

MAYOR'S PROPOSED BUDGET

FOR THE FISCAL YEAR END JUNE 30, 2025

BUDGET 2024 - 2025

Submitted on March 27, 2024



TABLE OF CONTENTS

GENERAL FUND OPERATING BUDGET

MAYOR'S SUBMITTAL - ORIGINAL PROPOSAL

MAYOR'S LETTER OF SUBMITTAL

BUDGET TIME LINE - FY25	1-2
BUDGET EXECUTIVE SUMMARY	3-31
PROPOSED BUDGET RESOLUTIONS	32-48
MAJOR CHANGES -REVENUE	49-52
MAJOR CHANGES - APPROPRIATIONS	53-57
EXHIBIT A - APPROPRIATIONS	58-60
EXHIBIT B - ALLOCATION OF HEALTH & OTHER BENEFITS	61
EXHIBIT C - ALLOCATION OF WC & H&H BENEFITS	62
EXHIBIT D - ALLOCATION OF PENSION	63
EXHIBIT E - TOTAL DEPARTMENTAL COSTS	64-65
EXHIBIT F - DETAILED HEALTH FUND BUDGET	66
EXHIBIT G - SCHEDULE OF STATE AID	67-68
REVENUE PIE CHART	69
APPROPRIATIONS PIE CHART	70

BUDGET SUMMARIES

BUDGET SUMMARY	71
REVENUE SUMMARY	72
EXPENDITURE SUMMARY	73-76

REVENUE DETAIL

SCHEDULE OF ALL GENERAL FUND REVENUE	77-86
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DEPARTMENT APPROPRIATION DETAIL

GENERAL GOVERNMENT

OFFICE OF THE MAYOR	87-90
BOARD OF ALDERMEN	91-93
LEGAL DEPARTMENT	94-100
CITY CLERK	101-104
TOWN CLERK	105-108
DEPT OF HUMAN RESOURCES	109-114
REGISTRAR OF VOTERS	115-119
CITY SHERIFF	120-122
PROBATE	123-124

FINANCE

DEPARTMENT OF FINANCE	125-135
ASSESSMENT	136-140
REVENUE COLLECTION	141-145
PURCHASING DEPARTMENT	146-150
INTERNAL AUDIT	151-154
OFFICE OF BUDGET CONTROL	155-158
INFORMATION TECHNOLOGY	159-164

PUBLIC SAFETY

POLICE DEPARTMENT 165-173
FIRE DEPARTMENT 174-180

PUBLIC WORKS

DEPARTMENT OF PUBLIC WORKS 181-216

PLANNING AND DEVELOPMENT

OFFICE OF THE CITY PLAN 217-223
DEPARTMENT OF INSPECTIONS 224-228

HUMAN SERVICES

DEPARTMENT OF PUBLIC HEALTH 229-236
WATERBURY SENIOR CENTER 237-241
SILAS BRONSON LIBRARY 242-248

OPERATING CHARGES - GENERAL FINANCIAL

DEBT AND SUNDRY 249-250
RETIREMENT BOARD 251-252

EDUCATION

DEPARTMENT OF EDUCATION* 253-266
*NOTE ADDITIONAL INFORMATION INCLUDED 267-275
(DOE budget submittal to Mayor)
DOE GRANT LIST 276-280

ENTERPRISE FUNDS

WATER POLLUTION CONTROL 281-286
WATER & WPC ADMINISTRATION DIVISION 287-292
BUREAU OF WATER 293-300

PAUL K. PERNEREWski, JR.
MAYOR



OFFICE OF THE MAYOR

THE CITY OF WATERBURY
CONNECTICUT

March 27, 2024

The Honorable Board of Aldermen
The Citizens and Taxpayers of Waterbury

Mayor's Proposed Budget for Fiscal Year ending June 30, 2025

My Fellow Waterburians:

It is an honor and privilege to submit my first proposed budget to you as Mayor of the City of Waterbury. One of my main goals as Mayor is to keep our City on a sound financial path. This document will serve as our roadmap for the upcoming 2025 fiscal year. It will keep us disciplined, while allowing us to meet all of our obligations in a responsible manner. I firmly believe this budget provides the appropriate level of funding to continue the delivery of high-quality services without overburdening our hardworking residents and taxpayers.

My proposed spending package for next year totals \$446,722,287. This represents a 1.34% increase in spending compared to the current year, which is well below the current rate of inflation. This increase is necessary to fund our obligations such as contractual pension and labor costs, while continuing to position the City for sustained stability and growth.

I am pleased to report that my proposed budget reduces the real estate and personal property mill rate by 4.75 mills for a total of 49.44 mills in FY25. As you may remember, the City conducted a State-mandated property revaluation in 2022. Growth in residential property values far outpaced growth of commercial property values in this Revaluation. In order to keep property tax bills manageable for the hardworking taxpayers of Waterbury, a four-year phase-in of the October 1, 2022 Revaluation was unanimously approved by the Board of Aldermen in May 2023. My proposed budget for Fiscal Year 2025 implements the second year of the four-year Revaluation phase-in. This means that any parcel that received an increase in value due to the 2022 Revaluation will receive a lower 50% phase-in exemption in Fiscal Year 2025, compared to the 75% exemption that was provided in Fiscal Year 2024. The motor vehicle mill rate proposed for FY25 is 32.46 mills, which is the same as the FY24 adopted mill rate and the current State-mandated mill rate cap.

In order to keep the City moving in a positive direction, it is essential to continue to adequately fund our obligations, invest in our municipal workforce, provide a high-quality education for our students and deliver services in a variety of areas, including public safety. This budget prudently does all that. I also promise that my administration will continue to prioritize economic development and work tirelessly to bring businesses and jobs to Waterbury in an effort to expand the commercial portion of the Grand List and ease the burden on residential homeowners in the future.

State Aid continues to account for 35% of the City's revenue. My proposed budget for Fiscal Year 2025 contains the State Aid figures that were included in Governor Lamont's proposed adjustments to the State's FY24-25 Adopted Biennial Budget. The City anticipates a \$19.2 million increase in the Alliance Grant portion of the Education Cost Sharing (ECS) Grant in Fiscal Year 2025 compared to the expected Fiscal Year 2024 receipt. This portion of ECS funding is given directly to the Education Department and is therefore not included as additional revenue in my proposed budget. Waterbury's ECS Grant has been significantly underfunded for a number of years, but the State Legislature has been committed to phasing-in funding increases to ultimately fully fund that State's obligation to Waterbury. The increase in the Alliance Grant funding will be very beneficial to the Education Department, which continues to see expenses rise in many areas such as salaries, special education, benefits, transportation and building maintenance. In light of the anticipated \$19.2 million increase to the Alliance Grant, the Education Department did not request an increase to the General Fund contribution it receives from the City.

I look forward to implementing this budget in the year ahead. I am confident that department heads and their staffs will focus on controlling expenses throughout the year and we will work together to overcome any challenges that may arise.

I appreciate your cooperation and support in moving our great City forward.

Respectfully submitted,



Paul K. Bernerewski, Jr.
Mayor

Budget Timeline – Fiscal Year 2025

Charter Requirements – Budget timeline

Monday, April 1, 2024 “On or before the first day of April of each year, the Mayor shall submit Budget to Board of Aldermen through the City Clerk...”

Friday, June 7, 2024 “...Not later than midnight of the second business day following the first Wednesday after the first Monday in June, the Board of Aldermen shall adopt, by resolution, the budget, appropriations and tax levy...”

Proposed – Budget timeline

By Monday, November 20, 2023

Budget Director provides the Departments with required Budget forms for submittal of Operating and Capital Budgets Requests to Mayor – Departments have 6 weeks to develop and submit budget requests

By Wednesday, January 3, 2024

Departments submit Budget Requests to Mayor – Offices of Mayor and Budget Control work on budget development for 10 to 12 weeks in months of January thru March

By Wednesday, March 27, 2024

Mayor submits Proposed Budget to the Board of Aldermen – the BOA has 8 to 9 weeks for deliberation and potential changes

By Wednesday, April 10, 2024

Board of Aldermen may hold first of two Public Hearings on Budget – Charter states no less than 7 days or more than 14 days after receipt of budget

By Friday, May 24, 2024

Board of Aldermen’s Budget Subcommittee deliberates and may finish work and report recommendations to full BOA

By Friday, May 31, 2024

Board of Aldermen holds last of two Public Hearings on Budget – Charter states hearing shall be held no more than 7 days nor fewer than 3 days prior to the budget adoption

By Friday, June 7, 2024

Budget Adoption by Board of Aldermen

By Monday, June 10, 2024

**Mayor may Veto the Board of Aldermen Adopted Budget
Submittal of adopted mill rate to Tax Collecting Official – if approved**

By Thursday, June 13, 2024

Board of Aldermen may overturn Veto by an affirmative vote of three fifths of the members, present and absent

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CITY OF WATERBURY
MAYOR'S PROPOSED BUDGET
FY 2024-25
BUDGETARY CHARTER REQUIREMENTS

General Executive Summary

This executive summary is forwarded as a detailed account of the Mayor's Proposed Budget for the Fiscal Year beginning July 1, 2024 through June 30, 2025 (FY25).

The Proposed Budget for FY25 is the first budget proposed by the Pernerewski Administration. This Proposed Budget appropriates \$5.9 million, or 1.34%, more for expenses than provided for in the FY24 Adopted Budget. The limited growth in spending demonstrates the Administration's strong commitment to controlling spending in an effort to keep the City's mill rate stable. This Budget once again uses two mill rates, similar to the previous eight budgets. The locally approved mill rate applies to real estate and personal property, while a State mandated mill rate applies to motor vehicles. The local mill rate proposed for FY25 is 49.44, which is 4.75 mills less than the FY24 adopted mill rate. The motor vehicle mill rate proposed for FY25 is 32.46 mills, which is the same as the FY24 adopted mill rate and the current State mandated mill rate cap. The City receives a grant from the State of Connecticut to make up for lost revenue due to the motor vehicle mill rate being lower than the real estate and personal property mill rate. This budget also recommends the continuance of the City's local elderly and totally disabled tax credit in the amount of \$500 to help these residents stay in their homes.

As explained last year, the City completed a State-mandated five-year property revaluation for the purpose of establishing the City's October 1, 2022 Grand List. The real estate portion of the City's net Grand List increased substantially, with residential property value growth outpacing that of commercial property. In order to keep property tax bills manageable for the hardworking taxpayers of Waterbury, the Board of Aldermen unanimously approved a four-year phase-in of the October 1, 2022 Revaluation. This means the increases in real property assessments are being phased-in over a four-year period. FY25 is the second year of the four-year phase-in. The Administration also continues to prioritize economic development and works tirelessly to bring businesses and jobs to Waterbury in an effort to expand the commercial portion of the Grand List.

With revenue increases of \$5.9 million projected for FY25 and requested department appropriation increases of \$10.6 million, the Administration's Budget Development Committee had to undertake the task of finding cost savings to reach the proposed budget amount of \$446.7 million. Once again, in the development of the FY25 proposed budget, the Mayor's Office used a Budget Development Committee staffed by participants from the Mayor's Office, the Office of Budget Control and the Finance Department. This committee acts as an internal oversight board to review all department requests and to identify and recommend changes for the Mayor's consideration.

In the beginning of the FY25 budget development process, the City was faced with requests for appropriations from Departments which would have necessitated a budget of \$451.4 million. This would have represented a 2.4% increase over the previous fiscal year and would have required a higher mill rate than the proposed 49.44 mills. After reviewing all requests and considering the different options, the City arrived at a proposed Budget of \$446.7 million,

FY25 EXECUTIVE SUMMARY

which represents a 1.34% increase over FY24. This increase represents an appropriation increase of \$5.9 million. The increase in the FY25 Budget is needed to fund operating expense increases in numerous areas including labor and utilities as well as an increased contribution to the Pension Trust.

Difficult decisions had to be made in order to arrive at a responsible budget that appropriately funds the City's obligations as well as provides the high-quality services taxpayers deserve. Departments will again be asked to maintain a tight control on overtime, curtail discretionary spending and hold vacant positions open to achieve budgetary savings, if necessary.

