	40.0%	360,866	38.9%	13,813
Health & Human Services Total	2,260,778	820,890	669,358	36.3%	45.6%	2,252,645	36.4%	8,133
600 Library	1,521,544	606,773	508,750	39.9%	38.5%	1,521,544	39.9%	-
800 City Insurance	800,977	785,512	502,529	98.1%	59.5%	1,029,972	76.3%	(228,995)
810 Employee Benefits	17,870,947	7,469,015	7,086,888	41.8%	42.9%	17,876,277	41.8%	(5,330)
820 Debt Service	17,900,579	9,479,734	9,545,374	53.0%	52.6%	17,900,579	53.0%	-
830 C-Med	42,179	-	-	0.0%	0.0%	42,179	0.0%	-
900 Unallocated Expenses	1,488,367	583,032	251,136	39.2%	6.2%	1,608,695	36.2%	(120,328)
Other Total	39,624,593	18,924,067	17,894,677	47.8%	43.7%	39,979,246	47.3%	(354,653)
Total City Departments	75,582,278	33,044,659	30,774,675	43.7%	40.8%	76,035,282	43.5%	(453,003)
Board of Education	89,960,421	31,243,520	27,979,613	34.7%	31.2%	89,960,421	34.7%	-
Total General Fund Expenses	165,542,699	64,288,179	58,754,289	38.8%	35.5%	165,995,702	38.7%	(453,003)

Note : YTD actuals exclude encumbrances

CITY OF WEST HAVEN
SUB CATEGORY EXPENDITURE REPORT
November 2021

Variances favorable/(unfavorable)

	ACTUAL					FORECAST		
	FY22	Nov YTD	Nov YTD	Nov YTD	FY21 YTD	FY22	Nov YTD	
	Budget	Actual	FY21	% Budget	% Actual	Projected	% Fcst	Δ to Budget
Regular Wages	21,220,545	8,277,893	7,884,759	39.0%	40.2%	20,409,401	40.6%	811,144
Part Time	1,016,323	499,975	483,217	49.2%	52.5%	1,008,373	49.6%	7,950
Overtime	1,865,050	1,164,553	1,187,617	62.4%	46.3%	2,523,265	46.2%	(658,215)
Longevity	638,830	153,668	178,798	24.1%	25.6%	638,830	24.1%	-
Fringe Reimbursements	1,275,157	466,564	572,303	36.6%	53.5%	1,290,142	36.2%	(14,985)
Other Personnel Services	356,070	130,720	56,970	36.7%	72.0%	401,964	32.5%	(45,894)
51 Personnel Services	26,371,975	10,693,373	10,363,664	40.5%	41.5%	26,271,974	40.7%	100,001
Advertising	65,375	28,804	10,991	44.1%	14.6%	65,375	44.1%	-
Building Maintenance	62,732	27,583	21,329	44.0%	44.3%	62,732	44.0%	-
Copier Machine & Rental	45,880	6,394	17,101	13.9%	33.2%	45,880	13.9%	-
Electricity	1,378,336	401,514	382,820	29.1%	31.4%	1,378,336	29.1%	-
Equipment Repair and Maintenance	87,350	52,257	12,896	59.8%	17.6%	87,350	59.8%	-
Financial Services	232,500	59,431	40,939	25.6%	19.6%	270,533	22.0%	(38,033)
Legal Services	200,000	32,416	3,871	16.2%	2.0%	200,000	16.2%	-
Maintenance Services	808,813	469,258	392,734	58.0%	34.2%	808,813	58.0%	-
Town Aid Road & Tree Manitenance	433,000	177,275	51,809	40.9%	10.7%	433,000	40.9%	-
Training	49,630	7,798	9,943	15.7%	16.9%	49,630	15.7%	-
Trash Pickup, Tip Fees & Recycling	3,555,724	1,325,260	1,044,607	37.3%	29.2%	3,555,724	37.3%	-
Water	53,900	17,108	10,616	31.7%	41.8%	53,900	31.7%	-
Uniforms	196,932	148,316	152,401	75.3%	78.4%	196,932	75.3%	-
Other Contractual Services	1,444,269	464,050	317,790	32.1%	28.5%	1,469,409	31.6%	(25,140)
52 Contractual Services	8,614,441	3,217,466	2,469,846	37.3%	29.1%	8,677,614	37.1%	(63,173)
Motor Vehicle Parts	257,000	103,688	88,668	40.3%	31.9%	257,000	40.3%	-
Construction Supplies	72,000	194,087	5,627	269.6%	7.5%	209,037	92.8%	(137,037)
Office Supplies	73,870	28,137	21,559	38.1%	27.2%	74,450	37.8%	(580)
Other Supplies & Materials	267,395	64,409	49,439	24.1%	18.6%	268,434	24.0%	(1,039)
53 Supplies & Materials	670,265	390,322	165,293	58.2%	23.7%	808,921	48.3%	(138,656)
Health & General Liability Insurance	11,924,136	4,787,741	4,465,356	40.2%	42.4%	12,154,984	39.4%	(230,848)
FICA	1,499,100	615,546	644,790	41.1%	42.2%	1,499,100	41.1%	-
Pension	3,679,300	1,682,473	1,733,906	45.7%	47.6%	3,679,300	45.7%	-
Workers Compensation	1,606,200	1,036,255	608,791	64.5%	39.6%	1,606,200	64.5%	-
Debt Service	17,695,899	9,394,326	9,304,118	53.1%	52.4%	17,695,899	53.1%	-
Debt Service (Water Purification)	204,680	85,408	241,256	41.7%	66.8%	204,680	41.7%	-
Other Fixed Charges	248,929	63,969	157,532	25.7%	35.7%	248,929	25.7%	-
54 Fixed Charges	36,858,244	17,665,718	17,155,749	47.9%	47.9%	37,089,092	47.6%	(230,848)
Capital Outlay	100,600	11,133	29,506	11.1%	30.6%	100,600	11.1%	-
55 Capital Outlay	100,600	11,133	29,506	11.1%	30.6%	100,600	11.1%	-
Contingency Services	100,000	-	-	0.0%	0.0%	100,000	0.0%	-
Other Contingency	1,461,967	716,891	349,816	49.0%	8.5%	1,482,295	48.4%	(20,328)
56 Other/Contingency	1,561,967	716,891	349,816	45.9%	8.3%	1,582,295	45.3%	(20,328)
Fuel	455,000	118,295	146,286	26.0%	29.4%	455,000	26.0%	-
Telephone	520,486	167,618	75,733	32.2%	14.4%	520,486	32.2%	-
Gas Heat	129,300	63,844	18,783	49.4%	10.4%	129,300	49.4%	-
Total City Departments	75,582,278	33,044,659	30,774,675	43.7%	40.8%	76,035,282	43.5%	(453,003)
Salaries	53,342,106	16,048,544	14,676,935	30.1%	28.6%	53,342,106	30.1%	-
Health Insurance	13,980,252	6,243,575	6,184,933	44.7%	40.1%	13,980,252	44.7%	-
Benefits & Fixed Charges	3,375,000	1,299,459	1,544,776	38.5%	48.3%	3,375,000	38.5%	-
Tuition	8,246,037	2,127,620	1,659,397	25.8%	19.5%	8,246,037	25.8%	-
Student Transportation	5,359,511	554,391	799,813	10.3%	17.0%	5,359,511	10.3%	-
Operation of Plant	3,175,756	2,741,840	1,354,219	86.3%	33.7%	3,175,756	86.3%	-
Purchased Services	1,161,159	534,698	367,362	46.0%	27.7%	1,161,159	46.0%	-
Instruction	1,320,600	1,693,391	1,392,177	128.2%	106.2%	1,320,600	128.2%	-
Board of Education	89,960,421	31,243,520	27,979,613	34.7%	31.2%	89,960,421	34.7%	-
Total General Fund Expenses	165,542,699	64,288,179	58,754,289	38.8%	35.5%	165,995,702	38.7%	(453,003)

Note : YTD actuals exclude encumbrances

CITY OF WEST HAVEN
BOARD OF EDUCATION EXPENDITURE REPORT
November 2021

Variances favorable/(unfavorable)

	ACTUAL					FORECAST		
	FY22	Nov YTD	Nov YTD	Nov YTD	FY21 YTD	FY22	Nov YTD	
	Budget	Actual	FY21	% Budget	% Actual	Projected	% Fcst	Δ to Budget
Superintendent / Principals / Asst.	2,350,120	607,682	675,482	25.9%	30.6%	2,350,120	25.9%	-
Teachers - Classroom	28,184,637	8,769,064	7,677,036	31.1%	27.3%	28,184,637	31.1%	-
Teachers - Special Education	6,003,621	1,627,235	1,650,056	27.1%	28.3%	6,003,621	27.1%	-
Teachers - Special Area	3,429,966	917,535	974,721	26.8%	29.5%	3,429,966	26.8%	-
Teachers - Substitutes/Interns	689,815	130,699	96,100	18.9%	13.7%	689,815	18.9%	-
Teacher Aides	3,044,326	974,111	821,630	32.0%	27.1%	3,044,326	32.0%	-
Pupil Services	1,573,205	440,766	456,780	28.0%	29.4%	1,573,205	28.0%	-
Clerical	1,551,638	585,993	576,562	37.8%	38.7%	1,551,638	37.8%	-
School Nurses	1,039,846	248,841	253,261	23.9%	28.7%	1,039,846	23.9%	-
Coordinators/Directors	1,114,632	315,936	345,556	28.3%	30.7%	1,114,632	28.3%	-
Custodial / Maintenance	3,006,539	1,147,414	1,027,810	38.2%	39.5%	3,006,539	38.2%	-
Lunch Aides	300,000	102,051	24,923	34.0%	37.2%	300,000	34.0%	-
Para Subs-Instructional Aides	105,000	134,785	37,132	128.4%	29.0%	105,000	128.4%	-
Homebound	125,000	7,230	2,775	5.8%	11.2%	125,000	5.8%	-
Detached Worker	98,261	20,860	21,054	21.2%	25.8%	98,261	21.2%	-
Athletic Coaches	175,500	9,543	12,115	5.4%	14.1%	175,500	5.4%	-
Adult Education	150,000	4,834	23,220	3.2%	37.4%	150,000	3.2%	-
Severance Pay	300,000	-	-	0.0%	0.0%	300,000	0.0%	-
Student Activity Advisors	100,000	3,965	720	4.0%	7.5%	100,000	4.0%	-
Salaries	53,342,106	16,048,544	14,676,935	30.1%	28.6%	53,342,106	30.1%	-
Health Insurance	13,980,252	6,243,575	6,184,933	44.7%	40.1%	13,980,252	44.7%	-
Medicare Only - Taxes	825,000	238,205	229,144	28.9%	30.0%	825,000	28.9%	-
Social Security	697,300	244,295	198,861	35.0%	30.6%	697,300	35.0%	-
Property & Liability Insurance	525,000	344,055	441,095	65.5%	101.2%	525,000	65.5%	-
Worker's Compensation	662,100	313,425	252,078	47.3%	49.9%	662,100	47.3%	-
Retirement Contributions	384,100	133,680	113,799	34.8%	35.1%	384,100	34.8%	-
Life Insurance	172,200	-	65,933	0.0%	31.4%	172,200	0.0%	-
Travel / Convention / Dues	56,700	22,198	115,980	39.2%	86.3%	56,700	39.2%	-
Other Benefits & Fixed Charges	52,600	3,600	127,886	6.8%	72.8%	52,600	6.8%	-
Benefits & Fixed Charges	17,355,252	7,543,034	7,729,709	43.5%	41.5%	17,355,252	43.5%	-
Tuition	8,246,037	2,127,620	1,659,397	25.8%	19.5%	8,246,037	25.8%	-
Bus Service	3,388,909	220,432	676,243	6.5%	21.3%	3,388,909	6.5%	-
Transportation - Phys. Handicapped	1,546,671	275,059	66,087	17.8%	5.1%	1,546,671	17.8%	-
Transportation - Regional VOC	314,214	30,915	52,605	9.8%	26.7%	314,214	9.8%	-
Transportation - Student Activities	109,717	27,985	4,878	25.5%	11.7%	109,717	25.5%	-
Student Transportation	5,359,511	554,391	799,813	10.3%	17.0%	5,359,511	10.3%	-
Site Repairs & Improvements	627,800	1,979,331	744,256	315.3%	65.7%	627,800	315.3%	-
Electricity	1,058,716	346,584	323,003	32.7%	29.1%	1,058,716	32.7%	-
Heating	431,000	24,926	54,747	5.8%	13.0%	431,000	5.8%	-
Water	84,800	21,322	15,233	25.1%	16.0%	84,800	25.1%	-
Telephone & Communications	246,300	59,482	29,128	24.2%	20.2%	246,300	24.2%	-
Building Security	388,740	213,230	114,407	54.9%	15.0%	388,740	54.9%	-
Solid Waste / Recycling	215,600	89,576	64,232	41.5%	28.9%	215,600	41.5%	-
Supplies & Equipment	107,100	7,390	7,550	6.9%	15.2%	107,100	6.9%	-
Other Expenses	15,700	-	1,665	0.0%	2.1%	15,700	0.0%	-
Operation of Plant	3,175,756	2,741,840	1,354,219	86.3%	33.7%	3,175,756	86.3%	-
Photocopy Services	269,809	182,492	98,896	67.6%	16.6%	369,809	49.3%	(100,000)
Consultant Services	260,000	214,647	174,012	82.6%	51.0%	360,000	59.6%	(100,000)
Police And Fire	75,000	304	-	0.4%	0.0%	75,000	0.4%	-
Printing / Postage / Supplies	119,300	48,331	31,095	40.5%	43.8%	119,300	40.5%	-
Other Services	437,050	88,923	63,360	20.3%	20.1%	237,050	37.5%	200,000
Purchased Services	1,161,159	534,698	367,362	46.0%	27.7%	1,161,159	46.0%	-
Instruction	1,320,600	1,693,391	1,392,177	128.2%	106.2%	1,320,600	128.2%	-
Board of Education	89,960,421	31,243,520	27,979,613	34.7%	31.2%	89,960,421	34.7%	-

Note : YTD actuals exclude encumbrances

CITY OF WEST HAVEN
Summary of Revenues and Expenditures
November 2021

Variances favorable/(unfavorable)

	ACTUAL						FORECAST		
	FY22 Budget	Nov YTD Actual	FY21 Estimate	Nov YTD FY21	Nov YTD % Budget	FY21 YTD % Actual	Projected FY22	Nov YTD % Fcst	Δ to Budget
REVENUE									
41 Property Taxes	104,494,040	55,479,851	102,800,591	54,325,739	53.1%	52.8%	104,494,040	53.1%	-
42 Licenses & Permits	1,761,396	846,977	1,605,270	622,857	48.1%	38.8%	1,821,356	46.5%	59,960
43 Fines And Penalties	276,847	144,320	379,842	209,284	52.1%	55.1%	295,435	48.8%	18,588
44 Revenue From Use Of Money	67,700	39,116	138,584	60,976	57.8%	44.0%	85,846	45.6%	18,146
45 Fed/State Grants - Non MARB	54,707,054	19,581,141	52,470,538	16,654,029	35.8%	31.7%	56,202,534	34.8%	1,495,480
46 Charges For Services	1,600,400	863,087	1,235,578	397,081	53.9%	32.1%	1,340,193	64.4%	(260,207)
47 Other Revenues	1,886,477	1,331,072	1,998,485	304,977	70.6%	15.3%	2,374,137	56.1%	487,660
48 Other Financing Sources	748,785	548,785	713,643	713,643	73.3%	100.0%	777,938	70.5%	29,153
Total Operational Revenues	165,542,699	78,834,349	161,342,530	73,288,586	47.6%	45.4%	167,391,479	47.1%	1,848,780
COVID Relief Funds	-	-	1,212,472	-		0.0%	-		-
45 Fed/State Grants - MARB	-	-	4,000,000	-		0.0%	-		-
Total Revenue	165,542,699	78,834,349	166,555,002	73,288,586	47.6%	44.0%	167,391,479	47.1%	1,848,780
EXPENDITURES									
Central Government	3,356,989	1,102,505	2,849,261	828,427	32.8%	29.1%	3,256,111	33.9%	100,878
Finance	2,664,389	1,041,472	2,870,175	1,072,288	39.1%	37.4%	2,637,169	39.5%	27,220
Public Service	16,307,767	6,816,817	16,026,092	6,592,007	41.8%	41.1%	16,307,081	41.8%	686
Public Works	11,367,762	4,338,908	11,350,519	3,717,919	38.2%	32.8%	11,603,030	37.4%	(235,268)
Health & Human Services	2,260,778	820,890	1,466,993	669,358	36.3%	45.6%	2,252,645	36.4%	8,133
City Insurance	800,977	785,512	844,130	502,529	98.1%	59.5%	1,029,972	76.3%	(228,995)
Employee Benefits	17,870,947	7,469,015	16,500,401	7,086,888	41.8%	42.9%	17,876,277	41.8%	(5,330)
Debt Service	17,900,579	9,479,734	18,132,932	9,545,374	53.0%	52.6%	17,900,579	53.0%	-
Library / Other	1,563,723	606,773	1,359,593	508,750	38.8%	37.4%	1,563,723	38.8%	-
Contingency Services	100,000	-	115,000	-	0.0%	0.0%	100,000	0.0%	-
COVID Expenses	-	103,253	2,090,511	20,004			103,253	100.0%	(103,253)
Contingency / Other	1,088,367	479,780	1,877,645	231,132	44.1%	12.3%	1,005,442	47.7%	82,925
Total City Departments	75,582,278	33,044,659	75,483,251	30,774,675	43.7%	40.8%	76,035,282	43.5%	(453,003)
Board of Education	89,960,421	31,243,520	89,815,421	27,979,613	34.7%	31.2%	89,960,421	34.7%	-
Total Expenditures	165,542,699	64,288,179	165,298,672	58,754,289	38.8%	35.5%	165,995,702	38.7%	(453,003)
Surplus / (Deficit)	-	14,546,171	1,256,330	14,534,298			1,395,777		1,395,777

II) West Haven Sewer Fund

SEWER FUND : Revenue Comparisons FY19-FY22

\$ Millions Revenue Category	Fiscal 2019		Fiscal 2020		Fiscal 2021		Fiscal 2022	
	YTD	% of Yr	YTD	% of Yr	YTD	% of Yr	YTD	% of Yr
Charges For Services	6.171	52.94%	5.990	51.11%	5.999	52.49%	5.866	50.74%
Fed/State Grants - Non MARB	-	0.00%	-		-		-	
Other Revenues	0.070	31.01%	0.230	59.53%	0.126	51.74%	0.102	38.34%
	6.242	52.48%	6.220	51.38%	6.125	52.48%	5.969	50.46%

*Note : FY22% reflects current YTD as a % of currently projected FY22

SEWER FUND : Cost Comparisons FY19-FY22

\$ Millions Cost Category	Fiscal 2019		Fiscal 2020		Fiscal 2021		Fiscal 2022	
	YTD	% of Yr	YTD	% of Yr	YTD	% of Yr	YTD	% of Yr
Payroll and Personnel	0.885	40.21%	0.938	39.14%	0.906	39.29%	0.942	37.32%
Capital Outlay	1.039	44.11%	1.185	47.48%	1.155	43.01%	1.210	40.36%
Electricity/Gas/Water	0.348	26.14%	0.316	27.12%	0.349	28.65%	0.344	23.95%
Debt Service	0.717	100.00%	0.659	100.00%	0.361	100.00%	0.205	100.00%
Contractual Services	0.228	26.11%	0.251	23.87%	0.184	15.17%	0.445	37.26%
Other Fixed Charges	0.258	24.14%	0.355	41.80%	0.282	38.50%	0.379	47.87%
Supplies & Materials	0.248	25.46%	0.305	28.23%	0.407	33.35%	0.379	28.82%
Health Ins. & Pension	0.074	35.87%	0.004	5.81%	-	0.00%	0.560	58.33%
Other/Contingency	0.426	59.62%	0.485	91.32%	0.369	82.45%	0.366	53.45%
Fuel	0.009	40.24%	0.004	15.07%	-	0.00%	0.009	35.90%
Telephone	0.001	34.75%	0.001	32.88%	0.001	9.77%	0.003	47.31%
	4.232	40.44%	4.503	43.60%	4.014	38.89%	4.841	39.88%

*Note : FY22% reflects current YTD as a % of currently projected FY22

WEST HAVEN SEWER
SUB CATEGORY EXPENDITURE REPORT
November 2021

	FY22 Budget	Forecast	Nov YTD Actual	% Fcst	FY21 Actual	Nov YTD Actual	% Actual
Regular Wages	1,976,471	1,790,077	649,807	36.3%	1,690,741	663,448	39.2%
Part Time	-	-	-	0.0%	-	-	0.0%
Overtime	547,431	679,255	289,354	42.6%	668,236	242,319	36.3%
Longevity	-	-	-	0.0%	-	-	0.0%
Fringe Reimbursements	50,000	52,792	2,792	5.3%	5,746	-	0.0%
Other Personnel Services	1,545	1,545	-	0.0%	-	-	0.0%
51 Personnel Services	2,575,447	2,523,669	941,953	37.3%	2,364,723	905,767	38.3%
Advertising	-	-	-	0.0%	-	-	0.0%
Building Maintenance	-	-	-	0.0%	-	-	0.0%
Copier Machine & Rental	-	-	-	0.0%	-	-	0.0%
Electricity	1,200,000	1,200,000	310,814	25.9%	1,120,612	298,052	26.6%
Equipment Repair and Maintenance	275,000	275,000	222,119	80.8%	452,995	18,356	4.1%
Financial Services	55,166	55,166	55,166	100.0%	55,166	55,166	100.0%
Legal Services	-	-	-	0.0%	-	-	0.0%
Maintenance Services	80,000	80,000	4,317	5.4%	25,005	8,700	34.8%
Town Aid Road & Tree Manitenance	-	-	-	0.0%	-	-	0.0%
Training	-	-	-	0.0%	-	-	0.0%
Trash Pickup, Tip Fees & Recycling	15,000	15,000	5,141	34.3%	15,000	6,484	43.2%
Water	171,000	171,000	30,073	17.6%	190,000	48,424	25.5%
Uniforms	-	-	-	0.0%	-	-	0.0%
Other Contractual Services	769,000	769,000	158,229	20.6%	666,421	95,183	14.3%
52 Contractual Services	2,565,166	2,565,166	785,859	30.6%	2,525,198	530,364	21.0%
Motor Vehicle Parts	-	-	-	0.0%	-	-	0.0%
Construction Supplies	-	-	-	0.0%	-	-	0.0%
Office Supplies	-	-	-	0.0%	-	-	0.0%
Other Supplies & Materials	1,315,000	1,315,000	378,979	28.8%	1,220,465	406,880	33.3%
53 Supplies & Materials	1,315,000	1,315,000	378,979	28.8%	1,220,465	406,880	33.3%
Health & General Liability Insurance	175,000	959,832	559,832	58.3%	109,325	-	0.0%
FICA	183,932	157,453	66,029	41.9%	169,636	58,800	34.7%
Pension	-	124,177	51,320	41.3%	43,875	-	0.0%
Workers Compensation	50,000	97,219	97,219	100.0%	171,320	90,318	52.7%
Debt Service	-	-	-	0.0%	-	-	0.0%
Debt Service (Water Purification)	204,680	204,680	204,680	100.0%	361,128	361,128	100.0%
Other Fixed Charges	678,624	412,962	164,473	39.8%	356,553	133,250	37.4%
54 Fixed Charges	1,292,236	1,956,323	1,143,553	58.5%	1,211,838	643,497	53.1%
Capital Outlay	2,997,987	2,997,987	1,209,864	40.4%	2,684,825	1,154,668	43.0%
55 Capital Outlay	2,997,987	2,997,987	1,209,864	40.4%	2,684,825	1,154,668	43.0%
Contingency Services	-	-	-	0.0%	-	-	0.0%
Other Contingency	985,000	685,000	366,112	53.4%	447,845	369,229	82.4%
56 Other/Contingency	985,000	685,000	366,112	53.4%	447,845	369,229	82.4%
Fuel	25,000	25,000	8,974	35.9%	20,151	-	0.0%
Telephone	6,000	6,000	2,838	47.3%	8,000	781	9.8%
Gas Heat	66,000	66,000	3,231	4.9%	65,144	2,987	4.6%
Deficit Reduction	-	-	-	0.0%	-	-	0.0%
Total City Departments	11,827,836	12,140,145	4,841,364	39.9%	10,548,189	4,014,174	38.1%

Note : YTD actuals exclude encumbrances
West Haven - 5Mos Y22

WEST HAVEN SEWER
Summary of Revenues and Expenditures
November 2021

Variances favorable/(unfavorable)

	ACTUAL					FORECAST		
	FY22 Budget	Nov YTD Actual	Nov YTD FY21	Nov YTD % Budget	FY21 YTD % Actual	Projected FY22	Nov YTD % Fcst	Δ to Budget
REVENUE								
41 Property Taxes	-	-	-			-		-
42 Licenses & Permits	-	-	-			-		-
44 Revenue From Use Of Money	-	-	-			-		-
45 Fed/State Grants - Non MARB	-	-	-			-		-
46 Charges For Services	11,561,636	5,866,455	5,998,830	50.7%	52.5%	11,561,636	50.7%	-
47 Other Revenues	266,200	102,066	125,785	38.3%	51.7%	266,200	38.3%	-
Total Revenue	11,827,836	5,968,520	6,124,615	50.5%	52.5%	11,827,836	50.5%	-
EXPENDITURES								
Personnel Services	2,575,447	941,953	905,767	36.6%	38.3%	2,523,669	37.3%	51,778
Electricity/Gas/Water	1,437,000	344,117	349,463	23.9%	25.4%	1,437,000	23.9%	-
Other Contractual Services	1,194,166	444,972	183,889	37.3%	15.1%	1,194,166	37.3%	-
Supplies & Materials	1,315,000	378,979	406,880	28.8%	33.3%	1,315,000	28.8%	-
Health & General Liability Insurance	175,000	559,832	-	319.9%	0.0%	959,832	58.3%	(784,832)
Debt Service	204,680	204,680	361,128	100.0%	100.0%	204,680	100.0%	-
Other Fixed Charges	912,556	327,721	282,369	35.9%	40.5%	791,811	41.4%	120,745
Capital Outlay	2,997,987	1,209,864	1,154,668	40.4%	43.0%	2,997,987	40.4%	-
Other Contingency	985,000	366,112	369,229	37.2%	82.4%	685,000	53.4%	300,000
Fuel	25,000	8,974	-	35.9%	0.0%	25,000		
Telephone	6,000	2,838	781	47.3%	9.8%	6,000	47.3%	-
Total Expenditures	11,827,836	4,841,364	4,014,174	40.9%	38.1%	12,140,145	39.9%	(312,309)
Surplus / (Deficit)	-	1,127,157	2,110,441		187.9%	(312,309)		

III) Allingtown Fire Department

AFD : Revenue Comparisons FY19-FY22

\$ Millions Revenue Category	Fiscal 2019		Fiscal 2020		Fiscal 2021		Fiscal 2022	
	YTD	% of Yr	YTD	% of Yr	YTD	% of Yr	YTD	% of Yr
Property Taxes	3.487	49.21%	3.812	52.63%	3.989	53.36%	3.843	53.96%
Licenses & Permits	0.106	78.99%	0.071	60.18%	0.014	59.85%	0.033	54.97%
Revenue From Use Of Money	-	0.00%	-		-		-	
Fed/State Grants - Non MARB	0.170	85.81%	0.190	78.71%	0.990	95.08%	1.756	115.61%
Charges For Services	0.002	18.37%	0.007	62.96%	0.000	100.00%	-	0.00%
Other Revenues	0.017	5.30%	0.013	7.92%	0.110	447.22%	0.004	2.62%
	3.782	48.78%	4.093	52.66%	5.104	59.58%	5.635	63.61%

*Note : FY22% reflects current YTD as a % of currently projected FY22

AFD : Cost Comparisons FY19-FY22

\$ Millions Cost Category	Fiscal 2019		Fiscal 2020		Fiscal 2021		Fiscal 2022	
	YTD	% of Yr	YTD	% of Yr	YTD	% of Yr	YTD	% of Yr
Payroll and Personnel	0.819	40.83%	0.838	40.27%	0.867	39.48%	0.891	39.41%
Health Ins. & Pension	1.622	45.86%	1.955	52.28%	2.258	50.39%	2.234	47.53%
Telephone	0.059	22.72%	0.065	20.19%	0.065	26.07%	0.020	6.34%
Other Fixed Charges	0.096	60.61%	0.062	17.17%	0.031	40.18%	0.095	52.00%
Electricity/Gas/Water	0.092	47.05%	0.090	45.79%	0.096	47.02%	0.096	41.54%
Other/Contingency	0.023	37.14%	0.000	0.57%	0.000	0.24%	0.001	0.20%
Other Contractual Svcs	0.031	27.98%	0.073	50.80%	0.040	27.88%	0.047	30.58%
Capital Outlay	0.004	3.74%	0.005	5.18%	0.012	22.50%	0.336	91.83%
Supplies & Materials	0.011	31.09%	0.014	36.68%	0.051	36.02%	0.030	24.17%
Fuel	0.003	23.93%	0.004	28.63%	0.000	0.04%	0.004	24.61%
	2.759	42.62%	3.107	44.29%	3.420	44.75%	3.753	43.57%

*Note : FY22% reflects current YTD as a % of currently projected FY22

ALLINGTOWN FIRE DEPARTMENT
SUB CATEGORY EXPENDITURE REPORT
November 2021

	Nov YTD				Nov YTD		
	FY22 Budget	Forecast	Actual	% Fcst	FY21 Actual	Actual	% Actual
Regular Wages	1,827,643	1,827,694	723,396	39.6%	1,702,044	636,567	37.4%
Part Time	-	-	-	0.0%	-	-	0.0%
Overtime	400,000	407,336	167,235	41.1%	537,339	229,861	42.8%
Longevity	-	-	-	0.0%	-	-	0.0%
Fringe Reimbursements	25,000	25,000	-	0.0%	10,020	660	6.6%
Other Personnel Services	-	-	-	0.0%	-	-	0.0%
51 Personnel Services	2,252,643	2,260,029	890,631	39.4%	2,249,403	867,088	38.5%
Advertising	-	-	-	0.0%	-	-	0.0%
Building Maintenance	20,000	20,000	7,463	37.3%	19,043	908	4.8%
Copier Machine & Rental	-	-	-	0.0%	-	-	0.0%
Electricity	23,140	23,140	5,607	24.2%	15,430	5,952	38.6%
Equipment Repair and Maintenance	39,000	39,000	16,090	41.3%	45,175	14,044	31.1%
Financial Services	13,000	13,000	9,250	71.2%	21,048	148	0.7%
Legal Services	-	-	-	0.0%	-	-	0.0%
Maintenance Services	-	-	-	0.0%	-	-	0.0%
Town Aid Road & Tree Manitenance	-	-	-	0.0%	-	-	0.0%
Training	32,000	32,000	2,772	8.7%	31,000	9,388	30.3%
Trash Pickup, Tip Fees & Recycling	-	-	-	0.0%	-	-	0.0%
Water	195,400	195,400	88,533	45.3%	177,827	88,568	49.8%
Uniforms	28,000	28,000	8,381	29.9%	14,049	8,167	58.1%
Other Contractual Services	22,000	22,000	3,139	14.3%	13,081	7,289	55.7%
52 Contractual Services	372,540	372,540	141,236	37.9%	336,653	134,464	39.9%
Motor Vehicle Parts	-	-	-	0.0%	-	-	0.0%
Construction Supplies	-	-	-	0.0%	-	-	0.0%
Office Supplies	6,000	6,000	1,251	20.8%	4,648	890	19.1%
Other Supplies & Materials	118,850	118,850	28,921	24.3%	136,529	49,933	36.6%
53 Supplies & Materials	124,850	124,850	30,172	24.2%	141,177	50,823	36.0%
Health & General Liability Insurance	1,809,033	1,809,033	589,003	32.6%	1,309,477	362,278	27.7%
FICA	58,400	58,400	30,313	51.9%	69,927	26,190	37.5%
Pension	2,890,196	2,890,196	1,644,571	56.9%	3,162,872	1,895,652	59.9%
Workers Compensation	125,000	125,000	65,052	52.0%	8,650	4,619	53.4%
Debt Service	-	-	-	0.0%	-	-	0.0%
Debt Service (Water Purification)	-	-	-	0.0%	-	-	0.0%
Other Fixed Charges	-	-	-	0.0%	-	-	0.0%
54 Fixed Charges	4,882,629	4,882,629	2,328,939	47.7%	4,550,926	2,288,739	50.3%
Capital Outlay	366,000	366,000	336,105	91.8%	55,395	12,466	22.5%
55 Capital Outlay	366,000	366,000	336,105	91.8%	55,395	12,466	22.5%
Contingency Services	-	-	-	0.0%	-	-	0.0%
Other Contingency	320,125	270,125	550	0.2%	83,662	197	0.2%
56 Other/Contingency	320,125	270,125	550	0.2%	83,662	197	0.2%
Fuel	16,000	16,000	3,937	24.6%	13,586	5	0.0%
Telephone	310,034	310,034	19,670	6.3%	249,668	65,098	26.1%
Gas Heat	13,000	13,000	2,042	15.7%	9,994	1,057	10.6%
Deficit Reduction	-	-	-	0.0%	-	-	0.0%
Total City Departments	8,657,821	8,615,207	3,753,282	43.6%	7,690,464	3,419,937	44.5%

Note : YTD actuals exclude encumbrances

West Haven - 5Mos Y22

ALLINGTOWN FIRE DEPARTMENT
Summary of Revenues and Expenditures
November 2021

Variances favorable/(unfavorable)

	ACTUAL					FORECAST		
	FY22 Budget	Nov YTD Actual	Nov YTD FY21	Nov YTD % Budget	FY21 YTD % Actual	Projected FY22	Nov YTD % Fcst	Δ to Budget
REVENUE								
41 Property Taxes	7,121,696	3,842,764	3,988,898	54.0%	53.4%	7,121,696	54.0%	-
42 Licenses & Permits	60,000	32,980	14,195	55.0%	56.1%	60,000	55.0%	-
44 Revenue From Use Of Money	-	-	-			-		-
45 Fed/State Grants - Non MARB	1,316,525	1,755,609	990,227	133.4%	95.1%	1,518,543	115.6%	202,018
46 Charges For Services	6,000	-	420	0.0%	100.0%	6,000	0.0%	-
47 Other Revenues	153,600	4,021	109,959	2.6%	438.7%	153,600	2.6%	-
Total Revenue	8,657,821	5,635,374	5,103,698	65.1%	59.6%	8,859,839	63.6%	202,018
EXPENDITURES								
Personnel Services	2,252,643	890,631	867,088	39.5%	38.5%	2,260,029	39.4%	(7,386)
Electricity/Gas/Water	231,540	96,182	95,578	41.5%	47.0%	231,540	41.5%	-
Other Contractural Services	154,000	47,096	39,944	30.6%	27.9%	154,000	30.6%	-
Supplies & Materials	124,850	30,172	50,823	24.2%	36.0%	124,850	24.2%	-
Health & General Liability Insurance	1,809,033	589,003	362,278	32.6%	27.7%	1,809,033	32.6%	-
Pension	2,890,196	1,644,571	1,895,652	56.9%	59.9%	2,890,196	56.9%	-
Other Fixed Charges	183,400	95,365	30,809	52.0%	39.2%	183,400	52.0%	-
Capital Outlay	366,000	336,105	12,466	91.8%	22.5%	366,000	91.8%	-
Other Contingency	320,125	550	197	0.2%	0.2%	270,125	0.2%	50,000
Fuel	16,000	3,937	5	24.6%	0.0%	16,000		
Telephone	310,034	19,670	65,098	6.3%	26.1%	310,034	6.3%	-
Deficit Reduction	-	-	-			-		-
Total Expenditures	8,657,821	3,753,282	3,419,937	43.4%	44.5%	8,615,207	43.6%	42,614
Surplus / (Deficit)	-	1,882,092	1,683,761		191.9%	244,632		

MEMORANDUM
MUNICIPAL ACCOUNTABILITY REVIEW BOARD

To: Municipal Accountability Review Board
From: Julian Freund
Subject: Update on Hartford Subcommittee
Date: January 7, 2022

The Hartford Subcommittee met on November 18. The agenda consisted of discussions on special education services and updates on Board of Education health insurance analysis and the status of budget mitigation measures.

Hartford Municipal Employees Association: The Subcommittee reviewed a tentative agreement between the City and the Hartford Municipal Employees Association. The term of the agreement is from July 1, 2021 to June 30, 2023. The union has ratified the contract and the City Council is expected to take action on January 10, 2022. The Subcommittee voted unanimously to recommend the full MARB approve the contract. The contract is on the MARB's January 13, 2022 agenda.

Health Insurance: The Subcommittee reviewed a proposed scope of services that will be the basis for selecting a consultant to provide analytical services related to the Hartford school district employee health benefits.

Information Request to Hartford Public Schools: A detailed information request regarding special education programming, which was based on requests submitted by Subcommittee members, was included in the meeting materials and reviewed by the members. HPS administration will begin compiling the requested information for review at subsequent Subcommittee meetings.

Budget Mitigation Measures: The City updated the Subcommittee on the budget mitigation measures currently being implemented. Although the FY 2022 budget is not reliant on mitigation measures, several initiatives are underway. Recent highlights in the City's efforts that were discussed included a recently awarded COPS grants and a continuation of a reduction in the number of workers compensation claims among Public Works staff.

* The next meeting of the Hartford Subcommittee is January 27th.

MEMORANDUM
Municipal Accountability Review Board

To: Members of the Municipal Accountability Review Board
From: Julian Freund, OPM
Subject: Tentative Agreement – Hartford Municipal Employees Association
Date: January 7, 2021

Background

The collective bargaining agreement between the City of Hartford and the Hartford Municipal Employees Association expired on June 30, 2021. A Tentative Agreement for a successor contract for the term July 1, 2021 – June 30, 2023 was signed on December 9.

Section 7-576d(6) of CT General Statutes provides the MARB with an opportunity to approve or reject the Tentative Agreement. The MARB will have until January 22, 2022 to take action on the agreement if it chooses.