The FY25 budget includes a Contingency account of \$1.5 million, which is the same as FY24. The Contingency account provides a budgeted appropriation for any unanticipated or emergency expenses that may arise during FY25 as well as any potential overages in areas such as fuel, utilities, snow removal and various other expenses. Additionally, the Contingency account may be used to assist with yet to be determined general wage increases on outstanding labor contracts. FY25 will be the second contract year for the School Nurse Union successor contract. Any general wage increases (GWIs) awarded to this unit would need to be funded from the Contingency account to the extent funds are not available through departmental savings.

The FY25 General Fund contribution to the Debt Service Fund is proposed to remain the same as FY24 for a total of \$22.5 million, while the contribution to the Pension Plan is increasing by \$758,000. The Pension Plan increase is a result of the annual required contribution increasing by \$1.6 million and the contribution to pay down the outstanding pension obligation bonds decreasing by \$851,000.

State Aid revenue in the Mayor's FY25 Proposed Budget decreases by \$1.1 million compared to the FY24 budgeted amount. The Mayor's proposal includes the State Aid figures reported in the State's FY24-25 Adopted Biennial Budget, including adjustments proposed by Governor Lamont. There is a decrease of \$4.7 million in the motor vehicle mill rate cap grant due to the fact that the City's mill rate is now closer to the State-mandated motor vehicle mill rate cap. This grant makes up for the revenue the City is unable to collect due to the motor vehicle mill rate being capped by State law.

The State Legislature is currently deliberating adjustments to the State's FY24-25 Adopted Biennial Budget. As always, the Mayor along with the Office of Budget Control (OBC) will keep the Board of Aldermen informed of any new information that is received related to the State Budget. The General Assembly is scheduled to end its session on May 8th, while the City's budget must be adopted by June 7th.

The City of Waterbury maintains a very good tax collection rate but still budgets cautiously in this field. The City budgets for a 96% current tax collection rate, but consistently collects above this rate. In FY25, as in previous years, the City must apply the two different mill rates to the grand list based upon the category.

This budget submission is now subject to Board of Aldermen deliberations. The Office of the Mayor and Office of Budget Control will be able to assist with any questions arising from that review. As previously stated, the State's General Assembly Session ends on May 8, 2024, and the Board of Aldermen needs to adopt the City's budget by June 7, 2024.

FY25 EXECUTIVE SUMMARY

The City of Waterbury has several long-standing challenges some of which are mentioned below. Mayor Pernerewski identified several priorities that he imparted to the Budget Development Committee for addressing these concerns. The Committee developed the FY25 Budget recommendations to the Mayor with these directives in mind:

- A commitment in FY25 to keep the local property tax burden stable.
- A continued commitment and inclusion of funds in the budget for the local portion of the Elderly Tax Credit, first adopted by the Board of Aldermen in FY15.
- A continued commitment to the educational needs of the City's students.
- A commitment to responsibly funding the City's Pension and Other Post Employment Benefit (OPEB) obligations.
- A continued commitment to maintain the fiscal health and "Reserve Fund Balances" of the City's self-insured Internal Service Funds for Health Benefits, Workers' Compensation, Heart & Hypertension and General Liability.
- A continued commitment to funding a Contingency account within the budget for unanticipated costs.

In April 2022, City representatives met with three credit rating agencies to present the City's current financial condition and outlook including a comprehensive overview of current economic development activities and financial management policies. Following those meetings, the credit rating agencies issued updated ratings on the City's outstanding long-term debt and ratings for a June 2022 bond sale. KBRA upgraded the City's bond rating from "AA-" with a positive outlook to "AA" with a stable outlook. The other two rating agencies, S&P Global and Fitch Ratings reaffirmed the City's strong "AA-" long-term credit rating with a continued stable outlook. The reports issued by the rating agencies highlight the City's very strong financial management policies and practices. The policies and practices highlighted by the rating agencies were adhered to in the development of the FY25 operating budgets for the General Fund, the Water and Sewer Funds and the Capital Improvement Fund of the City of Waterbury.

As mentioned above, the Mayor chose to continue to utilize a Budget Development Committee format to advise him on matters of budget development. In addition to the Mayor, the Committee consisted of the Chief of Staff, Manager of Budget Development and Oversight, Mayoral Advisor and the Finance Director. The Committee reviewed all department budget request submissions for FY25 and evaluated revenue estimates while developing the Mayor's Proposed Budget.

The Budget Development Committee developed a set of recommendations for review and approval by the Mayor. Some of the highlights of those recommendations approved by the Mayor and hereby submitted as part of the Mayor's Proposed FY25 Budget are as follows:

FY25 BUDGET POINTS

- The Mayor's Proposed Budget for FY25 is the ninth budget to contain the use of two separate mill rates.
 - The proposed real estate and personal property mill rate is 49.44, which is 4.75 mills less than the FY24 adopted mill rate of 54.19 mills.
 - The proposed motor vehicle mill rate is 32.46, which is the same as FY24 and the cap mandated by State law. The City is expecting to receive a motor vehicle mill rate cap grant in the amount of \$17.3 million in FY25. This grant

FY25 EXECUTIVE SUMMARY

accounts for the lost local property tax revenue due to the motor vehicle mill rate being less than the City's real estate and personal property mill rate.

- The Water and Sewer rates are being held at the same level as FY24.
- The Mayor's Proposed Budget again contains funding for the local Elderly Tax Credit program designed to assist some of our most deserving taxpayers stay in the homes they have occupied and raised their families in for many years. This proposal includes a credit of \$500 for those who qualify, which is the same as FY24.
- The October 1, 2023 net grand list of \$5.7 billion in assessed property values increased by approximately \$491.1 million compared to the October 1, 2022 net grand list, which was \$5.2 billion after the four-year phase-in of the 10/1/22 Revaluation was approved by the Board of Aldermen. FY25 is the second year of the four-year phase-in of the 10/1/22 Revaluation, which means 50% of the increases in real property assessments are now included in the net grand list.
- Total Budget proposal of \$446.7 million represents an increase of 1.34% compared to the FY24 adopted budget of \$440.8 million.
- Continued stability in the City's General Fund Balance of \$27.1 million allows the opportunity to continue to budget a \$3 million "Designated Use of Fund Balance" as a mill rate mitigation tool; the City has never made use of this budgeted use of fund balance due to its strong budget management controls.
- The City's FY25 revenue structure is made up of 59% in Property Taxes and 35% in State Aid.
- The Mayor's Proposed Budget contains approximately \$1.1 million less in General Fund State Aid compared to the City's FY24 Adopted Budget.
- Waterbury's Education Cost Sharing (ECS) grant is anticipated to be a total of approximately \$190.4 million, which is \$20 million more than the budgeted FY24 grant. The General Fund portion is expected to remain at \$113.6 million, while the increased Alliance Grant, which is sent directly to the Board of Education, is expected to be \$76.7 million.

REVENUE

The following are notes on the revenue included in the Proposed Budget:

- The Budget continues to reflect heavy reliance on two revenue line items to fund the majority of the budget; these are local property taxes at 59% and State Aid at 35% of the total Budget.
- The grand list as of 10/1/23 has a net value of \$5.7 billion. This budget includes a reserve computation for a Grand List decrease of 1.5% due to possible adjustments made by the Board of Assessment Appeals (BAA) for real estate, a decrease of 1.0% for personal property and a decrease of 0.4% for motor vehicles. The proposed budget is based upon a four-year phase-in of the 10/1/22 Revaluation, which means the increases in real property assessments are being phased-in over a four-year period. FY25 is the second year of the phase-in.
- There are two mill rates in this Budget. The real estate and personal property mill rate is 49.44 mills, which is 4.75 mills less than FY24. The motor vehicle mill rate is 32.46, which is the same as FY24. These rates support service level appropriations of \$446.7 million.
- The tax collection rate is kept at the current estimated rate of 96.0%.
- At the proposed 96.0% collection rate, 1 mill is equal to \$4.7 million.
- There are no increases to the Water or Sewer rates in FY25.

FY25 EXECUTIVE SUMMARY

- State Aid formula grant amounts included in the Mayor's proposal are based on the State's FY24-25 Adopted Biennial Budget, including adjustments proposed by Governor Lamont.
- The General Fund portion of the ECS grant is expected to be \$113.6 million, while the Alliance Grant, which is sent directly to the Board of Education is expected to be \$76.7 million. Together these grants total \$190.4 million.
- The revenue to be derived from the current property tax line items amounts to \$254.5 million. In FY25, current tax collections consist of two line items, similar to FY24, due to the separate mill rates. The City anticipates to receive a motor vehicle property tax grant from the State in the amount of \$17.3 million in FY25 to account for revenue lost due to the motor vehicle mill rate cap.
- The budget for delinquent prior year taxes is the same as FY24, for a total of \$3.65 million. The budget for the Supplemental Motor Vehicle Tax is also the same as FY24 at \$2.6 million. The projections for interest on current and prior years' taxes total a combined \$3.3 million, which is the same as FY24.
- The City is again budgeting for the potential use of Fund Balance in the amount of \$3 million; this is less than 1% of the Budget as City policy allows and should not be needed to balance operations as recent history indicates.

APPROPRIATIONS

Changes to the recommended appropriations of the City for FY25 are as follows:

- The FY25 Mayor's Proposed Budget contains appropriations of \$446.7 million; \$5.9 million or 1.34% more than in FY24.
- In the first compilation of the budget, the amounts shown under Department Head Requests, were in the total amount of \$451.4 million. This would have represented an increase of 2.4% over the previous fiscal year.
- The Mayor's Budget Subcommittee identified reductions of approximately \$4.7 million necessary to contain budget growth and to reach a final proposed budget of \$446.7 million.
- The General Fund, non-Education budgeted position count is 1,078, which is nine more than FY24.
- The Contingency account has been budgeted at \$1.5 million to cover unanticipated or emergency expenses that may arise as well as potential shortfalls in the areas of fuel, utilities, snow removal and other various expense line items. Funding for potential general wage increases to be awarded in outstanding labor contracts is also included in the Contingency account.
- The FY25 Budget decreases the General Financial contribution to the Health Fund by \$2.5 million compared to FY24 for a total General Financial annual funding contribution of \$69.5 million. It is also expected that the Health Fund will benefit from an \$11 million contribution from the Education Department in FY25, which is a \$1 million increase compared to FY24.
- The FY25 Budget increases the contribution to the Pension Plan by \$758,000 for a total contribution of \$49 million.
- The FY25 Budget keeps the contribution for debt service the same as FY24 for a total contribution of \$22.5 million, representing 5.04% of total appropriations.

FY25 EXECUTIVE SUMMARY

- The FY25 Budget maintains the contributions to the Capital Improvements & Equipment Reserve Fund and the Capital Vehicle Replacement Fund at the same levels as FY24. Combined contributions in FY25 will total \$3 million.
- The Department of Education’s funding from the General Fund remains the same as FY24 at \$158.4 million. The amount the State sends directly to the Education Department, in the form of the Alliance Grant, is now approximately \$57.6 million and this grant is expected to increase by \$19.2 million for a total of \$76.7 million in FY25 based upon the State’s FY24-25 Adopted Biennial Budget.
- The amount of Employee Benefit costs the City pays on behalf of Education is projected at \$57.7 million. Including Benefits, the City spends 48% of its General Fund Budget on behalf of Education.

Narrative on the major items in the FY25 Proposed Budget is found below.

DEPARTMENT ALLOCATION OF BENEFITS

The allocation of benefits to the departments is a requirement of the City Charter. Exhibit A of the Mayor’s proposed budget is a schedule of the direct appropriations to the departments and the authorized position count for those departments. In addition to the direct appropriations, the proposed budget tries to identify all the additional costs associated with running the specific departments by including Pension, Health and other Benefit allocations on attachments B, C, and D. Exhibit E is a compilation of each department’s costs for the categories of personal services, other expenses, as well as these benefit allocations dictated by the Charter.

The Mayor’s Proposed Budget also shows these benefit allocations in the using department at the bottom of the appropriation page. These costs are shown as payments made on behalf of that department. These costs are not part of the direct department appropriation since these payments are made from the Internal Service Funds that receive contributions from the General Fund. The contributions made to the Internal Service Funds on an annual basis can be found in the portion of the budget section called “Operating Charges.”

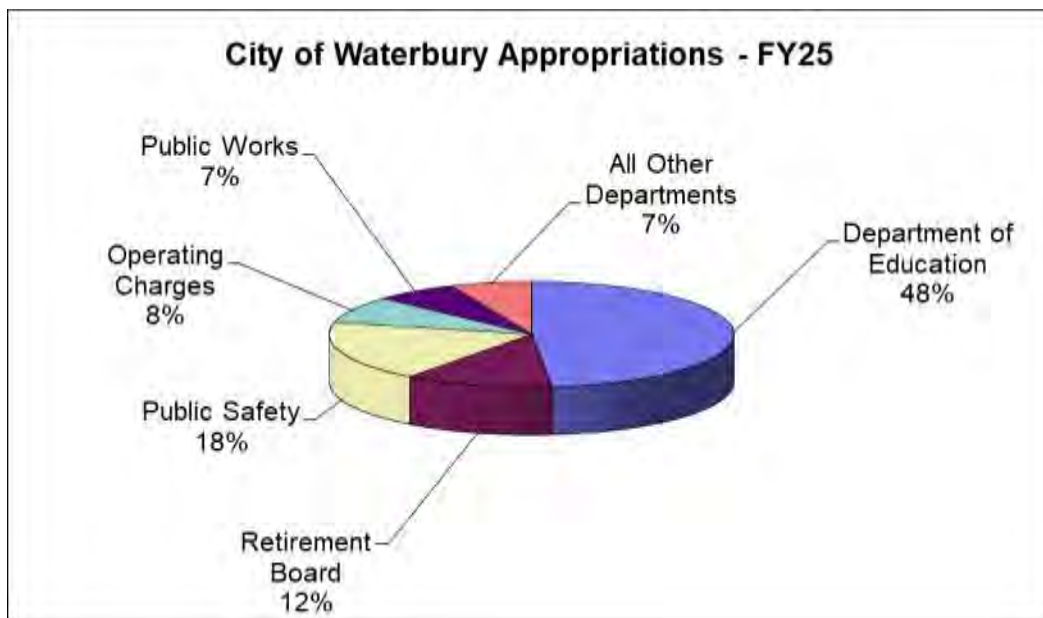
The following table is based on total costs of the departments including direct appropriation and the distribution of costs for active employees’ pension cost (normal cost), active employees’ health insurance, workers’ compensation, heart and hypertension, life insurance, unemployment insurance, and Medicare – as may be seen in Exhibits B, C, & D. The total expenses of the department including the benefit allocations can be found in Exhibit E and the info on this table and pie chart is derived from Exhibit E.

<u>FY25 Departmental Costs including Pension & Benefits</u>		<u>% of Budget</u>
Department of Education (DOE)	\$216,036,859	48.4%
Public Safety	\$82,094,022	18.4%
Retirement Board (net of DOE)	\$53,029,554	11.9%
Operating Charges	\$36,871,000	8.3%
Public Works	\$29,654,215	6.6%
Human Services	\$9,305,164	2.1%
Finance Departments	\$9,344,271	2.1%
General Government	\$8,468,344	1.9%
Planning & Development	\$1,918,858	0.4%
Total GF Expenditures	\$446,722,287	100.0%

FY25 EXECUTIVE SUMMARY

The table seen above shows the different costs and the percentage of total budget. The data indicates that the top four items on the list account for \$388 million or 86.9% of the City's Budget. These are the amounts budgeted for education purposes, public safety, costs associated with retirees and dependents, and debt service and other sundry costs of the City. All other activities of the City Departments, including public works, are accomplished with 13.1% of the budget or \$58.7 million in total.

The following pie chart illustrates the data included in the table seen above. Again, these are the full costs for the departments including the allocation of benefits. Based on this information, the chart shows that nearly half of the City's general fund budget is expended for Education. The direct appropriation for Education in FY25 is proposed to remain the same as FY24 at a level of \$158.4 million. The FY25 benefit allocation to Education is \$57.7 million.



The City receives grants from the State of Connecticut in support of Education. For FY25, the City expects to receive an ECS grant in the amount of \$190.4 million based upon the State's FY24-25 Adopted Biennial Budget. This is \$19.2 million more than the anticipated FY24 ECS grant. The non-restricted portion of the ECS money reflected in the General Fund is \$113.6 million. This base amount has remained stable for many years. The Alliance portion of the grant, which is awarded directly to the Board of Education, is expected to be \$76.7 million. The City anticipates General Fund state grants towards Education of \$118.3 million or 54.8% of the \$216 million total budgeted amount to be spent on Education purposes in the General Fund.

The Board of Aldermen has previously requested information regarding all of the grants the Department of Education receives, including Federal monies. A list of grants totaling \$202.2 million is included in the department's section of the FY25 Proposed Budget. These grants are provided by the grantor agencies for specific efforts and are not included in the City's General Fund and the tables and graphs shown above.

FY25 EXECUTIVE SUMMARY

EMPLOYEE BENEFITS & PRIOR LIABILITIES

Pension and health benefit costs associated with active and retired employees are one of the largest set of expenditures included in the City’s budget. In the aggregate, these expenses for pension and health insurance contributions, add up to \$118.5 million in FY25. These expenses are comprised of \$69.5 million contributed for health benefits and \$49 million for the pension contribution.

The following table illustrates the fiscal impact of contributions for pension and health costs on the City’s budget and the associated mill rate necessary to fund these costs. The value of 1 mill is now worth \$4.7 million. The cost of these benefits account for 25.05 mills in FY25.

PENSION PLAN - FY25	TOTAL	Value of 1 mill	# of mills
Normal Cost Contribution	\$2,513,127	\$4,731,897	0.53
Accrued Liability & Debt Service Contribution	\$46,530,982	\$4,731,897	9.83
Total Pension Contribution	\$49,044,109		10.36
HEALTH BENEFITS - FY25	TOTAL	Value of 1 mill	# of mills
Contribution - Active Employees	\$29,540,773	\$4,731,897	6.24
Contribution - Retirees	\$39,959,227	\$4,731,897	8.44
Total Health Contribution	\$69,500,000		14.69
TOTAL PENSION & HEALTH - FY25	\$118,544,109	\$4,731,897	25.05

As may be seen below, isolating the payments made by the General Fund on behalf of retirees and their dependents indicates that \$86.5 million is expended for this purpose. The high budgetary impact of these expenses is generally attributed to the pension liabilities not having been funded in an actuarially recommended manner for many years prior to 2001 and the substantial cost of providing post-employment health benefit coverage.

Pension & Retiree Health Benefits	TOTAL	Value of 1 mill	# of mills
Accrued Liability & Debt Service Contribution	\$46,530,982	\$4,731,897	9.83
Health Contribution - Retirees	\$39,959,227	\$4,731,897	8.44
Total Contribution for Retirees - FY25	\$86,490,209		18.28

The information above indicates that the City is now paying the equivalent of **18.28 mills** for liabilities that were previously incurred as may be seen above.

In the absence of these catch-up and pay-as-you-go post-employment health payments the City could have expected to have a current mill rate in the vicinity of 31.16 mills instead of the proposed 49.44 mills for FY25.

REVENUE

Below is a table illustrating the amounts included in the City’s FY25 Proposed Budget for revenue projections and the percentage of the budget that applies to these categories. The table and the subsequent pie chart illustrate the fact that the City’s budget is highly dependent on two categories of revenue: property taxes and state aid revenue.

FY25 EXECUTIVE SUMMARY

In the aggregate, as the numbers and the pie chart illustrate, the two categories of property taxes and state aid account for \$419.5 million or 93.9% of the \$446.7 million in revenue needed to operate the City. Revenue associated with fees and charges at a local level amounts to 4.4% of the budget.

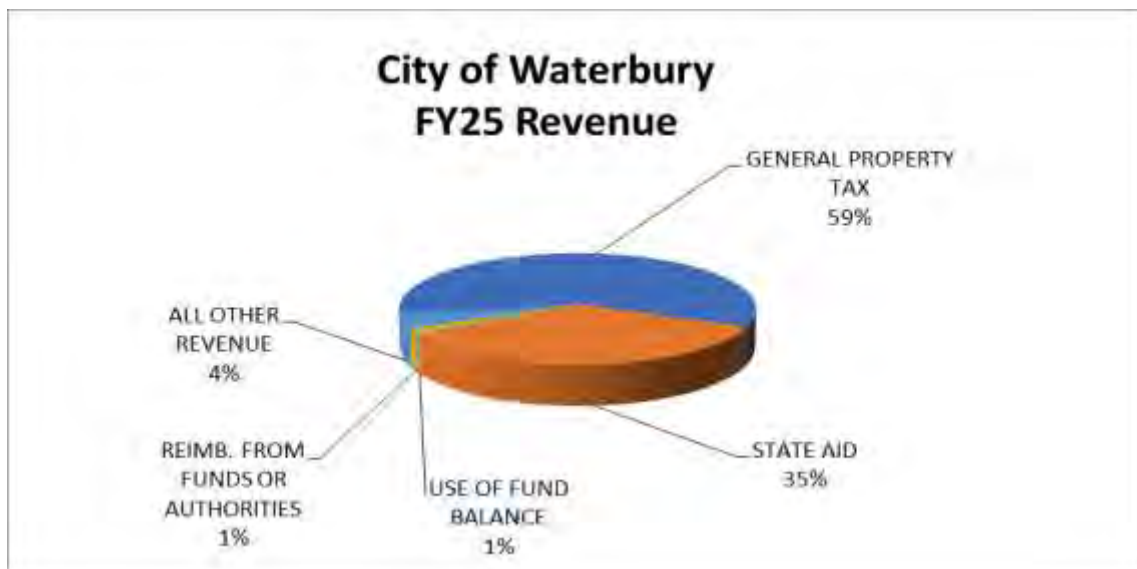
FY25 REVENUE SUMMARY	Amount	% of Budget
GENERAL PROPERTY TAX	\$264,042,324	59.1%
STATE AID	\$155,432,713	34.8%
USE OF FUND BALANCE	\$3,000,000	0.7%
REIMB. FROM FUNDS OR AUTHORITIES	\$4,546,500	1.0%
ALL OTHER REVENUE	\$19,700,750	4.4%
TOTAL REVENUES	\$446,722,287	100.0%

As in previous years, the City is continuing the practice of designating \$3 million of available General Fund Balance for budget purposes. The City’s designation of \$3 million of Fund Balance necessitates the receipt of \$443.7 million from all other sources. As of 6/30/23, the Audited Financial Statements showed that the City had a General Fund Balance reserve in an amount of \$27.1 million.

We note that the Mayor’s Budget Subcommittee was able to find reductions in requested expenses of \$4.7 million, resulting in proposed expenses increasing by \$5.9 million compared to FY24. The general property tax accounts, which include the real estate, personal property and motor vehicle taxes collected by the City are budgeted to increase by \$4.35 million.

The \$4.5 million seen above as “Reimbursement from Other Funds or Authorities” are the monies that the General Fund recovers in fringe benefit reimbursements through assessments made against the city’s Water and Sewer enterprise funds. This amount is increasing by approximately \$541,000 in FY25.

The following pie chart is an illustration of the revenue data in the table seen above.



FY25 EXECUTIVE SUMMARY

Below the reader will find information on the most important points related to tax component projections included in the FY25 Proposed Budget.

GRAND LIST (GL)

The City of Waterbury went through the process of property revaluation as of October 1, 2022. Property revaluation is mandated by State law for every municipality every five years. Property values, particularly residential values, increased significantly since the last revaluation. In an effort to keep a tax increase manageable, the Board of Aldermen unanimously approved a four-year phase-in of the October 1, 2022 Revaluation on May 22, 2023. This means the increases in real property assessments are being phased-in over a four-year period. The FY25 Budget is the second year of the phase-in. Therefore, 50% of the increases in real property assessments are now included in the net grand list. The proposed mill rate for real estate and personal property is 49.44 mills, which is 4.75 mills less than FY24.

The grand list of October 1, 2023, forwarded by the City's Assessor, is in the net amount of \$5.7 billion. This is based on a gross grand list in the amount of \$6.97 billion with aggregate exemptions in the amount of approximately \$1.28 billion. Over \$1 billion of the exemptions are related to the phase-in of the 10/1/22 Revaluation. The real estate area of the net Grand List experienced an increase in value of \$507.4 million, the personal property area increased by \$13.1 million and the motor vehicle area decreased by \$29.4 million.