At its December 16, 2021 meeting, the Hartford Subcommittee voted to recommend to the full MARB approval of the contract.

There are currently approximately 142 active members in this bargaining unit. Approximately 170 funded positions are represented by this bargaining unit (inclusive of vacant positions).

Tentative Agreement Highlights

Wages: The agreement provides for a General Wage Increase (GWI) of 3% retroactive to July 1, 2021 for FY 2022 and no increase in FY 2022 (0%).

The General Wage Increases provided in the agreement are as follows:

Year	General Wage Increase	Step Advancement
2021/22	3%	Yes
2022/23	0%	Yes

The previous contract, which was the subject of an arbitration award, covered the period July 1, 2017 to June 30, 2021. That contract provided no General Wage Increases as shown below.

Year	General Wage Increase	Step Advancement
2017/18	0%	Yes
2018/19	0%	Yes
2019/20	0%	No
2020/21	0%	Yes

Health Insurance:

There are no changes to the health plans available to members or to the employee health insurance premium costs share. Members are provided a high deductible health plan/health savings account, with some members eligible to buy up to a PPO or HMO plan.

Employees' health insurance premium cost share is maintained at 21%.

Other Changes:

- Other changes in the agreement affect employees' carry-over of annual leave and employees' ability to donate sick leave time. Neither of these changes is projected to have a material financial impact.
- Other changes in the agreement consist primarily of updates to language.

Financial Impact

The City has provided a financial analysis that estimates the cost of the GWI in FY 2022 at approximately \$240,000. The cost of step increases is itemized separately in the analysis at about \$283,000 in FY 2022 and \$178,000 in FY 2023.

The City's analysis projects no other significant financial impact resulting from the contract.

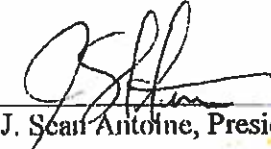
City of Hartford
HMEA Tentative Agreement Summary
As of December 10, 2021

- 1. Section 1.2 - Association Security** – No financial implications – language clean up
- 2. Section 1.3 - Check-Off** - No financial implications – language clean up
- 3. Section 3.2 - Classifications and Pay Rates**
 - a. General Wage Increases** Section 3.2 – **see separate analysis**
 - i. Retro Pay – effects approx. 140 General Fund-funded employees (at the time of the analysis - November 12, 2021)
 - ii. GWI – effects 174 General Fund-funded positions
 - iii. NOTE: 1.5% was included in the FY2022 Budget, therefore this increase has an overall impact on the FY2022 budget of \$186,676 if all positions are filled.
- 4. Section 3.4 - Insurance** - No financial implications – language clean up
- 5. Section 5.2 - Vacation** - No measurable financial implications – allows for a carryover of five (5) additional vacation days; however, these cannot be paid out upon termination.
- 6. Section 5.3 - Sick Leave** - No measurable implications – allows donation of sick time after accumulating 15 days (decrease of the original 30 days). In the past three (3) years, donations were made to no more than three (3) employees.
- 7. Section 8.3 - Duration** - no financial implications – amends contract period to July 1, 2021 – June 30, 2023
- 8. Article III - Section 3.4 - Insurance** - No financial implications – language clean up
- 9. Article III - Section 3.5 - Pension Benefits** - No financial implications – language clean up
- 10. Article V – Section 5.7 Furlough Days** - Removed – no longer applicable
- 11. Article VI Section 6.10 Tuition Reimbursement** - No financial implications – language clean up

TENTATIVE AGREEMENT
BETWEEN
THE CITY OF HARTFORD, CONNECTICUT
AND
HARTFORD MUNICIPAL
EMPLOYEES ASSOCIATION
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT

The City of Hartford (hereinafter "City") and the Hartford Municipal Employees Association (hereinafter "HMEA") tentatively agree to a Collective Bargaining Agreement to be in full force and effect for the period commencing July 1, 2021 through June 30, 2023, subject to the ratification of HMEA and approval by the City of Hartford Court of Common Council and the Municipal Accountability Review Board (hereinafter "MARB"). The July 1, 2017 to June 30, 2021 Collective Bargaining Agreement currently in effect shall remain unchanged except as specifically outlined in this Tentative Agreement, provided further that the Collective Bargaining Agreement shall be modified to reflect these changes. As described herein, the Union's proposal for a pay adjustment to L&I inspectors and the nursing series as well as the City's proposal to move the Controller classification, only, from the current "Steps" (class code 0316) to the "Min/Max" with Procurement Manager (class code 376) and Tax Collector (class code 0365) have been taken off the table and will be "discussed" (not negotiated) by the Parties to see if agreement could be reached on these issues. If not, there would be no arbitration on these issues. Discussions will start no later than 60 days after MARB approval. In addition, this Tentative Agreement does not impact the City's request to bargain the issue of mandatory overtime in ES&T as identified in the City's proposals and resulting from Decision No. 5204 of the State Board of Labor Relations.

FOR HMEA



J. Sean Antoine, President

Date: Nov. 30, 2021

FOR THE CITY OF HARTFORD



~~Luke Bronin, Mayor~~
Thea Montanez, Chief Operating Officer
on behalf of Luke Bronin, Mayor
Date: 12/9/21



AGREEMENT

BETWEEN

THE CITY OF HARTFORD, CONNECTICUT

AND

**HARTFORD MUNICIPAL
EMPLOYEES ASSOCIATIONS**

JULY 1, ~~2017-2021~~ – JUNE 30, ~~2021~~2023

TENTATIVE AGREEMENT

Section 1.2 ASSOCIATION SECURITY

All employees in the bargaining unit who are Association members on the effective date of this Agreement shall, ~~as a condition of continued employment,~~ remain members to the extent of paying dues uniformly required of all members for the duration of this Agreement unless and until he/she opts out as hereinafter provided.

The City shall provide notice to the Association President of any new hire, and said President, or a designee, shall have opportunity to meet with the member to discuss Association membership. New employees who authorize same in writing shall have membership dues deducted from their pay by the City, per Section 1.3 below, unless and until he/she opts out as herein after provided.

Any member of the Association may opt out of membership and membership dues, effective thirty (30) days after receipt by the City of written notice via certified U.S. mail to the Director of Human Resources and Labor Relations at the City and also to the Association President.

~~All employees in the bargaining unit who are not Association members on the effective date of this Agreement shall pay, as a condition of continued employment, to the Association a service charge as a contribution toward the cost of administration of this Agreement. All new employees to the bargaining unit must, as a condition of continued employment, either; (1) join the Association to the extent of paying an initiation fee (if assessed) and any dues uniformly required of all members for the duration of this Agreement or (2) pay to the Association a service charge as a contribution toward the cost of administration of this Agreement. However, no new employee to the bargaining unit will be required to comply with this Section until the first of the full month following the initial thirty (30) days of employment.~~

On a monthly basis, the Human Resources Department will provide the Association President with a listing of all employees entering or leaving the bargaining unit.

The Association agrees to indemnify and hold harmless the City from any loss or damages arising from the operation of this Section.

Section 1.3 CHECK-OFF

The City agrees to deduct from the pay of all employees ~~covered by this Agreement, who authorize in writing such deduction in accordance with Section 1.2, from their wages,~~ such Association membership dues, initiation and service fees as may be uniformly assessed by the Association. Neither any bargaining unit member nor the Association shall have any claim against the City for errors in the processing of deductions unless a claim of error is made in writing to the City within sixty (60) calendar days after the date such deductions were or should have been made. The obligation of the City for funds actually deducted under this Section terminates upon delivery of the deductions so made to the person authorized to receive such amounts from the City.

The Association agrees to indemnify and hold harmless the City for any loss or damages arising from the operation of this Section.

TENTATIVE AGREEMENT

Section 3.2 CLASSIFICATIONS AND PAY RATES

The pay rates and pay ranges for job classifications in the bargaining unit shall be as described in Appendix A.

All bargaining unit members shall be paid on a bi-weekly schedule. All payroll deductions will also be made on a bi-weekly basis.

Effective no later than the first pay period in January 2016, the City shall require direct deposit and electronic notification of all pay-related checks.

General Wage Increases:

~~Effective the first pay period after the implementation of the arbitration award, the salary rates then in effect shall remain in effect through June 30, 2019.~~

~~Effective July 1, 2019, the salary rates in effect on June 30, 2019 shall remain unchanged through June 30 2020. There shall be no general wage increase.~~

~~Effective and retroactive to July 1, 2020 4, 2021, the salary rates in effect on June 30 July 3, 2020-2021 shall remain unchanged be increased by three percent (3%). There shall be no general wage increase.¹~~

Effective July 1, 2022, the salary rates in effect on June 30, 2022 shall remain unchanged through June 30, 2023.

All salaries shall be rounded to the nearest penny (.01).

Growth (Step) Increments:

~~For Fiscal Years 2017-18 and 2018-19, bargaining unit members will be eligible for regular growth (step) increments.~~

~~Effective July 1, 2019 through June 30, 2020, bargaining unit members will not be eligible for regular growth (step) increments.~~

~~Effective July 1, 2020 through June 30, 2021, bargaining unit members will continue to be eligible for regular growth (step) increments.~~

Effective and retroactive to July 1, 2021 and through June 30, 2023, bargaining unit members will be eligible for regular growth (step) increments.

If a successor Agreement has not been negotiated or arbitrated by the end of the contract term, regular growth (step) eligibility will be frozen for all bargaining unit members at the step

¹ NOTE: As has been done in the past, the 3% general wage increase will be applied to base pay and then the remaining steps will be adjusted as described in the salary tables (ex: Base (with adjusted GWI) +5%, Base (with adjusted GWI + 10%, etc.). Updated wage tables will be provided in the final agreement.

TENTATIVE AGREEMENT

they are at as of the end of the contract term until such time as a successor agreement is reached or an interest arbitration award is rendered otherwise providing for such eligibility.

Section 3.4 INSURANCE

5. Employee Contributions.

For purposes of calculation of the employee contribution rate, as described below, "allocation rate" is defined as the allocation rate determined by the City's insurance carrier plus the City's contribution to the Health Savings Account (HSA).

The allocation rate as determined by the City's insurance carrier shall be based on the claims experience of the City, including active and retired employees.

~~Effective the pay period following March 26, 2019 (implementation of the Arbitration Award in Case No. 2018-MBA-393), each full-time bargaining unit member shall contribute, via payroll deduction, nineteen percent (19%) of the allocation rate then in effect, as determined by the City's insurance carrier towards the cost of medical insurance coverage provided for single, 2-person or family coverage.~~

~~Effective July 1, 2019, each full-time bargaining unit member shall contribute, via payroll deduction, one percent (1%) above the amount of employee contribution of the allocation rate then in effect, as determined by the City's insurance carrier towards the cost of medical insurance coverage provided for single, 2-person or family coverage.~~

Effective July 1, ~~2020~~2021, each full-time bargaining unit member shall continue to contribute, via payroll deduction, ~~one percent (1%) above the amount of employee contribution~~ twenty-one percent (21%) of the allocation rate then in effect, as determined by the City's insurance carrier towards the cost of medical insurance coverage provided for single, 2-person or family coverage.

Section 5.2 VACATION

²Vacation leave may be carried over from one (1) fiscal year to the next to a maximum accumulation of no more than eight (8) weeks. Any bargaining unit member with more than eight (8) weeks of accrued vacation leave on June 30th of each fiscal year shall forfeit any vacation days in excess of eight (8) weeks. ~~For any bargaining unit member who has accumulated vacation leave in excess of eight (8) weeks as of the signing of this Agreement, he or she shall be required to use his or her excess vacation leave prior to June 30, 2012. If any accumulated vacation leave in excess of the allowable eight (8) weeks has not been used by such bargaining unit member by June 30, 2012, said excess accumulated vacation leave will be forfeited from the bargaining unit member's vacation leave balance and thereafter will be held to the allowable eight (8) week maximum vacation leave accrual. Notwithstanding any language in this Section to the contrary, those bargaining unit members who had in excess of eight (8) weeks of accrued and unused vacation leave on June 30, 2021 will be allowed to carry over up to a maximum of five (5) additional~~

² NOTE: This is the eighth paragraph of Section 5.2 and there are not other changes to any other paragraphs.

TENTATIVE AGREEMENT

days of the contractual allowable amount into Fiscal Year 2021-2022. Any hours forfeited on June 30, 2021 up to a maximum of forty (40) hours will be restored to the bargaining unit member upon approval of the Agreement and must be used by June 30, 2022. Any additional vacation leave days above the contractual eight (8) week maximum will not be paid out to the bargaining unit members upon separation."

Section 5.3 SICK LEAVE

2. **Sick Leave Donations.** A bargaining unit member who has accumulated at least ~~thirty (30)~~fifteen (15) days of sick leave may donate a portion of his or her accumulated sick leave to another bargaining unit member, who through serious and protracted illness of the member or his/her immediate family has used up all of his or her accumulated sick leave and vacation leave. The Mayor, or his or her designee, and the Director of Human Resources and Labor Relations shall authorize the donation and transfer of such sick leave provided the following conditions are met:

- a. The donating bargaining unit member shall have a minimum sick leave accumulation of ~~thirty (30)~~fifteen (15) days.
- b. No more than five (5) days of sick leave for every thirty (30) days of sick leave accumulated by the donating bargaining unit member to a total donation of thirty (30) days shall be permitted between any two (2) bargaining unit members.
- c. Sick leave, donated by one bargaining unit member to another, when used, shall be paid at the hourly rate of the donor or donee, whichever is less.
- d. No more than twenty (20) days of donated sick leave may be allowed to accumulate in any donee's name at any given time, provided if such donated sick leave should be reduced below twenty (20) days, additional donations may be made to restore the level of accumulated sick leave to twenty (20) days.

Section 8.3 DURATION

Unless otherwise expressly provided herein, this Agreement shall be in effect upon the ~~implementation of the Arbitration Award in Case No. 2018-MBA,~~ approval of both parties, and shall continue in effect thereafter unless amended, modified or terminated in accordance with this Section through June 30, ~~2024~~2023. Either party wishing to amend, modify or terminate this Agreement must so advise the other party in writing no later than one hundred and fifty (150) days prior to the expiration of this Agreement and begin negotiations no later than one hundred and twenty (120) days prior to the expiration of this Agreement.

NOTE 1: The Union's proposal to give a pay adjustment to L&I inspectors and the nursing series as well as the City's proposal to move the Controller classification, only, from the current "Steps" (class code 0316) to the "Min/Max" with Procurement Manager (class code 376) and Tax Collector (class code 0365) have been taken off the table and will be

“discussed” (not negotiated) by the parties to see if agreement could be reached on these issues. If not, there would be no arbitration on these issues. Discussions will start no later than 60 days after MARB approval.

ARTICLE III, PERSONNEL, PAY AND BENEFITS
SECTION 3.4 INSURANCE

Section 3.4 INSURANCE

2. **Full Dental Plan**

* * *

~~Effective July 1, 2013 through April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279), the cost of the dental plan benefits shall be as follows:~~

~~a. — Diagnostic, preventive and restorative care. The City shall pay the cost of such coverage for each bargaining unit member and his or her eligible dependents.~~

~~b. — Additional basic benefits. (Rider A) The City shall pay the cost of such coverage for each bargaining unit member and his or her eligible dependents.~~

~~c. — Orthodontics benefits. (Rider D) The City shall pay the cost of such coverage for each bargaining unit member and his or her eligible dependents. However, orthodontics benefits are only available for a bargaining unit member or eligible dependent under the age of nineteen (19).~~

~~d. — Periodontics benefits. (Rider C) The cost of providing such coverage to each bargaining unit member and his or her eligible dependents shall be paid entirely by the bargaining unit member through payroll deduction.~~

~~e. — Prosthodontics benefits. (Rider B) The cost of providing such coverage to each bargaining unit member and his or her eligible dependents shall be paid entirely by the bargaining unit member through payroll deduction.~~

~~Effective April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279), bBargaining unit members will no longer pay for the benefits described in paragraphs a. through e. above in the manner described, but instead shall contribute the same percentage toward the total cost of the dental plan benefits described above as they contribute for medical insurance as set forth in Section 3.4, Employee Contributions.~~

~~The above dDental benefits cannot be provided separately and in order to enroll in the City's dental plan, the bargaining unit member and his or her eligible dependents must be enrolled in one (1) of the City's medical insurance plans.~~

TENTATIVE AGREEMENT

Section 3.4 INSURANCE

4. **Alternate Insurance Payment Provision.** A bargaining unit member who is covered under alternate medical insurance through another employer (e.g. spouse) may waive his or her basic medical insurance benefits provided by the City for a minimum period of one (1) year. ~~Commencing with the July 1, 2017 to June 30, 2018 fiscal year, b~~Bargaining unit members with 2-Person or Family coverage who opt not to accept medical insurance under one of the City's medical plans shall be compensated on a fiscal year basis as outlined in the Alternate Insurance Payment Schedule below. Such payment (subject to regular payroll deductions) shall be paid at the end of the fiscal year during which the bargaining unit member was not covered by the City's medical insurance. Except as indicated below, any bargaining unit member choosing this option shall only be able to opt in or out during the City's open enrollment period.

Alternate Insurance Payment Schedule:

Single	No Payment
2-Person	\$2,500
Family	\$2,500

Any bargaining unit member who subsequently becomes ineligible under some alternate medical insurance coverage during the one (1) year period shall be entitled to re-enroll under the City's medical insurance provisions provided that the City's Benefits Administrator is notified in writing, by the bargaining unit member. No proof of insurability shall be required.

* * *

5. **Employee Contributions.**

* * *

~~Notwithstanding anything herein to the contrary, effective the pay period following July 1, 2019, the one hundred twenty-five percent (125%) cap on employee contributions shall be eliminated.³~~

ARTICLE III, PERSONNEL, PAY AND BENEFITS

SECTION 3.5 PENSION BENEFITS

Section 3.5 PENSION BENEFITS

f. Any employee hired into the bargaining unit after December 1, 1998, or who separated from City service prior to this date, shall have the pension formula and benefit levels in effect on July 1, 1994, as set forth above.

All bargaining unit members who were active employees on January 1, 2004, and whose initial date of hire with the City is before July 1, 2003 ("Pre-2003 HMEA bargaining

³ NOTE: This was deleted in the last interest arbitration award.

TENTATIVE AGREEMENT

unit members”), shall contribute eleven and eight-tenths percent (11.8%), ~~seven and eight-tenths percent (7.8%)~~ of their weekly salary to the pension fund. Effective the pay period immediately following April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279), all Pre-2003 HMEA bargaining unit members’ weekly salary contributions to the pension fund ~~referenced above shall be eight and eight-tenths percent (8.8%)~~. Effective the pay period after March 26, 2019 (implementation of the arbitration award in Case No. 2018-MBA-393), for all bargaining unit members who were active employees on January 1, 2004, and whose initial date of hire with the City is before July 1, 2003 (“Pre-2003 HMEA bargaining unit members”), salary contributions to the pension fund shall increase by one percent (1%) above the current contribution percentage of ~~eight and eight-tenths percent (8.8%)~~.

~~Effective the first pay period after July 1, 2019, all Pre-2003 HMEA bargaining unit members’ salary contributions to the pension fund shall increase by one percent (1%) above the contribution percentage in effect on June 30, 2019.~~

~~Effective the first pay period after July 1, 2020, all Pre-2003 HMEA bargaining unit members’ salary contributions to the pension fund shall increase by one percent (1%) above the contribution percentage in effect on June 30, 2020.~~

Section 3.5 PENSION BENEFITS

f.

Bargaining unit members hired on or after July 1, 2003 (“Post-2003 HMEA bargaining unit members”), shall have a pension benefit in accordance with the provisions of subsection f. above, except that the minimum requirements for a normal, unreduced retirement benefit shall be age fifty-five (55) and twenty-five (25) years of City service, and as more fully set forth in paragraph II of Appendix F. Post-2003 HMEA bargaining unit members shall contribute to the pension fund nine percent (9%) ~~five percent (5%)~~ on the social security covered portion of their earnings and twelve percent (12%) ~~eight percent (8%)~~ on the excess total earnings. Effective the pay period after April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279), Post-2003 HMEA bargaining unit members shall contribute to the pension fund ~~six percent (6%)~~ on the social security covered portion of their biweekly salary and ~~nine percent (9%)~~ on the excess earnings. Effective the pay period after March 26, 2019 (implementation of the arbitration award in Case No. 2018-MBA-393), all Post-2003 HMEA bargaining unit members’ salary contributions to the pension fund shall increase by one percent (1%) above the contribution percentage in effect the pay period prior to March 26, 2019 (implementation of the award). This one percent (1%) increase will apply to both the social security covered portion of total earnings and on the excess total earnings.

~~Effective July 1, 2019, all Post-2003 HMEA bargaining unit members’ salary contributions to the pension fund shall increase by one percent (1%) above the contribution percentage in effect on June 30, 2019. This one percent (1%) increase will apply to both the social security covered portion of total earnings and on the excess total earnings.~~

TENTATIVE AGREEMENT

~~Effective July 1, 2020, all Post-2003 HMEA bargaining unit members' salary contributions to the pension fund shall increase by one percent (1%) above the contribution percentage in effect on June 30, 2020. This one percent (1%) increase will apply to both the social security covered portion of total earnings and on the excess total earnings.~~

Section 3.5 PENSION BENEFITS

f.

For all bargaining unit members whose initial date of hire with the City is on or after April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279) ("Post-2017 HMEA bargaining unit members"), their pension benefits shall be as follows:

a. *Normal Retirement.* Post-2017 HMEA bargaining unit members shall be eligible for a normal retirement allowance upon attaining age fifty-five (55) and completing twenty-five (25) years of continuous full-time City service or upon attaining age sixty-two (62) and completing at least five (5) years of continuous service. The normal retirement allowance shall be based on one and three-quarters percent (1.75%) of final average pay for each whole year of service. A Post-2017 HMEA bargaining unit member that (i) has completed at least twenty-five (25) years of continuous full-time City service, (ii) has separated from City service; and (iii) has elected to leave his or her contributions in the fund shall be eligible for a normal retirement allowance upon attaining age fifty-five (55). Post-2017 HMEA employees bargaining unit members shall retain the current calculation of final average pay; however, HMEA employees bargaining unit members hired after March 26, 2019 (implementation of the arbitration award in Case No. 2018-MBA-393) shall be calculated on base wages only.

b. *Early Retirement.* Post-2017 HMEA bargaining unit members shall be eligible for an early retirement allowance upon attaining age fifty-five (55) and completing five (5) years of full-time continuous service.

Early retirement allowance shall be calculated in the same manner as the Post-2017 HMEA bargaining unit member's normal retirement allowance and then reduced by four percent (4%) for each year the bargaining unit member retires short of age sixty-two (62), with prorations for fractions of a year. Said reduction shall apply for the duration of the pension benefit.

c. *Maximum Pension Allowance.* Post-2017 HMEA bargaining unit members shall be eligible for a maximum pension allowance of seventy percent (70%) of final average pay.

d. *Post-2017 HMEA Bargaining Unit Members' Contributions.* Post-2017 HMEA bargaining unit members shall contribute to the pension fund nine and one-half percent (9.5%) ~~seven and one-half percent (7.5%)~~ on the social security covered

TENTATIVE AGREEMENT

portion of earnings and ~~twelve and one-half percent (12.5%)~~ ten and one-half percent (10.5%) on the excess earnings. ~~Effective the pay period after March 26, 2019 (implementation of the arbitration award in Case No. 2018-MBA-393), all Post-2017 HMEA bargaining unit members' salary contributions to the pension fund shall increase by one percent (1%) above the contribution percentage in effect the pay period prior to March 26, 2019 (implementation of the award). This one percent (1%) increase will apply to both the social security-covered portion of total earnings and on the excess total earnings.~~

~~Effective July 1, 2019, all Post-2017 HMEA bargaining unit members' salary contributions to the pension fund shall increase by one percent (1%) above the contribution percentage in effect on June 30, 2019. This one percent (1%) increase will apply to both the social security-covered portion of total earnings and on the excess total earnings.~~

ARTICLE V HOLIDAYS AND LEAVE SECTION 5.2 VACATION

Bargaining unit members who are separated from the City and who have accrued vacation leave to their credit at the time of separation shall be paid the salary equivalent of the accrued vacation leave. ~~Effective March 26, 2019 (implementation of the arbitration award in Case No. 2018-MBA-393),~~ The maximum pay-out of vacation upon separation will be the salary equivalent of accrued vacation leave up to a maximum of twelve (12) weeks regardless of the number of hours credited or earned at the time of separation. Vacation leave accrued during the fiscal year in which the bargaining unit member is separated will only be paid if the bargaining unit member is in good standing at the time of separation. Effective April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279), aAny vacation leave lump sum payment shall not be used to increase the bargaining unit member's years of creditable service and any vacation lump sum payment shall not be included or utilized in any manner in determining or calculating the bargaining unit member's final average pay period, final average pay, and retirement allowance. The effective date of separation shall be the day immediately following the bargaining unit member's last day of work.

ARTICLE V HOLIDAYS AND LEAVE SECTION 5.7 FURLOUGH DAYS

~~Section 5.7 FURLOUGH DAYS~~

~~Commencing July 1, 2019, all full-time bargaining unit members will take two (2) days of furlough each remaining fiscal year of the Agreement under the conditions listed below:~~

- ~~1. The value of the two (2) furlough days will be deducted evenly over the pay periods in the fiscal year from a bargaining unit member's pay. Should a bargaining unit member separate from City service during the fiscal year, the value of any furlough balance will be deducted from the bargaining unit member's vacation and/or sick leave payout. If there is no leave~~

TENTATIVE AGREEMENT

~~payout, the furlough balance will be deducted from the bargaining unit member's last regular week of pay.~~

~~2. — Since the value of the furlough days will be taken out as a payroll deduction, there will be no negative impact on any benefit, including but not necessarily limited to the pension benefit, as a result of such furlough days.~~

~~3. — If operationally possible, furlough days shall be scheduled around holidays (i.e., close the day before or after a holiday). If not operationally possible, furlough days will be scheduled at a time mutually agreeable to the bargaining unit member and the Department Head or his or her designee, except such requests will not be unreasonably withheld. If two (2) or more bargaining unit members request to take a furlough day on the same date and the operational needs of the department cannot sustain approval of all such requests, the approval of such furlough request will be determined by seniority with the City. In addition, no more than one (1) furlough day may be taken in any one (1) week.~~

~~— Requests for furlough days shall be made at least twenty-four (24) hours in advance, except in cases of emergency, and must be taken in no less than one-half (½) day increments.~~

~~— The forgoing section (5.7 Furlough) shall sunset on June 30, 2021 unless otherwise negotiated.~~

ARTICLE VI GENERAL PROVISIONS SECTION 6.10 TUITION REIMBURSEMENT

Section 6.10 TUITION REIMBURSEMENT

In accordance with the Department of Human Resources' Tuition Reimbursement Program and provided funds are available, ~~effective with the first full semester following the issuance of the interest arbitration award in Case No. 2014-MBA-279 and thereafter,~~ a bargaining unit member must receive a Grade C or better in order to be eligible for the City's tuition reimbursement program. If the eligible course is pass or fail only, this requirement shall not apply.

ARTICLE III, PERSONNEL, PAY AND BENEFITS SECTION 3.4 INSURANCE

Section 3.4 INSURANCE

Bargaining unit members who are eligible or who become eligible for insurance coverage shall be provided the following coverage:

1. **Medical Insurance** – The City shall continue to provide and pay the cost of medical benefits for each eligible bargaining unit member and his or her eligible dependents as

TENTATIVE AGREEMENT

detailed in Appendix B and Appendix B-1, Medical Benefits at a Glance or an alternative plan, as provided below. ~~Effective April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279), the medical benefits for each eligible bargaining unit member and his or her eligible dependents shall be modified only to the extent set forth in Appendix B.~~

~~Pursuant to the arbitration award in SBMA Case No. 2002-MBA-47, the medical insurance plan shall not cover laser eye surgery.~~

With the exception of those bargaining unit members participating in the PPO/HMO buy up described below, Effective July 1, 2019 the current medical plan(s) offering shall be ~~will be replaced with a High Deductible Health Plan (HDHP) with a Health Savings Account as described below and outlined in Appendix B:~~

Component	In Network	Out of Network
Deductible	\$2,000/\$4,000	\$4,000/\$8,000
Co-Insurance	90%	70%
OOP Max	\$3,000/\$6,000	Federal OOP Max
RX (Deductible)	\$5/\$20/\$40 2x Mail Order Mandatory Mail Order Under State Maintenance Drug Network	\$5/\$20/\$40 2x Mail Order Mandatory Mail Order Under State Maintenance Drug Network
Health Savings Account (HSAS) Employer Funding	FY 2019-20: 50% FY 2020-21: 50%	FY 2019-20: 50% In-Network Deductible FY 2020-21: 50% In-Network Deductible

The City will continue to provide the same Non-Standard Benefit Coverage under the above-referenced HDHP/HSA Plan as was provided to this bargaining unit under the collective bargaining agreement during the fiscal year starting July 1, 2017 and ending June 30, 2018.

~~The City will fund fifty percent (50%) of the employer health savings account (HSA) contribution in July 2019; twenty-five percent (25%) in January 2020; and twenty-five percent (25%) in April 2020.~~

~~Commencing in the month of July 2020, and thereafter, the employer health savings account (HSA) contribution will be paid in equal installments on a quarterly basis.~~

The City may move to the CVS Caremark Standard Control formulary without any further obligation to negotiate with the Union.

Commencing July 1, 2019, a PPO and HMO true buy-up option, the details of such plan are described in Appendix B-1, shall be available for current members as of March 26, 2019 (implementation of the Arbitration Award in Case No. 2018-A-393) only:

- a. The employee contribution will make up the difference between the cost to the City of the HDHP (including employer contribution to the HSA) and the PPO or HMO, as they

TENTATIVE AGREEMENT

may change each plan year.

- b. The experience of those who elect the PPO or HMO may be rated separately from those who remain in the HDHP, at the option of the City.
- c. Option to buy-up sunsets on June 30, 2022.

Notwithstanding anything in the contract that may be to the contrary, the City will not contribute to the Health Savings Account (HSA) of any retiring employee who is eligible to purchase retiree health insurance through the City by virtue of other provisions of this Agreement (Pre-June 9, 2008 employees only).

ARTICLE III, PERSONNEL, PAY AND BENEFITS

SECTION 3.5 PENSION BENEFITS

Section 3.5 PENSION BENEFITS

d. Post-2017 HMEA Bargaining Unit Members' Contributions.

Sick Leave Exchange Credit. Post 2017 HMEA bargaining unit members are not eligible for sick leave exchange credit.

Effective April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279), any employee promoted or demoted into the HMEA bargaining unit must work in the HMEA classification for a minimum of two (2) years before separation from City service or retirement in order to be eligible for the Pre-2003 or Post-2003 pension benefits.

If the employee does not work a minimum of two (2) years in the HMEA classification before separation or retirement, the employee will be eligible for the Post-2015⁷ pension benefits as described above and in the Municipal Code.

Summary of Costs: Agreement Between City of Hartford and the Hartford Municipal Employees Association (HMEA)

GENERAL FUND COSTS ONLY - REVISED 12-15-21

General Topic	Change	Fiscal Impact	
		FY 21-22	FY 22-23
Wages	General Wage Increases %	3% (RETRO)	0%
	FULL Cost of General Wage Increase on BASE Salary in \$ (FY2022 Budget included 1.5% increase) for current employees	\$ 239,620	\$ -
	Cost of Step Yearly Increment Changes in \$ (Included in FY2022 Budget)	\$ 283,368	\$ 177,657
Healthcare	Health Plan Design Change: Cost/(Savings)		
Health Premium Cost Share	Current employee share 21%		
	Proposed employee share 21% (NO CHANGE)		
	Projected Savings	No change	No change
Pension	Current Contribution 9%/11.8%	No change	No change
	New Contribution 9%/11.8% (NO CHANGE)		
	Cost/(Savings) in \$		
	Net Annual Impact	\$ 522,988	\$ 177,657
Sick Leave	Current provisions: ____		
	New provisions: ____	No change	No change
	Cost/(Savings)		
Vacation Leave (Pay Out)	Current provisions:	No change	No change
	New provisions:		
	Cost/(Savings)		
Other Measures to Offset Costs of Contract			
H S A Funding	Cost/(Savings)	No change	No change
Dental Plan	Cost/(Savings)	No change	No change
	Total Cost (includes one-time and non-recurring)	\$ 522,988	\$ 177,657