Details on the components of the grand list as signed by the City's Assessor on January 31, 2024 are as follows:

- The real estate portion, at \$4.46 billion accounts for 78.4% of the \$5.7 billion grand list. This portion is to be taxed at 49.44 mills in FY25.
- The personal property portion of the grand list at \$569.3 million accounts for 10% of the total grand list. This portion is to be taxed at 49.44 mills in FY25.
- The motor vehicle portion of the grand list, at \$662 million accounts for 11.6% of the total grand list. This portion is proposed to be taxed at 32.46 mills in FY25.

These grand list numbers are subject to the changes made by the Board of Assessment Appeals. The budget contains a computation for a decrease of 1.5% as a possible loss through this process for real estate, a possible loss of 1.0% percent for personal property and a possible loss of 0.4% for motor vehicles.

COLLECTION RATE ON CURRENT TAXES

The FY25 budget includes projections for a current tax collection rate of 96.0%. The City has exceeded the 96% collection rate for several years but continues to budget cautiously in this line item in light of the budgeted Use of Fund Balance.

The City's Charter authorizes the Mayor to propose a collection rate up to an amount reflecting the three-year average but only up to 93%. Amounts higher than 93% may not be used unless certification is made by the Finance Audit and Review Commission (FARC) that the rate proposed is a fair estimate to be used. The FARC met on March 24, 2009 to review the City's request to include 96.0% as a current tax collection rate in FY10 and took action on a unanimous vote in the affirmative allowing the city such use. The City is making no changes

FY25 EXECUTIVE SUMMARY

to the FARC approved collection rate and is proposing the use of a 96.0% collection rate in FY25 as has been used in previous fiscal years.

PRIOR YEARS' TAXES & INTEREST

The FY25 Budget contains an estimate that the City will collect \$3.65 million associated with prior year delinquent collections, which is the same as the FY24 Adopted Budget. This estimate is based on the amount collected in previous years and the pace set so far in the current fiscal year. The amounts budgeted for interest and fees on current and prior year's tax collections total \$3.3 million, which is also the same as FY24. Revenue associated with the motor vehicle supplemental list is budgeted at the same level as FY24 for a total of \$2.6 million.

STATE AID – FORMULA GRANTS

The Budget includes a schedule of all State Aid revenue projections expected by the City hereby attached as Exhibit G. All of the amounts for formula grants are those published in the State's FY24-25 Adopted Biennial Budget, including adjustments proposed by Governor Lamont at the beginning of the current legislative session. The State Legislature may adjust these amounts before the legislative session adjourns in early May.

For certain grants the Office of Policy and Management only publishes numbers in the aggregate for the State. In such cases where the State does not publish town specific data, the City of Waterbury budgets amounts based on what was received in the previous fiscal year. The City also looks to see if the current year grants have been received and adjusts potential future revenue to such levels as most currently received.

Exhibit G, the schedule mentioned above, compares published numbers in the State's adopted budget for FY25, including the Governor's proposed adjustments, to those included in the City's FY24 Adopted Budget. In FY25, Exhibit G shows that the City is expecting to receive \$155.4 million in State Aid in the General Fund, which is \$1.1 million less than the amount the City budgeted in FY24.

Exhibit G shows that the motor vehicle mill rate cap grant is proposed to decrease by \$4.7 million for a total of \$17.3 million in FY25. This grant makes up for the revenue the City is unable to collect due to the motor vehicle mill rate being capped by State law. The cap is 32.46 mills in FY25, which is the same as FY24. The grant amount is decreasing due to the fact that the gap between the real estate & personal property mill rate and the motor vehicle mill rate is now smaller. Therefore, the State is providing funding to make up for a smaller revenue loss.

The tiered PILOT grant is budgeted in the amount of \$9.4 million in FY25, while the Pequot grant is budgeted at \$2.6 million. The supplemental revenue sharing grant is budgeted in the amount of \$5.9 million, which is the same amount as FY24. A municipal revenue sharing grant is budgeted in the amount of \$2 million based upon previous year and current year history. The estimate for this grant is not published in the State's budget.

As stated previously, the General Fund portion of the ECS grant is included in the Mayor's Proposed Budget at a level of \$113.6 million, which has been the City's base amount for several years. In FY25, the City also expects to receive \$76.7 million in the Alliance Grant portion of ECS, which is \$19.2 million more than the amount expected to be received in FY24.

FY25 EXECUTIVE SUMMARY

The FY24 Alliance Grant expected receipt is approximately \$800,000 more than the amount that was anticipated at FY24 budget development time. This portion of the ECS grant goes directly to the Education Department and is not General Fund revenue.

The State legislative session is scheduled to end on Wednesday, May 8, 2024, and normally adjustments to State Aid would be in place by the same date. The City needs to have an adopted budget and an approved mill rate by Friday, June 7th to meet Charter requirements. Approved State Aid amounts, prior to Board of Aldermen approval of the City's budget would bring stability to these revenue line items that account for 35% of total revenues.

APPROPRIATIONS

As previously stated, the Budget is increasing by 1.34% or \$5.9 million. The following table shows the major adjustments of the Budget. The largest area containing an increase in the FY24 budget is the category of Public Safety at a total of \$2.7 million. The Police and Fire Department budgets both contain 3% General Wage Increases (GWIs) for the Police and Fire Unions, respectively, in FY25. The Public Works area of the budget is increasing by \$2.1 million. The Public Works Department has a large number of Blue Collar Union employees and the budgets of the various bureaus now contain three years' worth of GWIs and step increases due to the fact that the contract was outstanding at FY23 and FY24 budget development time. The contract has since been settled and the awarded salary increases amount to approximately 11.6%. The area of municipal solid waste disposal service and recycling fees in the Public Works budget is increasing by \$345,000. All other departments are increasing by \$1.8 million, largely due to salary increases that have been awarded to various unions as well as the impact of inflation. The Internal Service Fund and Other Operating Charges portion of the budget is increasing by \$953,500. This is related to increases in employee benefit accounts as well as the contributions to the City's General Liability and Heart and Hypertension Internal Service Funds.

The General Fund contribution to the City's Health Fund is proposed to decrease by \$2.5 million in FY25. It is anticipated that the Health Fund will benefit from an \$11 million contribution from the Education Department in FY25 to cover a portion of the Department's plan participation. This is \$1 million more than the Education Department's FY24 contribution to the Health Fund.

The area of the Budget related to Pension is proposed to increase by approximately \$843,000. This increase is comprised of a \$1.6 million increase to the City's annual required contribution to the Pension Fund, a decrease of \$851,000 in the pension obligation bond debt service payment, and an increase of \$85,000 in the Retirement Board's professional service expenses.

FY25 EXECUTIVE SUMMARY

FY25 Budget Increases/(Decreases) by Category	
Education	\$0
Health Insurance	(\$2,500,000)
Debt Service	\$0
Contingency	\$0
ISF and Other Operating Charges	\$953,500
Pension	\$843,106
Public Safety	\$2,704,117
Public Works	\$2,118,564
Other Departments	\$1,787,817
Total Increase	\$5,907,104

The Board of Education requested a general fund contribution of \$158.4 million in FY25, which is the same as FY24. The Board of Education is expected to receive an Alliance Grant of \$76.7 million in FY25, which will assist in funding its operations and programs.

The FY25 proposed budget maintains the contribution to the Debt Service Fund at the same level as FY24 for a total of \$22.5 million, representing 5.04% of total appropriations. This contribution is necessary to assist with costs associated with financing the City’s capital and infrastructure improvement program.

The Contingency account is budgeted at \$1.5 million, which is the same amount as FY24. This funding will be utilized for any unanticipated or emergency expenses that arise during the year as well as any cost overruns in fuel, utility, snow removal and various other expense line items. The Contingency account would also be a funding source for potential general wage increases that may be awarded through labor contract negotiations to the extent not covered through departmental savings. FY25 will be the second year of a successor contract for the School Nurses Union.

PERSONAL SERVICES – NON-EDUCATION

The FY25 proposed budget includes funding for an authorized position count of 1,078 in non-education personnel services totaling \$93.1 million. The \$93.1 million amount includes funding for all personal services including regular, overtime, longevity and holiday pay, but does not include funding for benefits which is separately budgeted for. This amount is approximately \$5.2 million more than the amount budgeted in FY24, due to the above-mentioned general wage increases awarded in various labor contracts.

The breakdown of the specific direct appropriations to departments and those costs can be found in Exhibit A – the schedule of department appropriations. Exhibit A also shows the authorized position counts for the departments for the ensuing fiscal year. Exhibit A shows that the Department of Education’s request is for 1,801 positions. This is a decrease of 48 positions compared to FY24 and is due to the fact that the Education Department has changed the funding source of a number of teaching positions from the General Fund to the Alliance Grant. The City’s appropriation to the Department of Education is in one lump sum amount and we cannot dictate what portion is to be used for personnel and other expenses.

FY25 EXECUTIVE SUMMARY

Information related to the position count proposed for non-education departments of the General Fund of the City is found in the following table.

Department	FY24 Adopted Budget	FY25 Requested	FY25 Request Changes	FY25 Proposed	Increase (Decrease)
Office of the Mayor	12	12	0	12	0
Legal Department	17	17	0	17	0
City Clerk	4	4	0	4	0
Town Clerk	10	11	1	11	1
Dept. of Human Resources	11	12	1	12	1
Registrar of Voters	5	5	0	5	0
Dept. of Finance	27	27	0	27	0
Dept. of Assessment	12	12	0	12	0
Dept. of Revenue Collection	22	22	0	22	0
Dept. of Purchasing	4	4	0	4	0
Dept. of Audit	2	3	1	2	0
Dept. of Budget Control	2	2	0	2	0
Dept. of Information Technology	15	14	(1)	14	(1)
Police Department	362	368	6	366	4
Fire Department	234	235	1	234	0
Department of Public Works	190	197	7	194	4
Office of the City Plan	7	7	0	7	0
Dept. of Inspections	14	15	1	14	0
Health Department	86	90	4	86	0
Waterbury Senior Center	3	3	0	3	0
Silas Bronson Library	30	32	2	30	0
Total Non-Ed Departments	1,069	1,092	23	1,078	9

As may be seen above, the initial requests from the departments would have increased position count by 23 positions; the Mayor's Proposed Budget includes funding for 1,078 positions, which is 9 more than FY24. It is important to note that 4 of the 9 positions are Blight Operator positions in the Police Department that had previously been budgeted as temporary positions and not included in the full-time position count in FY24. The positions are now being budgeted as permanent positions and included in the full-time position count. The budget for seasonal salaries in the Police Department has been eliminated in FY25 due to this change.

The City continues to exercise cost containment measures related to its full-time position count throughout the fiscal year, generating savings on salaries as well as the fringe benefits associated with these positions. The current fringe benefit rate computed by the Finance Department represents 53.41% of pay.

FY25 EXECUTIVE SUMMARY

EDUCATION

The Board of Education requested a net General Fund budget appropriation of \$158.4 million, which is the same amount as FY24. The Department of Education’s budget request reports that its gross budget is now \$219.7 million. The request would be netted out by the use of Alliance Grant funding in the amount of \$57.7 million as well as a one-time available use of \$3.6 million in Contingency funding previously allocated to the Department. The Department continues to see increases in the areas of contractual salaries, transportation, special education and out-of-district tuition. The Department of Education’s budgetary challenges will be assisted by the anticipated \$19.2 million increase in the Alliance Grant in FY25.

As previously mentioned, the proposed direct appropriation to the department of nearly \$158.4 million does not include the additional \$57.7 million the City pays for benefits on behalf of Education Department employees. The City reflects these costs as an allocation on the Department’s page. Including these costs, the City’s General Fund will be spending approximately \$216 million on behalf of Education, which is 48% of the City’s Budget.

FUNDING OF THE PENSION PLAN

Funding of the past-service costs unfunded liability of the defined benefit pension plan is a significant amount provided for in the City’s Budget. The City issued Pension Obligation Bonds (POBs) in September 2009 resulting in a \$311 million contribution to the Pension Trust Fund.

The deposit of the bond proceeds into the pension trust fund established a 70% funding status for the plan. This significantly reduced the amount the City needed to contribute to amortize the remaining Unfunded Liability with an offsetting increase in debt service on the POBs. The City will be paying the principal and interest on the pension obligation bonds for a period of 30 years (16 remaining). The issuance of POBs requires the City to continue paying the debt service and any additional unfunded liabilities created through impacts from benefit enhancements or lack of performance in the market where the funds are invested.

The City has kept the debt service payments associated with the POB under the pension portion of the budget accounting for total pension plan related contributions. This allows for easier comparison of current year to prior year budgeted costs for pension related contributions. The following table shows the two components of the City’s appropriation related to pension and the projection for contributions from active employees. The FY25 projected amount of \$6.3 million to be contributed by the employees is in addition to the \$49 million budgeted contribution by the City.

General Fund Pension Costs	FY22	FY23	FY24	FY25
Employees’ Annual Required Contribution	\$6,537,336	\$6,375,686	\$6,541,454	\$6,252,772
City’s projected pension contribution	\$22,515,092	\$23,545,674	\$23,100,463	\$24,709,249
Principal & Interest payments on POBs	\$26,058,544	\$26,036,220	\$25,185,540	\$24,334,860
Total CITY contributions on behalf of Pension	\$48,573,636	\$49,581,894	\$48,286,003	\$49,044,109

The Pension’s Actuarial Valuation Report as of July 1, 2022 is the actuarial data that was used for budget development. The valuation indicates that the City had an accrued liability of \$668.1 million for which there were assets with an actuarial value of \$448.1 million. This

FY25 EXECUTIVE SUMMARY

leaves an unfunded actuarial liability of \$220 million at the time, being amortized over a 16-year period. Based on market value of assets, at July 1, 2022 the plan was 67.1% funded.

The same Valuation Report indicates that the City of Waterbury's Pension plan covered 2,171 retired participants now receiving a retirement benefit. There were also 1,421 active participants and another 89 who are terminated with vested rights to future pension benefits.

The Retirement Board budget amount of \$49.2 million is a very significant number in the budget. In FY25, this amount is increasing by \$843,000 compared to FY24. The increase is comprised of a \$1.6 million increase to the City's annual required contribution to the Pension Fund, a decrease of \$851,000 in the pension obligation bond debt service payment, and an increase of \$85,000 in the Retirement Board's professional service expenses.

HEALTH INSURANCE INTERNAL SERVICE FUND

The City is self-funded for the provision of health insurance benefits to active employees, retirees and eligible dependents. The City covers the benefits of nearly 10,500 covered participants. The Health Insurance Internal Service Fund (ISF) acts as an insurance company assessing on an annual basis fees to the General Fund, the Enterprise Funds, and employees for participation in the receipt of benefits. The use of an internal service fund provides budgetary stability since an internal service fund can post a deficit so long as there is a plan to address such deficit in subsequent years.

The table seen below is a summary of Exhibit F in this budget which includes more detail than seen below on the contributions to this Fund. We would note, as may be seen below, that only \$2.4 million is received from current retirees, as most of those individuals retired from the City at a time when no contribution was required towards health care costs post employment. The State also contributes approximately \$1.8 million to assist with retired teachers who receive their pensions from the State but receive health benefits from the City. The summary format of Exhibit F, the Health Insurance Fund Budget, is seen in the following table.

FY25 EXECUTIVE SUMMARY

HEALTH INSURANCE FUND	
<u>PROJECTED REVENUE</u>	
	FY25
State of CT Teacher's Co-Pay	\$1,800,000
Health Ins. Co-Share - GF Plan Participants	\$11,400,000
Health Ins. Co-Share - Retiree Participants	\$2,415,000
Medicare Part D Reimbursement	\$1,200,000
Grant Contributions	\$4,500,000
Waste Treatment Contributions	\$390,000
Public Utility Admin Contribution	\$513,583
Water Bureau Contributions	\$1,310,223
Education Department Contribution	\$11,000,000
Insurance Rebates	\$5,800,000
Use of Interest	\$1,000,000
Subrogation Recovery	\$85,000
Use of Fund Balance	\$5,000,000
TOTAL REVENUES	\$46,413,806
<u>PROJECTED EXPENSE</u>	
	FY25
Health Insurance Claims	\$69,400,000
Managed Drug Benefit	\$31,000,000
Dental Benefit	\$3,050,000
Third Party Administration	\$2,100,000
Subtotal Cost of Insurance	\$105,550,000
Professional Services	\$763,806
HSA Payments	\$3,600,000
Medicare Reimbursement	\$6,000,000
TOTAL EXPENDITURES	\$115,913,806
Total General Fund Contribution Required	\$69,500,000

As may be seen above, the City is projected to spend approximately \$115.9 million in health benefits for active and retired employees in FY25. The roughly \$46.4 million of revenue to the fund from other sources assists with offsetting the costs apportioned to the General Fund. The City continues to seek cost saving options in an effort to control the contribution needed from the General Fund to support health care expenses.

Approximately \$11.4 million is projected to be received from current employees as their co-share cost for plan participation. The City also receives approximately \$2.2 million from the Water and Sewer Enterprise Funds as an assessment for plan participation. The revenue received from the Sewer Enterprise fund is now for legacy costs only. The WPC operations and management services were outsourced in FY19 and therefore, the WPC Department no longer has funding obligations for any active City employees. In FY25, the City is also budgeting a contribution of \$11 million from the Education Department to cover a portion of the Department's plan participation, a \$1 million increase compared to FY24. The City has included \$4.5 million as a contribution from Grants on behalf of Grant funded employees. The \$69.5 million contributed by the General Fund is \$29.5 million on behalf of actives and \$40 million on behalf of retirees.

FY25 EXECUTIVE SUMMARY

Since July 1, 2016, retired employees over the age of 65 are required to enroll into Medicare, which allows the City to use Medicare as the primary payer of health insurance costs for these retirees. This effort has been highly successful. The City has also been successful in moving most of its employees into a high deductible plan benefit structure. These efforts continue to generate substantial cost savings through avoided claim costs and experience growth below industry trends. Unfortunately, these efforts only go so far in offsetting the significant increases being seen in the cost of medical services and prescription drugs.

The Charter includes a mandate that benefit costs be allocated to the departments. Regarding the expenses of the Health Fund, the Office of Budget Control utilizes a history of actual expenses for the previous three fiscal years to allocate those costs. The three-year average of claims for Fiscal Years 2021, 2022, and 2023 is from actual data reported to the City by the third-party health insurance administrators and may be seen in the table included below.

Combined Claim Costs - FY25	3 Year Avg.	% of whole
Active		
Health Insurance-Actives - Education	\$40,195,363	38.97%
Health Insurance-Actives - Gen. Gov.	\$19,093,869	18.51%
Total Active	\$59,289,232	57.48%
Retired		
Health Insurance-Retirees - Education	\$22,696,098	22.00%
Health Insurance-Retirees - Gen. Gov.	\$21,169,953	20.52%
Total Retired	\$43,866,051	42.52%
Total Combined Claim Expenses	\$103,155,283	100.00%

OTHER INTERNAL SERVICE FUNDS

The City also operates Internal Service Funds for General Liability, Heart and Hypertension and Workers' Compensations costs. The management of these funds is regulated by ordinance and a Risk Management Administrative Staff (RMAS) Committee.

- The General Liability exists to account for expenditures associated with claims and litigation brought against the City.
- The Heart and Hypertension exists to account for expenditures associated with certain claims incurred by Police and Fire personnel. The State of Connecticut General Assembly eliminated this benefit for all personnel hired after 7/1/96.
- The Workers' Compensation exists to account for expenditures associated with claims of injury sustained by City employees.

The tables below illustrate a four-year history of the financial position of the Internal Service Funds. They are designed to show the assets and liabilities of these funds. These funds are very long lived with assets invested in the plan to achieve good returns since some of these liabilities will be in existence for more than twenty years. The latest audited data is available as of fiscal year-end 2023 and is included below.

FY25 EXECUTIVE SUMMARY

Internal Service Fund	2023 Assets	2023 Liabilities	Fund Position
General Liability	\$6,184,000	\$5,754,000	107%
Workers' Comp	\$36,152,000	\$26,103,000	138%
Heart & Hypertension	\$8,495,000	\$6,948,000	122%
Total	\$50,831,000	\$38,805,000	131%

These funds are shown to have \$50.8 million in assets for \$38.5 million of identified liabilities and leaves them with an aggregate position of being fully funded on an actuarial basis. Below are two tables showing the assets and liabilities of these funds over the previous four fiscal years as printed in the City's Audited Financial Statements.

Assets	2020	2021	2022	2023	Prior Year Changes
General Liability	\$5,365,000	\$6,621,000	\$5,086,000	\$6,184,000	\$1,098,000
Workers' Comp	\$29,228,000	\$36,556,000	\$32,098,000	\$36,152,000	\$4,054,000
Heart & Hypertension	\$8,619,000	\$9,075,000	\$7,937,000	\$8,495,000	\$558,000
Total	\$43,212,000	\$52,252,000	\$45,121,000	\$50,831,000	\$5,710,000

Liabilities	2020	2021	2022	2023	Prior Year Changes
General Liability	\$3,778,000	\$3,392,000	\$4,077,000	\$5,754,000	\$1,677,000
Workers' Comp	\$26,489,000	\$26,051,000	\$26,477,000	\$26,103,000	(\$374,000)
Heart & Hypertension	\$6,989,000	\$6,065,000	\$7,121,000	\$6,948,000	(\$173,000)
Total	\$37,256,000	\$35,508,000	\$37,675,000	\$38,805,000	\$1,130,000

The following table looks at the "Fund Balances" in these funds – the Unrestricted Net Assets of the Funds.

Net Assets - Unrestricted	2021	2022	2023	Prior Year Changes
General Liability	\$3,229,000	\$1,009,000	\$430,000	(\$579,000)
Workers' Comp	\$10,505,000	\$5,621,000	\$10,049,000	\$4,428,000
Heart & Hypertension	\$3,010,000	\$816,000	\$1,547,000	\$731,000

The data in the previous tables may be summarized as follows:

- The assets of the General Liability fund increased by \$1.1 million and the liabilities increased by \$1.7 million. The accrued liabilities in the fund are 107% funded.
- The Workers' Compensation assets increased by \$4.1 million in FY23, while the liabilities of the fund decreased by \$374,000. At this time, the fund's accrued liabilities are 138% funded with \$36.2 million in assets available for an identified long-term obligation projected at \$26.1 million.
- The Heart and Hypertension fund accrued liabilities are funded at a level of 122% with assets of \$8.5 million available for identified liabilities of \$6.9 million.

FY25 EXECUTIVE SUMMARY

The City is committed to the long-term viability of these self-insured funds. These funds are subject to an annual valuation performed by an outside actuarial firm. The FY25 contributions are as follows:

- General Liability - \$2,700,000
- Workers Compensation - \$6,500,000
- Heart & Hypertension - \$1,200,000

According to the Fund Policies and Procedures as well as the Ordinances regarding these funds, any deficits in these funds should be amortized over a 10-year span. In the aggregate at the end of FY23, based on the Audited Financial Statements, these three funds accrued liabilities were funded at the level of 131%. In addition to the contributions from the General Fund, the Workers' Compensation and General Liability funds also receive annual contributions from the City's Enterprise Funds. These funds have also benefitted from General Fund year-end surplus transfers in previous years.

CONCLUSION

The City of Waterbury uses a Committee format to review all of the requests from the departments and to make recommendations to the Mayor on service levels and availability of revenue. This committee format ensures that the Mayor has had the benefit of a range of points of view while considering his options for the new fiscal year. This proposed FY25 Budget has been through a high degree of scrutiny before its publication.

This systematic review of all requests started with a process that contained Department request increases of approximately \$10.6 million, which would have represented a growth factor of 2.4% over the previous year's Budget. The Committee determined that an appropriate level of expenses to maintain current services for the taxpayers of the City of Waterbury would support appropriation increases of \$5.9 million, or a 1.34% increase from the previous years' level. The Committee achieved this level by recommending reductions of expenses of \$4.7 million from the Departments' requests. This provides for a mill rate of 49.44 mills for real estate and personal property, which is 4.75 mills less than FY24. This proposed mill rate is based upon a four-year phase-in of the 10/1/22 Revaluation that was approved by the Board of Aldermen in May 2023. This means the increases in real property assessments are being phased-in over a four-year period. FY25 will be the second year of the four-year phase-in. The motor vehicle mill rate is proposed to be 32.46 mills in FY25, which is the same as FY24 and the cap mandated by State law.