City of Hartford - HMEA Analysis 12-15-21		Current - FY21									Proposed - FY22 and FY23								
Primary Org Code	Job Class Code Desc	Current Step	Base Salary	Annual Salary	Value of 1 Step	Max Step	FY2022 Step	Value of FY2022 Steps	FY2023 Step	Value of FY2023 Steps	New Base Salary - with 3%	Base Variance	New Value of 1 Step	FY2022 New Salary (3%)	Increase at Max Step	FY2022 Step	FY2022 Step Increase	FY2023 Step	FY2023 Step Increase
113003	ADMIN CLERK - HMEA	4	\$ 39,563	\$ 47,475	\$ 1,978	4	4	\$ -	4	\$ -	\$ 40,750	\$ 1,187	\$ 2,037	\$ 48,899	\$ 237	4	\$ -	4	\$ -
117001	ADMIN CLERK - HMEA	0	\$ 39,563	\$ 39,563	\$ 1,978	4	1	\$ 1,978	2	\$ 1,978	\$ 40,750	\$ 1,187	\$ 2,037	\$ 40,750	\$ -	1	\$ 2,037	2	\$ 2,037
123007	ADMIN CLERK - HMEA	3	\$ 39,563	\$ 45,497	\$ 1,978	4	4	\$ 1,978	4	\$ -	\$ 40,750	\$ 1,187	\$ 2,037	\$ 46,862	\$ -	4	\$ 2,037	4	\$ -
123007	ADMIN CLERK - HMEA	3	\$ 39,563	\$ 45,497	\$ 1,978	4	4	\$ 1,978	4	\$ -	\$ 40,750	\$ 1,187	\$ 2,037	\$ 46,862	\$ -	4	\$ 2,037	4	\$ -
213000	ADMIN CLERK - HMEA	3	\$ 39,563	\$ 45,497	\$ 1,978	4	4	\$ 1,978	4	\$ -	\$ 40,750	\$ 1,187	\$ 2,037	\$ 46,862	\$ -	4	\$ 2,037	4	\$ -
311000	ADMIN CLERK - HMEA	3	\$ 39,563	\$ 45,497	\$ 1,978	4	4	\$ 1,978	4	\$ -	\$ 40,750	\$ 1,187	\$ 2,037	\$ 46,862	\$ -	4	\$ 2,037	4	\$ -
311001	ADMIN CLERK - HMEA	0	\$ 39,563	\$ 39,563	\$ 1,978	4	1	\$ 1,978	2	\$ 1,978	\$ 40,750	\$ 1,187	\$ 2,037	\$ 40,750	\$ -	1	\$ 2,037	2	\$ 2,037
123007	ADMN ASSISTANT - HMEA	7	\$ 45,531	\$ 61,468	\$ 2,277	7	7	\$ -	7	\$ -	\$ 46,897	\$ 1,366	\$ 2,345	\$ 63,312	\$ 478	7	\$ -	7	\$ -
123007	ADMN ASSISTANT - HMEA	1	\$ 45,531	\$ 47,808	\$ 2,277	7	2	\$ 2,277	3	\$ 2,277	\$ 46,897	\$ 1,366	\$ 2,345	\$ 49,242	\$ -	2	\$ 2,345	3	\$ 2,345
211000	ADMN ASSISTANT - HMEA	7	\$ 45,531	\$ 61,468	\$ 2,277	7	7	\$ -	7	\$ -	\$ 46,897	\$ 1,366	\$ 2,345	\$ 63,312	\$ 478	7	\$ -	7	\$ -
211002	ADMN ASSISTANT - HMEA	5	\$ 45,531	\$ 56,914	\$ 2,277	7	6	\$ 2,277	7	\$ -	\$ 46,897	\$ 1,366	\$ 2,345	\$ 58,622	\$ -	6	\$ 2,345	7	\$ 2,345
211007	ADMN ASSISTANT - HMEA	7	\$ 45,531	\$ 61,468	\$ 2,277	7	7	\$ -	7	\$ -	\$ 46,897	\$ 1,366	\$ 2,345	\$ 63,312	\$ 478	7	\$ -	7	\$ -
212006	ADMN ASSISTANT - HMEA	7	\$ 45,531	\$ 61,468	\$ 2,277	7	7	\$ -	7	\$ -	\$ 46,897	\$ 1,366	\$ 2,345	\$ 63,312	\$ 478	7	\$ -	7	\$ -
212014	ADMN ASSISTANT - HMEA	7	\$ 45,531	\$ 61,468	\$ 2,277	7	7	\$ -	7	\$ -	\$ 46,897	\$ 1,366	\$ 2,345	\$ 63,312	\$ 478	7	\$ -	7	\$ -
212014	ADMN ASSISTANT - HMEA	7	\$ 45,531	\$ 61,468	\$ 2,277	7	7	\$ -	7	\$ -	\$ 46,897	\$ 1,366	\$ 2,345	\$ 63,312	\$ 478	7	\$ -	7	\$ -
212014	ADMN ASSISTANT - HMEA	4	\$ 45,531	\$ 54,638	\$ 2,277	7	5	\$ 2,277	6	\$ 2,277	\$ 46,897	\$ 1,366	\$ 2,345	\$ 56,277	\$ -	5	\$ 2,345	6	\$ 2,345
212014	ADMN ASSISTANT - HMEA	1	\$ 45,531	\$ 47,808	\$ 2,277	7	2	\$ 2,277	3	\$ 2,277	\$ 46,897	\$ 1,366	\$ 2,345	\$ 49,242	\$ -	2	\$ 2,345	3	\$ 2,345
311002	ADMN ASSISTANT - HMEA	7	\$ 45,531	\$ 61,468	\$ 2,277	7	7	\$ -	7	\$ -	\$ 46,897	\$ 1,366	\$ 2,345	\$ 63,312	\$ 478	7	\$ -	7	\$ -
311004	ADMN ASSISTANT - HMEA	7	\$ 45,531	\$ 61,468	\$ 2,277	7	7	\$ -	7	\$ -	\$ 46,897	\$ 1,366	\$ 2,345	\$ 63,312	\$ 478	7	\$ -	7	\$ -
420009	ADMN ASSISTANT - HMEA	7	\$ 45,531	\$ 61,468	\$ 2,277	7	7	\$ -	7	\$ -	\$ 46,897	\$ 1,366	\$ 2,345	\$ 63,312	\$ 478	7	\$ -	7	\$ -
420009	ADMN ASSISTANT - HMEA	5	\$ 45,531	\$ 56,914	\$ 2,277	7	6	\$ 2,277	7	\$ -	\$ 46,897	\$ 1,366	\$ 2,345	\$ 58,622	\$ -	6	\$ 2,345	7	\$ 2,345
420009	ADMN ASSISTANT - HMEA	4	\$ 45,531	\$ 54,638	\$ 2,277	7	5	\$ 2,277	6	\$ 2,277	\$ 46,897	\$ 1,366	\$ 2,345	\$ 56,277	\$ -	5	\$ 2,345	6	\$ 2,345
420009	ADMN ASSISTANT - HMEA	3	\$ 45,531	\$ 52,361	\$ 2,277	7	4	\$ 2,277	5	\$ 2,277	\$ 46,897	\$ 1,366	\$ 2,345	\$ 53,932	\$ -	4	\$ 2,345	5	\$ 2,345
420015	ADMN ASSISTANT - HMEA	3	\$ 45,531	\$ 52,361	\$ 2,277	7	4	\$ 2,277	5	\$ 2,277	\$ 46,897	\$ 1,366	\$ 2,345	\$ 53,932	\$ -	4	\$ 2,345	5	\$ 2,345
311011	ARCHITECT III	3	\$ 76,308	\$ 87,754	\$ 3,815	6	4	\$ 3,815	5	\$ 3,815	\$ 78,597	\$ 2,289	\$ 3,930	\$ 90,387	\$ -	4	\$ 3,930	5	\$ 3,930
311011	ARCHITECT III	1	\$ 76,308	\$ 80,124	\$ 3,815	6	2	\$ 3,815	3	\$ 3,815	\$ 78,597	\$ 2,289	\$ 3,930	\$ 82,527	\$ -	2	\$ 3,930	3	\$ 3,930
118001	AUDITOR	7	\$ 65,969	\$ 89,058	\$ 3,298	7	7	\$ -	7	\$ -	\$ 67,948	\$ 1,979	\$ 3,397	\$ 91,730	\$ 693	7	\$ -	7	\$ -
118001	AUDITOR	7	\$ 65,969	\$ 89,058	\$ 3,298	7	7	\$ -	7	\$ -	\$ 67,948	\$ 1,979	\$ 3,397	\$ 91,730	\$ 693	7	\$ -	7	\$ -
118001	AUDITOR	7	\$ 65,969	\$ 89,058	\$ 3,298	7	7	\$ -	7	\$ -	\$ 67,948	\$ 1,979	\$ 3,397	\$ 91,730	\$ 693	7	\$ -	7	\$ -
118001	AUDITOR	7	\$ 65,969	\$ 89,058	\$ 3,298	7	7	\$ -	7	\$ -	\$ 67,948	\$ 1,979	\$ 3,397	\$ 91,730	\$ 693	7	\$ -	7	\$ -
123002	CHIEF ASSESSMENT TECHNICIAN	7	\$ 69,362	\$ 93,639	\$ 3,468	7	7	\$ -	7	\$ -	\$ 71,443	\$ 2,081	\$ 3,572	\$ 96,448	\$ 728	7	\$ -	7	\$ -
420009	CHIEF OF BLDG & TRADES	6	\$ 72,723	\$ 94,540	\$ 3,636	7	7	\$ 3,636	7	\$ -	\$ 74,905	\$ 2,182	\$ 3,745	\$ 97,376	\$ -	7	\$ 3,745	7	\$ -
311012	CITY FORESTER	7	\$ 60,520	\$ 81,702	\$ 3,026	7	7	\$ -	7	\$ -	\$ 62,335	\$ 1,816	\$ 3,117	\$ 84,153	\$ 635	7	\$ -	7	\$ -
311002	CIVIL ENGINEER III	2	\$ 62,944	\$ 69,239	\$ 3,147	7	3	\$ 3,147	4	\$ 3,147	\$ 64,833	\$ 1,888	\$ 3,242	\$ 71,316	\$ -	3	\$ 3,242	4	\$ 3,242
311002	CIVIL ENGINEER IV	7	\$ 72,723	\$ 98,176	\$ 3,636	7	7	\$ -	7	\$ -	\$ 74,905	\$ 2,182	\$ 3,745	\$ 101,122	\$ 764	7	\$ -	7	\$ -
311002	CIVIL ENGINEER IV	3	\$ 72,723	\$ 83,632	\$ 3,636	7	4	\$ 3,636	5	\$ 3,636	\$ 74,905	\$ 2,182	\$ 3,745	\$ 86,141	\$ -	4	\$ 3,745	5	\$ 3,745
132003	COMMUNITY REC COUNSELOR	7	\$ 54,382	\$ 73,416	\$ 2,719	7	7	\$ -	7	\$ -	\$ 56,013	\$ 1,631	\$ 2,801	\$ 75,618	\$ 571	7	\$ -	7	\$ -
132003	COMMUNITY REC COUNSELOR	1	\$ 54,382	\$ 57,101	\$ 2,719	7	2	\$ 2,719	3	\$ 2,719	\$ 56,013	\$ 1,631	\$ 2,801	\$ 58,814	\$ -	2	\$ 2,801	3	\$ 2,801
132003	COMMUNITY REC COUNSELOR	1	\$ 54,382	\$ 57,101	\$ 2,719	7	2	\$ 2,719	3	\$ 2,719	\$ 56,013	\$ 1,631	\$ 2,801	\$ 58,814	\$ -	2	\$ 2,801	3	\$ 2,801
132003	COMMUNITY REC COUNSELOR	1	\$ 54,382	\$ 57,101	\$ 2,719	7	2	\$ 2,719	3	\$ 2,719	\$ 56,013	\$ 1,631	\$ 2,801	\$ 58,814	\$ -	2	\$ 2,801	3	\$ 2,801
123001	CONTROLLER	7	\$ 72,723	\$ 98,176	\$ 3,636	7	7	\$ -	7	\$ -	\$ 74,905	\$ 2,182	\$ 3,745	\$ 101,122	\$ 764	7	\$ -	7	\$ -
311001	DPW SUPERINTENDENT	3	\$ 76,608	\$ 87,244	\$ 3,831	8	4	\$ 3,831	5	\$ 3,831	\$ 78,906	\$ 2,298	\$ 3,945	\$ 89,861	\$ -	4	\$ 3,945	5	\$ 3,945
311004	DPW SUPERINTENDENT	3	\$ 76,608	\$ 87,244	\$ 3,831	8	4	\$ 3,831	5	\$ 3,831	\$ 78,906	\$ 2,298	\$ 3,945	\$ 89,861	\$ -	4	\$ 3,945	5	\$ 3,945
311005	DPW SUPERINTENDENT	7	\$ 76,608	\$ 103,420	\$ 3,831	8	8	\$ 3,831	8	\$ -	\$ 78,906	\$ 2,298	\$ 3,945	\$ 106,523	\$ -	8	\$ 3,945	8	\$ -
311007	DPW SUPERINTENDENT	6	\$ 76,608	\$ 99,590	\$ 3,831	8	7	\$ 3,831	8	\$ -	\$ 78,906	\$ 2,298	\$ 3,945	\$ 102,578	\$ -	7	\$ 3,945	8	\$ 3,945
311001	DPW SUPERVISOR	7	\$ 51,873	\$ 70,029	\$ 2,594	7	7	\$ -	7	\$ -	\$ 53,429	\$ 1,556	\$ 2,671	\$ 72,130	\$ 545	7	\$ -	7	\$ -
311001	DPW SUPERVISOR	2	\$ 51,873	\$ 57,061	\$ 2,594	7	3	\$ 2,594	4	\$ 2,594	\$ 53,429	\$ 1,556	\$ 2,671	\$ 58,773	\$ -	3	\$ 2,671	4	\$ 2,671
311004	DPW SUPERVISOR	6	\$ 51,873	\$ 67,436	\$ 2,594	7	7	\$ 2,594	7	\$ -	\$ 53,429	\$ 1,556	\$ 2,671	\$ 69,459	\$ -	7	\$ 2,671	7	\$ -
311006	DPW SUPERVISOR	3	\$ 51,873	\$ 59,655	\$ 2,594	7	4	\$ 2,594	5	\$ 2,594	\$ 53,429	\$ 1,556	\$ 2,671	\$ 61,445	\$ -	4	\$ 2,671	5	\$ 2,671
311002	ENGR INSPECTION SUPV	7	\$ 62,944	\$ 84,975	\$ 3,147	7	7	\$ -	7	\$ -	\$ 64,833	\$ 1,888	\$ 3,242	\$ 87,524	\$ 661	7	\$ -	7	\$ -
311008	ENGR INSPECTION SUPV	7	\$ 62,944	\$ 84,975	\$ 3,147	7	7	\$ -	7	\$ -	\$ 64,833	\$ 1,888	\$ 3,242	\$ 87,524	\$ 661	7	\$ -	7	\$ -
520018	EPIDEMIOLOGIST	2	\$ 71,107	\$ 78,217	\$ 3,555	7	3	\$ 3,555	4	\$ 3,555	\$ 73,240	\$ 2,133	\$ 3,662	\$ 80,564	\$ -	3	\$ 3,662	4	\$ 3,662
113003	FINANCIAL SYSTEMS MANAGER	7	\$ 72,723	\$ 98,176	\$ 3,636	7	7	\$ -	7	\$ -	\$ 74,905	\$ 2,182	\$ 3,745	\$ 101,122	\$ 764	7	\$ -	7	\$ -
420009	HOUSING CODE ENFORCE SPV	4	\$ 53,934	\$ 64,721	\$ 2,697	7	5	\$ 2,697	6	\$ 2,697	\$ 55,552	\$ 1,618	\$ 2,778	\$ 66,663	\$ -	5	\$ 2,778	6	\$ 2,778
420009	HOUSING CODE ENFORCE SPV	1	\$ 53,934	\$ 56,631	\$ 2,697	7	2	\$ 2,697	3	\$ 2,697	\$ 55,552	\$ 1,618	\$ 2,778	\$ 58,330	\$ -	2	\$ 2,778	3	\$ 2,778
125005	HUMRES BENEFITS COORD	7	\$ 59,872	\$ 80,827	\$ 2,994	7	7	\$ -	7	\$ -	\$ 61,668	\$ 1,796	\$ 3,083	\$ 83,252	\$ 629	7	\$ -	7	\$ -
420009	INSPECTOR II	5	\$ 58,864	\$ 73,580	\$ 2,943	5	5	\$ -	5	\$ -	\$ 60,630	\$ 1,766	\$ 3,031	\$ 75,787	\$ 441	5	\$ -	5	\$ -
420009	INSPECTOR II	5	\$ 58,864	\$ 73,580	\$ 2,943	5	5	\$ -	5	\$ -	\$ 60,630	\$ 1,766	\$ 3,031	\$ 75,787	\$ 441	5	\$ -	5	\$ -
420009	INSPECTOR II	3	\$ 58,864	\$ 67,694	\$ 2,943	5	4	\$ 2,943	5	\$ -	\$ 60,630	\$ 1,766	\$ 3,031	\$ 69,724	\$ -	4	\$ 3,031	5	\$ 3,031
420009	INSPECTOR II	4	\$ 58,864	\$ 70,637	\$ 2,943	5	5	\$ 2,943	5	\$ -	\$ 60,630	\$ 1,766	\$ 3,031	\$ 72,756	\$ -	5	\$ 3,031	5	\$ -
420009	INSPECTOR II	4	\$ 58,864	\$ 70,637	\$ 2,943	5	5	\$ 2,943	5	\$ -	\$ 60,630	\$ 1,766	\$ 3,031	\$ 72,756	\$ -	5	\$ 3,031	5	\$ -
420009	INSPECTOR II	4	\$ 58,864	\$ 70,637	\$ 2,943	5	5	\$ 2,943	5	\$ -	\$ 60,630	\$ 1,766	\$ 3,031	\$ 72,756	\$ -	5	\$ 3,031	5	\$ -

City of Hartford - HMEA Analysis 12-15-21		Current - FY21									Proposed - FY22 and FY23								
Primary Org Code	Job Class Code Desc	Current Step	Base Salary	Annual Salary	Value of 1 Step	Max Step	FY2022 Step	Value of FY2022 Steps	FY2023 Step	Value of FY2023 Steps	New Base Salary - with 3%	Base Variance	New Value of 1 Step	FY2022 New Salary (3%)	Increase at Max Step	FY2022 Step	FY2022 Step Increase	FY2023 Step	FY2023 Step Increase
420009	INSPECTOR II	3	\$ 58,864	\$ 67,694	\$ 2,943	5	4	\$ 2,943	5	\$ -	\$ 60,630	\$ 1,766	\$ 3,031	\$ 69,724	\$ -	4	\$ 3,031	5	\$ 3,031
420080	INSPECTOR II	5	\$ 58,864	\$ 73,580	\$ 2,943	5	5	\$ -	5	\$ -	\$ 60,630	\$ 1,766	\$ 3,031	\$ 75,787	\$ 441	5	\$ -	5	\$ -
420080	INSPECTOR II	5	\$ 58,864	\$ 73,580	\$ 2,943	5	5	\$ -	5	\$ -	\$ 60,630	\$ 1,766	\$ 3,031	\$ 75,787	\$ 441	5	\$ -	5	\$ -
520000	MANAGEMENT SERVICES OFFICER	6	\$ 69,362	\$ 90,171	\$ 3,468	7	7	\$ 3,468	7	\$ -	\$ 71,443	\$ 2,081	\$ 3,572	\$ 92,876	\$ -	7	\$ 3,572	7	\$ -
123001	PREAUDIT/ACCTS PAYABLE SUPVSR	1	\$ 72,723	\$ 76,359	\$ 3,636	7	2	\$ 3,636	3	\$ 3,636	\$ 74,905	\$ 2,182	\$ 3,745	\$ 78,650	\$ -	2	\$ 3,745	3	\$ 3,745
113002	PRIN ADMINISTRATIVE ANALYST	7	\$ 59,872	\$ 80,827	\$ 2,994	7	7	\$ -	7	\$ -	\$ 61,668	\$ 1,796	\$ 3,083	\$ 83,252	\$ 629	7	\$ -	7	\$ -
113003	PRIN ADMINISTRATIVE ANALYST	6	\$ 59,872	\$ 77,833	\$ 2,994	7	7	\$ 2,994	7	\$ -	\$ 61,668	\$ 1,796	\$ 3,083	\$ 80,168	\$ -	7	\$ 3,083	7	\$ -
117001	PRIN ADMINISTRATIVE ANALYST	7	\$ 59,872	\$ 80,827	\$ 2,994	7	7	\$ -	7	\$ -	\$ 61,668	\$ 1,796	\$ 3,083	\$ 83,252	\$ 629	7	\$ -	7	\$ -
123004	PRIN ADMINISTRATIVE ANALYST	7	\$ 59,872	\$ 80,827	\$ 2,994	7	7	\$ -	7	\$ -	\$ 61,668	\$ 1,796	\$ 3,083	\$ 83,252	\$ 629	7	\$ -	7	\$ -
123004	PRIN ADMINISTRATIVE ANALYST	4	\$ 59,872	\$ 71,846	\$ 2,994	7	5	\$ 2,994	6	\$ 2,994	\$ 61,668	\$ 1,796	\$ 3,083	\$ 74,002	\$ -	5	\$ 3,083	6	\$ 3,083
123007	PRIN ADMINISTRATIVE ANALYST	5	\$ 59,872	\$ 74,840	\$ 2,994	7	6	\$ 2,994	7	\$ -	\$ 61,668	\$ 1,796	\$ 3,083	\$ 77,085	\$ -	6	\$ 3,083	7	\$ 3,083
132001	PRIN ADMINISTRATIVE ANALYST	1	\$ 59,872	\$ 62,865	\$ 2,994	7	2	\$ 2,994	3	\$ 2,994	\$ 61,668	\$ 1,796	\$ 3,083	\$ 64,751	\$ -	2	\$ 3,083	3	\$ 3,083
520000	PRIN ADMINISTRATIVE ANALYST	6	\$ 59,872	\$ 77,833	\$ 2,994	7	7	\$ 2,994	7	\$ -	\$ 61,668	\$ 1,796	\$ 3,083	\$ 80,168	\$ -	7	\$ 3,083	7	\$ -
123001	PRINCIPAL ACCOUNTANT	7	\$ 59,872	\$ 80,827	\$ 2,994	7	7	\$ -	7	\$ -	\$ 61,668	\$ 1,796	\$ 3,083	\$ 83,252	\$ 629	7	\$ -	7	\$ -
311002	PRINCIPAL ENGINEERING TECH	5	\$ 49,789	\$ 62,236	\$ 2,489	5	5	\$ -	5	\$ -	\$ 51,283	\$ 1,494	\$ 2,564	\$ 64,103	\$ 373	5	\$ -	5	\$ -
311002	PRINCIPAL ENGINEERING TECH	1	\$ 49,789	\$ 52,278	\$ 2,489	5	2	\$ 2,489	3	\$ 2,489	\$ 51,283	\$ 1,494	\$ 2,564	\$ 53,847	\$ -	2	\$ 2,564	3	\$ 2,564
311000	PROCUREMENT MANAGER (Min/Max - no steps)		\$ -	\$ 100,000	\$ -	-	0	\$ -	0	\$ -	\$ -			\$ 103,000	\$ 3,000	0	\$ -	0	\$ -
420009	PROGRAM SUPERVISOR	5	\$ 56,959	\$ 71,199	\$ 2,848	7	6	\$ 2,848	7	\$ -	\$ 58,668	\$ 1,709	\$ 2,933	\$ 73,335	\$ -	6	\$ 2,933	7	\$ 2,933
212021	PROJECT LEADER	7	\$ 72,723	\$ 98,176	\$ 3,636	7	7	\$ -	7	\$ -	\$ 74,905	\$ 2,182	\$ 3,745	\$ 101,122	\$ 764	7	\$ -	7	\$ -
213007	PROJECT LEADER	7	\$ 72,723	\$ 98,176	\$ 3,636	7	7	\$ -	7	\$ -	\$ 74,905	\$ 2,182	\$ 3,745	\$ 101,122	\$ 764	7	\$ -	7	\$ -
213007	PROJECT LEADER	2	\$ 72,723	\$ 79,996	\$ 3,636	7	3	\$ 3,636	4	\$ 3,636	\$ 74,905	\$ 2,182	\$ 3,745	\$ 82,395	\$ -	3	\$ 3,745	4	\$ 3,745
311002	PROJECT LEADER	2	\$ 72,723	\$ 79,996	\$ 3,636	7	3	\$ 3,636	4	\$ 3,636	\$ 74,905	\$ 2,182	\$ 3,745	\$ 82,395	\$ -	3	\$ 3,745	4	\$ 3,745
420018	PROJECT LEADER	2	\$ 72,723	\$ 79,996	\$ 3,636	7	3	\$ 3,636	4	\$ 3,636	\$ 74,905	\$ 2,182	\$ 3,745	\$ 82,395	\$ -	3	\$ 3,745	4	\$ 3,745
520000	PROJECT LEADER	7	\$ 72,723	\$ 98,176	\$ 3,636	7	7	\$ -	7	\$ -	\$ 74,905	\$ 2,182	\$ 3,745	\$ 101,122	\$ 764	7	\$ -	7	\$ -
117001	PROJECT MANAGER	7	\$ 65,489	\$ 88,410	\$ 3,274	7	7	\$ -	7	\$ -	\$ 67,453	\$ 1,965	\$ 3,373	\$ 91,062	\$ 688	7	\$ -	7	\$ -
123001	PROJECT MANAGER	7	\$ 65,489	\$ 88,410	\$ 3,274	7	7	\$ -	7	\$ -	\$ 67,453	\$ 1,965	\$ 3,373	\$ 91,062	\$ 688	7	\$ -	7	\$ -
123001	PROJECT MANAGER	5	\$ 65,489	\$ 81,861	\$ 3,274	7	6	\$ 3,274	7	\$ -	\$ 67,453	\$ 1,965	\$ 3,373	\$ 84,317	\$ -	6	\$ 3,373	7	\$ 3,373
123004	PROJECT MANAGER	7	\$ 65,489	\$ 88,410	\$ 3,274	7	7	\$ -	7	\$ -	\$ 67,453	\$ 1,965	\$ 3,373	\$ 91,062	\$ 688	7	\$ -	7	\$ -
123004	PROJECT MANAGER	7	\$ 65,489	\$ 88,410	\$ 3,274	7	7	\$ -	7	\$ -	\$ 67,453	\$ 1,965	\$ 3,373	\$ 91,062	\$ 688	7	\$ -	7	\$ -
123007	PROJECT MANAGER	6	\$ 65,489	\$ 85,136	\$ 3,274	7	7	\$ 3,274	7	\$ -	\$ 67,453	\$ 1,965	\$ 3,373	\$ 87,690	\$ -	7	\$ 3,373	7	\$ -
123007	PROJECT MANAGER	4	\$ 65,489	\$ 78,587	\$ 3,274	7	5	\$ 3,274	6	\$ 3,274	\$ 67,453	\$ 1,965	\$ 3,373	\$ 80,944	\$ -	5	\$ 3,373	6	\$ 3,373
311000	PROJECT MANAGER	5	\$ 65,489	\$ 81,861	\$ 3,274	7	6	\$ 3,274	7	\$ -	\$ 67,453	\$ 1,965	\$ 3,373	\$ 84,317	\$ -	6	\$ 3,373	7	\$ 3,373
420009	PROJECT MANAGER	6	\$ 65,489	\$ 85,136	\$ 3,274	7	7	\$ 3,274	7	\$ -	\$ 67,453	\$ 1,965	\$ 3,373	\$ 87,690	\$ -	7	\$ 3,373	7	\$ -
420018	PROJECT MANAGER	4	\$ 65,489	\$ 78,587	\$ 3,274	7	5	\$ 3,274	6	\$ 3,274	\$ 67,453	\$ 1,965	\$ 3,373	\$ 80,944	\$ -	5	\$ 3,373	6	\$ 3,373
520001	PROJECT MANAGER	5	\$ 65,489	\$ 81,861	\$ 3,274	7	6	\$ 3,274	7	\$ -	\$ 67,453	\$ 1,965	\$ 3,373	\$ 84,317	\$ -	6	\$ 3,373	7	\$ 3,373
520001	PROJECT MANAGER	7	\$ 65,489	\$ 88,410	\$ 3,274	7	7	\$ -	7	\$ -	\$ 67,453	\$ 1,965	\$ 3,373	\$ 91,062	\$ 688	7	\$ -	7	\$ -
311002	PROJECT SUPERVISOR	2	\$ 56,959	\$ 62,655	\$ 2,848	7	3	\$ 2,848	4	\$ 2,848	\$ 58,668	\$ 1,709	\$ 2,933	\$ 64,534	\$ -	3	\$ 2,933	4	\$ 2,933
520017	PROJECT SUPERVISOR	2	\$ 56,959	\$ 62,655	\$ 2,848	7	3	\$ 2,848	4	\$ 2,848	\$ 58,668	\$ 1,709	\$ 2,933	\$ 64,534	\$ -	3	\$ 2,933	4	\$ 2,933
520018	PUBLIC HEALTH NURSING SPVSR	3	\$ 71,107	\$ 81,773	\$ 3,555	7	4	\$ 3,555	5	\$ 3,555	\$ 73,240	\$ 2,133	\$ 3,662	\$ 84,226	\$ -	4	\$ 3,662	5	\$ 3,662
213000	PUBLIC SAFETY COMM SUPERVISOR	7	\$ 55,495	\$ 74,917	\$ 2,775	7	7	\$ -	7	\$ -	\$ 57,159	\$ 1,665	\$ 2,858	\$ 77,165	\$ 583	7	\$ -	7	\$ -
213006	PUBLIC SAFETY COMM SUPERVISOR	7	\$ 55,495	\$ 74,917	\$ 2,775	7	7	\$ -	7	\$ -	\$ 57,159	\$ 1,665	\$ 2,858	\$ 77,165	\$ 583	7	\$ -	7	\$ -
213006	PUBLIC SAFETY COMM SUPERVISOR	7	\$ 55,495	\$ 74,917	\$ 2,775	7	7	\$ -	7	\$ -	\$ 57,159	\$ 1,665	\$ 2,858	\$ 77,165	\$ 583	7	\$ -	7	\$ -
213006	PUBLIC SAFETY COMM SUPERVISOR	1	\$ 55,495	\$ 58,270	\$ 2,775	7	2	\$ 2,775	3	\$ 2,775	\$ 57,159	\$ 1,665	\$ 2,858	\$ 60,018	\$ -	2	\$ 2,858	3	\$ 2,858
213006	PUBLIC SAFETY COMM SUPERVISOR	3	\$ 55,495	\$ 63,819	\$ 2,775	7	4	\$ 2,775	5	\$ 2,775	\$ 57,159	\$ 1,665	\$ 2,858	\$ 65,733	\$ -	4	\$ 2,858	5	\$ 2,858
123004	PURCHASING AGENT	6	\$ 72,723	\$ 94,540	\$ 3,636	7	7	\$ 3,636	7	\$ -	\$ 74,905	\$ 2,182	\$ 3,745	\$ 97,376	\$ -	7	\$ 3,745	7	\$ -
212032	SCHOOL CROSSING GUARD SPVSR	4	\$ 37,850	\$ 45,420	\$ 1,893	4	4	\$ -	4	\$ -	\$ 38,986	\$ 1,136	\$ 1,949	\$ 46,783	\$ 227	4	\$ -	4	\$ -
420009	SEALER WEIGHTS & MEASURES	5	\$ 50,829	\$ 63,537	\$ 2,542	5	5	\$ -	5	\$ -	\$ 52,354	\$ 1,525	\$ 2,618	\$ 65,443	\$ 381	5	\$ -	5	\$ -
123001	SENIOR ACCOUNTANT	3	\$ 54,382	\$ 62,540	\$ 2,719	7	4	\$ 2,719	5	\$ 2,719	\$ 56,013	\$ 1,631	\$ 2,801	\$ 64,416	\$ -	4	\$ 2,801	5	\$ 2,801
123007	SENIOR ACCOUNTANT	4	\$ 54,382	\$ 65,258	\$ 2,719	7	5	\$ 2,719	6	\$ 2,719	\$ 56,013	\$ 1,631	\$ 2,801	\$ 67,216	\$ -	5	\$ 2,801	6	\$ 2,801
128005	SENIOR ACCOUNTANT	5	\$ 54,382	\$ 67,978	\$ 2,719	7	6	\$ 2,719	7	\$ -	\$ 56,013	\$ 1,631	\$ 2,801	\$ 70,017	\$ -	6	\$ 2,801	7	\$ 2,801
520000	SENIOR ACCOUNTANT	4	\$ 54,382	\$ 65,258	\$ 2,719	7	5	\$ 2,719	6	\$ 2,719	\$ 56,013	\$ 1,631	\$ 2,801	\$ 67,216	\$ -	5	\$ 2,801	6	\$ 2,801
117001	SENIOR ADMINISTRATIVE ASSIST	4	\$ 54,110	\$ 64,932	\$ 2,706	7	5	\$ 2,706	6	\$ 2,706	\$ 55,733	\$ 1,623	\$ 2,787	\$ 66,880	\$ -	5	\$ 2,787	6	\$ 2,787
119005	SENIOR ADMINISTRATIVE ASSIST	7	\$ 54,110	\$ 73,049	\$ 2,706	7	7	\$ -	7	\$ -	\$ 55,733	\$ 1,623	\$ 2,787	\$ 75,240	\$ 568	7	\$ -	7	\$ -
123004	SENIOR ADMINISTRATIVE ASSIST	7	\$ 54,110	\$ 73,049	\$ 2,706	7	7	\$ -	7	\$ -	\$ 55,733	\$ 1,623	\$ 2,787	\$ 75,240	\$ 568	7	\$ -	7	\$ -
123007	SENIOR ADMINISTRATIVE ASSIST	4	\$ 54,110	\$ 64,932	\$ 2,706	7	5	\$ 2,706	6	\$ 2,706	\$ 55,733	\$ 1,623	\$ 2,787	\$ 66,880	\$ -	5	\$ 2,787	6	\$ 2,787
128000	SENIOR ADMINISTRATIVE ASSIST	1	\$ 54,110	\$ 56,816	\$ 2,706	7	2	\$ 2,706	3	\$ 2,706	\$ 55,733	\$ 1,623	\$ 2,787	\$ 58,520	\$ -	2	\$ 2,787	3	\$ 2,787
132000	SENIOR ADMINISTRATIVE ASSIST	4	\$ 54,110	\$ 64,932	\$ 2,706	7	5	\$ 2,706	6	\$ 2,706	\$ 55,733	\$ 1,623	\$ 2,787	\$ 66,880	\$ -	5	\$ 2,787	6	\$ 2,787
132002	SENIOR ADMINISTRATIVE ASSIST	7	\$ 54,110	\$ 73,049	\$ 2,706	7	7	\$ -	7	\$ -	\$ 55,733	\$ 1,623	\$ 2,787	\$ 75,240	\$ 568	7	\$ -	7	\$ -
211000	SENIOR ADMINISTRATIVE ASSIST	7	\$ 54,110	\$ 73,049	\$ 2,706	7	7	\$ -	7	\$ -	\$ 55,733	\$ 1,623	\$ 2,787	\$ 75,240	\$ 568	7	\$ -	7	\$ -
212014	SENIOR ADMINISTRATIVE ASSIST	6	\$ 54,110	\$ 70,343	\$ 2,706	7	7	\$ 2,706	7	\$ -	\$ 55,733	\$ 1,623	\$ 2,787	\$ 72,454	\$ -	7	\$ 2,787	7	\$ -
213000	SENIOR ADMINISTRATIVE ASSIST	3	\$ 54,110	\$ 62,227	\$ 2,706	7	4	\$ 2,706	5	\$ 2,706	\$ 55,733	\$ 1,623	\$ 2,787	\$ 64,094	\$ -	4	\$ 2,787	5	\$ 2,787
311000	SENIOR ADMINISTRATIVE ASSIST	7	\$ 54,110	\$ 73,049	\$ 2,706	7	7	\$ -	7	\$ -	\$ 55,733	\$ 1,623	\$ 2,787	\$ 75,240	\$ 568	7	\$ -	7	\$ -

City of Hartford - HMEA Analysis 12-15-21		Current - FY21									Proposed - FY22 and FY23								
Primary Org Code	Job Class Code Desc	Current Step	Base Salary	Annual Salary	Value of 1 Step	Max Step	FY2022 Step	Value of FY2022 Steps	FY2023 Step	Value of FY2023 Steps	New Base Salary - with 3%	Base Variance	New Value of 1 Step	FY2022 New Salary (3%)	Increase at Max Step	FY2022 Step	FY2022 Step Increase	FY2023 Step	FY2023 Step Increase
311000	SENIOR ADMINISTRATIVE ASSIST	1	\$ 54,110	\$ 56,816	\$ 2,706	7	2	\$ 2,706	3	\$ 2,706	\$ 55,733	\$ 1,623	\$ 2,787	\$ 58,520	\$ -	2	\$ 2,787	3	\$ 2,787
420000	SENIOR ADMINISTRATIVE ASSIST	6	\$ 54,110	\$ 70,343	\$ 2,706	7	7	\$ 2,706	7	\$ -	\$ 55,733	\$ 1,623	\$ 2,787	\$ 72,454	\$ -	7	\$ 2,787	7	\$ -
123004	SENIOR FIELD REPRESENTATIVE	6	\$ 49,565	\$ 64,435	\$ 2,478	7	7	\$ 2,478	7	\$ -	\$ 51,052	\$ 1,487	\$ 2,553	\$ 66,368	\$ -	7	\$ 2,553	7	\$ -
113003	SENIOR PROJECT MANAGER	4	\$ 69,362	\$ 83,234	\$ 3,468	7	5	\$ 3,468	6	\$ 3,468	\$ 71,443	\$ 2,081	\$ 3,572	\$ 85,731	\$ -	5	\$ 3,572	6	\$ 3,572
128002	SENIOR PROJECT MANAGER	6	\$ 69,362	\$ 90,171	\$ 3,468	7	7	\$ 3,468	7	\$ -	\$ 71,443	\$ 2,081	\$ 3,572	\$ 92,876	\$ -	7	\$ 3,572	7	\$ -
212014	SENIOR PROJECT MANAGER	6	\$ 69,362	\$ 90,171	\$ 3,468	7	7	\$ 3,468	7	\$ -	\$ 71,443	\$ 2,081	\$ 3,572	\$ 92,876	\$ -	7	\$ 3,572	7	\$ -
420009	SENIOR PROJECT MANAGER	7	\$ 69,362	\$ 93,639	\$ 3,468	7	7	\$ -	7	\$ -	\$ 71,443	\$ 2,081	\$ 3,572	\$ 96,448	\$ 728	7	\$ -	7	\$ -
420018	SENIOR PROJECT MANAGER	6	\$ 69,362	\$ 90,171	\$ 3,468	7	7	\$ 3,468	7	\$ -	\$ 71,443	\$ 2,081	\$ 3,572	\$ 92,876	\$ -	7	\$ 3,572	7	\$ -
520010	SENIOR PROJECT MANAGER	7	\$ 69,362	\$ 93,639	\$ 3,468	7	7	\$ -	7	\$ -	\$ 71,443	\$ 2,081	\$ 3,572	\$ 96,448	\$ 728	7	\$ -	7	\$ -
213007	SENIOR SYSTEMS ANALYST	7	\$ 65,969	\$ 89,058	\$ 3,298	7	7	\$ -	7	\$ -	\$ 67,948	\$ 1,979	\$ 3,397	\$ 91,730	\$ 693	7	\$ -	7	\$ -
311006	SOLID WASTE & RECYLING INSPTR	5	\$ 49,357	\$ 61,696	\$ 2,468	5	5	\$ -	5	\$ -	\$ 50,838	\$ 1,481	\$ 2,542	\$ 63,547	\$ 370	5	\$ -	5	\$ -
311006	SOLID WASTE & RECYLING INSPTR	3	\$ 49,357	\$ 56,761	\$ 2,468	5	4	\$ 2,468	5	\$ -	\$ 50,838	\$ 1,481	\$ 2,542	\$ 58,463	\$ -	4	\$ 2,542	5	\$ 2,542
420009	SUPERVISOR OF LICENSES & PERMI	1	\$ 62,944	\$ 66,092	\$ 3,147	7	2	\$ 3,147	3	\$ 3,147	\$ 64,833	\$ 1,888	\$ 3,242	\$ 68,074	\$ -	2	\$ 3,242	3	\$ 3,242
212014	SUPERVISOR OF RECORDS	4	\$ 39,563	\$ 47,475	\$ 1,978	4	4	\$ -	4	\$ -	\$ 40,750	\$ 1,187	\$ 2,037	\$ 48,899	\$ 237	4	\$ -	4	\$ -
123007	TAX COLLECTOR (Min/Max - no steps)		\$ -	\$ 122,137	\$ -	-	0	\$ -	0	\$ -	\$ -			\$ 125,801	\$ 3,664	0	\$ -	0	\$ -
				\$ 10,129,072				\$ 237,221		\$ 137,362		\$ 239,620		\$ 10,432,945	\$ 39,033		\$ 244,335		\$ 177,657
											Average Step Cost		\$ 2,981						
											Headcount		Current Employees						
									139		Base Increase per Person - current			\$ 239,620	\$178,839 included in budget				
											Increase at Max Step			\$ 39,033					
											FY22 Applicable Step Increase			\$ 244,335	Materially budgeted for				
											FY23 Applicable Step Increase			\$ 177,657	Materially budgeted for				
											Total			\$ 700,645					
											Vacant Positions								
									35		Base Increase per Person - vacant			\$ 70,828					
											FY23 EST Step Increase-vacant			\$ 104,327	Materially budgeted for				
											Total			\$ 175,155					

HMEA DPW SUPERINTENDENT & SUPERVISOR, TRAFFIC ENG SVC MANAGER, ADMIN ASST, CONTROLLER, SUPERVISING PAYROLL MANAGER & AUTO MECHANIC SECTION LEADER COMPARABILITY