This plan, forwarded by the Committee to the Mayor, contained several difficult decisions. However, it is ultimately viewed as a sound fiscal plan that maintains the levels of service expected by City taxpayers, funds all required obligations and responsibly funds the internal service funds. The Administration is committed to working with Department Heads and their staffs to tightly manage the FY25 Budget.

FY25 EXECUTIVE SUMMARY

The Mayor's Office wishes to acknowledge the many hours spent in developing the budget and thank the Mayor's Budget Committee for their service. The Committee was comprised of the following senior staff:

Office of the Mayor:

Mayor Paul K. Pernerewski, Jr.
Joseph Geary, Chief of Staff
David Lepore, Advisor to the Mayor

Office of Budget Control:

Sarah Geary, Manager of Budget Development and Oversight

Department of Finance:

Michael LeBlanc, Director of Finance

CHARTER REQUIREMENTS

The Charter adopted by the electors of the City of Waterbury on November 5, 2002 contains specific requirements on Section 9B-3 regarding the presentation of the budget. The following information is provided to meet such requirements.

1. An estimate of all revenue cash receipts anticipated from sources other than the tax levy

REVENUES OTHER THAN TAXES	FY24 ADOPTED BUDGET	FY25 MAYOR'S PROPOSED BUDGET	FY25 BUDGETARY CHANGES	FY25 % DIFF.
PAYMENTS BY OTHER JURISDICTIONS	\$39,989,272	\$37,370,531	(\$2,618,741)	-6.55%
OTHER FINANCE DEPARTMENT REVENUE	\$11,155,000	\$12,305,000	\$1,150,000	10.31%
USE OF FUND BALANCE	\$3,000,000	\$3,000,000	\$0	0.00%
REIMB. FROM FUNDS OR AUTHORITIES	\$4,005,725	\$4,546,500	\$540,775	13.50%
EDUCATION GRANTS & OTHER REVENUE	\$117,442,182	\$118,942,182	\$1,500,000	1.28%
ALL OTHER DEPARTMENTS	\$5,530,750	\$6,515,750	\$985,000	17.81%
TOTAL REVENUES	\$181,122,929	\$182,679,963	\$1,557,034	0.86%

The portion of revenue in the General Fund not related to property taxes is projected to experience an increase of approximately \$1.6 million in the FY25 Budget. There are increases in revenue accounts related to investment income, rental fees, real estate conveyance taxes and building permit fees. There is also an increase of \$1.5 million in the budgeted amount for the Special Education Excess Cost Grant that is received from the State, which is based upon FY23 and FY24 receipts. The State Aid figures included in the Mayor's Proposed Budget are those that were included in the Governor's proposed adjustments to the State's Adopted FY24-25 Biennial Budget, for those which figures are published.

2. An estimate of the general fund cash surplus at the end of the current fiscal year or of the deficit to be made up by appropriation

FY24 YEAR END PROJECTIONS*		
REVENUE	EXPENDITURES	RESULTS OF OPERATIONS
\$443,929,278	\$441,780,449	\$2,148,829
*Source: City's Monthly Financial Status Report as of 2/29/24		

The City's Office of Budget Control issues a monthly Financial Status Report that is filed with the Board of Aldermen. The Office uses actual-to-date information retrieved from the City's core financial system at the end of the month and makes certain assumptions for revenues and expenditures through year-end. The Office relies on weekly and biweekly payroll figures to ascertain its assumptions regarding payroll – the largest expense in the General Fund budget that is subject to fluctuation.

FY25 EXECUTIVE SUMMARY

Regarding the Board of Education’s General Fund Appropriation, the Office of Budget Control relies on monthly information provided by the Education Department’s submission of its own Monthly Expenditure Report.

The City is currently conservatively projecting a surplus of \$2,148,829 by year-end. The City uses a line item of \$3 million “Use of Fund Balance” for budgeting purposes but has historically not needed to use any portion of that designated amount. The Cost Containment and Oversight Committee (CCOC) continues to meet and review the hiring requests and incurred expenses of City departments with a goal of achieving savings to avoid any use of designated fund balance and ensure an annual operating surplus.

3. The estimated expenditures necessary for the operation of the several departments, offices and agencies of the City

The City’s overall recommended expenditure appropriations for FY25 are increasing by \$5.9 million or an aggregate 1.34% of the prior year budget. Increases and decreases related to the specific areas of government expenditures are identified in the table seen below.

EXPENDITURES	FY24 ADOPTED BUDGET	FY25 MAYOR'S PROPOSED BUDGET	FY25 BUDGETARY CHANGES	FY25 % DIFF.
GENERAL GOVERNMENT	\$6,678,796	\$7,498,663	\$819,867	12.28%
FINANCE	\$7,513,198	\$7,992,889	\$479,691	6.38%
PUBLIC SAFETY	\$65,449,073	\$68,153,190	\$2,704,117	4.13%
PUBLIC WORKS	\$23,954,194	\$26,072,758	\$2,118,564	8.84%
PLANNING AND DEVELOPMENT	\$1,426,816	\$1,575,782	\$148,966	10.44%
HUMAN SERVICES	\$7,009,603	\$7,348,896	\$339,293	4.84%
OPERATING CHARGES	\$122,050,500	\$120,504,000	(\$1,546,500)	-1.27%
RETIREMENT BOARD	\$48,358,003	\$49,201,109	\$843,106	1.74%
EDUCATION	\$158,375,000	\$158,375,000	\$0	0.00%
TOTAL EXPENDITURES	\$440,815,183	\$446,722,287	\$5,907,104	1.34%

4. Debt Service requirements for the ensuing fiscal year

The City accounts for its debt service costs in a separate Debt Service Fund. The General Fund makes an annual contribution to that Fund in an amount sufficient to meet its debt service requirements net of balances in the Fund. The Fund had a \$10.7 million fund balance as of June 30, 2023, benefitting from the proceeds of a \$4.5 million bond premium deposited into the Fund in June 2022. This bond premium is being used to mitigate increases in the General Fund’s debt service contribution in both FY24 and FY25. The General Fund debt service contribution requirement is \$22.5 million in FY25.

DEBT SERVICE REQUIREMENTS	FY25
EXISTING BOND PRINCIPAL	\$17,064,000
EXISTING INTEREST	\$8,771,899
TOTAL DEBT SERVICE REQUIREMENT	\$25,835,899
USE OF FUND BALANCE IN THE FUND	(\$3,335,899)
TOTAL CONTRIBUTION TO DEBT SERVICE FUND	\$22,500,000

FY25 EXECUTIVE SUMMARY

5. An estimate of the sum required to be raised by the tax levy for the ensuing fiscal year, assuming a rate of current levy year collections not greater than the average rate of collection in the year of levy for the last three (3) completed fiscal years

The “sum required to be raised by the tax levy” is a function of three different factors. Those factors are: current tax collection rate to be used, Grand List data most recently available, and the mill rate recommended for use in the subsequent year. Below the reader will find the data used in the development of the City of Waterbury’s Mayor’s Proposed Budget for fiscal year of July 1, 2024 through June 30, 2025.

CURRENT TAX COLLECTION RATE

As stated above, the Charter requires that a three-year average current collection rate be computed. The Mayor’s proposal uses a collection rate of 96.0%; this is lower than the three-year average of collections as seen in the following table. The City uses the collection rates included in the City’s audited Comprehensive Annual Financial Report. The City has a history of budgeting conservatively in this area to provide additional budget contingency and allow for the recovery of the designated Use of Fund Balance.

<u>Audited</u> 2021	<u>Audited</u> 2022	<u>Audited</u> 2023	<u>3 YEAR</u> <u>Average</u>	<u>Adopted</u> FY24	<u>Projected</u> 2024	<u>Proposed</u> FY25
95.18%	97.02%	96.85%	96.35%	96.00%	96.20%	96.00%

Source: Percentage of Original Levy printed in the City’s Audited Financial Statements

The Finance Audit and Review Commission (FARC) has the authority to certify the City’s use of any tax collection rate above 93%. The FARC considered the Mayor’s request to use 96.0% as a current collection rate in FY10 and granted its approval then. There have been no changes to the collection rate proposals since that authorization.

GRAND LIST DATA

In the following table, you will find information comparing the October 1, 2022 and October 1, 2023 Grand List data. The October 1, 2023 Grand List data is derived from the first compilation of the Grand List signed by the Assessor on January 31, 2024, as required by State Statute. This data is being compared to the October 1, 2022 Grand List data that was signed by the Assessor on May 31, 2023, which included the real estate exemptions related to the four-year phase-in of the 10-1-22 Revaluation that was approved by the Board of Aldermen. The City has budgeted for potential Board of Assessment Appeal (BAA) adjustments of 1.5% for real estate, 1.0% for personal property and 0.4% for motor vehicles, for a total of \$75.3 million for potential adjustments in FY25. The October 1, 2023 Grand List reflects the second year of the four-year phase-in of the 10-1-22 Revaluation.

FY25 EXECUTIVE SUMMARY

Taxable Category	Grand List of October 1 2022	Grand List of October 1 2023	Changes in GL 10-1-22 & GL 10-1-23	Diff. %
Real Estate - Gross	\$5,543,859,283	\$5,514,905,568	(\$28,953,715)	-0.52%
<u>Real Estate - Exemptions</u>				
Veterans/ Blind/ Elderly	(\$6,837,500)	(\$6,026,500)	\$811,000	-11.86%
Totally Disabled (SS)	(\$278,000)	(\$260,000)	\$18,000	-6.47%
Industrial Exemptions	(\$3,116,510)	(\$3,251,030)	(\$134,520)	4.32%
Enterprise & Stabilization	(\$11,387,780)	(\$8,746,929)	\$2,640,851	-23.19%
Phase-In	(\$1,565,894,311)	(\$1,032,860,446)	\$533,033,865	-34.04%
Total Exemptions	(\$1,587,514,101)	(\$1,051,144,905)	\$536,369,196	-33.79%
Real Estate - Net	\$3,956,345,182	\$4,463,760,663	\$507,415,481	12.83%
Personal Property - Gross	\$756,217,153	\$778,275,057	\$22,057,904	2.92%
Penalty (25% on late or no PP filings)	\$10,588,516	\$12,190,458	\$1,601,942	15.13%
<u>Personal Property - Exemptions</u>				
Industrial Exemptions	(\$90,788,728)	(\$93,735,636)	(\$2,946,908)	3.25%
Enterprise & ITZ Zone	(\$2,636,878)	(\$2,003,585)	\$633,293	-24.02%
Manufacturers' Equipment Incentive	(\$116,930,460)	(\$125,383,131)	(\$8,452,671)	7.23%
Miscellaneous Exemptions	(\$257,440)	(\$43,450)	\$213,990	-83.12%
Total Exemptions	(\$210,613,506)	(\$221,165,802)	(\$10,552,296)	5.01%
Personal Property - Net	\$556,192,163	\$569,299,713	\$13,107,550	2.36%
Total Grand List - Net without MV	\$4,512,537,345	\$5,033,060,376	\$520,523,031	11.54%
Motor Vehicles - Gross	\$697,510,441	\$668,845,233	(\$28,665,208)	-4.11%
<u>Motor Vehicles - Exemptions</u>				
Veterans/ Blind/ Elderly	(\$1,217,970)	(\$1,150,090)	\$67,880	-5.57%
Totally Disabled (SS)	(\$67,957)	(\$60,070)	\$7,887	-11.61%
Manufacturers' Equipment Incentive	(\$4,795,307)	(\$5,607,657)	(\$812,350)	16.94%
Total Exemptions	(\$6,081,234)	(\$6,817,817)	(\$736,583)	12.11%
Motor Vehicles - Net	\$691,429,207	\$662,027,416	(\$29,401,791)	-4.25%
Total Grand List - Gross	\$7,008,175,393	\$6,974,216,316	(\$33,959,077)	-0.48%
Total Exemptions	(\$1,804,208,841)	(\$1,279,128,524)	\$525,080,317	-29.10%
Total Grand List - Net - with MV	\$5,203,966,552	\$5,695,087,792	\$491,121,240	9.44%

The table above shows that Waterbury's 10-1-23 net Grand List increased by 9.44% compared to the 10-1-22 Grand List. This was a total increase of \$491.1 million in property values. The increase is largely related to the implementation of the second year of the four-year phase-in of the 10-1-22 Revaluation. The 10-1-22 Grand List, which was used for the FY24 Budget, included a 75% phase-in exemption for real property that increased in value due to the Revaluation. The 10-1-23 Grand List, which is being used for the FY25 Budget, contains a reduced phase-in exemption of 50% for these parcels of real property. The real estate and personal property portion of the Grand List is proposed to be taxed at the rate of

FY25 EXECUTIVE SUMMARY

49.44 mills. The motor vehicle portion of the Grand List is proposed to be taxed at the rate of 32.46 mills, which is the cap mandated by State law.