	Duration	GWIs ¹	Hours in a Work Week	Overtime	HMEA - DPW Superintendent		HMEA - DPW Supervisor		HMEA - Traffic Engineering Services Manager <i>(Traff Eng Svcs)</i>		HMEA - Administrative Assistant		HMEA - Controller		HMEA - Supervising Payroll Manager		HMEA - Auto Mechanic Section Leader	
HARTFORD Proposed HMEA	2017 -2021	PROPOSED: 7/1/21: 3% 7/1/22: 0%	40	dependent on position: 1.5 times/hrly rate or 5% in lieu of	\$79,658 - \$107,258	\$38.2970- \$51.5664	\$54,467 - \$70,029	\$26.1859- \$33.6676	\$79,658 - \$107,258	\$38.2970- \$51.5664	\$47,808 - \$61,468	\$22.9846- \$29.5518	\$76,359 - \$98,176	\$36.7113- \$47.2001	\$76,359 - \$98,176	\$36.7113- \$47.2001	\$53,303 - \$61,076	\$24.6651- \$29.3634
BRIDGEPORT	Duration	GWIs	Hours/ Week	Overtime														
AFSCME 1303-468	2015-2020	7/1/18: 2% 7/1/19: 2%	40	Time & one-half in excess of hrs/day or hrs/week													Fleet Mechanic Eff 7/1/2019	
					\$65,708 - \$70,078		\$31.5904 - \$33.6913											
EAST HARTFORD	Duration	GWIs	Hours/ Week	Overtime														
AFSCME 818 Supervisors Union	2019-2022	7/1/19: 2% 7/1/20: 2% 7/1/22: 1.25%	35 & 40	Time & one-half in excess of hrs/day or hrs/week	Superintendent of PW Eff: 7/1/21 40 hrs/wk		Asst. PW Director Eff: 7/1/21 40 hrs/wk		Highway Svcs Manager Eff: 7/1/21 40 hrs/wk			Asst. Finance Director Eff: 7/1/21 35 hrs/wk		Grants Manager Eff: 7/1/21 35 hrs/wk		Fleet Repair Supervisor Eff: 7/1/21 40 hrs/wk		
					\$90,127- \$107,492	\$43.3302- \$51.6788	\$78,860 - \$94,051	\$37.9135- \$45.2168	\$85,833 - \$102,369	\$41.2659- \$49.2159		\$95,855 - \$114,323	\$52.6676- \$62.8148	\$82,803 - \$98,757	\$45.4962- \$54.2621	\$74,147 - \$88,431	\$35.6475- \$42.6591	
CSEA 2001	2017-2021	7/1/19: 1% 7/1/20: 1%	35	Time & one-half in excess of 8 hrs/day or 40 hrs/week							Admin Secretary II-Parks Eff: 7/1/20							
											\$41,082 - \$49,936	\$22.5725- \$27.4374						
WEST HARTFORD	Duration	GWIs	Hours/ Week	Overtime														
CSEA 2001, Clerical Unit	2013-2017	7/1/15: 2.25% 7/1/16: 2.25%	35	Time & one-half in excess of 40 hrs/week							Administrative Assistant Eff: 7/1/16							
											\$51,506 - \$63,804	\$28.3000- \$35.0571						
CSEA 2001, Supervisory Unit	2013-2017	7/1/15: 2.25% 7/1/16: 2.25%	40	None - exempt	Public Workers Operation Manager Eff: 7/1/16				Traffic Safety Manager Eff: 7/1/16									
					\$86,684 - \$114,842	\$41.6750- \$55.2125			\$94,468 - \$118,690	\$45.4173- \$57.0625								
CSEA 2001, Grounds Maintenance Unit	2013-2017	7/1/15: 2.25% 7/1/16: 2.25%	40	Time & one-half in excess of hrs/day or hrs/week			Crew Leader Eff: 7/1/16										Equipment Mechanic Eff: 7/1/16	
							\$59,717 - \$65,936	\$28.71 - \$31.70									\$58,074 - \$63,981	\$27.92- \$30.76
CSEA 2001, Professional/Mgmt Unit	2013-2017	7/1/15: 2.25% 7/1/16: 2.25%	35										Financial Systems Manager Eff: 7/1/16		Supervisor of Payroll & Acct Eff: 7/1/16			

	Duration	GWIs ¹	Hours in a Work Week	Overtime	HMEA - DPW Superintendent	HMEA - DPW Supervisor		HMEA - Traffic Engineering Services Manager <i>(Traff Eng Svcs)</i>	HMEA - Administrative Assistant	HMEA - Controller		HMEA - Supervising Payroll Manager		HMEA - Auto Mechanic Section Leader	
										\$91,130 - \$113,958	\$50.0714 - \$62.6143	\$82,810 - \$104,338	\$45.5000- \$57.3286		
AFL-CIO 1142	2014-2018	7/1/16: 2.25% 7/1/17: 2.25%	40	Time & one-half in excess of hrs/day or hrs/week		Public Works Office Supervisor Eff: 7/1/17									
						\$66,310 - \$76,190	\$31.88 - \$36.63								
35 hrs - Clerical employees & those in Town Mgr, Clerk, ROV, Personnel, Finance, Hum. Svcs, Assessment & Library / 37.5 hrs - Dept Physical Svcs Engineering & Building Inspection / 40 hrs - Building & Grounds, Dept Physical Svcs, Non-uniformed/investigatory employees Police															
NEW HAVEN	Duration	GWIs	Hours/Week	Overtime											
AFCSME/AFL-CIO 3144 Mgmt/Prof	2015-2020	7/1/18: 2.25% 7/1/19: 2.5%	see notes	None - exempt		Public Works Supervisor/ Foreperson Eff: 7/1/19 40 hrs/wk		Traffic Operations or Projects Engineer Eff: 7/1/19 35 hrs/wk			Central Office Business Director Eff: 7/1/19 35 hrs/wk		Payroll Supervisor Eff: 7/1/19 35 hrs/wk		
						\$44,818 - \$70,995	\$21.5471- \$34.1322	\$65,580 - \$103,389	\$36.0330- \$56.8071		\$79,159 - \$124,492	\$38.0572 - \$59.8519	\$87,203 - \$136,101	\$47.9137- \$74.7808	
AFCSME 884 (Clerical)	2015-2020	7/1/18: 2.25% 7/1/19: 2.5%	35	Time & one-half in excess of 8 hrs/day or 40 hrs/week					Data Entry Receptionist/ Clerk Eff: 7/1/19						
									\$40,343 - \$48,039	\$22.1665- \$26.3951					
UE Local 222 CILU/CIPU Local 71	2015-2020	7/1/18: 2.25% 7/1/19: 2.5%	40	Time & one-half in excess of 8 hrs/day or 40 hrs/week										Mechanic Eff: 7/1/19	
														\$59,447 - \$68,615	\$28.5803- \$32.9880
35 hrs - All Supervisory & Professional employees in all departments except those listed below & the Engineering Department															
Professional employees in the Public Works Department															
BLOOMFIELD	Duration	GWIs	Hours/Week	Overtime											
UPSEU Local 424 Clerical	2019 - 2022	7/1/19: 2.3% 7/1/20: 0 % 7/1/21: 2.3%	35	Time & one-half in excess of 40 hrs/week					Secretary Eff: 7/1/21						
									\$54,190 - \$67,739	\$29.77-\$37.21					
TEAMSTERS Local 671	2019-2022	7/1/19: 2.3% 7/1/20: 0% 7/1/21: 2.3%	40	Time & one-half in excess of 8 hrs/day or 40 hrs/week	Working Foreman Eff: 7/1/21									Crew Chief Field Opers Eff: 7/1/21	
					\$75,379 - \$84,885	\$36.24-\$40.81								\$68,058 - \$76,586	\$32.72-\$36.82
MANCHESTER	Duration	GWIs	Hours/Week	Overtime											
MEU Local 991	2016 - 2019	7/1/16: 2.5 % 7/1/17: 2 % 7/1/18: 2 %	37.5						Sr Admin Secretary (416D) Eff: 7/1/18						
									\$49,275 - \$58,255	\$25.2692 - \$29.8745					
CSEA/SEIU Local 2001 Residual	2019 - 2022	7/1/20: 1 % 7/1/21: 1 % 7/1/22: 1 %	37.5			Asst Chief Bldg Inspector (Grade 713B) Eff: 7/1/21		Traffic Engineer (Grade 732B) Eff: 7/1/21			Senior Accountant (Grade 732B) Eff: 7/1/21		Asst Collector of Revenue (Grade 712B) Eff: 7/1/21		
						\$57,798 - \$74,129	\$29.6398 - \$38.0148	\$80,199 - \$92,851	\$41.1279- \$47.6161		\$80,199 - \$92,851	\$41.1279- \$47.6161	\$61,650 - \$79,070	\$31.6155- \$40.5489	

	Duration	GWIs ¹	Hours in a Work Week	Overtime	HMEA - DPW Superintendent		HMEA - DPW Supervisor	HMEA - Traffic Engineering Services Manager <i>(Traff Eng Svcs)</i>		HMEA - Administrative Assistant		HMEA - Controller		HMEA - Supervising Payroll Manager		HMEA - Auto Mechanic Section Leader		
CSEA/SEIU Local 2001 Supervisory	2020 - 2023	7/1/20: 1 % 7/1/21: 1 % 7/1/22: 1 %	40		Working Foreman (Grade 810B) Eff: 7/1/22													
					\$70,617 - \$80,563	\$33.9506 - \$38.7321												
Teamsters Local 671 Public Works	2019 - 2022	7/1/19: 2 % 7/1/20: 2.25 % 7/1/21: 2.25 %	40	Time & one-half in excess of workday, dbl on Sun. if not within work week.													Mechanic II Eff: 7/1/21	
																	\$57,541 - \$70,913	\$27.6641- \$34.0928
ROCKY HILL	Duration	GWIs	Hours/Week	Overtime														
AFSCME AFL-CIO Local 1303-112	2020 - 2024	7/1/21: 2.95% 7/1/22: 3 % 7/1/23: 3.25%	35	Time & one-half in excess of 40 hrs/week					Administrative Assistant Eff: 7/1/22				Senior Accountant Eff: 7/1/22					
									\$61,043 - \$68,728	\$33.5401 - \$37.7626			\$79,193 - \$94,585	\$43.5126 - \$51.9698				
MEUI Local 506 SEIU, AFL-CIO Town Hall Supervisory Unit	2021-2025	7/1/21: 2.95% 7/1/22: 3 % 7/1/23: 3.25%	35	N/A	Field Operations & Highway Superintendent Eff: 7/1/22		Building Official Eff: 7/1/22						Accounting Manager Eff: 7/1/22					
					\$118,718 - \$138,884	\$65.2297 - \$76.3099	\$105,535 - \$125,526	\$57.9863 - \$68.9703					\$121,869 - \$142,400	\$66.9610 - \$78.2418				
NAGE Local 288	2019 - 2023	7/1/21: 2.95% 7/1/22: 3 % 7/1/23: 3.25%	40	Time & one-half in excess of 8 hrs/day or 40 hrs/week					Civil Engineering Technician Eff: 7/1/22								Crew Leader Eff: 7/1/22	
									\$103,813 - \$122,200	\$49.91 - \$58.75							\$90,189 - \$101,816	\$43.36-\$48.95
STAMFORD	Duration	GWIs	Hours/Week	Overtime														
AFSCME, AFL-CIO Local 2657 Supervisory	2014 - 2018 extension to 2019	7/1/18: 2.25% 7/1/19: 0 %	Unsure - range 35 to 40 hr, calculated 37.5 for wages	N/A	Traffic & Road Maintenance Supervisor		Building Official Eff: 7/1/18		Traffic Engineer Eff: 7/1/18		Administrative Assistant Eff: 7/1/18		Controller Eff: 7/1/18		Payroll Supervisor Eff: 7/1/18		Fleet Manager Eff: 7/1/18	
					\$112,245 - \$144,162	\$57.5615 - \$73.9294	\$106,402 - \$135,669	\$54.5651 - \$69.5738	\$112,245 - \$144,162	\$57.5615 - \$73.9294	\$69,079 - \$89,058	\$35.4253 - \$45.6707	\$119,030 - \$152,865	\$61.0412 - \$78.3924	\$93,575 - \$120,277	\$47.9872 - \$61.6808	\$99,316 - \$127,387	\$50.9315 - \$65.3267
WATERBURY	Duration	GWIs	Hours/Week	Overtime														
AFSCME, AFL-CIO Local 353	2018 - 2022	7/1/19: 2 % 7/1/20: 0 %	40	Time & one-half in excess of 8 hrs/day or 40		Assistant Superintendent of Streets or Supervisor of Streets		Traffic Engineer				Controller		Payroll Supervisor		Fleet Maintenance Supervisor		

	Duration	GWIs ¹	Hours in a Work Week	Overtime	HMEA - DPW Superintendent	HMEA - DPW Supervisor	HMEA - Traffic Engineering Services Manager <i>(Traff Eng Svcs)</i>	HMEA - Administrative Assistant	HMEA - Controller	HMEA - Supervising Payroll Manager	HMEA - Auto Mechanic Section Leader
Blue collar		7/1/21: 2.2 %		hrs/week	No salaries were available in the contract or on their website						

	Duration	GWIs ¹	Hours in a Work Week	Overtime	HMEA - DPW Superintendent	HMEA - DPW Supervisor	HMEA - Traffic Engineering Services Manager <i>(Traff Eng Svcs)</i>	HMEA - Administrative Assistant	HMEA - Controller	HMEA - Supervising Payroll Manager	HMEA - Auto Mechanic Section Leader					
EAST WINDSOR	Duration	GWIs	Hours/ Week	Overtime												
UPSEU Local 424	2018 - 2021	7/1/18: 2 % 7/1/19: 2.25 % 7/1/20: 2.25 %	35	Time & one-half in excess of 8 hrs/day or 40 hrs/week				Administrative Assistant Eff: 7/1/20								
								\$55,728	\$30.62							
AFSCME, AFL-CIO Local 818 Supervisors	2021 - 2024	7/1/21: 1.75% 7/1/22: 1.75% 7/1/23: 1.75%	35	Time & one-half in excess of 40 hrs/week	Deputy Director of Public Works Eff: 7/1/21											
					\$83,119	\$45.67										
AFSCME, AFL-CIO Local 1303 Public Works	2020 - 2023	7/1/20: 1.25 % 7/1/21: 1 .85% 7/1/22: 2%	40	Time & one-half in excess of 8 hrs/day or 40 hrs/week			Working Foreman Eff: 7/1/21									
							\$73,653	\$35.41								
NORWALK	Duration	GWIs	Hours/ Week	Overtime												
NASA	2016 - 2020	1/1/18: 1.10% 7/1/18: 1.25% 1/1/19: 1.10 % 7/1/19: 1.25 % 1/1/20: 1.10 %	37.5 or 40	Traffic positions: Time & one-half in excess of 37.5 or 40 hrs/week Others 5% salary in lieu of OT	Building & Facilities Manager Eff: 1/1/20		Asst Superintendent of Highway Engineering & Maint Eff: 1/1/20				Assistant Director of Management & Budgets Eff: 1/1/20		Administrative Manager Eff: 1/1/20		Traffic Maintenance Supervisor Eff: 1/1/20	
					\$118,271 - \$139,769		\$107,521 - \$127,087				\$88,859 - \$105,014		\$107,521 - \$127,087		\$97,748 - \$115,524	
NMEA	2016 - 2020	1/1/18: 1.10% 7/1/18: 1.25% 1/1/19: 1.10 % 7/1/19: 1.25 % 1/1/20: 1.10 %	37.5	Time & one-half in excess of 7.5 hrs/day or 37.5 hrs/week					Administrative Support 1 Eff: 1/1/20							
									\$49,512 - \$60,171							

	holidays	vacation	sick	pension	insurance - high deductible/PPO/%	Add'l insurance options	Opt-out	Life Insurance
HARTFORD Proposed HMEA	12	Under 1 yr - 1.25 days/mo 3 wks - 1 to 4 yrs 4 wks - 5+ years	1.25 days/mo 120 day max	-Pre-2003: 10.8% Max Pension 75% of pay -Post-2003: 9% on SS covered earnings/12% on excess earnings Max Pension 75% of pay -Post-2017: 9.5% on SS covered earnings/12.5% on excess earnings Max Pension 70% of pay Employees Hired Pre-3/26/19; base pay only Employees Hired Post-3/26/19	HDHP 21% (\$2000/\$4000 - w/HSA 50% of deductible)	dental included	Single: \$0 2 ppl/family: \$2,500	1.5x employee salary up to \$75k w/ Acc. Death & Dism.
BRIDGEPORT								
AFSCME 1303-468	12	4 personal days/yr up to 1 week <1 yr 2 wks <5 yrs, +1 yr 3 wks >5 yrs 4 wks >10 yrs	10 days/yr (5 in July, 5 in January) - 230 max	CMERS	Open Access Plus Plan - no deductible 25% emp contr. w/1% increase each yr max 50% Prescription max \$1000/yr - add'l 80% City Dental \$25 deductible & Vision Svc Plan		Opt-out incentive \$1000	\$25k Life Insurance
EAST HARTFORD								
AFSCME 818 Supervisors Union	12 + Employee birthday	1 week <1 yr, +6 mths 2 wks <5 yrs, 1+ yr 3 wks >5 yrs 4 wks >10 yrs +1 day for each yr after 15 yrs cap at 5 wks	1.25 days/mth - no cap <i>Perfect attendance - earn 1 day per qtr</i>		HDHP w/HSA (\$2000/\$4000 -100% in network/80% out) w/Blue View Vision Rider & Triple Option Dental 11% emp contr.	\$600 annual wellness reward for HDHP participants with yearly physical	Opt-out incentive \$1000 Indiv/\$1250 Indiv + 1 dep/\$1500 Indiv + 2	\$50k Life Insurance with double indemtnity
CSEA 2001	12 + Employee birthday	10 days <5 yrs 15 days - 5 to 9 yrs 20 days - 10 to 14 yrs +1 day for each yr after 15 yrs cap at 5 wks	1.25 days/mth - no cap <i>Perfect attendance - earn 1 day per qtr</i>		PPO w/Blue View Vision Rider & Triple Option Dental 24% emp contr. HDHP (\$2000/\$4000 -100% in network/80% out) w/prescription coverage & Vision Rider 10% emp contr.	\$250 annual wellness deposit into HSA for HDHP participants with yearly physical	Opt-out incentive \$1000 Indiv/\$1250 Indiv + 1 dep/\$1500 Indiv + 2	\$40k Life Insurance with \$80k accidental death
WEST HARTFORD								
CSEA 2001, Clerical Unit	11 plus 2 floaters (Lincoln's bday & employee's)	5/6 day per mth (2 wks) < 4 yrs 1 1/4 day per mth (3 wks) < 14 yrs, + 4 yrs 1 2/3 day per mth (4 wks) < 24 yrs, +14 yrs 2 1/12 day per mth (5 wks) - + 24 yrs + 1 add'l day per year starting at 10 yrs	1.25 days/mth - 150 days cap	Town pension 3% contr (retire w 1% of base x yrs of svc) & 401a 2.25% matched	PPO 17% emp contr. HDHP (\$1500 in/out) w/HSA (50% of deductible) 16% emp contr.	Prescription plan / Vision plan / Dental (25% emp contr.) Long Term disability		\$50k life insurance
CSEA 2001, Supervisory Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit		Greatest amount of 1x employee salary or \$60k
CSEA 2001, Grounds Maintenance Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit		\$60k life insurance
CSEA 2001, Professional/Mgmt Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit		Greatest amount of 1x employee salary or

	holidays	vacation	sick	pension	insurance - high deductible/PPO/%	Add'l insurance options	Opt-out	Life Insurance
								\$60k
AFL-CIO 1142	see CSEA 2001, Clerical Unit	5/6 day per mth (2 wks) < 4 yrs 1 1/4 day per mth (3 wks) < 15, + 4 yrs 1 2/3 day per mth (4 wks) + 15 years +1 add'l day for each year starting at year 10	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit	see CSEA 2001, Clerical Unit		see CSEA 2001, Clerical Unit

NEW HAVEN								
AFCSME/AFL-CIO 3144 Mgmt/Prof	11 plus 1 floater	<i>2 personal days/yr</i> 2 wks <5 yrs, +1 yr 3 wks >5 yrs 4 wks >20 yrs	1.25 days/mth - 150 days cap	pension 10% contr. (when age/time = 80+) 457 plan option match 3%	HDHP 10% (\$2000 in/out - w/HSA 50% of deductible) Comp Mix 20% POE 24% PPO 25%	Dental 10% emp contr.		\$20k life insurance (add'l option emp contr. \$0.25/mo per \$1k coverage)
AFCSME 884 (Clerical)	11 plus 1 floater	<i>3 personal days/yr</i> 2 wks <5 yrs, +1 yr 3 wks >5 yrs 4 wks >15 yrs	1.25 days/mth - 150 days cap	pension 9% contr.	HDHP 10% (\$2000 in/out - w/HSA 50% of deductible) Comp Mix 20% POE 24% PPO 25%	Dental 10% emp contr.		\$20k life insurance
UE Local 222 CILU/CIPU Local 71	11 plus 1 floater	<i>3 personal days/yr</i> 2 wks <5 yrs, +1 yr 3 wks >5 yrs 4 wks >12 yrs 5 wks >20 yrs	1.25 days/mth - 150 days cap <i>Personal days earned for perfect attendance - 5 or less = 1 day, 3 or less = 2 days, + \$100 for 6 months no absence</i>	pension 9% contr.	HDHP 10% (\$2000 in/out - w/HSA 50% of deductible) Comp Mix 20% POE 24% PPO 25%	Dental 10% emp contr.		\$20k life insurance

BLOOMFIELD								
UPSEU Local 424 Clerical	11	<i>4 personal days/yr</i> 5 days - 6 mths 10 days - 1 to 4 yrs 15 days - 5 to 9 yrs 20 days - 10 yrs +1 add'l day for each year starting year 11 25 days - 15 to 19 yrs 30 days - +20 yrs	15 days/yr 150 days cap	Contribution:5.75% of annual income Age + years = 75 2% final earnings x years service <i>Pension info separate from individual contracts</i>	PPO 23.5% emp contr. or HDHP (\$2000/\$4000 -HRA 50% contr.) 16% emp contr.	\$125 HDHP or \$50 PPO for each annual physical and biometric health risk assessment	50% of single coverage	2x annual salary rounded up to next \$1,000/double indemnity and long term disability
TEAMSTERS Local 671	see UPSEU Local 424 Clerical	see UPSEU Local 424 Clerical	see UPSEU Local 424 Clerical	see UPSEU Local 424 Clerical	PPO 24% emp contr. or HDHP (\$2000/\$4000 -HRA 50% contr.) 17% emp contr.	see UPSEU Local 424 Clerical	see UPSEU Local 424 Clerical	see UPSEU Local 424 Clerical

MANCHESTER								
MEU Local 991	13	<i>1 personal day available upon request</i> 13 days <6 yrs 15 days - 6 to 10 yrs 20 days -11 to 20 yrs 25 days -21 yrs +	1 day per mth	6% contribution 401a and/or 457 <i>info available on town website</i>	OAP Plus 16% emp contr. OAP Basic 13% emp contr. HDHP 12% (\$2000/\$4000 - w/HSA 50% of deductible)	90/10 dental 10% emp contr.	<i>If waive and re-enroll, must pay add'l \$500 for each yr it was waived.</i>	\$40k life insurance \$10k Acc. Death/Dism. Option to purchase \$30k more
CSEA/SEIU Local 2001 Residual	13	15 days <6 yrs 20 days - 6 to 10 yrs 23 days -11 to 20 yrs 25 days -21 yrs +	1 day per mth	6% contribution 401a and/or 457 <i>info available on town website</i>	OAP Basic 17% emp contr. HDHP 14%	90/10 dental 10% emp contr.		\$50k life insurance \$10k Acc. Death/Dism. Option to purchase \$50k more

	holidays	vacation	sick	pension	insurance - high deductible/PPO/%	Add'l insurance options	Opt-out	Life Insurance
CSEA/SEIU Local 2001 Supervisory	14	15 days <6 yrs 17 days - 6 to 10 yrs 20 days -11 to 20 yrs 25 days -21 yrs +	see CSEA/SEIU Local 2001 Residual	see CSEA/SEIU Local 2001 Residual	OAP Plus 18% emp contr. HDHP 15% (\$2000/\$4000 - w/HSA 50% of deductible)	90/10 dental 10% emp contr.	<i>If waive and re-enroll, must pay add'l \$500 for each yr it was waived.</i>	see CSEA/SEIU Local 2001 Residual
Teamsters Local 671 Public Works	see MEU Local 991	see MEU Local 991	see MEU Local 991	Emp contr. 9% max Town match 6%	HDHP 14% (\$2000/\$4000 - w/HSA 50% of deductible)	90/10 dental 10% emp contr.		see MEU Local 991
ROCKY HILL								
AFSCME AFL-CIO Local 1303-112	12	<i>5 personal days/yr</i> 5 days - 6 mths 10 days - 1 to 4 yrs 15 days - 5 to 6 yrs 16 days - 7 to 8 yrs 17 days - 9 yrs 18 days - 10 to 12 yrs 19 days - 13 to 14 yrs 20 days - 15 yrs	1.25 days/mth no limit	Emp contr. 6% max Town match 3%	HDHP 11% (\$2000/\$4000 - w/HSA 60% of deductible)	Dental available, charge unknown	\$500 Indiv \$1000 2 ppl \$1200 family	\$20k Life Insurance with accidental death benefit doubled
MEUI Local 506 SEIU, AFL-CIO Town Hall Supervisory Unit	12	<i>5 personal days/yr</i> 10 days - 1 yr 11 days - 2 yrs 12 days - 3 yrs 13 days - 4 yrs 15 days - 5 to 6 yrs 16 days - 7 to 8 yrs 17 days - 9 yrs 18 days - 10 to 12 yrs 19 days - 13 to 14 yrs 20 days - 15 yrs	1.5 days/mth 200 day max	Emp contr. 6% max Town match 3%	HDHP 10% (\$2000/\$4000 - w/HSA 100% of deductible) <i>FY2023 10% w/60% HSA FY2024 14% w/50% HSA</i>	Dental available, charge unknown	\$350 Indiv \$750 2 ppl \$925 family	\$20k Life Insurance with accidental death benefit doubled
NAGE Local 288	12	<i>5 personal days/yr</i> 5 days - 6 mths 10 days - 1 to 3 yrs 12 days - 4 yrs 15 days - 5 to 6 yrs 16 days - 7 to 8 yrs 17 days - 9 to 10 yrs 20 days - 11 to 15 yrs	1.5 days/mth no limit	Emp contr. 6% max Town match 3%	HDHP 14% (\$2000/\$4000 - w/HSA 50% of deductible)	Dental available, charge unknown	20% of premium rates in effect on July 1, 2008	\$20k Life Insurance with accidental death benefit doubled
STAMFORD								
AFSCME, AFL-CIO Local 2657 Supervisory	12.5 (Christmas Eve noon)	<i>3 personal days/yr</i> 1 1/4 day per mth (15 days) < 3 yrs 1 2/3 day per mth (20 days) < 20 yrs, +3 yrs + 1 add'l day per year up to 25 days after 20 years	12 days/yr - 150 days cap	457 contr. w/city match 50% up to 4.5% in 401a	Town pre-tax deduction program with health, dental, vision 17.5% contr. HDHP 12% (\$2000/\$4000 - w/HSA 55% of deductible)	Dental and Vision PPO FSA option available	\$3,500	\$100k life insurance Option to purchase \$100k more
WATERBURY								
AFSCME, AFL-CIO Local 353	12	<i>3 personal days/yr</i> 2 weeks - 1 to 5 yrs 3 weeks - 6 yrs	1.25 days/mth - 180 days cap	Highest base pay for 2 of last 5 yrs divided by 2	OAP Plan - contribution equal to HDHP plus difference b/w full premium amnts HDHP 19% (\$2000/\$4000 - w/HSA 45% of deductible)	\$50 Heath/Wellness incentive for annual	\$1,500	2x annual salary rounded up to next \$1,000

	holidays	vacation	sick	pension	insurance - high deductible/PPO/%	Add'l insurance options	Opt-out	Life Insurance
Blue collar		3 weeks - 6 yrs +1 day/year max 4 weeks - 7+ yrs	days cap	divided by 2	HDBH 15% (\$2000/\$4000 w/HDBH 45% of deductible) Plans include Prescription and Dental	blood draw screening		up to next \$1,000

	holidays	vacation	sick	pension	insurance - high deductible/PPO/%	Add'l insurance options	Opt-out	Life Insurance
EAST WINDSOR								
UPSEU Local 424	12 plus 1 floater	<i>6 personal days/yr</i> 5/6 day per mth (2 wks) - 1 to 5 yrs 1 1/4 day per mth (3 wks) - 6 to 10 yrs 1 2/3 day per mth (4 wks) - 11 to 20 yrs + 1 add'l day per year after year 20 maximum 25 days	1.25 days/mth - 140 days cap	Yes - no details	HDHP 14% (\$2000/\$4000 - w/HSA 75% of deductible)	Plan includes Dental	no more than \$4,000	\$50k life insurance Wkly indemnity for short term disabiity @ \$100/wk (used after sick time is exhausted and payable for 13 wks)
AFSCME, AFL-CIO Local 818 Supervisors	12 plus 2 floaters	<i>4 personal days/yr</i> 5/6 day per mth (2 wks) - 1 to 5 yrs 1 1/2 day per mth (18 days) - 6 to 10 yrs 1 2/3 day per mth (4 wks) - 11 to 20 yrs + 1 add'l day per year after year 20 maximum 25 days	Earning rate unknown - 120 days max - <i>1 day off each yr w/out sick time used</i>	Yes - no details	State of CT Plan 2.0 15% emp contr.	Plan includes Vision & Dental	\$5,000	1 year base salary or \$50k - whichever is greater
AFSCME, AFL-CIO Local 1303 Public Works	12	<i>4 personal days/yr</i> 10 days - 1 to 5 yrs 15 days - 6 to 10 yrs 20 days - 11+ yrs	1.25 days/mth - 160 days cap	Yes - no details	State of CT Plan 2.0 15% emp contr.	Dental 7% emp contr. Dependent coverage 50% emp contr.	5000	\$75,000
NORWALK								
NASA	12	10 days < 1 yr 3 weeks - 1 to 4 yrs 4 weeks - 5 to 10 yrs 5 weeks - 15 yrs	15 days/yr - no limit	Yes - no details	State of CT Plan 2.0 14% emp contr.	Plan includes Vision & Dental Wellness \$300/yr		2x annual salary
NMEA	12	1 day/mth (12 days max) < 1 yr 12 days - 1 to 5 yrs 17 days - 6 to 11 yrs 20 days - 12 to 17 yrs +1 day/yr until 25 days max	15 days/yr - no limit	Yes - no details	State of CT Plan 2.0 14% emp contr.	Plan includes Vision & Dental Wellness \$350/yr		2x annual salary

CITY OF HARTFORD



- Capital Region Education Council (CREC):
 - CREC shall provide the City with property management services for the Learning Corridor Campus on 15 Vernon Street, Hartford, CT
 - RFP Issued – CREC was only respondent
 - The first year of the agreement commenced October 1st, 2021 and will end September 30, 2022
 - The City has the option to extend this contract for (3) additional (1) year terms in the City's sole and absolute discretion
 - Estimated cost of \$826,000 (reimbursed by the BOE)



CITY OF HARTFORD

ROUTING TABLE #1

Updated 2/22/21

PROFESSIONAL SERVICES (AGREEMENT) ☒ (AMENDMENT) ☐
CONSTRUCTION SERVICES (AGREEMENT) ☐ (AMENDMENT) ☐
MISCELLANEOUS GOODS & SERVICES (INSTALL) ☐ (NO INSTALL) ☐
LESS THAN 25K AGREEMENT ☐

Date:	October 27, 2021	
Initiating Department:	Procurement Services for DPW	
Contact Person & Telephone #:	Tara Cummins- tara.cummins@hartford.gov	
Project Title:	Learning Corridor Property Management Services	
Project #:	6039	Extension #
Term of Contract (start & end date):	October 1, 2021 through September 30, 2022	
Total Cost of Project:	\$varies	
General Fund \$ / MUNIS Account Coding:	\$ 822005/543000	
Grant Fund \$ / MUNIS Account Coding:	\$	
Vendor Name / Vendor #:	Capital Region Education Council (CREC)	
Council Resolution Date:		

	TITLE	SIGNATURE	DATE
59 1. Initiating Department	Department Head	Michael T. Koney	10/28/21
2. Procurement Services Unit (Communications & Revisions)	Procurement Specialist	John Lee	11/17/21
3. Procurement Services Unit	Procurement Manager	Pat Ralls	11/18/2021
11.18.21 4. Management & Budget	Director of M&B		
MARB Approval Required ☐ Initials: _____	MARB Approval Rec'd Yes ☐ No ☐		
5. Corporation Counsel (Form & Legality)	Corporation Counsel		
6. Mayor's Office	Chief Operating Officer		

Executed Contracts are released to Procurement for distribution. Initials / Date: _____

NAH

CONTRACT FOR PROFESSIONAL SERVICES

by and between

CITY OF HARTFORD

and

Capital Region Education Council

for

Learning Corridor Property Management Services

This Agreement is by and between the **City of Hartford**, a Connecticut municipal Corporation having its territorial limits within the County of Hartford and State of Connecticut, acting herein by **Luke A. Bronin, its Mayor**, duly authorized hereinafter referred to as the **City**, and **Capital Region Education Council (CREC)**, whose address is **111 Charter Oak Avenue, Hartford, CT 06106** acting herein by **Greg Florio, Its Executive Director**, duly authorized, hereinafter referred to as the **Provider**.

1. SCOPE OF SERVICES

The City of Hartford hereby engages Provider to provide Learning Corridor Property Management Services on an as-needed basis as set forth on **Exhibit A** attached hereto ("Services"), subject to the terms and conditions in this Agreement.

2. TERM

The term of this Agreement will be for one year starting project October 1, 2021 through September 30, 2022. The City has the option to extend this contract for (3) additional (1) year terms in the City's sole and absolute discretion.

3. COMPENSATION

For services rendered by Provider as detailed in Exhibit A of this Contract, Provider shall be paid according to the rates set forth in Exhibit B.

City's obligation to make any payments for any Services rendered hereunder is expressly contingent upon Provider having satisfactorily performed the same. In the event that City reasonably determines that Provider's work is not satisfactory, or if City reasonably believes Provider otherwise has breached any of its obligations under this Agreement, City may take corrective action, including, but not limited to, the following:

- (i) Delay of payment;
- (ii) Adjustment of payment; and/or
- (iii) Suspension or termination of this Agreement.

Payment will be made by City for any Services provided hereunder within thirty (30) days of its receipt of Provider's invoice therefor in accordance with this Section.

4. MANAGEMENT

The Director of the Department of Public Works or his/her designee will manage this contract for the City. The City will co-manage all center operations and shall also work closely with the Provider in all aspects of the programs and services and each shall follow reasonable suggestions of the other to improve same.

5. RELATIONSHIP BETWEEN THE PARTIES

It is mutually agreed that the Provider including its employee(s) is an independent contractor and not an officer, employee or agent of the City, and that this Agreement is a contract for services and not a contract of employment, and that, as such, the Provider and its employee(s) shall not be entitled to any employment benefits of the City such as, but not limited to: vacation, sick leave, insurance, workers' compensation, pension and retirement benefits. All personnel matters affecting staff will be the responsibility of the Provider.

6. HOLD HARMLESS AGREEMENT

The Provider, its agents and assigns shall indemnify and hold harmless the City of Hartford, including but not limited to, its elected officials, officers, and agents, ("collectively, "the City Indemnities") from any and all claims made against the City Indemnities, including but not limited to, damages, awards, costs and reasonable attorneys' fees, to the extent any such claim directly and proximately results from the wrongful, willful or negligent performance of services by or on behalf of the Provider here under or under any other agreements of the Provider entered into by reason thereof. The City agrees to give the Provider prompt notice of any such claim and absent a conflict of interest, an opportunity to control the defense thereof. The foregoing indemnity shall survive the termination or expiration of this agreement.

7. INSURANCE REQUIREMENTS

A certificate of insurance must be presented to the City in order for this Contract to take effect. The certificate must name the City as an additional insured on the face of the document and must bear the original signature of an authorized agent for the issuing entity. Except as otherwise set forth herein, policies maintaining such insurance throughout the duration of the project. Insurance requirements are detailed in document **#1009 Professional Services Insurance Requirements** attached as Exhibit C.

8. CONFLICT OF INTEREST

Provider hereby represents and warrants to City as follows:

- (i) Provider has not employed or retained any company or person, other than a bona fide employee working solely for Provider, to solicit or secure this Agreement, and Provider has not paid or agreed to pay any company or person, other than bona fide employees working solely for Provider, any fee, gift or any other consideration contingent upon or resulting from the awarding or making of this Agreement;
- (ii) no member of the governing body of City, or its designees, employees or agents, and no other public official, either paid or unpaid, who exercises any functions or responsibilities with respect to this Agreement shall, during the individual's tenure or thereafter, have any personal or financial interest, direct or indirect, in any contract or subcontract, or the proceeds thereof for work and/or services to be performed in connection with this Agreement. Provider shall cause to be incorporated, in all subcontracts a provision prohibiting such interest pursuant to the provisions of this paragraph.

In the event any of the foregoing representations are untrue, or if any fact or circumstance occurs during the term hereof that cause any of the same to be untrue, then City, in addition to such other rights or remedies which may then be available to it, all of which are expressly reserved hereby, shall have the option of terminating this Agreement in accordance with Subsection 12.1.

9. PERFORMANCE OF SERVICES

All Services will be performed by Provider in a timely manner with skill and competence in accordance with generally accepted practices of, and pursuant to a standard of care exercised by, companies providing similar services under like circumstances.

10. CONFIDENTIALITY

Provider shall not, at any time during, or after the expiration of, the term of this Agreement, divulge to any person, or use for its or any other person's benefit, any information or fact relating to the conduct, management, or business of City, which shall have come to the knowledge of Provider in the course of providing the Services hereunder. Provider further agrees to treat as confidential, and to use only for the advancement of the interest of City, all data and other information submitted to or obtained by it in connection with the Project during the term of this Agreement. Except as may otherwise be agreed by City, all originals and copies of any such materials shall be returned to City upon completion of the Project or at such earlier time as is requested thereby.

11. EVENTS OF DEFAULT AND REMEDIES

11.1 Events of Default

Any of the following occurrences or acts shall constitute an Event of Default under this Agreement:

- (i) Whenever Provider shall do, or permit anything to be done, whether by action or inaction, contrary to any of the covenants, agreements, terms or provisions contained in this Agreement which on the part or behalf of

Provider are to be kept or performed, and Provider fails to correct any such breach within ten (10) days after Provider's receipt of written notice of such breach from City; or

- (ii) If any determination shall have been made by competent authority such as, but not limited to, any federal, state or local government official, or a certified public accountant, that Provider's management or any accounting for its funding, from whatever source, is improper, inadequate or illegal, as such management or accounting may relate to Provider's performance of this Agreement; or
- (iii) whenever an involuntary petition shall be filed against Provider under any bankruptcy or insolvency law or under the reorganization provisions of any law of like import, or a receiver of Provider or of or for the property of Provider shall be appointed without the acquiescence of Provider, or whenever this Agreement or the unexpired balance of the term would, by operation of law or otherwise, except for this provision, devolve upon or pass to any person, firm or corporation other than Provider or a corporation in which Provider may be duly merged, converted or consolidated under statutory procedure, and such circumstance under this subparagraph shall continue and shall remain undischarged or unstayed for an aggregate period of sixty (60) days (whether or not consecutive) or shall not be remedied by Provider within sixty (60) days; or
- (iv) whenever Provider shall make an assignment of the property of Provider for the benefit of creditors or shall file a voluntary petition under any bankruptcy or insolvency law, or whenever any court of competent jurisdiction shall approve a petition filed by Provider under the reorganization provisions of the United States Bankruptcy Code or under the provisions of any law of like import, or whenever a petition shall be filed by Provider under the arrangement provisions of the United States Bankruptcy Code or under the provisions of any law of like import, or whenever Provider shall desert or abandon the Project; or
- (v) If any competent authority shall have determined that Provider is in default of any federal, state or local tax obligation; or
- (vi) Pursuant to Resolutions passed by the Court of Common Council on March 4, 1996 and January 13, 1997, if Provider or any of its principals are in default of any tax or other financial obligations which are owed to City. Default shall be considered to have occurred under this subsection when any payment required to be made to City is more than thirty (30) days past due.

11.2 Election of Remedies

If any Event of Default hereunder shall have occurred and be continuing, City may elect to pursue any one or more of the following remedies, in any combination or sequence:

- (i) Take such action as it deems necessary, including, without limitation, the temporary withholding or reduction of payment;
- (ii) Suspend Project operation;
- (iii) Require Provider to correct or cure such default to the satisfaction of City; and/or
- (iv) Terminate this Agreement for cause in accordance with Section 12 hereof.
- (v) Deduct from the cash bond/escrow account any penalties, claims, charges or damages assessed against the Operator by the City in the City's reasonable discretion.

The selection of any remedy shall not prevent or stop City from pursuing any other remedy and shall not constitute a waiver by City of any other right or remedy.

12. TERMINATION OF AGREEMENT

12.1 Termination for Cause

Upon the occurrence of any Event of Default, as set forth in Section 11.1 hereof, City may terminate this Agreement by giving five (5) days' written notice thereof to Provider.

12.2 Termination for Non-availability of Funds

In the event City shall not have funds available for the Project, City may terminate this Agreement following written notice thereof to Provider.

12.3 Termination at Will

City or Provider may terminate this Agreement at any time by giving thirty (30) days' prior written notice thereof to the other party.

12.4 Payment upon Termination

In the event this Agreement is terminated pursuant to any of Sections 12.2 through 12.3 above, City shall make full payment to Provider for all Services performed in accordance with this Agreement up to and including the date of termination within sixty (60) days of such date of termination and presentation of Provider's reports therefor in accordance with Section 3 above.

13. ESTABLISHMENT AND MAINTENANCE OF RECORDS; AUDITS

- 13.1 Provider agrees to establish and maintain fiscal control and accounting procedures that assure proper accounting for all funds paid by City to Provider under this Agreement. Without limiting the generality of the foregoing, Provider agrees that it will maintain accurate and complete records of (i) all charges and any other claims or demands for compensation from City, or any other person or entity, in connection with the Project (including, without limitation, any claims for or arising out of any alleged breach of this Agreement), (ii) the basis (including but not limited to, supporting documentation) therefor, and (iii) the amount and source of any and all payments or other consideration ultimately recovered in respect thereof.
- 13.2 Any and all records shall be generated by Provider in a manner which is consistent with City's requirements and shall be maintained for a period of not less than six (6) years from the date of termination of this Agreement pursuant to Section 12. Provider further shall permit (and require its Providers to permit) City and/or its duly authorized representatives to examine, review, and audit any records, books, or other documents of Provider or any and all of Provider's Providers relative to the above, and furnish copies thereof, when requested.

14. SUBCONTRACTORS

Portions of the Services may be subcontracted, provided that:

- (i) City shall have given prior approval to such subcontract in writing, which approval may be withheld in its sole and absolute discretion;
- (ii) All of the terms, covenants, conditions and provisions of this Agreement shall have been incorporated in such subcontract(s) and the subcontractor(s) shall have agreed in writing to assume, perform and be bound by this Agreement and all the terms, covenants, conditions and provisions hereof and shall have further acknowledged and agreed that City is and will be a third party beneficiary of said undertakings; and
- (iii) City shall not be liable for payment of any wages, materials, or other expenses of any subcontractors.

15. COMPLIANCE WITH LAWS

Provider shall perform all Services hereunder in accordance with and subject to all applicable federal, state and local laws, statutes, regulations, ordinances, orders and permits, including regulations promulgated by the Department of Motor Vehicles.

16. ANTI-DISCRIMINATION AND AFFIRMATIVE ACTION

Provider agrees to abide by the provisions of Section 2-679 *et seq.* of the City of Hartford Municipal Code (as applicable), Executive Orders Numbers 3 and 17 of the State of Connecticut; and Presidential Executive Orders Numbers 11246, 11375 and 11063. In carrying out the Project, Provider shall not discriminate against any employee or applicant for employment because of race, color, religion, age, sex, national origin, mental disability, physical handicap, or sexual preference.

Provider shall take affirmative action to ensure that applicants for employment are employed, and that employees are treated during employment without regard to their race, color, religion, age, sex, national origin, mental disability, physical handicap, or sexual preference. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training; including apprenticeship. Provider shall post in conspicuous places, available to employees and applicants for employment, notices to be provided by the federal government, setting forth the provisions of the non-discrimination clause.

Provider shall state that all qualified applicants shall receive consideration for employment without regard to race, color, religion, age, sex, national origin, mental disability, physical handicap, or sexual preference. Provider shall incorporate, or cause to be incorporated, this provision in any and all subcontracts entered into pursuant to this Agreement. Provider agrees to abide by the terms and conditions contained in the City of Hartford's *Contractor's EEO Report*.

17. AMERICANS WITH DISABILITIES ACT (ADA) OF 1990

Provider agrees to abide by the provisions of the Americans with Disabilities Act (the "Act") of 1990; Public Law 101-336, as applicable.

In compliance with this law, Provider shall not discriminate against a qualified individual with a disability because of the disability of such individual in regard to job application procedures, the hiring, advancement, or discharge of employees, employee compensation, job training, and other terms, conditions, and privileges of employment. No qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of services, programs, or activities of Provider, or be subjected to discrimination by Provider. No individual shall be discriminated against on the basis of disability in the full and equal enjoyment of the goods, services, facilities, privileges, advantages or accommodations provided by Provider.

Any television public service announcement that is produced or funded in whole or in part under this Agreement shall include closed captioning of the verbal content of such announcement. Provider shall not discriminate against any individual because such individual has opposed any act or practice made unlawful by the Act or because such individual made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the Act.

Provider shall not permit coercion, intimidation or threatening of, or interference with, any individual in the exercise or enjoyment of, or on account of his or her having exercised

or enjoyed, or on account of his or her having aided or encouraged any other individual in the exercise or enjoyment of, any right granted or protected by the Act.

18. DELINQUENCY IN OBLIGATIONS

Provider hereby agrees that throughout the period of this Agreement, all taxes, contractual obligations and audit responsibilities owed to City shall be and remain current.

19. NON-WAIVER

Any failure by City or Provider to insist upon the strict performance by the other of any of the terms and provisions hereof shall not constitute a waiver of that or any other of said other party's obligations hereunder, and each party hereto, notwithstanding any such failure, shall have the right thereafter to insist upon the strict performance by the other, of any and all of the terms and provisions of this Agreement.

20. AMENDMENTS

This Agreement may be amended by written instrument executed by the parties hereto, acting therein by their duly authorized representatives.

21. DISCLAIMER OF AGENCY OR THIRD PARTY BENEFICIARY RIGHTS

City and Provider are the only parties to this Agreement and are the only parties entitled to enforce its terms. Nothing in this Agreement gives, is intended to give, or shall be construed to give or provide, any right or benefit, whether directly or indirectly or otherwise, to third persons.

22. NON-ASSIGNABILITY BY PROVIDER

This Agreement shall not be transferable or assignable by Provider, by operation of law or otherwise, without prior written consent of City, which consent may be withheld in its sole and absolute discretion.

23. SEVERABILITY

If any provision of this Agreement is held invalid, the remainder of this Agreement shall not be affected thereby if such remainder would then continue to conform to the terms and requirements of applicable law.

24. CUMULATIVE REMEDIES

All rights and remedies exercisable by City hereunder shall be cumulative and the exercise or beginning of the exercise by City of any of its rights or remedies hereunder shall not preclude City from exercising any other right or remedy granted hereunder or permitted by law.

25. GOVERNING LAW

This Agreement shall be governed by and construed, interpreted and enforced in accordance with the laws of the State of Connecticut and the ordinances of the City of Hartford without regard or resort to conflict of laws principles.

26. GENDER/NUMBER/TITLE

Words of any gender used in this Agreement shall be held and construed to include any other gender, and words in the singular shall be held and construed to include the plural, unless the Agreement requires otherwise. In the event of any discrepancy or conflict between the name and title of any person referred to in this Agreement, the title shall prevail.

27. NOTICES

All notices, approvals, demands, requests, or other documents required or permitted under this Agreement, other than routine communications necessary for the day-to-day operation of this Agreement, shall be deemed properly given if hand delivered or sent by express courier mail service or United States registered or certified mail, return receipt requested, postage prepaid, to the following addresses:

As to the City:

City of Hartford
550 Main Street
Hartford, CT 06103
Attn: Luke A. Bronin, Its Mayor

As to Provider:

Capital Regional Education Council
111 Charter Oak Avenue
Hartford, CT 06106
Attn: Greg Florio, Its Executive Director

With a Copy to:

Corporation Counsel
City of Hartford
550 Main Street
Hartford, CT 06103

Notices provided in accordance with the foregoing shall be deemed received as of the earlier of the date of delivery or the second business day following the date of their being posted with U.S. Postal Service.

30. SUCCESSORS AND ASSIGNS

Subject to the other provisions of this Agreement, this Agreement shall inure to the benefit of and be binding upon the parties hereto and their respective successors and permitted assigns.

31. MERGER/ENTIRE AGREEMENT

This Agreement and its exhibits referenced herein and attached hereto, contain the entire understanding between the parties hereto and supersede any and all prior understandings, negotiations, and agreements whether written or oral, between them respecting the written subject matter hereof.

IN WITNESS THEREOF, the CITY OF HARTFORD and the PROVIDER have executed this Contract as of this 28th day of September, 2021.

PROVIDER

DocuSigned by:
By: Sd Cruz-Serrano
7830E1930033470
Sandra Cruz-Serrano
Its Deputy Executive
Director

CITY OF HARTFORD

By: _____
Luke A. Bronin
its Mayor

APPROVALS:

As to Form and Legality:

By: _____
Howard G. Rifkin
Its Corporation Counsel

_____/_____/_____
Date



CONSTRUCTION AND FACILITIES

6. PRICING SHEET

Section 1.2 Pricing Sheet
The Learning Corridor Property Manager

RATE			Estimated Total Annual Cost
Maintenance & Custodial Services		Annual	\$370,658.00
Catch Basin Cleaning Service		85.00 each	\$1,530.00
Drain Cleaning Services		25.00 Hr	\$1,000.00
Mason Installation and Repair		Per job	\$1,000.00
Electrician's Service		75.00 per Hr	\$7,000.00
Extinguishers Inspections Maintenance		10.00 each	\$1,000.00
Ground Maintenance		Per Contract	\$31,342.00
Graffiti removal		25 a/Hr.	\$500.00
Irrigation System		Per Cotract	\$500.00
Painting Services		Per job	\$8,000.00
Plumbing Services		\$90 Per Hr.	\$7,000.00
Flagpole Inspection and Repair		per job	\$500.00
Pest Control Services		60.00 per visit	\$600.00
Janitorial Supplies		Per year	\$30,000.00

Overhead Door Repair		Per job	\$500.00
Snow Removal		Per contract	\$91,500.00
Fire Suppression Systems		Per year	\$500.00
Fire Alarm Systems panel Inspection		Per year	\$1,000.00
Elevator Maintenance & Repair		Per year	\$4,602.00
Security Alarm Monitoring & Maintenance		Per Visit	
Security Monitoring between 6am to 11 pm		Annual	\$220,000.00
Management Fees		Flat fee	\$20,000.00
Pool Maintenance		Per Year	\$7,600.00
Financial management: Total annual cost includes, Invoicing, billing, human resources, administrative duties. CREC currently providing these services and will continue to provide them. CREC makes upfront payments on all accounts. CREC invoices the City of Hartford for reimbursements.			\$20,000.00
TOTAL			\$826,332.00

Costs include in this proposal are estimated based on actual costs experienced over the past (5) five years. CREC is proposing to continue to invoice the City actual costs of vendors. CREC will continue to get prior approval from the city for any expense over \$5,000.00. The only fixed charge from CREC is a \$20,000.00 Management fee. In addition CREC will continue to charge \$20,000.00 financial management fee if the city continues to requires that service.

If the selected vendor anticipates exceeding the agreed upon repair and renovation budget, such vendor will prioritize repairs and renovations and provide a proposed plan to the DPW and BOE for approval. No such expenditures that would exceed the capped repair and renovation budget will be authorized by the selected vendor with approval by DPW and the BOE.

Salaries are subject to the City of Hartford Living Wage Ordinance

******There must be security onsite between the hours of 6:00 AM and 11:00 PM daily. There is a monitoring system in place where security can monitor the grounds.

Any service required but not listed above must be reported to managing authority as necessary and rates must be agreed upon by both parties.

Pricing will be fixed for each contract year

Cost of services, excluding any utilities or repair related line items, should not increase greater than the CPI % change for the prior year
Annual cost of services is to be provided 30 days prior to the commencement of the fiscal year. The Board of Education must agree upon a capped repair & renovation budget annually. The selected vendor must manage repairs and renovations within this capped amount.

City of Hartford

FY2022

Monthly Financial Report to the Municipal Accountability Review Board



November 2021
(FY2022 P5)

Meeting date: January 13, 2022

City of Hartford
Budget and Financial Report
to the Municipal Accountability Review Board

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City of Hartford - FY2022 General Fund Financial Report & Projection

1/13/2022

Revenue Category	FY2021 UN-AUDITED ACTUAL	FY2022 ADOPTED BUDGET	FY2022 REVISED BUDGET	FY2021 ACTUAL (NOVEMBER)	FY2022 ACTUAL (NOVEMBER)	FY2022 PROJECTION	VARIANCE (FAV)/UNFAV
41 General Property Taxes ¹	(297,194,132)	(288,722,169)	(288,722,169)	(154,045,296)	(158,528,862)	(290,421,605)	(1,699,436)
42 Licenses & Permits ²	(8,297,071)	(6,166,426)	(6,166,426)	(3,178,897)	(2,285,248)	(6,187,740)	(21,314)
43 Fines Forfeits & Penalties ³	(161,103)	(147,282)	(147,282)	(82,362)	(89,328)	(212,509)	(65,227)
44 Revenue from Money & Property ⁴	(934,157)	(1,222,188)	(1,222,188)	(315,124)	(414,334)	(1,199,477)	22,711
45 Intergovernmental Revenues ^{5 16}	(311,514,107)	(269,161,247)	(280,056,182)	(105,025,716)	(127,378,085)	(279,682,945)	373,237
46 Charges For Services ⁶	(4,290,556)	(3,061,155)	(3,061,155)	(1,099,907)	(1,794,391)	(4,113,208)	(1,052,053)
47 Reimbursements ⁷	(105,682)	(91,869)	(91,869)	(21,456)	(15,876)	(91,003)	866
48 Other Revenues ⁸	(191,935)	(193,822)	(193,822)	(37,241)	(89,623)	(202,154)	(8,332)
53 Other Financing Sources ⁹	(10,052,054)	(15,193,000)	(15,193,000)	(1,164,307)	(1,119,216)	(15,193,000)	-
Total Revenues¹⁷	(632,740,798)	(583,959,158)	(594,854,093)	(264,970,306)	(291,714,963)	(597,303,641)	(2,449,548)

Expenditure Category	FY2021 UN-AUDITED ACTUAL	FY2022 ADOPTED BUDGET	FY2022 REVISED BUDGET	FY2021 ACTUAL (NOVEMBER)	FY2022 ACTUAL (NOVEMBER)	FY2022 PROJECTION	VARIANCE FAV/(UNFAV)
Payroll ¹⁰	104,442,101	118,818,274	118,898,199	42,556,799	45,751,757	119,348,792	(450,593)
Benefits ¹¹	85,728,017	97,663,761	97,663,761	37,995,015	40,616,598	98,495,288	(831,527)
Debt & Other Capital ^{12 16}	110,293,644	11,299,875	22,194,810	1,530,635	12,506,419	22,194,810	-
Library	1,669,020	8,460,590	8,460,590	695,425	3,525,246	8,460,590	-
Metro Hartford Innovation Services	3,167,436	4,190,683	4,190,683	1,319,765	1,746,122	4,190,683	-
Utilities ¹³	26,410,398	27,831,450	27,831,450	11,305,850	12,226,769	29,463,565	(1,632,115)
Other Non-Personnel ¹⁴	24,359,578	31,681,251	31,601,326	7,268,221	8,766,431	32,010,348	(409,022)
Education ¹⁵	275,667,573	284,013,274	284,013,274	87,009,716	87,009,716	284,013,274	-
Total Expenditures¹⁷	631,737,767	583,959,158	594,854,093	189,681,426	212,149,058	598,177,350	(3,323,257)
Revenues and Expenditures incl. Committed and Assigned, Net	(1,003,031)	-	-	(75,288,880)	(79,565,905)	873,709	

REVENUE FOOTNOTES

- ¹ (1) Cumulative through November, current year tax levy revenues actuals are 3.18% or \$4.66M higher than FY2021 Period 5 (November).
(2) Prior Year Levy collections actuals are tracking favorably by \$457K compared to the FY2021 cumulative through November.
(3) Interest and liens collections actuals are lower by \$824K through November compared to FY2021.
(4) Revenues from subsequent tax lien sales are typically recorded in the 4th quarter of the fiscal year.
- ² The Licenses and Permits revenue category is primarily comprised of building, electrical, mechanical, plumbing permits, and food and milk dealer licenses. This revenue category's actuals are tracking unfavorably by 28.1% or \$894K compared to the FY2021 cumulative through November due to 1Q2021 including several significant permits sold for large projects which did not reoccur in 1Q2022. This revenue category is projected to be at budget based on known upcoming projects in the City of Hartford.
- ³ The Fines, Forfeits and Penalties revenue line item is primarily comprised of false alarms fines and projected to be slightly higher than the FY2022 budget due to strong collections on false alarms.
- ⁴ Revenue from Money and Property contains lease/rental and short-term investment income. FY2022 actuals are tracking slightly higher than November FY2021 due to increasing park property and other City property rentals in FY2022. This revenue category is projected to be slightly lower than the FY2022 budget.
- ⁵ FY2022 Intergovernmental Revenues YTD primarily reflect the receipts of Education Cost Sharing, Supplemental Car Tax and PILOT revenues from the State. State PILOT increased by approximately \$11M over the original budget. This additional funding was moved to CIP in November 2021 and is in line with the resolution passed in May 2021.
- ⁶ Charges for Services contains revenues associated with the conveyance tax, transcript/filing of records, and special events. Conveyance tax revenue continues to be strong in FY2022 and is projected to be higher than budget. This revenue line item varies each year with historical actuals ranging from \$2.8M to \$4.2M.
- ⁷ **Reimbursements** (primarily Section 8) largely occur at fiscal year end.
- ⁸ **Other Revenues** will vary year to year based on unanticipated items such as settlements.
- ⁹ Other Financing Sources reflects revenues from Corporate Contribution (1), DoNo Stadium Fund (2), the Parking Authority Fund (3), Special Police Service Fund (4), and other (5).
(1) A Corporate Contribution of \$10M is broken down between the City of Hartford General Fund (\$3.333M) and Hartford Public Library (HPL)(\$6.667M). One of the three \$3.3M contributions was received in November 2021. This contribution was given to HPL for library construction. An adjustment was recorded in November 2021 to reflect this transfer.
(2) Yard Goat Admission Tax is received monthly and is included in the year to date actuals.
(3) The revenue from Hartford Parking Authority is received quarterly.
(4) Revenues for from Police Private Duty are posted quarterly and are projected to meet the budget.
(5) Other revenues are projected to be \$0.

EXPENDITURE FOOTNOTES

- ¹⁰ Payroll (FT, PT, OT and Holiday) is projected to be net unfavorable by \$451K. The methodology of the full-time payroll projection (detailed in the appendix) reflects 18.4 weeks of actual payroll expenses with 33.8 weeks remaining. Vacancies are assumed to be refilled with 29.8 weeks remaining in the fiscal year. Vacancy and attrition savings of \$4.75M and \$138K of favorability in Holiday Pay is offset by a projected shortfall of \$4.95M in OT and \$389K in PT. City-wide FY2022 budgeted attrition has been increased by \$1.77M from FY2021. Payroll will continue to be monitored throughout the fiscal year.
- ¹¹ Benefits and Insurances is projected to be net unfavorable due to centrally budgeted non-Public Safety attrition being realized in departments city-wide.
- ¹² The FY2022 Adopted Budget for Debt & Other Capital are comprised of \$4.65M for Downtown North principal and interest, \$107K for a Grant in Lieu of Taxes payment, \$116K for Clean Water loan principal and interest, \$6.43M for Pay-As-You-Go CapEx and \$10.89M for a mid-FY2022 increase for Payment in Lieu of Taxes for a grand total of \$22.19M.
- ¹³ Utilities are projected to be net unfavorable due to water, tipping fees and fuel.
- ¹⁴ Other Non-Personnel is unfavorable due to tax appeals/refunds, offset by audit services and leases.
- ¹⁵ Education YTD actuals reflect 5 months of the City's tax supported payment of \$96M and one payment from the State of Connecticut. The \$188M ECS will be recorded as the State allocation is received.
- ¹⁶ Under the executed Contract Assistance agreement, \$54.68M of General Obligation debt service payments are made on the City's behalf by the State of Connecticut in FY2022. Consistent with GAAP rules, the contract assistance payments are recorded as donated capital revenue. The debt service expenditures are recorded in the ledger in the Debt Service line item to properly reflect the retirement of debt. This unbudgeted debt expense is offset by contract assistance revenue, together of which nets to zero.
- ¹⁷ The City's financial system (Munis) reflects revenues as negative values (credits) and expenditures as positive values. A negative variance for revenues is favorable. A positive variance for revenues is unfavorable.

Revenue Summary - Major Category

	FY2021 UN-AUDITED ACTUAL	FY2022 ADOPTED BUDGET	FY2022 REVISED BUDGET	FY2021 ACTUAL (NOVEMBER)	FY2022 ACTUAL (NOVEMBER)
41-TAXES	(297,194,132)	(288,722,169)	(288,722,169)	(154,045,296)	(158,528,862)
CURRENT YEAR TAX LEVY	(276,333,498)	(279,792,169)	(279,792,169)	(146,332,023)	(150,988,745)
INTEREST AND LIENS	(7,090,212)	(3,800,000)	(3,800,000)	(2,831,271)	(2,007,722)
PRIOR YEAR LEVIES	(12,539,248)	(4,580,000)	(4,580,000)	(4,753,410)	(5,210,555)
TAX LIEN SALES	(273,643)	(450,000)	(450,000)	(13,090)	(187,912)
OTHER	(957,531)	(100,000)	(100,000)	(115,501)	(133,928)
42-LICENSES AND PERMITS	(8,297,071)	(6,166,426)	(6,166,426)	(3,178,897)	(2,285,248)
BUILDING PERMITS	(4,951,690)	(3,614,100)	(3,614,100)	(1,987,569)	(1,205,213)
ELECTRICAL PERMITS	(1,125,842)	(797,665)	(797,665)	(388,201)	(316,800)
FOOD & MILK DEALER LICENSES	(201,975)	(135,000)	(135,000)	(76,294)	(139,759)
MECHANICAL PERMITS	(860,754)	(800,000)	(800,000)	(318,850)	(244,310)
PLUMBING PERMITS	(571,975)	(337,846)	(337,846)	(185,980)	(145,370)
OTHER	(584,835)	(481,815)	(481,815)	(222,004)	(233,795)
43-FINES FORFEITS AND PENALTIES	(161,103)	(147,282)	(147,282)	(82,362)	(89,328)
FALSE ALARM CITATIONS-POL&FIRE	(157,179)	(138,000)	(138,000)	(80,976)	(81,027)
LAPSED LICENSE/LATE FEE	-	(7,100)	(7,100)	-	(2,900)
OTHER	(3,924)	(2,182)	(2,182)	(1,386)	(5,401)
44-INTEREST AND RENTAL INCOME	(934,157)	(1,222,188)	(1,222,188)	(315,124)	(414,334)
BILLINGS FORGE	(15,538)	(20,428)	(20,428)	(5,476)	(10,670)
CT CENTER FOR PERFORM ART	(54,167)	(50,000)	(50,000)	(20,833)	(20,833)
INTEREST	(240,486)	(248,000)	(248,000)	(117,980)	(120,470)
RENT OF PROP-ALL OTHER	(92,901)	(118,108)	(118,108)	(37,656)	(41,846)
RENTAL OF PARK PROPERTY	(22,100)	(72,565)	(72,565)	(7,925)	(22,030)
RENTAL OF PARKING LOTS	-	(600)	(600)	-	-
RENTAL OF PROP-FLOOD COMM	(85,320)	(148,560)	(148,560)	(30,600)	(56,280)
RENTAL-525 MAIN STREET	(35,605)	(21,094)	(21,094)	(7,915)	(22,610)
RENTS FROM TENANTS	(191,437)	(115,320)	(115,320)	(65,910)	(68,167)
SHEPHERD PARK	(132,996)	(234,393)	(234,393)	-	-
THE RICHARDSON BUILDING	(27,463)	(156,976)	(156,976)	(2,757)	(33,355)
UNDERWOOD TOWER PILOT	(36,144)	(36,144)	(36,144)	(18,072)	(18,072)
45-INTERGOVERNMENTAL	(311,514,107)	(269,161,247)	(280,056,182)	(105,025,716)	(127,378,085)
MUNICIPAL AID	(251,311,079)	(254,029,155)	(264,924,090)	(104,304,050)	(115,792,169)
CAR TAX SUPPL MRSF REV SHARING	(11,344,984)	(11,344,984)	(11,344,984)	(11,344,984)	(11,344,984)
EDUCATION COST SHARING	(185,256,814)	(187,974,890)	(187,974,890)	(46,993,723)	(46,993,723)
HIGHWAY GRANT	(1,188,254)	(1,188,254)	(1,188,254)	-	(593,184)
MASHANTUCKET PEQUOT FUND	(6,136,523)	(6,136,523)	(6,136,523)	-	-
MRSA BONDED DISTRIBUTION GRANT	(1,419,161)	(1,419,161)	(1,419,161)	-	-
MRSF SELECT PILOT	(12,422,113)	(12,422,113)	(12,422,113)	(12,422,113)	(12,422,113)
MUNICIPAL STABILIZATION GRANT	(3,370,519)	(3,370,519)	(3,370,519)	(3,370,519)	(3,370,519)
PRIV TAX EXEMPT PROPERTY	(20,009,758)	(20,009,758)	(30,904,693)	(20,009,758)	(30,904,693)
STATE OWNED PROPERTY	(10,162,953)	(10,162,953)	(10,162,953)	(10,162,953)	(10,162,953)
OTHER MUNICIPAL AID	(56,314,629)	-	-	-	-
STATE CONTRACT ASSISTANCE	(56,314,629)	-	-	-	-
OTHER STATE REVENUES	(91,351)	(11,210,168)	(11,210,168)	(23,572)	(11,114,995)
DISTRESSED MUNICIPALITIES	(4,582)	(11,114,995)	(11,114,995)	-	(11,114,995)
JUDICIAL BRANCH REV DISTRIB.	(62,253)	(66,947)	(66,947)	(23,572)	-
VETERANS EXEMPTIONS	(24,516)	(28,226)	(28,226)	-	-
PILOTS, MIRA & OTHER INTERGOVERNMENTAL	(3,793,853)	(3,918,624)	(3,918,624)	(698,094)	(470,521)
CRRA - PILOT	-	(1,500,000)	(1,500,000)	-	-
DISABIL EXEMPT-SOC SEC	(6,417)	(9,881)	(9,881)	-	-
GR REC TAX-PARI MUTUEL	(165,714)	(227,868)	(227,868)	(52,161)	(78,315)
HEALTH&WELFARE-PRIV SCH	(55,215)	(61,366)	(61,366)	-	-
MATERIALS INNOVATION RECYCLING	(1,500,000)	-	-	-	-
PHONE ACCESS LN TAX SH	(563,470)	(562,817)	(562,817)	(668)	-
PILOT CHURCH HOMES INC	(126,131)	(126,872)	(126,872)	(63,066)	(63,256)
PILOT FOR CT CTR FOR PERF	-	(357,056)	(357,056)	-	-
PILOT FOR HARTFORD 21	(500,000)	(500,000)	(500,000)	(250,000)	(257,450)
PILOT HARTFORD HILTON	(232,505)	-	-	-	(46,501)
PILOT HARTFORD MARRIOTT	(624,401)	(552,764)	(552,764)	(312,200)	-
PILOT TRINITY COLLEGE	(20,000)	(20,000)	(20,000)	(20,000)	(25,000)
OTHER	(3,194)	(3,300)	(3,300)	-	(400)
STATE REIMBURSEMENTS	(3,194)	(3,300)	(3,300)	-	(400)
46-CHARGES FOR SERVICES	(4,290,556)	(3,061,155)	(3,061,155)	(1,099,907)	(1,794,391)
CONVEYANCE TAX	(2,023,007)	(1,240,916)	(1,240,916)	(570,248)	(953,820)
FILING RECORD-CERTIF FEES	(337,475)	(300,000)	(300,000)	(120,585)	(167,739)
TRANSCRIPT OF RECORDS	(803,438)	(821,151)	(821,151)	(212,767)	(355,729)
OTHER	(1,126,637)	(699,088)	(699,088)	(196,307)	(317,102)
47-REIMBURSEMENTS	(105,682)	(91,869)	(91,869)	(21,456)	(15,876)
ADVERTISING LOST DOGS	(623)	(453)	(453)	(130)	(218)
ATM REIMBURSEMENT	-	(721)	(721)	-	-
DOG ACCT-SALARY OF WARDEN	(2,105)	(2,600)	(2,600)	-	-
OTHER REIMBURSEMENTS	-	(1,000)	(1,000)	-	-
REIMB FOR MEDICAID SERVICES	(12,753)	-	-	-	-
SECTION 8 MONITORING	(83,657)	(83,890)	(83,890)	(16,221)	(15,658)
OTHER	(6,544)	(3,205)	(3,205)	(5,105)	-
48-OTHER REVENUES	(191,935)	(193,822)	(193,822)	(37,241)	(89,623)
MISCELLANEOUS REVENUE	(182,881)	(170,962)	(170,962)	(35,117)	(77,967)
OVER & SHORT ACCOUNT	(169)	(737)	(737)	(158)	(23)
SALE CITY SURPLUS EQUIP	(515)	-	-	(515)	-
SALE OF DOGS	(6,351)	(5,993)	(5,993)	(1,575)	(3,615)
SETTLEMENTS - OTHER	-	(3,000)	(3,000)	-	(3,002)
OTHER	(2,019)	(13,130)	(13,130)	124	(5,015)
53-OTHER FINANCING SOURCES	(10,052,054)	(15,193,000)	(15,193,000)	(1,164,307)	(1,119,216)
CORPORATE CONTRIBUTION	(3,333,333)	(10,000,000)	(10,000,000)	-	-
DOWNTOWN NORTH (DONO)	(621,710)	(395,000)	(395,000)	-	(85,684)
REVENUE FROM HTFD PKG AUTHY	(1,942,610)	(2,048,000)	(2,048,000)	(400,000)	(500,000)
SPECIAL POLICE SERVICES	(4,154,401)	(2,750,000)	(2,750,000)	(764,307)	(533,532)
Grand Total	(632,740,798)	(583,959,158)	(594,854,093)	(264,970,306)	(291,714,963)

CITY OF HARTFORD
PROPERTY TAX COLLECTIONS REPORT FOR FY20 AND FY22
PROPERTY TAX COLLECTION REPORT THROUGH NOVEMBER 30, 2021

Month	Current Year Taxes		Prior Year Taxes		Interest		Liens Sales		Total Collections	
	Actual FY 21	Actual FY 22	Actual FY 21	Actual FY 22	Actual FY 21	Actual FY 22	Actual FY 21	Actual FY 22	FY 21	FY 22
July	91,265,549	100,781,340 ¹	113,251	962,504 ²	496,088	292,231 ¹	-	-	91,874,888	102,036,074 ¹
August	47,619,102	43,818,629 ¹	1,035,620	1,660,552 ¹	492,040	406,382 ¹	-	-	49,146,762	45,885,563 ¹
September	3,597,283	2,354,099 ³	1,035,675	1,234,241 ³	461,078	660,811 ³	-	-	5,094,036	4,249,151 ³
October	2,548,895	1,620,537 ⁴	1,130,119	786,197 ⁴	490,655	358,588 ⁴	-	-	4,169,669	2,765,323 ⁴
November	1,301,195	2,414,141 ⁵	1,438,745	567,061 ⁵	891,410	289,710 ⁵	13,090	187,912 ⁶	3,644,440	3,458,824 ⁵
December	14,009,256		440,158		305,344		(13,090)	-	14,741,667	-
January	82,675,244		616,190		352,382		-	-	83,643,816	-
February	18,490,419		570,470		304,306		-	-	19,365,194	-
March	7,288,908		1,207,018		784,851		-	-	9,280,777	-
April	4,035,237		668,671		533,097		-	-	5,237,005	-
May	1,415,861		501,771		352,426		-	-	2,270,058	-
June	2,139,405		2,340,309		1,618,210		273,643	-	6,371,567	-
Total Collections	276,386,353	150,988,745	11,097,997	5,210,555	7,081,886	2,007,722	273,643	187,912	294,839,879	158,394,935
60 Day Collections			1,393,206		-		-		1,393,206	-
Reclass -- Year End entries	(52,855)		48,045		8,326		-		3,515	-
Adjusted Total Collections	276,333,498	150,988,745	12,539,248	5,210,555	7,090,212	2,007,722	273,643	187,912	296,236,601	158,394,935
	Current Year Taxes		Prior Year Taxes		Interest		Liens Sales		Total Collections	
	FY 21	FY 22	FY 21	FY 22	FY 21	FY 22	FY 21	FY 22	FY 21	FY 22
Total Budget	272,347,014	279,792,169	5,270,000	4,580,000	3,800,000	3,800,000	480,000	450,000	281,897,014	288,622,169
Total current levy (GL 2020) new bills	292,707,724	296,633,160	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Collections through NOVEMBER	145,030,828	150,988,745	3,314,665	5,210,555	1,939,861	2,007,722	-	187,912	150,285,355	158,394,935
Outstanding Receivable at 11/30	137,796,402	140,202,462	53,196,432	47,486,605	n/a	n/a	n/a	n/a	n/a	n/a
Timing Adjustment from bridging QDS to Munis		5,441,954								
% of Budget Collected	53.25%	53.96%	62.90%	113.77%	51.05%	52.83%	0.00%	41.76%	53.31%	54.88%
% of Adjusted Levy Collected	49.55%	50.90%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mill Rate Real Estate	74.29	74.29								
Mill Rate Personal Property	74.29	74.29								
Mill Rate Motor Vehicle	45	45								

¹ FY22 P1- Current Year Tax collections exceeds prior year due to timing. Several top payers paid in July this year but in August last year. YtY records showed over in July & under in August for FY22.

² The lower balance of FY21 Prior Year's Tax collections was a result of \$1.376M credit adjustments from tax appeals (Walmart, Capital dist., West Service LLC).

³ FY22 continues to result in increased collections, primarily due to timing and increased assessments.

⁴ FY21's first installment due date was extended to Oct 1st due to the Governor's Executive Order while FY22's due date was Aug 2nd.

⁵ Tax Deed Sales of \$1,573k was included in FY21's PY collections. No tax deed sales in FY22.

⁶ This lien sale is from the foreclosure of property sold to Express Kitchen by the Department of Development Services.

Expenditure Summary - Departments

	FY2021 UN-AUDITED ACTUAL	FY2022 ADOPTED BUDGET	FY2022 REVISED BUDGET	FY2021 ACTUAL (NOVEMBER)	FY2022 ACTUAL (NOVEMBER)	FY2022 PROJECTION	VARIANCE FAV/(UNFAV)
00111 MAYOR'S OFFICE	508,824	743,420	743,420	208,794	238,739	705,313	38,107
00112 COURT OF COMMON COUNCIL ¹	625,715	820,068	820,068	205,482	266,363	824,315	(4,247)
00113 TREASURER	401,919	465,316	465,316	155,130	126,816	447,480	17,836
00114 REGISTRARS OF VOTERS	665,592	475,065	591,672	413,769	241,701	573,132	18,540
00116 CORPORATION COUNSEL	1,229,586	1,558,048	1,558,048	496,096	478,523	1,479,600	78,448
00117 TOWN & CITY CLERK	754,740	842,154	842,154	367,380	253,292	827,856	14,298
00118 INTERNAL AUDIT ²	473,007	510,567	510,567	199,131	190,217	512,330	(1,763)
00119 CHIEF OPERATING OFFICER	1,247,429	1,646,987	1,646,987	423,626	506,476	1,587,379	59,608
00122 METRO HARTFORD INNOVATION SERV	3,167,436	4,190,683	4,190,683	1,319,765	1,746,122	4,190,683	0
00123 FINANCE	3,300,056	3,758,757	3,758,757	1,251,489	1,148,026	3,486,247	272,510
00125 HUMAN RESOURCES	1,397,749	1,730,419	1,730,419	442,186	459,136	1,530,319	200,100
00128 OFFICE OF MANAGEMENT & BUDGET	1,086,146	1,252,452	1,252,452	445,950	401,532	1,206,996	45,456
00132 FAMILIES, CHILDREN, YOUTH & RECREATION ³	3,181,759	3,690,893	3,690,893	1,594,836	1,959,837	3,746,780	(55,887)
00211 FIRE ⁴	33,922,286	37,658,924	37,658,924	13,434,358	15,059,544	38,947,519	(1,288,595)
00212 POLICE ⁵	42,357,774	48,274,513	48,274,513	17,426,606	18,623,800	48,540,117	(265,604)
00213 EMERGENCY SERVICES & TELECOMM. ⁶	3,759,888	4,027,832	4,027,832	1,609,374	1,498,148	4,135,560	(107,728)
00311 PUBLIC WORKS ⁷	14,998,284	17,933,864	17,933,864	5,272,882	6,154,325	17,984,697	(50,833)
00420 DEVELOPMENT SERVICES	3,856,221	5,975,888	5,975,888	1,481,890	1,470,349	5,738,801	237,087
00520 HEALTH AND HUMAN SERVICES	3,547,405	5,587,795	5,587,795	1,025,581	1,356,785	5,245,721	342,074
00711 EDUCATION	275,667,573	284,013,274	284,013,274	87,009,716	87,009,716	284,013,274	0
00721 HARTFORD PUBLIC LIBRARY	1,669,020	8,460,590	8,460,590	695,425	3,525,246	8,460,590	0
00820 BENEFITS & INSURANCES ⁸	85,728,017	97,663,761	97,663,761	37,995,015	40,616,598	98,495,288	(831,527)
00821 DEBT SERVICE ⁹	110,293,644	11,299,875	22,194,810	1,530,635	12,506,419	22,194,810	0
00822 NON OP DEPT EXPENDITURES ¹⁰	37,897,696	41,378,013	41,261,406	14,676,309	16,311,348	43,302,543	(2,041,137)
Grand Total	631,737,767	583,959,158	594,854,093	189,681,426	212,149,058	598,177,350	(3,323,257)

¹ The Court of Common Council is projected to be unfavorable due to part-time staffing.