The table illustrates the different categories of property valued in Waterbury and compares Grand List data of two years. It also attempts to show the increase or decrease in monetary and percentage values for the different categories.

MILL RATE INFORMATION

This will be the ninth year that the City operates with two different mill rates, one for real estate and personal property and a lesser one for motor vehicles. The FY25 Budget proposes a mill rate for real estate and personal property of 49.44 mills, which is 4.75 mills less than FY24. As explained previously, the proposed mill rate is based upon a four-year phase-in of the 10/1/22 Revaluation, which means the increases in real property assessments are being phased-in over a four-year period. FY25 is the second year of the four-year phase-in. The proposed mill rate on motor vehicles is 32.46 mills, which is the same as FY24 and the cap mandated by State law. The City anticipates receipt of a State grant in the amount of \$17.3 million to make up for the loss of revenue due to the State-mandated motor vehicle mill rate cap. The FY25 Budget continues the local tax credit for the elderly in the amount of \$500. This applies to approximately 1,300 parcels for a local cost of \$650,000 which has been included in the tax calculations. The calculations are shown below.

MILL RATE COMPUTATION: REAL ESTATE AND PERSONAL PROPERTY	FY25
OCTOBER 1, 2023 GRAND LIST - NET OF EXEMPTIONS (REAL ESTATE)	\$4,463,760,663
PROJECTION FOR LOSS THROUGH APPEALS (1.5%)	(\$66,956,410)
ESTIMATE OF TAXABLE GRAND LIST (NET OF 1.5%)	\$4,396,804,253
100% OF TAX LEVY AT 49.44 MILLS	\$217,378,002
TAX CREDITS FOR ELDERLY & DISABLED - STATE	(\$900,000)
TAX CREDITS FOR ELDERLY & DISABLED - LOCAL PROGRAM	(\$650,000)
100% OF LEVY NET OF TAX CREDITS (REAL ESTATE)	\$215,828,002
OCTOBER 1, 2023 GRAND LIST - NET OF EXEMPTIONS (PERSONAL PROPERTY)	\$569,299,713
PROJECTION FOR LOSS THROUGH APPEALS (1.0%)	(\$5,692,997)
ESTIMATE OF TAXABLE GRAND LIST (NET OF 1.0%)	\$563,606,716
100% OF TAX LEVY AT 49.44 MILLS (PERSONAL PROPERTY)	\$27,864,716
PROJECTED 96.0% COLLECTION RATE OF NET LEVY	\$233,945,010

MILL RATE COMPUTATION: MOTOR VEHICLES	FY25
OCTOBER 1, 2023 GRAND LIST - NET OF EXEMPTIONS	\$662,027,416
PROJECTION FOR LOSS THROUGH APPEALS (0.4%)	(\$2,648,110)
ESTIMATE OF TAXABLE GRAND LIST (NET OF 0.4%)	\$659,379,306
100% OF TAX LEVY AT 32.46 MILLS	\$21,403,452
100% OF LEVY NET OF TAX CREDITS	\$21,403,452
PROJECTED 96.0% COLLECTION RATE OF NET LEVY	\$20,547,314

FY25 EXECUTIVE SUMMARY

As may be seen in the table, the three factors of current grand list, mill rate, and collection rate of 96.0% provide a net amount of \$233.9 million raised from real estate and personal property accounts while another \$20.5 million is raised from the motor vehicle taxes.

6. A balanced relation between the total estimated expenditures and total anticipated revenue cash receipts, taking into account the estimated general fund cash surplus or deficit at the end of the current fiscal year

The City continues to work to achieve balanced results of operations at current year-end. The City cannot assume that there will be any additional cash surplus at the end of FY24 above the \$3 million being used in the budget for tax mitigation purposes.

FY24 PROJECTED RESULTS OF OPERATIONS		\$0
PROPOSED REVENUES - FY25	\$443,722,287	
DESIGNATION OF FUND BALANCE	\$3,000,000	
PROPOSED APPROPRIATIONS - FY25	(\$446,722,287)	
BALANCED BUDGET - FY25		\$0

At this time, the City has a \$27.1 million Fund Balance, \$3 million of which is appropriated for subsequent year use. The budget proposes the use of this \$3 million of Undesignated Fund Balance for appropriation in the FY25 Budget for mill rate mitigation.

7. The anticipated income and expense as well as profit and loss for the ensuing year for each utility or other enterprise fund operated by the City

The proposal for the FY25 Water Pollution Control Fund (WPC) Operating Budget does not propose an increase in the sewer user rates. Capital projects that were funded with a bond authorization that was approved in FY15 continue to take place and the department is proposing to make a contribution to the Capital Fund in the amount of \$4,500,000 to fund various projects. The operations and management of the Water Pollution Control Department were outsourced to Jacobs in FY19 to improve management oversight, create efficiencies and cost savings, improve safety and reduce the City’s liability risks. Therefore, the City no longer has any of its own employees in the WPC Department. A number of expenses previously included in the Department’s budget are now the responsibility of Jacobs. The City is responsible for a contractual payment of \$6.85 million to Jacobs, which is included in WPC’s FY25 Budget.

The proposal for the FY25 Water Operating Budget does not propose an increase in the water user rates to fund general operations. The Water Enterprise Fund is proposing to make a contribution to the Capital Fund in the amount of \$500,000. Capital projects that were funded with a bond authorization that was approved in FY23 are just beginning to take place in the Water Department.

FY25 EXECUTIVE SUMMARY

FY25 BUDGET - ENTERPRISE FUNDS			
<u>INCOME</u>	<u>WPC</u>	<u>WATER</u>	<u>TOTAL</u>
Current Charges	\$18,993,000	\$14,158,000	\$33,151,000
Interest & Penalties	\$600,000	\$500,000	\$1,100,000
All Other Revenues	\$1,004,075	\$717,662	\$1,721,737
Use of Fund Balance	\$0	\$2,179,512	\$2,179,512
TOTAL REVENUES	\$20,597,075	\$17,555,174	\$38,152,249
<u>EXPENSE</u>	<u>WPC</u>	<u>WATER</u>	<u>TOTAL</u>
Personal Services	\$30,000	\$3,673,305	\$3,703,305
Employee Benefits	\$1,348,000	\$3,118,156	\$4,466,156
Purchased Professional Services	\$6,950,000	\$2,685,000	\$9,635,000
Purchased Property Services	\$3,060,000	\$292,200	\$3,352,200
Purchased Other Services	\$500,000	\$511,500	\$1,011,500
Supplies	\$0	\$1,432,000	\$1,432,000
Property/Capital Outlays	\$0	\$67,000	\$67,000
Other:			
Capital Fund Contribution	\$4,500,000	\$500,000	\$5,000,000
Admin Bureau Contributions	\$1,578,013	\$1,578,013	\$3,156,026
Indirect Cost Reimbursements	\$300,000	\$800,000	\$1,100,000
Debt Service	\$2,071,062	\$928,000	\$2,999,062
Contingency	\$100,000	\$50,000	\$150,000
All Other Miscellaneous	\$160,000	\$1,920,000	\$2,080,000
TOTAL EXPENSES	\$20,597,075	\$17,555,174	\$38,152,249

8. A schedule of Major Proposed Budget Changes – Revenues and Appropriations is attached

The Charter requires that a schedule of major proposed budget changes be forwarded. The City's budget is structured to give the reader 3 years' worth of historical data as well as document the department requests as well as any changes that may have been made during the development of the Mayor's Proposed Budget.

The Charter adopted by the electors of the City of Waterbury on November 5, 2002 also contains the following requirements on Section 9B-3:

"All estimates for expenses to be incurred for benefits, including medical, life insurance, pension, post-retirement life and medical shall be allocated to the department driving the expense." The following schedules are provided to meet such requirements and include some additional information.

9. A schedule of Proposed Direct Department Appropriations and Authorized Position Count.

See Attached Exhibit A

10. A schedule of Departmental Allocations for Benefits and Pension.

See Attached Exhibits B, C, & D

FY25 EXECUTIVE SUMMARY

11. A schedule of Departmental Expenditures Including Direct Appropriations and Allocations for Benefits and Pension.

See Attached Exhibit E

12. The Budget of the City's Health Insurance Fund with detail on Revenue & Expenses.

See Attached Exhibit F

13. A schedule of State Aid Revenue Projections included in the Budget.

See Attached Exhibit G

These Exhibits can be found after the Proposed Budget Resolutions

BOA PROPOSED BUDGET

IMPLEMENTING RESOLUTIONS

RESOLUTIONS REGARDING THE IMPLEMENTATION OF THE FY25 BUDGETS FOR THE OPERATING FUNDS OF THE CITY OF WATERBURY'S GENERAL FUND, WATER POLLUTION CONTROL AND WATER ENTERPRISE FUNDS

The resolutions included here are preliminary and based on the Mayor's Proposed Budgets for Fiscal Year July 1, 2024 through June 30, 2025.

The Budget Resolutions are subject to change based on Board of Aldermen public hearings and subsequent budget committee deliberations. Any recommended changes to budget amounts or changes to the language in Resolutions made by the Board of Aldermen will be incorporated for the printing of the Board of Aldermen Adopted Budget.

There could be further changes to the amounts recommended here for FY25 on Resolution #5, the resolution setting the fees and charges for the City of Waterbury.

The Budget Resolutions will be updated based upon Board of Aldermen recommendations and made available to the BOA Members for the meeting of Budget Adoption.

BUDGET SUBCOMMITTEE. FAVORABLE. SCHEDULE OF APPROPRIATIONS

RESOLUTION #1

A RESOLUTION MAKING APPROPRIATIONS FOR OPERATING DEPARTMENTS OF THE CITY OF WATERBURY FOR THE ENSUING 2025 FISCAL YEAR PURSUANT TO §9B-3(c) OF THE CHARTER OF THE CITY OF WATERBURY.

BE IT RESOLVED by the Board of Aldermen of the City of Waterbury that the sums hereinafter enumerated are hereby appropriated for the operating expenses of the departments, boards, agencies and commissions of the City of Waterbury for the period July, 1, 2024 through June 30, 2025, as follows:

Appropriation By Department	Budget Authorized FT Positions	Personal Services Costs	All Non Personnel Costs	Total Dept. Appropriation
<u>GENERAL GOVERNMENT</u>				
MAYOR'S OFFICE	12	\$1,116,661	\$80,500	\$1,197,161
BOARD OF ALDERMEN	0	\$64,000	\$0	\$64,000
LEGAL DEPT.	17	\$1,875,224	\$1,098,700	\$2,973,924
CITY CLERK	4	\$245,297	\$9,000	\$254,297
TOWN CLERK	11	\$552,930	\$199,000	\$751,930
HUMAN RESOURCES	12	\$1,070,102	\$318,030	\$1,388,132
REGISTRAR OF VOTERS	5	\$468,498	\$191,850	\$660,348
CITY SHERIFF	0	\$16,021	\$4,150	\$20,171
PROBATE	0	\$0	\$188,700	\$188,700
SUBTOTAL	61	\$5,408,733	\$2,089,930	\$7,498,663
<u>FINANCE</u>				
DEPT OF FINANCE	27	\$2,304,090	\$110,275	\$2,414,365
ASSESSMENT	12	\$770,559	\$141,695	\$912,254
TAX COLLECTOR	22	\$1,139,685	\$241,325	\$1,381,010
PURCHASING DEPT	4	\$300,735	\$21,050	\$321,785
AUDIT	2	\$171,933	\$16,250	\$188,183
BUDGET	2	\$215,791	\$4,650	\$220,441
INFORMATION TECHNOLOGY	14	\$1,324,809	\$1,230,042	\$2,554,851
SUBTOTAL	83	\$6,227,602	\$1,765,287	\$7,992,889
<u>PUBLIC SAFETY</u>				
POLICE SERVICES DEPT.	366	\$35,841,157	\$7,272,266	\$43,113,423
FIRE SERVICES DEPT.	234	\$23,338,627	\$1,701,140	\$25,039,767
SUBTOTAL	600	\$59,179,784	\$8,973,406	\$68,153,190
<u>PUBLIC WORKS</u>				
DEPT OF PUBLIC WORKS	194	\$14,241,116	\$11,831,642	\$26,072,758
SUBTOTAL	194	\$14,241,116	\$11,831,642	\$26,072,758
<u>PLANNING AND DEVELOPMENT</u>				
CITY PLAN	7	\$482,113	\$46,670	\$528,783
DEPT. OF INSPECTIONS	14	\$975,399	\$71,600	\$1,046,999
SUBTOTAL	21	\$1,457,512	\$118,270	\$1,575,782