² Centrally budgeted 1.5% increase for unclassified and non-union employees is realized in departmental budgets; adjustments at year end, if needed, will occur.

³ Families, Children, Youth and Recreation is projected to be unfavorable due to seasonal overtime.

⁴ Fire is projected to be unfavorable due to overtime.

⁵ Police is projected to be unfavorable due to overtime.

⁶ Emergency Services & Telecomm. is projected to be unfavorable due to overtime.

⁷ Public Works is projected to be unfavorable due to overtime.

⁸ Benefits and Insurances is projected to be net unfavorable due to centrally budgeted non-Public Safety attrition being realized in departments city-wide.

⁹ The FY2022 Adopted Budget for Debt & Other Capital are comprised of \$4.65M for Downtown North principal and interest, \$107K for a Grant in Lieu of Taxes payment, \$116K for Clean Water loan principal and interest, \$6.43M for Pay-As-You-Go CapEx and \$10.89M for a mid-FY2022 increase for Payment in Lieu of Taxes for a grand total of \$22.19M.

¹⁰ Non Operating is projected to be net unfavorable due to tax appeals/refunds, water, tipping fees and fuel.

Expenditure Summary - Major Expenditure Category

	FY2021 UN-AUDITED ACTUAL	FY2022 ADOPTED BUDGET	FY2022 REVISED BUDGET	FY2021 ACTUAL (NOVEMBER)	FY2022 ACTUAL (NOVEMBER)	FY2022 PROJECTION	VARIANCE FAV/(UNFAV)
PAYROLL	104,442,101	118,818,274	118,898,199	42,556,799	45,751,757	119,348,792	(450,593)
FT ¹	86,842,645	102,082,659	102,082,659	33,933,295	35,212,648	97,333,849	4,748,810
HOL ¹	2,359,957	2,494,938	2,494,938	781,566	759,478	2,356,552	138,386
OT ¹	12,980,244	12,751,927	12,751,927	6,589,921	8,639,851	17,700,659	(4,948,732)
PT ¹	2,259,254	1,488,750	1,568,675	1,252,017	1,139,781	1,957,732	(389,057)
BENEFITS	85,728,017	97,663,761	97,663,761	37,995,015	40,616,598	98,495,288	(831,527)
HEALTH	29,410,101	35,436,437	35,436,437	11,794,940	12,972,340	35,436,437	0
MITIGATION ²	0	(1,000,000)	(1,000,000)	0	0	0	(1,000,000)
PENSION	46,952,383	51,406,956	51,406,956	19,670,581	21,824,830	51,405,656	1,300
INSURANCE	4,195,055	4,595,305	4,595,305	3,174,326	3,152,705	4,595,305	0
FRINGE REIMBURSEMENTS	(3,920,589)	(3,236,631)	(3,236,631)	(856,920)	(680,035)	(3,236,631)	0
LIFE INSURANCE	225,568	164,970	164,970	97,871	96,560	164,970	0
OTHER BENEFITS	4,256,234	4,741,536	4,741,536	1,816,813	1,131,969	4,741,536	0
WAGE ³	0	521,438	521,438	0	0	354,265	167,173
WORKERS COMP	4,609,265	5,033,750	5,033,750	2,297,404	2,118,228	5,033,750	0
DEBT	110,293,644	11,299,875	22,194,810	1,530,635	12,506,419	22,194,810	0
DEBT	110,293,644	11,299,875	22,194,810	1,530,635	12,506,419	22,194,810	0
LIBRARY	1,669,020	8,460,590	8,460,590	695,425	3,525,246	8,460,590	0
LIBRARY	1,669,020	8,460,590	8,460,590	695,425	3,525,246	8,460,590	0
MHIS	3,167,436	4,190,683	4,190,683	1,319,765	1,746,122	4,190,683	0
MHIS	3,167,436	4,190,683	4,190,683	1,319,765	1,746,122	4,190,683	0
UTILITY	26,410,398	27,831,450	27,831,450	11,305,850	12,226,769	29,463,565	(1,632,115)
UTILITY ⁴	26,410,398	27,831,450	27,831,450	11,305,850	12,226,769	29,463,565	(1,632,115)
OTHER	24,359,578	31,681,251	31,601,326	7,268,221	8,766,431	32,010,348	(409,022)
COMMUNITY ACTIVITIES	2,374,940	2,681,989	2,686,989	1,068,466	1,321,251	2,686,989	0
CONTINGENCY	274,423	2,426,847	2,399,519	10,107	48,868	2,399,519	0
CONTRACTED SERVICES	4,510,828	5,543,031	5,533,244	1,012,849	971,437	5,533,244	0
ELECTIONS	0	334,389	217,782	0	0	217,782	0
GOVT AGENCY & OTHER	46,683	29,145	29,145	19,964	29,145	29,145	0
LEASES - OFFICES PARKING COPIER ⁵	1,544,001	2,010,368	2,010,368	533,610	684,393	1,955,390	54,978
LEGAL EXPENSES & SETTLEMENTS	2,477,923	2,474,557	2,474,557	468,464	712,632	2,474,557	0
OTHER ⁶	2,663,736	5,271,759	5,271,759	816,220	1,561,384	5,810,759	(539,000)
OUT AGENCY	0	100,000	100,000	0	0	100,000	0
POSTAGE	189,296	200,000	200,000	100,509	75,000	200,000	0
SUPPLY	3,447,111	4,185,888	4,252,978	989,574	1,226,800	4,252,978	0
TECH, PROF & COMM BASED SERVICES ⁷	2,548,977	3,307,818	3,309,525	875,571	731,725	3,234,525	75,000
VEHICLE & EQUIP	4,281,659	3,115,460	3,115,460	1,372,887	1,403,796	3,115,460	0
EDUCATION	275,667,573	284,013,274	284,013,274	87,009,716	87,009,716	284,013,274	0
EDUCATION	275,667,573	284,013,274	284,013,274	87,009,716	87,009,716	284,013,274	0
Grand Total	631,737,767	583,959,158	594,854,093	189,681,426	212,149,058	598,177,350	(3,323,257)

¹ Payroll (FT, PT, OT and Holiday) is projected to be net unfavorable by \$451K. The methodology of the full-time payroll projection (detailed in the appendix) reflects 18.4 weeks of actual payroll expenses with 33.8 weeks remaining. Vacancies are assumed to be refilled with 29.8 weeks remaining in the fiscal year. Vacancy and attrition savings of \$4.75M and \$138K of favorability in Holiday Pay is offset by a projected shortfall of \$4.95M in OT and \$389K in PT. City-wide FY2022 budgeted attrition has been increased by \$1.77M from FY2021. Payroll will continue to be monitored throughout the fiscal year.

² Mitigation of \$1.0M reflects non-Public Safety budgeted attrition and vacancy savings. The Police and Fire department respectively include \$2.78M and \$596K in budgeted attrition and vacancy savings. In total, \$4.38M is budgeted for attrition city-wide.

³ The FY2022 Adopted Budget includes centralized salary increases. Approved salary increase for Unclassified, Non-union and City of Hartford Professional Employees Association (CHPEA) positions are favorable in benefits and are realized in full-time payroll.

⁴ Utilities are projected to be net unfavorable due to water, tipping fees and fuel.

⁵ Leases is net favorable due to lower rental costs for a health facility.

⁶ Other is net unfavorable due to higher tax refunds and tax appeals.

⁷ Tech, Prof and Comm based services are favorable due to projected audit services.

Appendix

FY2022 Full-time Payroll Projection (through November) as of 11/12/21

DEPARTMENTS	BUDGETED HC	BUDGETED ANNUAL AMOUNT (REV)	YTD THRU CHECK ISSUE 11/12 (18.4 WEEKS)	PROJECTION (33.8 WEEKS)	YTD THRU 11/12 PLUS PROJECTION (33.8 WEEKS)	REMAINING ESTIMATED STEPS	PROJECTION	VARIANCE (BUDGETED ANNUAL AMOUNT - PROJECTION)
111-Mayor	8	707,172	200,480	466,014	666,494	0	666,494	40,678
112-CCC	9	472,811	119,348	312,710	432,058	0	432,058	40,753
113- Treas	9	379,361	109,058	249,538	358,596	2,929	361,525	17,836
114- ROV	7	341,446	120,302	224,715	345,017	398	345,415	(3,969)
116-Corp Counsel	15	1,424,868	420,693	925,727	1,346,420	0	1,346,420	78,448
117- Clerk	11	704,760	220,544	452,456	673,000	5,162	678,162	26,598
118-Audit	5	485,894	171,119	316,538	487,657	0	487,657	(1,763)
119-COO	17	1,304,258	340,211	832,538	1,172,750	0	1,172,750	131,508
123- FIN	45	3,448,394	977,416	2,166,347	3,143,762	27,586	3,171,348	277,046
125- HR	16	1,135,124	256,886	731,682	988,567	1,457	990,024	145,100
128-OMBG	13	1,144,372	344,924	739,786	1,084,710	4,607	1,089,316	55,056
132-FCYR	15	1,053,394	338,018	700,843	1,038,861	5,420	1,044,281	9,113
211- Fire	366	30,386,038	9,710,568	19,286,617	28,997,185	199,683	29,196,868	1,189,170
212- Police	512	41,412,614	12,192,921	23,774,431	35,967,352	430,032	36,397,384	5,015,230
213- EST	51	3,157,864	821,892	2,032,519	2,854,411	26,111	2,880,522	277,342
311- DPW	211	10,941,073	3,460,149	6,974,154	10,434,303	89,144	10,523,447	417,626
420- Devel Serv	61	4,436,749	1,268,291	2,830,806	4,099,097	47,556	4,146,653	290,096
520- HHS	37	2,455,695	505,178	1,517,258	2,022,436	33,426	2,055,862	399,833
Grand Total	1,408	105,391,887	31,577,997	64,534,678	96,112,675	873,510	96,986,186	8,405,701

FT- Fire Attrition	(595,684)
FT- Police Attrition	(2,781,839)
FT- Development Serv. Attrition	(20,000)
FT- Net other payroll	88,295
FT- Total Revised Budget	<u>102,082,659</u>

FT- Fire Attrition	(595,684)
FT- Police Attrition	(2,781,839)
FT- Development Serv. Attriti	(20,000)
FT- Net other payroll	(259,368)
FT- Subtotal Variance	<u>4,748,810</u>

Non-Sworn Attrition (in Bene	(1,000,000)
Total Variance	<u>3,748,810</u>

Assumptions

- 1) Analysis is based on year-to-date actuals from check date 11/12/21, which includes 18.4 pay periods, and projects filled positions for 33.8 future weeks.
- 2) Non-sworn vacancies are projected for 29.8 future weeks.
- 3) Adopted head count is 1425 with 17 MHIS positions funded in the MHIS internal service fund.
- 4) ROV and Audit are projected unfavorable due to a city-wide planned 1.5% pay increase for non-union and unclassified employees being budget centrally in FY2022. Budget funding for this increase will be transferred, as needed, at year end.



General Fund Budget
Financial Position Report as of 1/4/2022
For: 7/1/2021 to 11/30/2021 Period: 1 to 5



Description	Series	FY 2021-22 Adopted Budget	FY 2021-22 Adjusted Budget	Year To Date Expenditures	Year To Date Encumb/ Committed	Balance
Certified Salaries	100	87,382,326	85,668,637	23,185,306	-	62,483,332
Severance/Other	199	1,215,000	1,215,000	17,875	-	1,197,125
Certified Salaries Total		88,597,326	86,883,637	23,203,180	-	63,680,457
Non Cert Salaries	200	37,589,890	37,580,780	12,018,565	-	25,562,215
Severance/Other	299	383,498	383,498	377,715	-	5,783
Non Certified Salaries Total		37,973,388	37,964,278	12,396,281	-	25,567,998
Instructional Improvements	322	310,149	1,936,718	167,288	1,136,471	632,959
Professional Services	333	1,222,010	1,313,914	310,071	237,962	784,186
MHIS/IT Services	335	2,278,990	2,278,990	949,579	-	1,329,411
Professional Contracts & Svs		3,811,149	5,529,622	1,426,938	1,374,433	2,746,555
Maint Supplies & Services	442	382,000	382,000	111,879	203,608	66,514
Maintenance Contracts	443	3,284,086	3,194,242	1,362,065	1,458,126	390,706
Rental - Equip & Facilities	444	1,764,113	1,766,108	231,025	263,055	1,272,029
Building Improvements	445	612,900	629,250	-	-	629,250
Purchased Property Services		6,043,099	5,971,601	1,704,969	1,924,788	2,358,498
Transportation	551	20,958,487	21,032,052	5,308,574	12,283,283	3,440,195
Communications	553	164,170	310,337	196,088	7,569	106,681
Advertising	554	19,106	14,558	5,745	-	8,813
Printing & Binding	555	49,450	52,175	340	3,790	48,045
Tuition	556	88,024,708	88,024,708	3,184,588	24,997,902	63,107,636
Travel & Conferences	558	65,989	67,209	10,296	-	56,913
Misc Services	559	1,415,233	1,515,716	156,438	106,216	1,253,063
Systemwide Purchased Svs Total		110,697,143	111,016,756	8,862,069	37,398,759	68,021,347
Instructional & Other Supplies	610	1,938,834	1,828,762	560,360	717,001	579,300
Utilities	620	6,363,149	6,363,149	2,454,705	3,940,996	(32,552)
Text & Library Books	640	21,300	27,205	2,602	6,241	18,362
Misc Supplies	690	418,799	456,935	83,972	62,793	319,075
Supplies & Materials Total		8,742,082	8,676,051	3,101,639	4,727,032	884,185
Equipment	730	821,134	806,428	98,011	158,398	550,019
Outlay Total		821,134	806,428	98,011	158,398	550,019
Organization Dues	810	130,370	149,330	81,218	219	67,893
Legal Judgments	820	220,000	220,000	-	-	220,000
Other Operating Expenses	899	(5,391,446)	(5,293,657)	46,311	70,638	(5,410,606)
Other Misc Expend Total		(5,041,076)	(4,924,328)	127,529	70,857	(5,122,714)
Fringe Benefits/Insurances	990	34,848,040	34,189,158	1,504,108	104,703	32,580,346
Contingency	998	-	-	-	-	-
Indirect	999	(2,479,011)	(2,099,929)	-	-	(2,099,929)
Sundry Total		32,369,029	32,089,229	1,504,108	104,703	30,480,418
General Fund Budget Total		284,013,274	284,013,274	52,424,723	45,758,971	185,829,581



Special Fund Budget
Financial Position Report as of 1/4/2022
For: 7/1/2021 to 11/30/2021 Period: 1 to 5



<u>Grant Name</u>	<u>Grant Year</u>	<u>FY 2021-22 Adopted Budget</u>	<u>FY 2021-22 Adjusted Budget</u>	<u>Year To Date Expenditures</u>	<u>Year To Date Encumb/ Committed</u>	<u>Year To Date Revenue</u>	<u>Balance</u>
Federal Grants:							
ADULT EDUCATION PIP	2022	40,000	40,000	285	-		39,715
AMERICAN RESCUE PLAN ARP-ESSERIII	2021	-	7,046,340	2,318,520	434,801	8,487,348	4,293,019
ARP HCY BRIDGE (McVento)	2021	-	3,000	3,204	-	3,000	(204)
CARL D. PERKINS	2021	-	-	0	-		(0)
CARL D. PERKINS	2022	626,803	597,243	87,508	-		509,735
COVID-19 SPECIAL EDUCATION STIPENDS	2021	-	20,000	17,281	-	17,277	2,719
CT DEPT OF PUBLIC HEALTH 2	2022	125,000	125,000	29,084	-	31,744	95,916
EDUC-HOMELESS CHILDREN-YOUTH McVEN	2022	50,000	50,000	4,144	-		45,856
ESSER (COVID-19) CARES ACT	2020	-	3,594,083	1,329,010	63,576		2,201,497
ESSER II SET-ASIDE (CRRSA ACT)	2021	-	1,863,078	175,399	33,379	518,557	1,654,299
ESSER II (CRRSA ACT) Covid-19	2021	-	32,438,167	3,755,395	3,794,533	10,135,272	24,888,239
ESSER II Bonus Dyslexia Recovery	2022	-	37,050	-	-		37,050
ESSER II Bonus Spec Population \$25K	2022	-	25,000	-	-		25,000
ESSER II SPED Recovery Activities	2022	-	120,000	-	-		120,000
IDEA PART B SECTION 611	2020	-	-	(3,799)	1,200		2,599
IDEA PART B SECTION 611	2021	652,651	2,684,069	1,527,220	164,149	2,323,533	992,700
IDEA PART B SECTION 611	2022	6,526,511	6,526,511	1,257,043	1,464,113	3,929,443	3,805,355
IDEA PART B, SECTION 619 PRE-SCHOOL	2021	30,408	102,494	52,037	2,519	33,362	47,938
IDEA PART B, SECTION 619 PRE-SCHOOL	2022	202,717	202,717	7,307	882	68,501	194,529
OD ESSA SIG C02-BURNS	2022	-	405,300	-	-		405,300
OD ESSA SIG C02-MILNER	2022	-	425,324	-	-		425,324
OD ESSA SIG C02-SAND	2022	-	390,000	-	-		390,000
OD ESSA SIG C02-SMSA	2022	-	500,000	-	-		500,000
OD ESSA SIG CO2-WHS	2022	-	429,075	-	-		429,075
TITLE 1 PART A 1003 SIG (BELLIZZI)	2021	-	319,047	116,455	44,700	320,000	157,891
TITLE 1 PART A 1003 SIG (BURR)	2019	-	1,774	804	-		970
TITLE 1 PART A 1003 SIG (BURR)	2021	-	223,972	50,311	39,217	194,830	134,444
TITLE 1 PART A 1003 SIG (BULKELEY)	2019	-	31,779	4,343	-		27,436
TITLE 1 PART A 1003 SIG (BULKELEY)	2021	-	91,886	12,730	-	77,366	79,156
TITLE 1 PART A 1003 SIG (HPHS)	2021	-	54,947	52,635	2,289	70,000	23
TITLE 1 PART A 1003 SIG (PARKVILLE)	2021	-	83,940	9,843	8,000	169,809	66,098
TITLE 1, PART D, NEG & DEL	2022	56,054	68,673	-	56,054		12,619
TITLE 2 PART A, TEACHERS	2020	-	-	14,474	-		(14,474)
TITLE 2 PART A, TEACHERS	2021	195,998	607,753	362,414	484	387,499	244,855
TITLE 2 PART A, TEACHERS	2022	1,241,322	1,136,003	226,671	25,272	489,453	884,059
TITLE 3 PART A, ENGLISH LANGUAGE	2021	81,515	294,421	31,050	5,374	35,384	257,997
TITLE 3 PART A, ENGLISH LANGUAGE	2022	510,827	543,235	182,615	8,875		351,745
TITLE I IMPROVING BASIC PROGRAMS	2019	-	271,446	204,965	-		66,481
TITLE I IMPROVING BASIC PROGRAMS	2021	3,291,271	5,343,143	1,551,566	257,920	4,905,909	3,533,656
TITLE I IMPROVING BASIC PROGRAMS	2022	12,901,783	12,514,359	2,555,595	387,379	2,521,619	9,571,384
TITLE IV-A SOC SUPPT & ACAD ENRICH	2019	-	2,025	2,025	-		-
TITLE IV-A SOC SUPPT & ACAD ENRICH	2021	-	90,185	4,319	-		85,866
TITLE IV-A SOC SUPPT & ACAD ENRICH	2022	897,063	757,863	128,907	-		628,956
Total Federal Grants:		27,429,923	80,060,902	16,071,361	6,794,716	34,719,904	57,194,825

State Grants:

ADULT EDUCATION - PROVIDER (STATE)	2021	-	-	4,385	-		(4,385)
ADULT EDUCATION - PROVIDER (STATE)	2022	1,729,660	1,729,660	538,786	35,287	1,135,115	1,155,587
ADULT EDUCATION CEE - URBAN LEAGUE	2022	5,965	6,076	1,519	4,557	77,536	-
ADULT EDUCATION CEE-LITERACY VOLUNT	2022	108,522	110,228	72,750	37,478		-
ALLIANCE - GOVENORS TURNAROUND	2022	24,552,532	24,570,044	6,707,830	1,093,554		16,768,659
ALLIANCE BUILDING GRANT	2021	-	183,487	154,480	-		29,007
COMMISSIONER'S NETWORK	2022	-	900,000	144,419	269,932	450,000	485,649
COMMISSIONER'S NETWORK-McDonough	2022	-	50,000	3,495	1,101	1,301	45,404
CT DEPT OF PUBLIC HEALTH	2022	930,116	933,140	228,362	-	232,791	704,778
DEPT OF PUBLIC HEALTH - ORAL HEALTH	2021	-	-	-	-	15,563	-
DEPT OF PUBLIC HEALTH - ORAL HEALTH	2022	-	50,000	-	-	0	50,000
EXTENDED SCHOOL HOUR	2022	357,753	357,753	9,671	-		348,082
FAMILY RESOURCE CENTER PROGRAM	2022	507,650	508,250	-	-		508,250
INTERDIST MAGNET ACADEMIC/SOCIAL SU	2021	-	494,630	401,814	-		92,816
MAGNET ASSG TO INCREASE ACCEPTANCE	2021	-	-	278	-		(278)
MAGNET SCHOOL JOINT MAGNET OFFICE	2022	850,000	850,000	244,712	92,761	132,220	512,527
MAGNET SCHOOL OPERATING GRANT	2021	-	-	4,741	-		(4,741)
MAGNET SCHOOL OPERATING GRANT	2022	55,150,730	53,290,502	15,671,678	1,324,046	37,604,756	36,294,778
OPEN CHOICE SLOTS (RECEIVING DIST)	2022	168,000	168,000	26,376	542		141,081
PRIORITY SCHOOL DISTRICTS	2022	4,441,989	4,466,452	1,214,862	37,325		3,214,266
PSD-SUMMER SCHOOL	2022	406,499	396,257	333,192	-		63,065
SCHOOL READINESS GRANT	2022	2,190,000	2,190,000	513,771	-	432,750	1,676,229
SHEFF SETTLEMENT-OC ACADEMIC/SOCIAL	2022	-	136,300	519	4,009		131,772
STATE BILINGUAL EDUCATION	2022	213,079	210,810	79,432	-	75,171	131,378
STATE EDUCATION RESOURCE CENTER	2022	-	-	(5,000)	-		5,000
Total State Grants:		91,612,495	91,601,589	26,352,072	2,900,593	40,157,203	62,348,925

Private/Foundation Grants/Fee Collections:

BARR FOUNDATION G-II	2021	-	383,578	17,757	5,000		360,822
CHILD HEALTH & DEVELOP INSTITUTE CT	2020	-	30,394	-	-		30,394
CHILD HEALTH & DEVELOP INSTITUTE CT	2022	-	5,752	-	-	5,752	5,752
DALIO FOUNDATION	2021	-	36,845	-	-		36,845
DALIO FOUNDATION	2022	-	29,932	4,180	321		25,431
FEE COLLECTION - PRE-K	2022	90,514	90,514	32,538	-	41,458	57,976
Grants Accounting Sundry	2099	-	-	19,563,871	-		(19,563,871)
HARTFORD FOUNDATION PUBLIC GIVING	2021	-	1,548	33	-		1,515
HARTFORD FOUNDATION PUBLIC GIVING	2022	350,000	-	100,501	-		(100,501)
INSURANCE BILLING - MEDICAID(SBCH)	2022	2,847,675	2,847,675	778,489	-	470,568	2,069,186
INSURANCE BILLING - MEDICAL REIMB	2022	2,226,712	2,226,712	539,744	24,262	281,158	1,662,705
MULTISOURCE - FOR SCHOOL	2019	-	4,010	-	-		4,010
MULTISOURCE - FOR SCHOOL	2020	-	11,256	-	-		11,256
MULTISOURCE - FOR SCHOOL	2021	-	5,593	-	-		5,593
NELLIE MAE EDUCATION FOUNDATION	2021	-	23,512	18,000	-	0	5,512
NELLIE MAE EDUCATION FOUNDATION	2022	250,000	250,000	-	-		250,000
OTIS ELEVATOR	2022	-	-	(8,732)	337		8,395
PARTNERSHIP FUNDS (VARIOUS SOURCES)	2019	-	17,970	-	-		17,970
PRATT & WHITNEY	2022	-	1,450	-	-	1,450	1,450
QUALVOICE LLC	2022	-	12,500	-	-	12,500	12,500
SPECIAL EDUCATION EXCESS COST	2022	10,140,535	10,140,535	2,065,387	7,988,399		86,749
TRAVELERS	2019	-	110,201	-	-		110,201
TRAVELERS	2021	-	107,839	18,750	6,000		83,089
TRAVELERS	2022	75,599	-	-	-		-
TUITION BILLING - SPECIAL EDUCATION	2020	-	-	(270)	-		270
TUITION BILLING - SPECIAL EDUCATION	2022	4,909,486	4,909,486	985,067	65,644		3,858,775
TUITION BILLING-MAGNET	2022	-	-	23,997	-		(23,997)
UNIVERSITY OF CONNECTICUT	2017	-	253,600	253,600	-		-
Total Private/Foundation Grants/Fee		20,890,521	21,500,903	24,392,912	8,089,964	812,886	(10,981,972)
Total All Grants:		139,932,939	193,163,394	66,816,344	17,785,273	75,689,992	108,561,777



All Funds Budget
Financial Position Report as of 1/4/2022
For: 7/1/2021 to 11/30/2021 Period: 1 to 5



Description	Series	FY 2021-22 Adopted Budget	FY 2021-22 Adjusted Budget	Year To Date Expenditures	Year To Date Encumb/ Committed	Balance
Certified Salaries	100	151,494,542	162,326,842	42,525,525	-	119,801,317
Severance/Other	199	1,215,000	4,063,889	204,125	-	3,859,764
Certified Salaries Total		152,709,542	166,390,731	42,729,650	-	123,661,082
Non Cert Salaries	200	60,090,162	62,677,102	19,687,579	-	42,989,523
Severance/Other	299	383,498	683,498	377,715	-	305,783
Non Certified Salaries Total		60,473,660	63,360,600	20,065,294	-	43,295,306
Instructional Improvements	322	3,491,938	16,808,113	1,261,221	5,584,801	9,962,092
Professional Services	333	3,032,915	6,152,942	2,103,046	1,169,191	2,899,010
MHIS/IT Services	335	3,075,236	3,075,236	1,281,348	-	1,793,888
Professional Contracts & Svs		9,600,089	26,036,292	4,645,615	6,753,992	14,654,989
Maint Supplies & Services	442	384,500	384,500	111,879	203,608	69,014
Maintenance Contracts	443	3,455,670	3,388,244	1,396,842	1,513,950	493,115
Rental - Equip & Facilities	444	2,232,613	2,307,488	356,063	390,866	1,560,560
Building Improvements	445	612,900	2,390,737	154,480	-	2,529,004
Purchased Property Services		6,685,683	8,470,970	2,019,263	2,108,424	4,651,693
Transportation	551	21,513,932	24,315,281	7,123,729	12,329,293	4,862,259
Communications	553	1,342,435	3,691,430	2,354,693	330,387	1,006,351
Advertising	554	256,606	244,999	41,766	175,449	27,784
Printing & Binding	555	91,950	93,773	2,504	3,790	87,479
Tuition	556	100,998,020	101,500,175	5,569,987	34,912,219	63,997,540
Travel & Conferences	558	171,239	159,506	13,504	-	146,002
Misc Services	559	1,819,359	1,997,070	216,949	118,108	1,662,014
Systemwide Purchased Svs Total		126,193,541	132,002,233	15,323,132	47,869,245	71,789,427
Instructional & Other Supplies	610	5,075,451	8,408,199	2,220,527	1,152,688	5,062,883
Utilities	620	8,246,853	8,246,853	3,213,846	4,926,199	106,808
Text & Library Books	640	113,879	138,424	21,407	12,017	105,000
Misc Supplies	690	836,668	4,201,222	355,135	168,434	3,686,557
Supplies & Materials Total		14,272,851	20,994,697	5,810,915	6,259,339	8,961,248
Equipment	730	1,382,609	5,385,107	218,400	343,287	4,823,420
Outlay Total		1,382,609	5,385,107	218,400	343,287	4,823,420
Organization Dues	810	206,520	239,677	119,934	9,244	110,500
Legal Judgments	820	220,000	220,000	-	-	220,000
Other Operating Expenses	899	(5,030,360)	(5,193,985)	64,022	96,009	(5,354,016)
Other Misc Expend Total		(4,603,840)	(4,734,308)	183,955	105,253	(5,023,516)
Fringe Benefits/Insurances	990	57,232,079	59,633,878	28,244,843	104,703	31,284,332
Contingency	998	-	-	-	-	-
Indirect	999	-	(363,532)	-	-	(363,532)
Sundry Total		57,232,079	59,270,346	28,244,843	104,703	30,920,799
All Funds Budget Total		423,946,213	477,176,668	119,241,067	63,544,243	294,391,357

Town of Sprague Budget Status as of November 30, 2021

Summary

As of the end of November 2021, total revenues collected are 46% of the FY 2021/22 budgeted amount. This is on par with total revenues collected for the same period in FY 2020/2021 which were 46% of the total budgeted amount as well.

Total expenditures as of 11/30/21 are at 37% of budget. This is slightly higher (3%) than expenditures for the same period in FY 2020/21 which were at 34% of the budget.

<i>Budget Category</i>	FY 2021/2022			Same Period Prior Year
	Budget	Year to Date	Year to Date %	
Property Taxes	6,241,789	3,649,055	58%	58%
State Education Grants	2,668,094	668,816	25%	25%
Other State Grants	582,822	90,618	16%	14%
Other Revenue	320,158	127,005	40%	77%
Total General Fund Revenues	9,812,863	4,535,494	46%	46%
Town/Municipal Expenditures	2,846,888	1,319,362	46%	50%
Board of Education Expenditures	6,787,139	2,242,088	33%	27%
Total General Fund Expenditures	9,634,027	3,561,450	37%	34%

The attached Budget vs. Actual report provides a detailed report of all revenues and expenditures as of the end of January. At this time, no significant variances are projected for either revenues or expenditures.

Revenues

Property Taxes are the largest revenue source to the Town, representing 63.6% of total revenues. Collections on Property Taxes for the period to November 30, 2021 of the current fiscal year are at 58% of the budgeted amount. This is comparable to the prior year collections.

State Grants make up 33.1% of total budgeted revenues. As of November 30th, there were no additional State grants received by the Town. State funds received to date total \$759,434 or 23% of its State grant revenue. This is on par with State funds received in the same prior year period (23%).

The remaining revenue sources include interest income, fees, permits and miscellaneous revenue. In the aggregate, these sources comprise approximately 3.3% of total budgeted revenues. Current year collections on these sources total \$127,005 and are at 40% of the total budgeted amount compared to 77% in prior year period. The large differential between the fiscal years collection percentage is mainly due to the current year budgeted addition of the transfer in of capitalized interest for the new GO bond, which has not been physically transferred in as of November 30th. Additionally, current year local fees, permits and conveyance taxes are significantly down in comparison to the prior fiscal year due to less residential construction and home sales in FY22.

Expenditures

Departmental and other operating expenditures as of November 2021 tend to range between 33% and 50% with a few exceptions where year-to-date expenditures don't fall into that range. In most cases, Town current year expenditures are comparable to last fiscal year's expenditures for the same period with the exception of the following few outliers: Town Counsel expenditures are approximately 23% (or \$4,682) higher due to an ongoing legal case, Town repairs and renovations expenditures are approximately \$8,889 higher due to a building sewer issue because of old pipes, Fire Department expenses are approximately 11% lower due to less training and vehicle maintenance in the current year and waste management expenditures are approximately 12% higher due to timing of payments and an additional payment being made in the current fiscal year.

Payments for memberships on regional agencies (68% year-to-date), insurance premiums (35% year-to-date) and maintenance contracts (49% year-to-date) tend to be invoiced in one or several installments. Similarly, payments on bond principal (85% year-to-date) and interest (51% year-to-date) are scheduled payments that do not necessarily occur evenly throughout the fiscal year.

Year to date expenditures by the Board of Education total \$2,242,088 or 33% of total budget. For the same period last fiscal year, Board of Education expenditures were 27% of budget. (Differences between the education expenditures between the Town report and the Board of Education report are due to timing and recording of grant-related expenditures/revenues.)

Town of Sprague
BOF Budget vs. Actual
with YE estimated totals
 July through November 2021

				Three Month Totals			Current Year Totals				Comparison	Estimated Year-End Totals			
				Sept 2021	Oct 2021	Nov 2021	Budget	Year to Date	\$ Remaining	% of Budget	Same Period PY %	Year-End Est.	Budget	\$ Remaining	% of Budget
Ordinary Income/Expense															
Income															
5000 - Taxes															
5000-1 - Current Taxes				57,297	40,640	34,154	5,801,039	3,354,177	(2,446,862)	58%	58%	5,801,039	5,801,039	-	100%
5000-2 - Current Interest & Lien Fees				2,489	2,047	1,467	20,000	9,575	(10,425)	48%	21%	20,000	20,000	-	100%
5000-3 - Prior Year Tax				11,009	24,535	2,262	125,000	63,900	(61,100)	51%	46%	125,000	125,000	-	100%
5000-4 - Prior Year Interest/Lien Fees				3,372	5,826	785	35,000	17,305	(17,695)	49%	41%	35,000	35,000	-	100%
5000-5 - Current Supp MV Tax				1,060	1,042	430	72,000	5,416	(66,584)	8%	7%	72,000	72,000	-	100%
5000-6 - Firefighter Tax Abatement				-	-	1	(11,250)	1	11,251	0%	0%	(11,250)	(11,250)	-	100%
5000-7 - PILOT Solar Farm				-	-	-	200,000	200,000	-	100%	100%	200,000	200,000	-	100%
5000-8 - Tax & Applic. Refunds (contra)				(591)	-	(336)	-	(1,026)	(1,026)	100%	100%	(1,026)	-	(1,026)	100%
5000-9 - Tax Overpymnts Ret'd (contra)				-	(293)	-	-	(293)	(293)	100%	100%	(293)	-	(293)	100%
Total 5000 - Taxes				74,636	73,797	38,763	6,241,789	3,649,055	(2,592,734)	58%	58%	6,240,470	6,241,789	(1,319)	100%
5100 - State Grants-School															
5100-1 - ECS - Assis. to Towns for Educ.				-	668,816	-	2,668,094	668,816	(1,999,278)	25%	25%	2,668,094	2,668,094	-	100%
Total 5100 - State Grants-School				-	668,816	-	2,668,094	668,816	(1,999,278)	25%	25%	2,668,094	2,668,094	-	100%
5200 - State Grants-Local															
5200-1 - Telecomm. Property Tax Grant				-	-	-	5,221	-	(5,221)	0%	0%	5,221	5,221	-	100%
5200-10 - Judicial 10th Circuit Court				-	260	-	1,000	260	(740)	26%	10%	1,000	1,000	-	100%
5200-11 - SLA - Emergency Mgmt. Agency				-	-	-	2,800	-	(2,800)	0%	0%	2,800	2,800	-	100%
5200-13 - St. Police O/T				-	-	-	-	-	-	0%	0%	-	-	-	0%
5200-14 - Town Aid Roads				-	-	-	152,349	76,080	(76,269)	50%	50%	152,349	152,349	-	100%
5200-16 - Elderly & Disabled Transp Grant				-	-	-	8,543	-	(8,543)	0%	0%	8,543	8,543	-	100%
5200-2 - Municipal Rev Sharing-Muni Proj				-	-	-	386,528	-	(386,528)	0%	0%	386,528	386,528	-	100%
5200-4 - PILOT - State Property				14,278	-	-	6,156	14,278	8,122	232%	100%	14,278	6,156	8,122	232%
5200-5 - Mashantucket Pequot Grant				-	-	-	17,479	-	(17,479)	0%	0%	17,479	17,479	-	100%
5200-6 - Veterans Tax Relief				-	-	-	1,876	-	(1,876)	0%	0%	1,876	1,876	-	100%
5200-7 - Disability Exemption Reimb.				-	-	-	870	-	(870)	0%	0%	870	870	-	100%
Total 5200 - State Grants-Local				14,278	260	-	582,822	90,618	(492,204)	16%	14%	590,944	582,822	8,122	101%
5300 - Local Revenues															
5300-1 - Interest Income				272	201	145	3,000	1,188	(1,812)	40%	20%	3,000	3,000	-	100%
5300-10 - Permit Fees, P&Z, Inland & Wetl				67	124	72	3,500	363	(3,137)	10%	24%	3,500	3,500	-	100%
5300-13 - Landfill Receipts				1,118	1,910	930	23,000	6,650	(16,350)	29%	28%	23,000	23,000	-	100%
5300-14 - Newsletter Ads				-	-	-	2,000	140	(1,860)	7%	68%	2,000	2,000	-	100%
5300-15 - Marriage Licenses				48	-	16	150	112	(38)	75%	53%	150	150	-	100%
5300-16 - Sportsmans Licenses				10	3	3	150	25	(125)	17%	17%	150	150	-	100%
5300-17 - Farmland Preservation				75	111	81	950	405	(545)	43%	53%	950	950	-	100%
5300-2 - Licenses,Burial, Crem, Pis, Liq				100	70	-	1,000	580	(420)	58%	80%	1,000	1,000	-	100%
5300-3 - Building Inspector Fees				2,090	3,745	470	25,000	7,105	(17,895)	28%	104%	25,000	25,000	-	100%
5300-4 - Dog License Fees				32	20	-	1,500	259	(1,241)	17%	32%	1,500	1,500	-	100%
5300-5 - Sundry Receipts, faxes, etc				6	14	4	400	36	(364)	9%	20%	400	400	-	100%
5300-6 - Recording Land Rec,maps, trade				1,320	2,045	1,403	10,000	7,477	(2,523)	75%	78%	10,000	10,000	-	100%
5300-8 - Conveyance Tax				2,365	2,280	475	17,000	11,635	(5,365)	68%	84%	17,000	17,000	-	100%
5300-9 - Copies				1,059	350	483	5,000	3,279	(1,721)	66%	47%	5,000	5,000	-	100%
Total 5300 - Local Revenues				8,562	10,873	4,082	92,650	39,254	(53,396)	42%	67%	92,650	92,650	-	100%
5400 - Misc Revenues															
5400-1 - Trans. Subsidy from SCRRA				-	-	-	2,000	-	(2,000)	0%	0%	2,000	2,000	-	100%
5400-5 - Other Revenues				100	5,236	520	-	8,240	8,240	100%	100%	8,240	-	8,240	100%
5400-6 - Waste Management				7,761	4,695	-	52,000	12,456	(39,544)	24%	25%	52,000	52,000	-	100%
Total 5400 - Misc Revenues				7,861	9,931	520	54,000	20,696	(33,304)	38%	39%	62,240	54,000	8,240	115%
5500-3 - Resv. Dam Proj. - Prinp. S&W				-	45,000	-	45,000	45,000	-	100%	100%	45,000	45,000	-	100%
5500-4 - Resv. Dam Proj. - Int. W & S				-	22,055	-	23,508	22,055	(1,453)	94%	100%	23,508	23,508	-	100%
5800 - Transfer in of Capitalized Interest for Bond				-	-	-	105,000	-	(105,000)	0%	0%	105,000	105,000	-	100%
Total Income				105,337	830,732	43,365	9,812,863	4,535,494	(5,277,369)	46%	46%	9,827,906	9,812,863	15,043	100%
Gross Profit				105,337	830,732	43,365	9,812,863	4,535,494	(5,277,369)	46%	46%	9,827,906	9,812,863	15,043	100%

Town of Sprague
BOF Budget vs. Actual
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 July through November 2021

				Three Month Totals			Current Year Totals				Comparison	Estimated Year-End Totals			
				Sept 2021	Oct 2021	Nov 2021	Budget	Year to Date	\$ Remaining	% of Budget	Same Period PY %	Year-End Est.	Budget	\$ Remaining	% of Budget
			Expense												
			6000 · Board of Selectmen												
			6000-1 · First Selectman	3,023	3,023	3,023	40,804	16,626	(24,178)	41%	42%	40,804	40,804	-	100%
			6000-2 · Selectman 2	100	100	100	1,200	500	(700)	42%	42%	1,200	1,200	-	100%
			6000-3 · Selectman 3	100	100	100	1,200	500	(700)	42%	42%	1,200	1,200	-	100%
			6000-4 · Selectman Office Sup, Misc.	652	176	6	1,260	886	(374)	70%	84%	1,260	1,260	-	100%
			6000-5 · Selectman - Mileage	-	-	-	1,000	-	(1,000)	0%	0%	1,000	1,000	-	100%
			6000-6 · Selectman Executive Assistant	2,765	2,800	2,800	36,400	17,229	(19,171)	47%	42%	36,400	36,400	-	100%
			6000-7 · Stipend Add'l Brd Participation	-	-	-	-	-	-	0%	0%	-	-	-	0%
			Total 6000 · Board of Selectmen	6,640	6,199	6,029	81,864	35,741	(46,123)	44%	42%	81,864	81,864	-	100%
			6005 · Elections												
			6005-1 · Election Salaries	334	160	895	6,409	2,057	(4,352)	32%	55%	6,409	6,409	-	100%
			6005-2 · Election Misc.	21	1,169	2,896	14,141	5,439	(8,702)	38%	61%	14,141	14,141	-	100%
			Total 6005 · Elections	355	1,329	3,791	20,550	7,496	(13,054)	36%	59%	20,550	20,550	-	100%
			6010 · Board of Finance												
			6010-2 · BOF - Town Rpt, Sup.	-	-	-	188	-	(188)	0%	0%	188	188	-	100%
			Total 6010 · Board of Finance	-	-	-	188	-	(188)	0%	0%	188	188	-	100%
			6011 · Auditing	-	-	-	23,200	-	(23,200)	0%	0%	23,200	23,200	-	100%
			6012 · Bookkeeper												
			6012-1 · Bookkeeper - Salary	2,126	2,219	2,119	28,777	12,010	(16,767)	42%	44%	28,777	28,777	-	100%
			6012-2 · Bookkeeper-Support	-	-	-	900	-	(900)	0%	2%	900	900	-	100%
			Total 6012 · Bookkeeper	2,126	2,219	2,119	29,677	12,010	(17,667)	40%	42%	29,677	29,677	-	100%
			6015 · Assessors												
			6015-1 · Assessors, Salary	1,658	1,658	1,658	22,387	9,119	(13,268)	41%	42%	22,387	22,387	-	100%
			6015-4 · Assessors, Travel Expense	-	-	-	300	-	(300)	0%	0%	300	300	-	100%
			6015-5 · Assessors, Sch,Wrkshp, Seminars	-	-	-	100	-	(100)	0%	0%	100	100	-	100%
			6015-6 · Assess. Misc. Supplies, Postage	-	194	3	1,500	447	(1,053)	30%	36%	1,500	1,500	-	100%
			6015-7 · Assess. Map upds, Pric.Manuls	-	-	-	1,000	-	(1,000)	0%	0%	1,000	1,000	-	100%
			Total 6015 · Assessors	1,658	1,852	1,661	25,287	9,566	(15,721)	38%	39%	25,287	25,287	-	100%
			6025 · Tax Collector												
			6025-1 · Tax Collector, Salary	2,005	2,005	1,891	27,065	10,913	(16,152)	40%	42%	27,065	27,065	-	100%
			6025-4 · Tax Collector Misc. Sup. Sch.	-	37	13	700	50	(650)	7%	8%	700	700	-	100%
			6025-5 · Tax Collector, Postage	-	-	-	200	-	(200)	0%	8%	200	200	-	100%
			Total 6025 · Tax Collector	2,005	2,042	1,904	27,965	10,963	(17,002)	39%	40%	27,965	27,965	-	100%
			6030 · Town Treasurer	200	200	200	2,400	1,000	(1,400)	42%	42%	2,400	2,400	-	100%
			6035 · Town Counsel & Financial Advisr												
			6035-1 · Town Counsel	4,548	5,021	-	20,000	11,673	(8,327)	58%	35%	20,000	20,000	-	100%
			6035-2 · Financial Advisor	-	-	-	7,000	-	(7,000)	0%	0%	7,000	7,000	-	100%
			Total 6035 · Town Counsel & Financial Advisr	4,548	5,021	-	27,000	11,673	(15,327)	43%	26%	27,000	27,000	-	100%
			6040 · Town Clerk												
			6040-1 · Town Clerk, Salary	3,745	3,745	3,745	50,558	20,598	(29,960)	41%	42%	50,558	50,558	-	100%
			6040-2 · Town Clerk, Office Sup, Misc.	49	141	16	1,463	290	(1,173)	20%	31%	1,463	1,463	-	100%
			6040-3 · Town Clerk, Dog Licenses	-	-	-	350	-	(350)	0%	0%	350	350	-	100%
			6040-4 · Town Clerk, School	-	-	-	900	575	(325)	64%	11%	900	900	-	100%
			6040-5 · Town Clerk, Microfm(Security)	-	-	-	400	-	(400)	0%	0%	400	400	-	100%
			Total 6040 · Town Clerk	3,794	3,886	3,761	53,671	21,463	(32,208)	40%	41%	53,671	53,671	-	100%
			6045 · Telephone Services/DSL/Website	942	692	996	12,056	4,246	(7,810)	35%	42%	12,056	12,056	-	100%
			6050 · Pool Secretaries												
			6050-1 · Pool Sec,Salary-Asst Town Clerk	1,806	1,835	1,835	23,850	10,004	(13,846)	42%	39%	23,850	23,850	-	100%
			6050-2 · Pool Sec, Salary-Land Use Clerk	2,752	2,743	2,767	35,519	14,982	(20,537)	42%	41%	35,519	35,519	-	100%
			Total 6050 · Pool Secretaries	4,558	4,578	4,602	59,369	24,986	(34,383)	42%	41%	59,369	59,369	-	100%
			6055 · Town Off. Bldg.												
			6055-1 · Town Off. Bldg.Janitorial Serv	774	774	774	9,822	3,096	(6,726)	32%	31%	9,822	9,822	-	100%
			6055-2 · Town Off. Bldg. Sup. Maint.	52	143	87	2,000	466	(1,534)	23%	31%	2,000	2,000	-	100%
			6055-3 · Town Off/Sen.Ctr.- Bldg.Heat	-	-	1,144	11,000	1,144	(9,856)	10%	11%	11,000	11,000	-	100%
			6055-4 · Town Off Bldg/Sen Ctr - Lights	-	867	807	9,700	3,488	(6,212)	36%	32%	9,700	9,700	-	100%
			6055-5 · Town Off. Bldg. rpr & renov.	-	-	8,885	5,000	12,347	7,347	247%	69%	12,347	5,000	7,347	247%
			Total 6055 · Town Off. Bldg.	826	1,784	11,697	37,522	20,541	(16,981)	55%	30%	44,869	37,522	7,347	120%

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				Sept 2021	Oct 2021	Nov 2021	Budget	Year to Date	\$ Remaining	% of Budget	Same Period PY %	Year-End Est.	Budget	\$ Remaining	% of Budget
6100 · P & Z Comm.															
6100-1 · P & Z Comm. Enfc. Off.				546	546	546	7,370	3,003	(4,367)	41%	42%	7,370	7,370	-	100%
6100-2 · P & Z Comm. Planner				-	2,090	-	11,500	2,090	(9,410)	18%	11%	11,500	11,500	-	100%
Total 6100 · P & Z Comm.				546	2,636	546	18,870	5,093	(13,777)	27%	22%	18,870	18,870	-	100%
6111 · Land Use Miscellaneous				-	-	3	500	3	(497)	1%	27%	500	500	-	100%
6115 · Ec. Devel.				-	-	-	225	225	-	100%	25%	225	225	-	100%
6120 · Conservation Commission															
6120-2 · Training workshop				-	-	-	100	-	(100)	0%	0%	100	100	-	100%
6120-4 · Miscellaneous				-	-	-	1,000	-	(1,000)	0%	20%	1,000	1,000	-	100%
Total 6120 · Conservation Commission				-	-	-	1,100	-	(1,100)	0%	18%	1,100	1,100	-	100%
6150 · Conservation Wetlands Enf Off				480	-	440	7,000	1,480	(5,520)	21%	40%	7,000	7,000	-	100%
6200 · Highways															
6200-1 · Highways, General Maintenance				2,655	3,891	2,047	45,000	11,929	(33,071)	27%	35%	45,000	45,000	-	100%
6200-10 · Drug & Alcohol Testing				-	-	-	500	200	(300)	40%	50%	500	500	-	100%
6200-2 · Highways, Public Works Salary				16,587	16,534	16,464	229,330	91,331	(137,999)	40%	45%	229,330	229,330	-	100%
6200-3 · Highways, Misc. o/t labor.				349	460	-	26,200	2,546	(23,654)	10%	14%	26,200	26,200	-	100%
6200-4 · Boots - Highways				150	-	689	2,500	839	(1,661)	34%	19%	2,500	2,500	-	100%
6200-5 · Storm Materials				-	-	4,109	27,500	4,109	(23,391)	15%	74%	27,500	27,500	-	100%
6200-6 · Highways, Roadway Mgmt.				14,606	35,381	20,783	40,000	72,021	32,021	180%	61%	75,000	40,000	35,000	188%
6200-7 · Highways, Town Garage				-	91	87	8,000	549	(7,451)	7%	29%	8,000	8,000	-	100%
6200-8 · Stormwater Permit Fees(Phasell)				-	-	-	8,500	-	(8,500)	0%	0%	8,500	8,500	-	100%
Total 6200 · Highways				34,347	56,357	44,179	387,530	183,524	(204,006)	47%	44%	422,530	387,530	35,000	109%
6202 · Tree Maintenance															
6202-1 · Tree Warden				-	-	-	2,250	-	(2,250)	0%	0%	2,250	2,250	-	100%
6202-2 · Tree Warden- Training Seminars				-	-	-	350	-	(350)	0%	0%	350	350	-	100%
6202-3 · Tree Pruning, Removal, Replacme				1,760	-	89	12,000	3,609	(8,391)	30%	36%	12,000	12,000	-	100%
6202-4 · Tree Warden Mileage				-	-	-	400	-	(400)	0%	0%	400	400	-	100%
Total 6202 · Tree Maintenance				1,760	-	89	15,000	3,609	(11,391)	24%	30%	15,000	15,000	-	100%
6205 · Street Lighting				1,044	1,265	1,417	18,500	5,897	(12,603)	32%	36%	18,500	18,500	-	100%
6300 · Social Security				3,828	3,827	3,848	56,184	21,096	(35,088)	38%	38%	56,184	56,184	-	100%
6310 · Deferred Compensation				1,142	1,142	1,203	15,421	6,406	(9,015)	42%	42%	15,421	15,421	-	100%
6400 · Regional Agencies															
6400-1 · Reg. Agency - TVCCA				-	-	-	1,000	1,000	-	100%	100%	1,000	1,000	-	100%
6400-10 · RegAgency-SSAC of Eastern CT				-	300	-	300	300	-	100%	100%	300	300	-	100%
6400-11 · RegAg-SE CT Enterpr Reg				-	-	-	1,044	1,044	-	100%	92%	1,044	1,044	-	100%
6400-12 · RegAgcy-Regional Animal Control				-	-	-	9,006	9,006	-	100%	100%	9,006	9,006	-	100%
6400-2 · Reg. Agency - Cncl. of Gvnt				-	-	-	1,641	1,641	-	100%	100%	1,641	1,641	-	100%
6400-3 · Reg. Agency - Soil/Wtr. Con.				-	-	-	300	-	(300)	0%	0%	300	300	-	100%
6400-4 · Reg. Agency - Women's Center				250	-	-	250	250	-	100%	0%	250	250	-	100%
6400-5 · Uncas Health District				-	4,989	-	19,956	9,978	(9,978)	50%	50%	19,956	19,956	-	100%
6400-6 · Reg. Agency - CCM				-	-	-	2,032	2,032	-	100%	50%	2,032	2,032	-	100%
6400-7 · Reg. Agency - Norwich PrbCrt				-	531	-	2,124	1,039	(1,085)	49%	44%	2,124	2,124	-	100%
6400-8 · Council of Small Towns (COST)				-	-	-	725	-	(725)	0%	100%	725	725	-	100%
6400-9 · Quinebaug Walking Weekends				-	-	-	175	-	(175)	0%	0%	175	175	-	100%
Total 6400 · Regional Agencies				250	5,820	-	38,553	26,290	(12,263)	68%	67%	38,553	38,553	-	100%
6500 · Insurance															
6500-1 · Insurance, General Town				8,307	-	-	41,002	16,428	(24,574)	40%	51%	41,002	41,002	-	100%
6500-2 · Insurance, Fire Department				8,595	-	-	17,191	8,595	(8,596)	50%	51%	17,191	17,191	-	100%
6500-4 · Insurance, Water & Sewer Plants				2,055	-	-	8,222	4,110	(4,112)	50%	50%	8,222	8,222	-	100%
6500-5 · Insurance,CIRMA (Workers Comp)				9,538	-	-	38,205	11,117	(27,088)	29%	42%	38,205	38,205	-	100%
6500-6 · Insurance, Empl. Medical Ins.				9,708	10,007	929	152,368	49,678	(102,690)	33%	38%	152,368	152,368	-	100%
6500-7 · Employee Insurance Waiver				329	329	329	3,950	1,645	(2,305)	42%	42%	3,950	3,950	-	100%
Total 6500 · Insurance				38,532	10,336	1,258	260,938	91,573	(169,365)	35%	42%	260,938	260,938	-	100%
6600 · Police Department															
6600-1 · Police Dept. Resident Trooper				-	-	-	175,006	-	(175,006)	0%	0%	175,006	175,006	-	100%
6600-2 · Police Dept., O/T 50% contra				-	-	-	5,000	-	(5,000)	0%	0%	5,000	5,000	-	100%
6600-3 · Police Dept. DARE Program				-	-	-	300	-	(300)	0%	0%	300	300	-	100%
6600-4 · Police Dept., Supplies, Misc.				-	-	-	500	-	(500)	0%	60%	500	500	-	100%
6600-5 · Police Dept. - Sch. Crs. Guard				338	462	468	3,961	1,268	(2,693)	32%	26%	3,961	3,961	-	100%
Total 6600 · Police Department				338	462	468	184,767	1,268	(183,499)	1%	1%	184,767	184,767	-	100%

Town of Sprague
BOF Budget vs. Actual
with YE estimated totals
 July through November 2021

				Three Month Totals			Current Year Totals				Comparison	Estimated Year-End Totals			
				Sept 2021	Oct 2021	Nov 2021	Budget	Year to Date	\$ Remaining	% of Budget	Same Period PY %	Year-End Est.	Budget	\$ Remaining	% of Budget
			6605 · Fire Dept.												
			6605-1 · Fire Dept., Vehicle Maint.	366	100	(253)	24,000	655	(23,345)	3%	53%	24,000	24,000	-	100%
			6605-2 · Fire Dept, Fixed Expenses	(2,772)	4,721	1,819	36,300	15,605	(20,695)	43%	40%	36,300	36,300	-	100%
			6605-3 · Fire Dept. Truck Supplies	-	-	-	7,550	-	(7,550)	0%	0%	7,550	7,550	-	100%
			6605-4 · Fire Dept., Firehouse Maint.	62	785	2,383	11,200	3,433	(7,767)	31%	14%	11,200	11,200	-	100%
			6605-5 · Fire Dept., Training	-	2,125	1,200	14,500	3,325	(11,175)	23%	35%	14,500	14,500	-	100%
			6605-6 · Fire Dept., Business Exp.	75	-	-	14,140	767	(13,373)	5%	6%	14,140	14,140	-	100%
			6605-7 · Fire Dept., Equip. Maint.	-	-	552	12,600	755	(11,845)	6%	16%	12,600	12,600	-	100%
			Total 6605 · Fire Dept.	(2,269)	7,731	5,701	120,290	24,540	(95,750)	20%	31%	120,290	120,290	-	100%
			6610 · Emergency												
			6610-1 · Salary Director	-	-	-	2,200	-	(2,200)	0%	0%	2,200	2,200	-	100%
			6610-5 · Training Expense	-	-	-	500	-	(500)	0%	0%	500	500	-	100%
			6610-6 · Equipment Maintenance	-	-	-	830	-	(830)	0%	0%	830	830	-	100%
			6610-8 · Local Emerg. Plan Chair.(LEPC)	-	-	-	500	-	(500)	0%	0%	500	500	-	100%
			Total 6610 · Emergency	-	-	-	4,030	-	(4,030)	0%	0%	4,030	4,030	-	100%
			6615 · Fire Marshal/Burning Official												
			6615-1 · Fire Marshal/Salary	667	667	667	8,000	3,335	(4,665)	42%	42%	8,000	8,000	-	100%
			6615-2 · Fire Marshal/Off.Exp.Ed.Misc	-	-	-	2,250	-	(2,250)	0%	0%	2,250	2,250	-	100%
			6615-4 · Burning Official - Salary	-	-	-	625	-	(625)	0%	0%	625	625	-	100%
			Total 6615 · Fire Marshal/Burning Official	667	667	667	10,875	3,335	(7,540)	31%	31%	10,875	10,875	-	100%
			6620 · Enf. Off-Bldg.Code												
			6620-1 · Enf.Off-Bldg.Code - Salary	1,471	1,471	1,471	19,862	8,091	(11,771)	41%	42%	19,862	19,862	-	100%
			6620-2 · Enf. Off-Bldg.Code - Mileage	-	-	-	800	-	(800)	0%	0%	800	800	-	100%
			6620-3 · Enf.Off-Bldg.Code - Mbrshp.Fee	-	-	145	250	145	(105)	58%	54%	250	250	-	100%
			6620-6 · Enf.Off-Bldg.Code- Ed.Training	-	-	-	250	-	(250)	0%	0%	250	250	-	100%
			6620-7 · Enf.Off-Bldg.Code- Code Vol,Sup	-	-	3	500	3	(497)	1%	0%	500	500	-	100%
			Total 6620 · Enf. Off-Bldg.Code	1,471	1,471	1,619	21,662	8,239	(13,423)	38%	39%	21,662	21,662	-	100%
			6625 · Blight Enforcement Officer												
			6625-1 · Blight Enforce. Officer-Salary	302	302	302	3,627	1,510	(2,117)	42%	42%	3,627	3,627	-	100%
			6625-2 · Blight Enforce.Officer-Mileage	-	-	-	150	-	(150)	0%	0%	150	150	-	100%
			6625-3 · Blight Enforce.Officer-Postage	-	69	-	150	69	(81)	46%	0%	150	150	-	100%
			Total 6625 · Blight Enforcement Officer	302	371	302	3,927	1,579	(2,348)	40%	38%	3,927	3,927	-	100%
			6700 · Sanit/Wst Rem.												
			6700-2 · Sanit/Wst.Rem,Matls.Misc	80	297	320	5,000	1,227	(3,773)	25%	27%	5,000	5,000	-	100%
			6700-3 · Sanit/Wst.Rem., Recycling	4,886	4,384	8,021	65,000	26,384	(38,616)	41%	39%	65,000	65,000	-	100%
			Total 6700 · Sanit/Wst Rem.	4,966	4,681	8,341	70,000	27,611	(42,389)	39%	38%	70,000	70,000	-	100%
			6702 · Waste Management Exp. (Waste Management)	11,641	-	4,895	63,000	28,156	(34,844)	45%	33%	63,000	63,000	-	100%
			6810 · Comm. of Aging												
			6810-1 · Comm. on Aging - Salary	2,289	2,223	2,289	29,764	12,483	(17,281)	42%	41%	29,764	29,764	-	100%
			6810-2 · Commission on Aging-Munic Agent	-	-	-	100	-	(100)	0%	15%	100	100	-	100%
			6810-4 · Comm. on Aging - Off sup/misc.	44	54	73	1,200	271	(929)	23%	24%	1,200	1,200	-	100%
			6810-5 · Comm. of Aging - Elevator Contr	213	213	213	2,601	1,065	(1,536)	41%	41%	2,601	2,601	-	100%
			6810-6 · Comm. of Aging - Programs	86	24	-	2,000	110	(1,890)	6%	9%	2,000	2,000	-	100%
			6810-7 · Comm. of Aging - Van Driver	-	-	-	3,500	-	(3,500)	0%	0%	3,500	3,500	-	100%
			6810-7a · Comm of Aging-Van Dr	1,584	1,637	1,615	20,496	8,831	(11,665)	43%	44%	20,496	20,496	-	100%
			6810-9 · Van Expense, Comm. on Aging	-	511	291	7,000	1,227	(5,773)	18%	11%	7,000	7,000	-	100%
			Total 6810 · Comm. of Aging	4,216	4,662	4,481	66,661	23,987	(42,674)	36%	30%	66,661	66,661	-	100%
			6950 · Capital Project												
			6950-1 · Capital Project,Rpr Centr Plnt	-	-	-	6,000	2,513	(3,487)	42%	20%	6,000	6,000	-	100%
			6950-2 · Engineering Fees, Cap. Proj.	-	-	-	8,700	-	(8,700)	0%	85%	8,700	8,700	-	100%
			Total 6950 · Capital Project	-	-	-	14,700	2,513	(12,187)	17%	58%	14,700	14,700	-	100%
			7000 · Parks & Playgrounds	300	-	150	750	450	(300)	60%	42%	750	750	-	100%
			7003 · Recreation Facilities (BoS)												
			7003-2 · Electricity	-	132	133	1,825	530	(1,295)	29%	28%	1,825	1,825	-	100%
			Total 7003 · Recreation Facilities (BoS)	-	132	133	1,825	530	(1,295)	29%	28%	1,825	1,825	-	100%

				Three Month Totals			Current Year Totals				Comparison	Estimated Year-End Totals			
				Sept 2021	Oct 2021	Nov 2021	Budget	Year to Date	\$ Remaining	% of Budget	Same Period PY %	Year-End Est.	Budget	\$ Remaining	% of Budget
7004 · Recreation Events(SPARC)															
7004-1 · RecEvent-3 Villages Fall Fest				-	158	-	2,000	158	(1,842)	8%	0%	2,000	2,000	-	100%
7004-2 · Rec Event-Earth Day				-	-	-	400	-	(400)	0%	0%	400	400	-	100%
7004-3 · Rec Event-Youth Yr Lng Activity				-	-	-	500	-	(500)	0%	55%	500	500	-	100%
7004-4 · Rec Event-Shetucket River Fest				-	-	-	250	-	(250)	0%	0%	250	250	-	100%
7004-8 · Rec Event-Other				-	-	-	500	300	(200)	60%	0%	500	500	-	100%
Total 7004 · Recreation Events(SPARC)				-	158	-	3,650	458	(3,192)	13%	5%	3,650	3,650	-	100%
7005 · Other Recreation Programs															
7005-1 · Sprague/Franklin/Canterbury LL				-	-	-	1,250	-	(1,250)	0%	0%	1,250	1,250	-	100%
Total 7005 · Other Recreation Programs				-	-	-	1,250	-	(1,250)	0%	0%	1,250	1,250	-	100%
7010 · Grist Mill															
7010-1 · Grist Mill - Supplies, Maint.				-	-	-	850	-	(850)	0%	14%	850	850	-	100%
7010-2 · Grist Mill-Elevator Maintenance				194	194	194	2,372	1,455	(917)	61%	68%	2,372	2,372	-	100%
7010-3 · Grist Mill - Heat, Light				-	463	316	7,850	1,697	(6,153)	22%	23%	7,850	7,850	-	100%
7010-5 · Grist Mill - Janitor- Salaries				250	250	250	4,500	1,000	(3,500)	22%	4%	4,500	4,500	-	100%
Total 7010 · Grist Mill				444	907	760	15,572	4,152	(11,420)	27%	32%	15,572	15,572	-	100%
7012 · Historical Museum															
7012-1 · Salary				-	-	-	1,930	-	(1,930)	0%	0%	1,930	1,930	-	100%
7012-14 · Sprague Historical Society				-	130	-	200	130	(70)	65%	10%	200	200	-	100%
Total 7012 · Historical Museum				-	130	-	2,130	130	(2,000)	6%	1%	2,130	2,130	-	100%
7015 · Library															
7015-1 · Library - Librarian Assistant-1				689	832	884	13,414	4,543	(8,871)	34%	17%	13,414	13,414	-	100%
7015-10 · Library - Director				2,343	2,409	2,354	28,441	13,150	(15,291)	46%	45%	28,441	28,441	-	100%
7015-11 · Library - Programs				-	300	16	2,500	461	(2,039)	18%	-14%	2,500	2,500	-	100%
7015-12 · Professional Fees				-	-	-	500	-	(500)	0%	34%	500	500	-	100%
7015-13 · Library-St Lib CT Membership				-	-	-	550	350	(200)	64%	0%	550	550	-	100%
7015-2 · Library - Books				147	268	186	4,500	795	(3,705)	18%	-1%	4,500	4,500	-	100%
7015-3 · Library - Sup./Misc.				126	352	-	2,054	478	(1,576)	23%	29%	2,054	2,054	-	100%
7015-4 · Library - Library Assistant - 4				897	819	936	13,936	3,672	(10,264)	26%	21%	13,936	13,936	-	100%
7015-5 · Librarian Assistant - 5				520	468	468	6,707	2,301	(4,406)	34%	20%	6,707	6,707	-	100%
7015-6 · Library - Librarian Assistant-6				581	351	378	10,800	2,811	(7,989)	26%	11%	10,800	10,800	-	100%
Total 7015 · Library				5,303	5,799	5,222	83,402	28,561	(54,841)	34%	25%	83,402	83,402	-	100%
7100 · Miscellaneous															
7100-10 · Newsletter- Salary				-	-	-	-	-	-	0%	8%	-	-	-	0%
7100-11 · Bank Fees				-	-	-	-	-	-	0%	100%	-	-	-	0%
7100-12 · Newsletter - Misc.				100	-	-	500	174	(326)	35%	1%	500	500	-	100%
7100-2 · War Mem./Lords Bridge Gazebo				-	47	48	675	189	(486)	28%	28%	675	67		

Town of Sprague
BOF Budget vs. Actual
with YE estimated totals
July through November 2021

				Three Month Totals			Current Year Totals				Comparison	Estimated Year-End Totals			
				Sept 2021	Oct 2021	Nov 2021	Budget	Year to Date	\$ Remaining	% of Budget	Same Period PY %	Year-End Est.	Budget	\$ Remaining	% of Budget
7300 - Interest Payments - Bonds															
7300-14 - 2005 Bonds, Land Purchase, Rds				8,125	-	-	20,500	8,125	(12,375)	40%	41%	20,500	20,500	-	100%
7300-15 - 2009 Bond-Roads, Roof, Fire App, A				-	-	8,500	14,800	8,500	(6,300)	57%	56%	14,800	14,800	-	100%
7300-16 - 2013 Bonds-Various Purposes				-	-	-	103,675	54,338	(49,337)	52%	53%	103,675	103,675	-	100%
7300-17 - 2020 Bonds-Various Purposes				-	-	-	152,900	77,600	(75,300)	51%	0%	152,900	152,900	-	100%
Total 7300 - Interest Payments - Bonds				8,125	-	8,500	291,875	148,563	(143,312)	51%	52%	291,875	291,875	-	100%
7305 - Redemption of Debt-Principal															
7305-14 - 2005 Bonds, Land Purchase, Rds				-	-	-	85,000	-	(85,000)	0%	0%	85,000	85,000	-	100%
7305-15 - 2009 Bond-Roads, Roof, Fire App, AD				-	-	110,000	110,000	110,000	-	100%	100%	110,000	110,000	-	100%
7305-16 - 2013 Bonds Various Purposes				-	-	-	250,000	250,000	-	100%	100%	250,000	250,000	-	100%
7305-17 - 2020 Bonds - Various Purposes				-	-	-	115,000	115,000	-	100%	101%	115,000	115,000	-	100%
Total 7305 - Redemption of Debt-Principal				-	-	110,000	560,000	475,000	(85,000)	85%	89%	560,000	560,000	-	100%
7360 - Operating Transfers CNR Fund				-	-	-	22,000	-	(22,000)	0%	0%	22,000	22,000	-	100%
7500 - Board of Education				339,706	611,927	654,142	6,787,139	2,242,088	(4,545,051)	33%	27%	6,787,139	6,787,139	-	100%
Total Expense				489,834	753,717	897,376	9,634,027	3,561,450	(6,072,577)	37%	34%	9,676,374	9,634,027	42,347	100%
Net Ordinary Income				(384,497)	77,015	(854,011)	178,836	974,044	795,208			151,532	178,836	(27,304)	85%
Net Income				(384,497)	77,015	(854,011)	178,836	974,044	795,208			151,532	178,836	(27,304)	85%
Summary				Sept 2021	Oct 2021	Nov 2021	Current Year Totals					Estimated Year-End Totals			
Board of Selectmen Expenditures				\$ 150,128	\$ 141,790	\$ 243,234	\$ 2,846,888	\$ 1,319,362	\$ (1,527,526)	46%	50%	\$ 2,889,235	\$ 2,846,888	\$ 42,347	101%
Board of Education Expenditures				\$ 339,706	\$ 611,927	\$ 654,142	\$ 6,787,139	\$ 2,242,088	\$ (4,545,051)	33%	27%	\$ 6,787,139	\$ 6,787,139	\$ -	100%
Total Expenditures				\$ 489,834	\$ 753,717	\$ 897,376	\$ 9,634,027	\$ 3,561,450	\$ (6,072,577)	37%	34%	\$ 9,676,374	\$ 9,634,027	\$ 42,347	100%

BOE Budget v. Actual 11/30/2021										
	Approved Budget	Current Mo. Budget Trf	Prior YTD Budget Trfs	Revised Budget	Year to Date Actual	Encumbered/ Ordered	Total Expenditures	Variance	Forecasted Expenditure	Forecasted Balance
1000-Regular Instruction										
1000.51110. Wages Paid to Teachers - Regular Ed	\$ 1,070,688.00	\$ -	\$ -	\$ 1,070,688.00	\$ 340,462.17	\$ -	\$ 340,462.17	\$ 730,225.83	\$ 750,245.63	\$ (20,019.80)
1000.51120. Wages Paid to Instructional Aides - Regular Ed	\$ 45,843.00	\$ -	\$ -	\$ 45,843.00	\$ 11,175.74	\$ -	\$ 11,175.74	\$ 34,667.26	\$ 31,408.22	\$ 3,259.04
1000.52100. Group Life Insurance - Regular	\$ 756.00	\$ -	\$ -	\$ 756.00	\$ 374.85	\$ -	\$ 374.85	\$ 381.15	\$ 403.20	\$ (22.05)
1000.52200. FICA/Medicare Employer - Regular Ed	\$ 20,289.00	\$ -	\$ -	\$ 20,289.00	\$ 6,332.74	\$ -	\$ 6,332.74	\$ 13,956.26	\$ 14,997.53	\$ (1,041.27)
1000.52500. Tuition Reimbursement	\$ 10,000.00	\$ -	\$ -	\$ 10,000.00	\$ -	\$ -	\$ -	\$ 10,000.00	\$ 2,500.00	\$ 7,500.00
1000.52800. Health Insurance - Regular	\$ 308,843.00	\$ -	\$ -	\$ 308,843.00	\$ 121,468.92	\$ -	\$ 121,468.92	\$ 187,374.08	\$ 132,305.78	\$ 55,068.30
1000.53200. Substitutes - Regular Education	\$ 8,500.00	\$ -	\$ -	\$ 8,500.00	\$ -	\$ -	\$ -	\$ 8,500.00	\$ -	\$ 8,500.00
1000.53230. Purchased Pupil Services	\$ 1,250.00	\$ -	\$ -	\$ 1,250.00	\$ -	\$ -	\$ -	\$ 1,250.00	\$ -	\$ 1,250.00
1000.54420. Equipment Leasing	\$ 21,064.00	\$ -	\$ -	\$ 21,064.00	\$ 7,449.72	\$ 12,503.58	\$ 19,953.30	\$ 1,110.70	\$ -	\$ 1,110.70
1000.56100. General Supplies - Regular Education	\$ 7,000.00	\$ -	\$ -	\$ 7,000.00	\$ 1,765.53	\$ -	\$ 1,765.53	\$ 5,234.47	\$ 5,234.47	\$ -
1000.56110. Instructional Supplies - Regular Education	\$ 3,000.00	\$ -	\$ -	\$ 3,000.00	\$ 731.49	\$ 24.99	\$ 756.48	\$ 2,243.52	\$ 2,243.52	\$ -
1000.56400. Workbooks/Disposables	\$ 10,000.00	\$ -	\$ -	\$ 10,000.00	\$ 2,990.53	\$ 1,088.34	\$ 4,078.87	\$ 5,921.13	\$ 2,960.57	\$ 2,960.57
1000.56410. Textbooks	\$ 3,000.00	\$ -	\$ -	\$ 3,000.00	\$ 936.04	\$ -	\$ 936.04	\$ 2,063.96	\$ 1,031.98	\$ 1,031.98
1000.56501. Ink and Toner	\$ 8,000.00	\$ -	\$ -	\$ 8,000.00	\$ 174.26	\$ -	\$ 174.26	\$ 7,825.74	\$ 5,869.31	\$ 1,956.44
1000.58100. Dues & Fees	\$ 9,710.00	\$ -	\$ -	\$ 9,710.00	\$ 8,787.50	\$ -	\$ 8,787.50	\$ 922.50	\$ 922.50	\$ -
Total	\$ 1,527,943.00	\$ -	\$ -	\$ 1,527,943.00	\$ 502,649.49	\$ 13,616.91	\$ 516,266.40	\$ 1,011,676.60	\$ 950,122.70	\$ 61,553.90
1200-Special Education										
1200.51110. Wages Paid to Teachers - SPED	\$ 341,409.00	\$ -	\$ -	\$ 341,409.00	\$ 116,355.87	\$ -	\$ 116,355.87	\$ 225,053.13	\$ 223,290.97	\$ 1,762.16
1200.51120. Wages Paid to Instructional Aides - SPED	\$ 276,143.00	\$ -	\$ -	\$ 276,143.00	\$ 57,574.81	\$ -	\$ 57,574.81	\$ 218,568.19	\$ 217,211.30	\$ 1,356.89
1200.51901. Wages Paid - Other Non Certified Staff - SPED	\$ 86,666.00	\$ -	\$ -	\$ 86,666.00	\$ 30,567.20	\$ -	\$ 30,567.20	\$ 56,098.80	\$ 56,170.61	\$ (71.81)
1200.52100. Group Life Insurance - SPED	\$ 930.00	\$ -	\$ -	\$ 930.00	\$ 411.41	\$ -	\$ 411.41	\$ 518.59	\$ 567.58	\$ (48.99)
1200.52200. FICA/Medicare Employer - SPED	\$ 35,643.00	\$ -	\$ -	\$ 35,643.00	\$ 8,064.21	\$ -	\$ 8,064.21	\$ 27,578.79	\$ 29,949.25	\$ (2,370.46)
1200.52300. Pension Contributions	\$ 3,467.00	\$ -	\$ -	\$ 3,467.00	\$ 1,315.80	\$ -	\$ 1,315.80	\$ 2,151.20	\$ 2,153.71	\$ (2.51)
1200.52800. Health Insurance	\$ 276,676.00	\$ -	\$ -	\$ 276,676.00	\$ 99,345.50	\$ -	\$ 99,345.50	\$ 177,330.50	\$ 158,006.21	\$ 19,324.29
1200.53200. Substitutes - SPED	\$ 8,500.00	\$ -	\$ -	\$ 8,500.00	\$ -	\$ -	\$ -	\$ 8,500.00	\$ -	\$ 8,500.00
1200.53230. Purchased Pupil Services	\$ 29,000.00	\$ -	\$ -	\$ 29,000.00	\$ (4,903.40)	\$ 666.92	\$ (4,236.48)	\$ 33,236.48	\$ 16,618.24	\$ 16,618.24
1200.53300. Other Prof/Tech Services	\$ 2,500.00	\$ -	\$ -	\$ 2,500.00	\$ 910.26	\$ -	\$ 910.26	\$ 1,589.74	\$ -	\$ 1,589.74
1200.55800. Travel Reimbursement	\$ 1,200.00	\$ -	\$ -	\$ 1,200.00	\$ 31.47	\$ -	\$ 31.47	\$ 1,168.53	\$ 584.27	\$ 584.27
1200.56100. General Supplies - Special Education	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ 645.77	\$ -	\$ 645.77	\$ 354.23	\$ 177.12	\$ 177.12
1200.56110. Instructional Supplies - SPED	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ 950.35	\$ -	\$ 950.35	\$ 49.65	\$ 49.65	\$ -
1200.56400. Workbooks/Disposables	\$ 500.00	\$ -	\$ -	\$ 500.00	\$ -	\$ -	\$ -	\$ 500.00	\$ 250.00	\$ 250.00
1200.58100. Dues & Fees	\$ 760.00	\$ -	\$ -	\$ 760.00	\$ 250.00	\$ -	\$ 250.00	\$ 510.00	\$ 510.00	\$ -
Total	\$ 1,065,394.00	\$ -	\$ -	\$ 1,065,394.00	\$ 311,519.25	\$ 666.92	\$ 312,186.17	\$ 753,207.83	\$ 705,538.90	\$ 47,668.93
1300-Adult Education - Cooperative										
1300.55690. Tuition - Adult Cooperative	\$ 16,050.00	\$ -	\$ -	\$ 16,050.00	\$ (11,971.00)	\$ -	\$ (11,971.00)	\$ 28,021.00	\$ 32,050.00	\$ (4,029.00)
Total	\$ 16,050.00	\$ -	\$ -	\$ 16,050.00	\$ (11,971.00)	\$ -	\$ (11,971.00)	\$ 28,021.00	\$ 32,050.00	\$ (4,029.00)
1500-Stipends - Extra Curricular										
1500.51930. Extra Curricular Stipends Paid	\$ 11,809.00	\$ -	\$ -	\$ 11,809.00	\$ 5,160.50	\$ -	\$ 5,160.50	\$ 6,648.50	\$ 7,780.50	\$ (1,132.00)
Total	\$ 11,809.00	\$ -	\$ -	\$ 11,809.00	\$ 5,160.50	\$ -	\$ 5,160.50	\$ 6,648.50	\$ 7,780.50	\$ (1,132.00)
1600-Summer School										
1600.51110. Wages Paid to Teachers - Summer School	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00	\$ 3,060.00	\$ -	\$ 3,060.00	\$ 1,940.00	\$ -	\$ 1,940.00
1600.51120. Wages Paid to Inst Aides - Summer School	\$ 2,250.00	\$ -	\$ -	\$ 2,250.00	\$ 1,587.50	\$ -	\$ 1,587.50	\$ 662.50	\$ -	\$ 662.50
1600.51901. Wages Paid - Other Non-Cert - Summer School	\$ 2,400.00	\$ -	\$ -	\$ 2,400.00	\$ 2,662.86	\$ -	\$ 2,662.86	\$ (262.86)	\$ -	\$ (262.86)
1600.52200. FICA/Medicare Employer - Summer School	\$ 309.00	\$ -	\$ -	\$ 309.00	\$ 369.54	\$ -	\$ 369.54	\$ (60.54)	\$ -	\$ (60.54)
Total	\$ 9,959.00	\$ -	\$ -	\$ 9,959.00	\$ 7,679.90	\$ -	\$ 7,679.90	\$ 2,279.10	\$ -	\$ 2,279.10
1700-Tutoring										
1700.000100.51110. Wages Paid to Teacher Tutors - Reg Ed	\$ 4,000.00	\$ -	\$ -	\$ 4,000.00	\$ -	\$ -	\$ -	\$ 4,000.00	\$ -	\$ 4,000.00
1700.000100.52200. FICA/Medicare Employer - Reg Ed	\$ 700.00	\$ -	\$ -	\$ 700.00	\$ -	\$ -	\$ -	\$ 700.00	\$ -	\$ 700.00
1700.000200.51120. Wages Paid to Inst Aide Tutors - Spec Ed	\$ 6,000.00	\$ -	\$ -	\$ 6,000.00	\$ -	\$ -	\$ -	\$ 6,000.00	\$ -	\$ 6,000.00
1700.000200.52200. FICA/Medicare Employer - Spec Ed	\$ 8,000.00	\$ -	\$ -	\$ 8,000.00	\$ -	\$ -	\$ -	\$ 8,000.00	\$ -	\$ 8,000.00
1700.000200.53230. Purchased Pupil Services - Spec Ed	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,000.00	\$ (6,000.00)

BOE Budget v. Actual 11/30/2021										
	Approved Budget	Current Mo. Budget Trf	Prior YTD Budget Trfs	Revised Budget	Year to Date Actual	Encumbered/ Ordered	Total Expenditures	Variance	Forecasted Expenditure	Forecasted Balance
Total	\$ 18,700.00	\$ -	\$ -	\$ 18,700.00	\$ -	\$ -	\$ -	\$ 18,700.00	\$ 6,000.00	\$ 12,700.00
1800-Stipends - Sports Teams										
1800.51930. Sports Teams Stipends Paid	\$ 16,283.00	\$ -	\$ -	\$ 16,283.00	\$ 2,361.00	\$ -	\$ 2,361.00	\$ 13,922.00	\$ 10,198.00	\$ 3,724.00
1800.52200. FICA/Medicare Employer	\$ 1,245.00	\$ -	\$ -	\$ 1,245.00	\$ -	\$ -	\$ -	\$ 1,245.00	\$ 780.15	\$ 464.85
1800.53540. Sports Officials	\$ 3,570.00	\$ -	\$ -	\$ 3,570.00	\$ -	\$ -	\$ -	\$ 3,570.00	\$ 3,570.00	\$ -
Total	\$ 21,098.00	\$ -	\$ -	\$ 21,098.00	\$ 2,361.00	\$ -	\$ 2,361.00	\$ 18,737.00	\$ 14,548.15	\$ 4,188.85
2110-Social Work Services										
2110.51900. Wages Paid - Social Worker	\$ 83,472.00	\$ -	\$ -	\$ 83,472.00	\$ 7,440.02	\$ -	\$ 7,440.02	\$ 76,031.98	\$ 15,942.98	\$ 60,089.00
2110.52100. Group Life Insurance - Social Worker	\$ 38.00	\$ -	\$ -	\$ 38.00	\$ 15.75	\$ -	\$ 15.75	\$ 22.25	\$ 22.05	\$ 0.20
2110.52200. FICA/Medicare Employer - Social Worker	\$ 1,211.00	\$ -	\$ -	\$ 1,211.00	\$ 101.84	\$ -	\$ 101.84	\$ 1,109.16	\$ 237.22	\$ 871.95
2110.52800. Health Insurance - Social Worker	\$ 21,822.00	\$ -	\$ -	\$ 21,822.00	\$ 4,373.65	\$ -	\$ 4,373.65	\$ 17,448.35	\$ 547.42	\$ 16,900.94
2110.56100. Supplies	\$ 200.00	\$ -	\$ -	\$ 200.00	\$ -	\$ 25.14	\$ 25.14	\$ 174.86	\$ 87.43	\$ 87.43
2110.56110. Instructional Supplies	\$ -	\$ -	\$ -	\$ -	\$ 98.27	\$ -	\$ 98.27	\$ (98.27)	\$ -	\$ (98.27)
Total	\$ 106,743.00	\$ -	\$ -	\$ 106,743.00	\$ 12,029.53	\$ 25.14	\$ 12,054.67	\$ 94,688.33	\$ 16,837.09	\$ 77,851.24
2130-Health Office										
2130.51901. Wages Paid - School Nurse	\$ 85,034.00	\$ -	\$ -	\$ 85,034.00	\$ 34,982.48	\$ -	\$ 34,982.48	\$ 50,051.52	\$ 50,161.93	\$ (110.41)
2130.51910. Wages Paid - Nurse Substitutes	\$ 4,000.00	\$ -	\$ -	\$ 4,000.00	\$ -	\$ -	\$ -	\$ 4,000.00	\$ -	\$ 4,000.00
2130.51930. Nursing Stipends Paid	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ 2,000.00	\$ -	\$ 2,000.00	\$ -	\$ -	\$ -
2130.52100. Group Life Insurance - Health Office	\$ 76.00	\$ -	\$ -	\$ 76.00	\$ 37.80	\$ -	\$ 37.80	\$ 38.20	\$ 37.80	\$ 0.40
2130.52200. FICA/Medicare Employer - Health	\$ 8,280.00	\$ -	\$ -	\$ 8,280.00	\$ 2,795.28	\$ -	\$ 2,795.28	\$ 5,484.72	\$ 5,493.53	\$ (8.81)
2130.52800. Health Insurance - Health Office	\$ 11,409.00	\$ -	\$ -	\$ 11,409.00	\$ 5,420.16	\$ -	\$ 5,420.16	\$ 5,988.84	\$ 5,420.10	\$ 568.74
2130.53230. Purchased Pupil Services	\$ 585.00	\$ -	\$ -	\$ 585.00	\$ 720.00	\$ -	\$ 720.00	\$ (135.00)		\$ (135.00)
2130.53300. Other Prof/Tech Services	\$ 600.00	\$ -	\$ -	\$ 600.00	\$ 600.00	\$ -	\$ 600.00	\$ -		\$ -
2130.54300. Repairs & Maint Equipment	\$ 200.00	\$ -	\$ -	\$ 200.00	\$ -	\$ -	\$ -	\$ 200.00	\$ -	\$ 200.00
2130.55800. Conference/Travel - Health Office	\$ 700.00	\$ -	\$ -	\$ 700.00	\$ -	\$ -	\$ -	\$ 700.00	\$ -	\$ 700.00
2130.56100. Supplies	\$ 2,400.00	\$ -	\$ -	\$ 2,400.00	\$ 120.23	\$ -	\$ 120.23	\$ 2,279.77	\$ 1,139.89	\$ 1,139.89
2130.56430. Professional Periodicals	\$ 100.00	\$ -	\$ -	\$ 100.00	\$ 27.00	\$ -	\$ 27.00	\$ 73.00	\$ 36.50	\$ 36.50
2130.58100. Dues & Fees	\$ 600.00	\$ -	\$ -	\$ 600.00	\$ 221.00	\$ -	\$ -	\$ 379.00	\$ 300.00	\$ 79.00
Total	\$ 115,984.00	\$ -	\$ -	\$ 115,984.00	\$ 46,923.95	\$ -	\$ 46,702.95	\$ 69,060.05	\$ 62,589.75	\$ 6,470.31
2140-Psychological Services										
2140.51900. Wages Paid - School Psychologist	\$ 51,638.00	\$ -	\$ -	\$ 51,638.00	\$ 16,430.26	\$ -	\$ 16,430.26	\$ 35,207.74	\$ 35,207.74	\$ -
2140.52100. Group Life Insurance - Psychologist	\$ 38.00	\$ -	\$ -	\$ 38.00	\$ 12.24	\$ -	\$ 12.24	\$ 25.76	\$ 25.56	\$ 0.20
2140.52200. FICA/Medicare Employer - Psychologist	\$ 749.00	\$ -	\$ -	\$ 749.00	\$ 214.99	\$ -	\$ 214.99	\$ 534.01	\$ 533.76	\$ 0.25
2140.52800. Health Insurance	\$ 10,730.00	\$ -	\$ -	\$ 10,730.00	\$ 8,457.04	\$ -	\$ 8,457.04	\$ 2,272.96	\$ 10,506.38	\$ (8,233.42)
2140.53230. Purchased Pupil Services	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ -	\$ -	\$ -	\$ 2,000.00	\$ 1,000.00	\$ 1,000.00
2140.56100. Assessment Supplies	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ 102.00	\$ -	\$ 102.00	\$ 1,898.00	\$ 949.00	\$ 949.00
2140.56110. Instructional Supplies - Psychologist	\$ 200.00	\$ -	\$ -	\$ 200.00	\$ -	\$ -	\$ -	\$ 200.00	\$ 100.00	\$ 100.00
Total	\$ 67,355.00	\$ -	\$ -	\$ 67,355.00	\$ 25,216.53	\$ -	\$ 25,216.53	\$ 42,138.47	\$ 48,322.44	\$ (6,183.97)
2150-Speech & Audiology Services										
2150.53230. Purchased Pupil Services	\$ 64,974.00	\$ -	\$ -	\$ 64,974.00	\$ 20,097.60	\$ 52,314.02	\$ 72,411.62	\$ (7,437.62)		\$ (7,437.62)
2150.56100. Supplies	\$ 775.00	\$ -	\$ -	\$ 775.00	\$ -	\$ -	\$ -	\$ 775.00	\$ 387.50	\$ 387.50
Total	\$ 65,749.00	\$ -	\$ -	\$ 65,749.00	\$ 20,097.60	\$ 52,314.02	\$ 72,411.62	\$ (6,662.62)	\$ 387.50	\$ (7,050.12)
2160-PT/OT Services										
2160.56100. Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2210-Improvement of Instruction										
2210.53220. In Service	\$ 4,000.00	\$ -	\$ -	\$ 4,000.00	\$ 49.50	\$ -	\$ 49.50	\$ 3,950.50	\$ -	\$ 3,950.50
2210.55800. Conference/Travel - Professional Development	\$ 6,000.00	\$ -	\$ -	\$ 6,000.00	\$ 300.00	\$ 75.00	\$ 375.00	\$ 5,625.00	\$ -	\$ 5,625.00
2210.56100. Supplies	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ -	\$ -	\$ -	\$ 2,000.00	\$ -	\$ 2,000.00
Total	\$ 12,000.00	\$ -	\$ -	\$ 12,000.00	\$ 349.50	\$ 75.00	\$ 424.50	\$ 11,575.50	\$ -	\$ 11,575.50
2230-Technology										
2230.51901. Wages Paid - Technology Staff	\$ 12,622.00	\$ -	\$ -	\$ 12,622.00	\$ 4,853.18	\$ -	\$ 4,853.18	\$ 7,768.82	\$ 7,793.42	\$ (24.60)
2230.52100. Group Life Insurance - Technology	\$ 8.00	\$ -	\$ -	\$ 8.00	\$ 3.78	\$ -	\$ 3.78	\$ 4.22	\$ 3.78	\$ 0.44
2230.52200. FICA/Medicare Employer - Technology	\$ 966.00	\$ -	\$ -	\$ 966.00	\$ 364.51	\$ -	\$ 364.51	\$ 601.49	\$ 602.95	\$ (1.46)

BOE Budget v. Actual 11/30/2021											
	Approved Budget	Current Mo. Budget Trf	Prior YTD Budget Trfs	Revised Budget	Year to Date Actual	Encumbered/ Ordered	Total Expenditures	Variance	Forecasted Expenditure	Forecasted Balance	
2230.52300. Pension Contributions - Technology	\$ 505.00	\$ -	\$ -	\$ 505.00	\$ 194.55	\$ -	\$ 194.55	\$ 310.45	\$ 311.31	\$ (0.86)	
2230.52800. Health Insurance - Technology	\$ 2,282.00	\$ -	\$ -	\$ 2,282.00	\$ 1,084.08	\$ -	\$ 1,084.08	\$ 1,197.92	\$ 1,083.97	\$ 113.95	
2230.53520. Other Technical Services	\$ 76,014.00	\$ -	\$ -	\$ 76,014.00	\$ 28,674.00	\$ 47,304.00	\$ 75,978.00	\$ 36.00	\$ -	\$ 36.00	
2230.56100. Supplies	\$ 500.00	\$ -	\$ -	\$ 500.00	\$ -	\$ -	\$ -	\$ 500.00	\$ 250.00	\$ 250.00	
2230.56500. Technology Supplies	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ -	\$ -	\$ -	\$ 2,000.00	\$ 1,000.00	\$ 1,000.00	
2230.57340. Technology Hardware - Instructional	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ 844.74	\$ -	\$ 844.74	\$ 155.26	\$ 77.63	\$ 77.63	
2230.57341. Technology Hardware - Non-Instructional	\$ 3,000.00	\$ -	\$ -	\$ 3,000.00	\$ 3,296.00	\$ -	\$ 3,296.00	\$ (296.00)	\$ -	\$ (296.00)	
2230.57350. Software - Instructional	\$ 12,725.00	\$ -	\$ -	\$ 12,725.00	\$ 1,465.25	\$ -	\$ 1,465.25	\$ 11,259.75	\$ 7,635.62	\$ 3,624.13	
2230.57351. Software - Non-Instructional	\$ 25,920.00	\$ -	\$ -	\$ 25,920.00	\$ 4,127.96	\$ -	\$ 4,127.96	\$ 21,792.04	\$ 26,743.73	\$ (4,951.69)	
Total	\$ 137,542.00	\$ -	\$ -	\$ 137,542.00	\$ 44,908.05	\$ 47,304.00	\$ 92,212.05	\$ 45,329.95	\$ 45,502.41	\$ (172.46)	
2310-Board of Education											
2310.51901. Wages Paid - Non-Certified - BOE Admin Office	\$ 12,302.00	\$ -	\$ -	\$ 12,302.00	\$ 4,603.03	\$ -	\$ 4,603.03	\$ 7,698.97	\$ 7,722.61	\$ (23.64)	
2310.52100. Group Life Insurance - BOE Office	\$ 8.00	\$ -	\$ -	\$ 8.00	\$ 3.78	\$ -	\$ 3.78	\$ 4.22	\$ 3.78	\$ 0.44	
2310.52200. FICA/Medicare Employer - BOE Office	\$ 941.00	\$ -	\$ -	\$ 941.00	\$ 334.12	\$ -	\$ 334.12	\$ 606.88	\$ 608.79	\$ (1.91)	
2310.52300. Pension Contributions - BOE Office	\$ 493.00	\$ -	\$ -	\$ 493.00	\$ 189.60	\$ -	\$ 189.60	\$ 303.40	\$ 303.43	\$ (0.03)	
2310.52600. Unemployment Compensation - BOE Office	\$ 3,000.00	\$ -	\$ -	\$ 3,000.00	\$ -	\$ -	\$ -	\$ 3,000.00	\$ 1,500.00	\$ 1,500.00	
2310.52700. Workers' Compensation - BOE Office	\$ 22,823.00	\$ -	\$ -	\$ 22,823.00	\$ 10,441.99	\$ 11,411.50	\$ 21,853.49	\$ 969.51	\$ -	\$ 969.51	
2310.52800. Health Insurance - BOE Office	\$ 6,030.00	\$ -	\$ -	\$ 6,030.00	\$ 2,858.16	\$ -	\$ 2,858.16	\$ 3,171.84	\$ 2,858.09	\$ 313.75	
2310.53020. Legal Services - BOE Office	\$ 25,825.00	\$ -	\$ -	\$ 25,825.00	\$ -	\$ -	\$ -	\$ 25,825.00	\$ 15,000.00	\$ 10,825.00	
2310.55200. Property/Liability Insurance - BOE Office	\$ 21,459.00	\$ -	\$ -	\$ 21,459.00	\$ 10,590.76	\$ 10,729.50	\$ 21,320.26	\$ 138.74	\$ -	\$ 138.74	
2310.55400. Advertising - BOE Office	\$ 500.00	\$ -	\$ -	\$ 500.00	\$ 1,882.82	\$ 1,408.41	\$ 3,291.23	\$ (2,791.23)	\$ -	\$ (2,791.23)	
2310.55800. Conference/Travel - BOE Office	\$ 300.00	\$ -	\$ -	\$ 300.00	\$ -	\$ -	\$ -	\$ 300.00	\$ -	\$ 300.00	
2310.56100. Supplies - BOE Office	\$ 1,400.00	\$ -	\$ -	\$ 1,400.00	\$ 105.00	\$ -	\$ 105.00	\$ 1,295.00	\$ 647.50	\$ 647.50	
2310.58100. Dues & Fees - BOE Office	\$ 2,416.00	\$ -	\$ -	\$ 2,416.00	\$ -	\$ -	\$ -	\$ 2,416.00	\$ 2,462.00	\$ (46.00)	
2310.58900. Graduation Costs - BOE Office	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ -	\$ -	\$ -	\$ 1,000.00	\$ 1,000.00	\$ -	
Total	\$ 98,497.00	\$ -	\$ -	\$ 98,497.00	\$ 31,009.26	\$ 23,549.41	\$ 54,558.67	\$ 43,938.33	\$ 32,106.20	\$ 11,832.13	
2320-Superintendents Office											
2320.51900. Wages Paid - Superintendent	\$ 75,500.00	\$ -	\$ -	\$ 75,500.00	\$ 31,370.35	\$ -	\$ 31,370.35	\$ 44,129.65	\$ 45,629.65	\$ (1,500.00)	
2320.51901. Wages Paid - Non-Certified - Supt Admin Office	\$ 12,302.00	\$ -	\$ -	\$ 12,302.00	\$ 4,603.02	\$ -	\$ 4,603.02	\$ 7,698.98	\$ 7,722.62	\$ (23.64)	
2320.52100. Group Life Insurance - Superintendent Office	\$ 134.00	\$ -	\$ -	\$ 134.00	\$ 3.78	\$ -	\$ 3.78	\$ 130.22	\$ 3.78	\$ 126.44	
2320.52200. FICA/Medicare Employer - Superintendent	\$ 2,072.00	\$ -	\$ -	\$ 2,072.00	\$ 788.98	\$ -	\$ 788.98	\$ 1,283.02	\$ 1,270.43	\$ 12.59	
2320.52300. Pension Contributions - Superintendent's Office	\$ 493.00	\$ -	\$ -	\$ 493.00	\$ 189.60	\$ -	\$ 189.60	\$ 303.40	\$ 303.43	\$ (0.03)	
2320.52800. Health Insurance - Superintendent's Office	\$ 6,030.00	\$ -	\$ -	\$ 6,030.00	\$ 2,858.16	\$ -	\$ 2,858.16	\$ 3,171.84	\$ 2,858.09	\$ 313.75	
2320.55800. Conference/Travel - Superintendent's Office	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ -	\$ -	\$ -	\$ 1,000.00	\$ -	\$ 1,000.00	
2320.56100. Supplies - Superintendent's Office	\$ 300.00	\$ -	\$ -	\$ 300.00	\$ 7.79	\$ -	\$ 7.79	\$ 292.21	\$ 146.11	\$ 146.11	
2320.58100. Dues & Fees - Superintendent's Office	\$ 1,561.00	\$ -	\$ -	\$ 1,561.00	\$ 250.00	\$ -	\$ 250.00	\$ 1,311.00	\$ 3,190.00	\$ (1,879.00)	
Total	\$ 99,392.00	\$ -	\$ -	\$ 99,392.00	\$ 40,071.68	\$ -	\$ 40,071.68	\$ 59,320.32	\$ 61,124.11	\$ (1,803.79)	
2400-School Administration Office											
2400.51900. Wages Paid - Principal	\$ 125,050.00	\$ -	\$ -	\$ 125,050.00	\$ 51,045.72	\$ -	\$ 51,045.72	\$ 74,004.28	\$ 74,248.28	\$ (244.00)	
2400.51901. Wages Paid - Non-Certified - School Administration	\$ 59,163.00	\$ -	\$ -	\$ 59,163.00	\$ 16,428.81	\$ -	\$ 16,428.81	\$ 42,734.19	\$ 42,734.19	\$ -	
2400.52100. Group Life Insurance - School Administration Office	\$ 202.00	\$ -	\$ -	\$ 202.00	\$ 81.90	\$ -	\$ 81.90	\$ 120.10	\$ 119.70	\$ 0.40	
2400.52200. FICA/Medicare Employer - School Administration	\$ 6,340.00	\$ -	\$ -	\$ 6,340.00	\$ 1,965.87	\$ -	\$ 1,965.87	\$ 4,374.13	\$ 4,376.86	\$ (2.73)	
2400.52300. Pension Contributions - School Admin Office	\$ 1,770.00	\$ -	\$ -	\$ 1,770.00	\$ -	\$ -	\$ -	\$ 1,770.00	\$ 1,769.56	\$ 0.44	
2400.52800. Health Insurance - School Administration Office	\$ 26,725.00	\$ -	\$ -	\$ 26,725.00	\$ 12,666.72	\$ -	\$ 12,666.72	\$ 14,058.28	\$ 12,666.68	\$ 1,391.60	
2400.53300. Other Prof/Tech Services	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ -	\$ -	\$ -	\$ 2,000.00	\$ -	\$ 2,000.00	
2400.55301. Postage	\$ 3,500.00	\$ -	\$ -	\$ 3,500.00	\$ 760.41	\$ -	\$ 760.41	\$ 2,739.59	\$ 1,369.80	\$ 1,369.80	
2400.55800. Conference/Travel - School Administration Office	\$ 750.00	\$ -	\$ -	\$ 750.00	\$ -	\$ -	\$ -	\$ 750.00	\$ 375.00	\$ 375.00	
2400.56100. Supplies	\$ 2,500.00	\$ -	\$ -	\$ 2,500.00	\$ 318.13	\$ -	\$ 318.13	\$ 2,181.87	\$ 1,090.94	\$ 1,090.94	
2400.58100. Dues & Fees - School Administration	\$ 1,014.00	\$ -	\$ -	\$ 1,014.00	\$ 249.00	\$ -	\$ 249.00	\$ 765.00	\$ 675.00	\$ 90.00	
Total	\$ 229,014.00	\$ -	\$ -	\$ 229,014.00	\$ 83,516.56	\$ -	\$ 83,516.56	\$ 145,497.44	\$ 139,426.00	\$ 6,071.44	
2510-Business Office											
2510.51901. Wages Paid - Non Certified - Business Office	\$ 91,863.00	\$ -	\$ -	\$ 91,863.00	\$ 36,574.50	\$ -	\$ 36,574.50	\$ 55,288.50	\$ 59,467.29	\$ (4,178.79)	
2510.52100. Group Life Insurance - Business Office	\$ 68.00	\$ -	\$ -	\$ 68.00	\$ 34.02	\$ -	\$ 34.02	\$ 33.98	\$ 34.02	\$ (0.04)	
2510.52200. FICA/Medicare Employer - Business Office	\$ 7,028.00	\$ -	\$ -	\$ 7,028.00	\$ 2,770.80	\$ -	\$ 2,770.80	\$ 4,257.20	\$ 4,576.40	\$ (319.20)	

BOE Budget v. Actual 11/30/2021											
	Approved Budget	Current Mo. Budget Trf	Prior YTD Budget Trfs	Revised Budget	Year to Date Actual	Encumbered/ Ordered	Total Expenditures	Variance	Forecasted Expenditure	Forecasted Balance	
2510.52300. Pension Contributions - Business Office	\$ 2,020.00	\$ -	\$ -	\$ 2,020.00	\$ 1,460.09	\$ -	\$ 1,460.09	\$ 559.91	\$ 3,063.37	\$ (2,503.46)	
2510.52800. Health Insurance - Business Office	\$ 9,127.00	\$ -	\$ -	\$ 9,127.00	\$ 4,336.08	\$ -	\$ 4,336.08	\$ 4,790.92	\$ 4,336.13	\$ 454.79	
2510.53300. Other Prof/Tech Services - Business Office	\$ 15,000.00	\$ -	\$ -	\$ 15,000.00	\$ 5,746.03	\$ -	\$ 5,746.03	\$ 9,253.97	\$ 8,000.00	\$ 1,253.97	
2510.53410. Audit/Accounting Services - Business Office	\$ 25,750.00	\$ -	\$ -	\$ 25,750.00	\$ 1,018.75	\$ -	\$ 1,018.75	\$ 24,731.25	\$ 25,000.00	\$ (268.75)	
2510.55800. Conference/Travel - Business Office	\$ 300.00	\$ -	\$ -	\$ 300.00	\$ -	\$ -	\$ -	\$ 300.00	\$ -	\$ 300.00	
2510.56100. Supplies - Business Office	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ 257.97	\$ 57.98	\$ 315.95	\$ 684.05	\$ 342.03	\$ 342.03	
Total	\$ 152,156.00	\$ -	\$ -	\$ 152,156.00	\$ 52,198.24	\$ 57.98	\$ 52,256.22	\$ 99,899.78	\$ 104,819.24	\$ (4,919.45)	
2600-Building & Grounds											
2600.51901. Wages Paid - Building Maintenance	\$ 109,255.00	\$ -	\$ -	\$ 109,255.00	\$ 37,364.11	\$ -	\$ 37,364.11	\$ 71,890.89	\$ 68,430.63	\$ 3,460.26	
2600.52100. Group Life Insurance - Maintenance Department	\$ 138.00	\$ -	\$ -	\$ 138.00	\$ 72.45	\$ -	\$ 72.45	\$ 65.55	\$ 113.40	\$ (47.85)	
2600.52200. FICA/Medicare Employer - Maintenance	\$ 8,358.00	\$ -	\$ -	\$ 8,358.00	\$ 2,816.82	\$ -	\$ 2,816.82	\$ 5,541.18	\$ 7,574.17	\$ (2,032.99)	
2600.52300. Pension Contributions - Maintenance Office	\$ 3,528.00	\$ -	\$ -	\$ 3,528.00	\$ 1,061.18	\$ -	\$ 1,061.18	\$ 2,466.82	\$ 3,614.68	\$ (1,147.86)	
2600.52800. Health Insurance - Maintenance	\$ 11,409.00	\$ -	\$ -	\$ 11,409.00	\$ 7,473.63	\$ -	\$ 7,473.63	\$ 3,935.37	\$ 14,290.62	\$ (10,355.25)	
2600.54010. Purchased Property Services	\$ 23,075.00	\$ -	\$ -	\$ 23,075.00	\$ 10,507.63	\$ 12,207.80	\$ 22,715.43	\$ 359.57	\$ -	\$ 359.57	
2600.54101. Rubbish Removal	\$ 7,935.00	\$ -	\$ -	\$ 7,935.00	\$ 3,828.00	\$ 3,942.84	\$ 7,770.84	\$ 164.16	\$ -	\$ 164.16	
2600.54300. Equipment Repairs & Maint	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00	\$ 94.30	\$ 1,783.00	\$ 1,877.30	\$ 3,122.70	\$ 1,561.35	\$ 1,561.35	
2600.54301. Building Repairs & Maint	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00	\$ 5,508.12	\$ 52.00	\$ 5,560.12	\$ (560.12)	\$ -	\$ (560.12)	
2600.54411. Water	\$ 2,500.00	\$ -	\$ -	\$ 2,500.00	\$ 583.13	\$ 1,875.00	\$ 2,458.13	\$ 41.87	\$ -	\$ 41.87	
2600.54412. Sewer	\$ 1,700.00	\$ -	\$ -	\$ 1,700.00	\$ 390.45	\$ 1,275.00	\$ 1,665.45	\$ 34.55	\$ -	\$ 34.55	
2600.55300. Communications - Telephone & Internet	\$ 11,000.00	\$ -	\$ -	\$ 11,000.00	\$ 2,792.62	\$ 5,014.00	\$ 7,806.62	\$ 3,193.38	\$ -	\$ 3,193.38	
2600.55800. Conference/Travel - Building Maintenance	\$ 100.00	\$ -	\$ -	\$ 100.00	\$ -	\$ -	\$ -	\$ 100.00	\$ -	\$ 100.00	
2600.56100. General Supplies - Maintenance Department	\$ 16,000.00	\$ -	\$ -	\$ 16,000.00	\$ 1,675.89	\$ 1,832.60	\$ 3,508.49	\$ 12,491.51	\$ 12,491.51	\$ -	
2600.56220. Electricity	\$ 60,550.00	\$ -	\$ -	\$ 60,550.00	\$ 24,763.75	\$ 35,320.85	\$ 60,084.60	\$ 465.40	\$ -	\$ 465.40	
2600.56230. Liquid Propane	\$ 11,000.00	\$ -	\$ -	\$ 11,000.00	\$ 1,981.09	\$ 9,018.91	\$ 11,000.00	\$ -	\$ -	\$ -	
2600.56240. Heating Oil	\$ 21,150.00	\$ -	\$ -	\$ 21,150.00	\$ -	\$ 16,149.07	\$ 16,149.07	\$ 5,000.93	\$ 5,000.93	\$ -	
2600.56260. Gasoline	\$ 400.00	\$ -	\$ -	\$ 400.00	\$ 32.76	\$ -	\$ 32.76	\$ 367.24	\$ 300.00	\$ 67.24	
2600.57300. Equipment	\$ -	\$ -	\$ -	\$ -	\$ 494.82	\$ -	\$ 494.82	\$ (494.82)	\$ -	\$ (494.82)	
Total	\$ 298,098.00	\$ -	\$ -	\$ 298,098.00	\$ 101,440.75	\$ 88,471.07	\$ 189,911.82	\$ 108,186.18	\$ 113,377.29	\$ (5,191.11)	
2700-Student Transportation											
2700.55100. Contracted Pupil Transp Reg	\$ 394,192.00	\$ -	\$ -	\$ 394,192.00	\$ 87,463.75	\$ 259,070.36	\$ 346,534.11	\$ 47,657.89	\$ -	\$ 47,657.89	
2700.55108. Contracted Pupil Transp Spec Ed HS	\$ 81,030.00	\$ -	\$ -	\$ 81,030.00	\$ 14,785.30	\$ 66,726.46	\$ 81,511.76	\$ (481.76)	\$ 38,784.32	\$ (39,266.08)	
2700.55109. Contracted Pupil Transp Spec Ed Elem\Summer School	\$ 22,905.00	\$ -	\$ -	\$ 22,905.00	\$ 36,233.40	\$ 15,134.80	\$ 51,368.20	\$ (28,463.20)	\$ 1,800.00	\$ (30,263.20)	
2700.55150. Contracted Pupil Transp Athletics/Ext Curr	\$ 8,775.00	\$ -	\$ -	\$ 8,775.00	\$ 1,392.55	\$ -	\$ 1,392.55	\$ 7,382.45	\$ 5,000.00	\$ 2,382.45	
2700.55151. Contracted Pupil Transp Field Trips	\$ 2,500.00	\$ -	\$ -	\$ 2,500.00	\$ 260.56	\$ -	\$ -	\$ 2,239.44	\$ -	\$ 2,239.44	
2700.56260. Gasoline	\$ 35,000.00	\$ -	\$ -	\$ 35,000.00	\$ 7,599.84	\$ 27,844.40	\$ 35,444.24	\$ (444.24)	\$ -	\$ (444.24)	
Total	\$ 544,402.00	\$ -	\$ -	\$ 544,402.00	\$ 147,735.40	\$ 368,776.02	\$ 516,250.86	\$ 27,890.58	\$ 45,584.32	\$ (17,693.74)	
6000-HS Tuition											
6000.000100.55610. Tuition - HS Regular Ed - public schools	\$ 1,180,533.00	\$ -	\$ -	\$ 1,180,533.00	\$ 496,726.32	\$ 493,311.66	\$ 990,037.98	\$ 190,495.02	\$ 100,756.00	\$ 89,739.02	
6000.000200.55610. Tuition - HS Special Ed - public schools	\$ 524,480.00	\$ -	\$ -	\$ 524,480.00	\$ 76,336.13	\$ 529,173.99	\$ 605,510.12	\$ (81,030.12)	\$ 117,069.65	\$ (198,099.77)	
6000.000200.55630. Tuition - HS Special Ed - private schools	\$ 259,859.00	\$ -	\$ -	\$ 259,859.00	\$ 221,155.72	\$ 119,302.00	\$ 340,457.72	\$ (80,598.72)	\$ (69,247.48)	\$ (11,351.24)	
Total	\$ 1,964,872.00	\$ -	\$ -	\$ 1,964,872.00	\$ 794,218.17	\$ 1,141,787.65	\$ 1,936,005.82	\$ 28,866.18	\$ 148,578.17	\$ (119,711.99)	
6100-Elementary Tuition											
6100.55631. Tuition - Elem Special Ed - private schools	\$ 79,398.00	\$ -	\$ -	\$ 79,398.00	\$ 24,932.00	\$ 91,494.00	\$ 116,426.00	\$ (37,028.00)	\$ -	\$ (37,028.00)	
6100.000100.55660. Tuition - Elem Magnet Schools	\$ 144,984.00	\$ -	\$ -	\$ 144,984.00	\$ 39,825.00	\$ -	\$ 39,825.00	\$ 105,159.00	\$ -	\$ 105,159.00	
6100.000200.55660. Tuition - Elem Magnet Schools - Special Ed	\$ -	\$ -	\$ -	\$ -	\$ 75,862.00	\$ 30,600.00	\$ 106,462.00	\$ (106,462.00)	\$ -	\$ (106,462.00)	
Total	\$ 224,382.00	\$ -	\$ -	\$ 224,382.00	\$ 140,619.00	\$ 122,094.00	\$ 262,713.00	\$ (38,331.00)	\$ -	\$ (38,331.00)	
Total Expenditures	\$ 6,787,139.00	\$ -	\$ -	\$ 6,787,139.00	\$ 2,357,733.36	\$ 1,858,738.12	\$ 4,215,989.92	\$ 2,570,667.52	\$ 2,534,694.75	\$ 35,972.77	
						34.74%					