BUDGET SUBCOMMITTEE. FAVORABLE. SCHEDULE OF APPROPRIATIONS

RESOLUTION #1

**A RESOLUTION MAKING APPROPRIATIONS FOR OPERATING DEPARTMENTS
OF THE CITY OF WATERBURY FOR THE ENSUING 2025 FISCAL YEAR
PURSUANT TO §9B-3(c) OF THE CHARTER OF THE CITY OF WATERBURY.**

<u>HUMAN SERVICES</u>				
HEALTH DEPARTMENT	86	\$4,712,456	\$126,566	\$4,839,022
WATERBURY SENIOR CENTER	3	\$215,171	\$123,760	\$338,931
SILAS BRONSON LIBRARY	30	\$1,676,593	\$494,350	\$2,170,943
SUBTOTAL	119	\$6,604,220	\$744,676	\$7,348,896
<u>OPERATING CHARGES</u>				
DEBT AND SUNDRY	0	\$0	\$120,504,000	\$120,504,000
SUBTOTAL	0	\$0	\$120,504,000	\$120,504,000
<u>RETIREMENT BOARD</u>				
PENSION PLAN CONT.	0	\$0	\$49,201,109	\$49,201,109
SUBTOTAL	0	\$0	\$49,201,109	\$49,201,109
GENERAL GOVT	1078	\$93,118,967	\$195,228,320	\$288,347,287
<u>EDUCATION</u>				
DEPARTMENT OF EDUCATION*	1801	\$0	\$158,375,000	\$158,375,000
SUBTOTAL	1801	\$0	\$158,375,000	\$158,375,000
GENERAL FUND	2879	\$93,118,967	\$353,603,320	\$446,722,287

*THESE ARE DOE NUMBER OF POSITIONS AS PROPOSED BY BOE

**BUDGET SUBCOMMITTEE. FAVORABLE. TAX LEVY AND APPROPRIATING
RESOLUTION FOR FISCAL YEAR 2024-25
RESOLUTION #2**

**A RESOLUTION APPROVING THE TAX LEVY AND APPROPRIATIONS FOR
OPERATING DEPARTMENTS OF THE CITY OF WATERBURY FOR THE ENSUING
FISCAL YEAR, PURSUANT TO §9B-3(c) OF THE CHARTER OF THE CITY OF
WATERBURY.**

WHEREAS: the Mayor of the City of Waterbury has made estimates of the amount of money necessary to appropriate for the expenditures of the City during the next fiscal year, beginning July 1, 2024 through June 30, 2025, and has classified such expenditures under appropriate heads and departments, as more fully appears in “Appropriating Resolution #1, An Ordinance Making Appropriations for Operating Departments of the City of Waterbury for the Fiscal Year July 1, 2024 through June 30, 2025”, and

WHEREAS: said Appropriating Resolution #1, after publication of the Budget and due hearing and consideration thereof pursuant to the provisions of the Charter of the City, has been enacted by the Board of Aldermen of the City of Waterbury; and

WHEREAS: the Net Taxable Grand List of October 1, 2023 of real estate in the second year of a four-year phase-in of the October 1, 2022 Revaluation in the City of Waterbury is estimated at **\$4,463,760,663**; the Net Taxable Grand List of October 1, 2023 of personal property in the City of Waterbury is estimated at **\$569,299,713**; and, the Net Taxable Grand List of October 1, 2023 of motor vehicles in the City of Waterbury is estimated at **\$662,027,416**; all of which it is estimated **96.0%** of the levy will be collected; and

WHEREAS: the phase-in of the October 1, 2022 Revaluation was approved by the Board of Aldermen on May 22, 2023.

NOW, THEREFORE, BE IT RESOLVED by the Board of Aldermen of the City of Waterbury that:

- 1) The taxes for said next fiscal year at the rate of taxation recommended for real estate and personal property to this Board by the Mayor, to wit, a **rate of 49.44 mills** upon the ratable estimates within the limits of the City of Waterbury, be and the same hereby are laid and levied to meet said expenses.
- 2) The taxes for said next fiscal year at the rate of taxation mandated by Connecticut General Statutes § 12-71e, as enacted by P.A. 22-118 § 413, for motor vehicles and recommended to this Board, to wit, a **rate of 32.46 mills** upon the ratable estimates within the limits of the City of Waterbury, be and the same hereby are laid and levied pursuant to State Statute.
- 3) Said taxes shall become due on July 1, 2024 and shall be payable in two semiannual installments from that date: namely, July 1, 2024 and January 1, 2025. However, any tax of less than two hundred dollars (\$200) shall be due and payable in one single installment on July 1, 2024. Further, the tax on any motor vehicles registered with the Commissioner of Motor Vehicles subsequent to October 1, 2023 shall be due and payable in a single installment on January 1, 2025 as provided in §12-71b of the General Statutes of Connecticut, as amended.
- 4) Pursuant to §12-144c of the General Statutes of Connecticut, as amended, (a) any property tax due in an amount less than five dollars (\$5.00) is waived, and (b) any property tax that remains due on an account after the receipt of payment and that is less than two dollars (\$2.00) is waived.

**BUDGET SUBCOMMITTEE. FAVORABLE. TAX LEVY AND APPROPRIATING
RESOLUTION FOR FISCAL YEAR 2024-25
RESOLUTION #2**

**A RESOLUTION APPROVING THE TAX LEVY AND APPROPRIATIONS FOR
OPERATING DEPARTMENTS OF THE CITY OF WATERBURY FOR THE ENSUING
FISCAL YEAR, PURSUANT TO §9B-3(c) OF THE CHARTER OF THE CITY OF
WATERBURY.**

- 5) The receipts from taxes levied to meet the expenses of the City for the next fiscal year beginning July 1, 2024 through June 30, 2025, and also such miscellaneous revenues received by the City in said year, and not designated by law or regulation to be appropriated to other purposes, shall be and the same hereby are appropriated to meet the estimated general expenses of the City as contained in said Appropriating Resolution #1 as approved by this Board.
- 6) Revenues received by the City for the next fiscal year beginning July 1, 2024 through June 30, 2025 in excess of the total appropriations for the general expenses of the City as contained in said Appropriating Resolution #1 shall not be expended or encumbered without approval by the Mayor and Board of Aldermen.
- 7) The Local Elderly Tax Credit program originally approved by the Board of Aldermen in FY15 has been included in the FY25 Budget at a level of \$500, which is the same amount as FY24.

BUDGET SUBCOMMITTEE. FAVORABLE. SCHEDULE OF APPROPRIATIONS

RESOLUTION #3

A RESOLUTION MAKING APPROPRIATIONS FOR THE ENSUING 2025 FISCAL YEAR FOR THE WATER POLLUTION CONTROL ENTERPRISE FUND OF THE CITY OF WATERBURY

BE IT RESOLVED by the Board of Aldermen of the City of Waterbury that the sums hereinafter enumerated are hereby appropriations and resources for the Water Pollution Control Enterprise Fund of the City of Waterbury for the fiscal year July 1, 2024 through June 30, 2025, as submitted to this Board by the Mayor of this City, and as published by this Board, be they hereby approved and adopted, as amended, by this Board and upon the basis of such estimates of the expenses, liabilities and resources of the City of Waterbury Water Pollution Control Facility Enterprise Fund for the Fiscal Year commencing July 1, 2024 and ending June 30, 2025, for the purposes and accounts set forth:

Resources	\$20,597,075
Appropriations	\$20,597,075

BE IT ALSO RESOLVED by the Board of Aldermen of the City of Waterbury that the sums hereby enumerated as appropriations and resources for the Water Pollution Control Fund of the City of Waterbury for the fiscal year July 1, 2024 through June 30, 2025, necessitate a rate of \$3.953 per CCF which rate and approval is set under separate process in compliance with City ordinance.

BUDGET SUBCOMMITTEE. FAVORABLE. SCHEDULE OF APPROPRIATIONS

RESOLUTION #4

A RESOLUTION MAKING APPROPRIATIONS FOR THE ENSUING 2025 FISCAL YEAR FOR THE WATER ENTERPRISE FUND OF THE CITY OF WATERBURY

BE IT RESOLVED by the Board of Aldermen of the City of Waterbury that the sums hereinafter enumerated are hereby appropriations and resources for the Water Fund of the City of Waterbury for the fiscal year July 1, 2024 through June 30, 2025, as submitted to this Board by the Mayor of this City, and as published by this Board, be and they hereby approved and adopted, as amended, by this Board and upon the basis of such estimates of the expenses, liabilities and resources of the City of Waterbury Water Enterprise Fund for the Fiscal Year commencing July 1, 2024 and ending June 30, 2025, for the purposes and accounts set forth:

Resources	\$17,555,174
Appropriations	\$17,555,174

BE IT ALSO RESOLVED by the Board of Aldermen of the City of Waterbury that the sums hereby enumerated as appropriations and resources for the Water Fund of the City of Waterbury for the fiscal year July 1, 2024 through June 30, 2025, necessitate a rate of \$2.65 per CCF and service charge (all sizes) of \$12 per quarter, which are hereby authorized by the Board of Aldermen.

BUDGET SUBCOMMITTEE. FAVORABLE. SCHEDULE OF FEES AND CHARGES

RESOLUTION #5

A RESOLUTION ADOPTING THE SCHEDULE OF FEES AND CHARGES FOR SERVICES, LICENSES AND OTHER PURPOSES OF THE CITY OF WATERBURY FOR THE ENSUING FISCAL YEAR

WHEREAS Section 41.11 of the “Ordinance regarding fees and charges” states that “The Mayor shall propose and the Board of Aldermen shall approve, in conjunction with the adoption of the annual budget, a schedule of fees and charges for services, licenses and other purposes of the City for the ensuing fiscal year, commencing on July 1. Said fees shall be established in accordance with the laws of the State of Connecticut and best practices in the applicable field.”

BE IT RESOLVED by the Board of Aldermen of the City of Waterbury to approve the Department Heads of the City of Waterbury to use the State provided schedule of fees and charges where those fees and charges are mandated by the laws of the State of Connecticut for the Fiscal Year commencing July 1, 2024 and ending June 30, 2025.

BE IT RESOLVED by the Board of Aldermen of the City of Waterbury to approve the use of a default fine or penalty of \$50.00 for all other fines or penalties not otherwise specifically identified below to be charged or assessed pursuant to City ordinance for the Fiscal Year commencing July 1, 2024 and ending June 30, 2025.

BE IT RESOLVED by the Board of Aldermen of the City of Waterbury to approve the Department Heads of the City of Waterbury to use the hereby enumerated schedule of fees and charges where those fees and charges are subject to Board of Aldermen approval for the Fiscal Year commencing July 1, 2024 and ending June 30, 2025.

Office of The City Clerk	FY25
Copy of Charter	\$30.00
Copy of Operating Budget	\$20.00
Copy of Capital Budget	\$10.00
Copy of Three-Year Financial Plan	\$10.00
Digital Copy of Charter	\$15.00

Office of The Town Clerk	
Initial Landlord Registration of one property	\$25.00
Initial Landlord Registration of two properties or more	\$50.00
Notice of Address Change of one property	\$10.00
Notice of Address Change of two properties or more	\$20.00
Failure to Register Penalty - first violation	\$250.00
Failure to Register Penalty - subsequent violations	\$1,000.00

City Planning Department

Land Use Approvals (Subject to State Fee)

Subdivision/Re-subdivision	\$600 plus \$150 per lot in excess of four lots	
Commission Action Where Public Hearing is Held		\$600.00
Commission Action Where No Public Hearing is Held		\$250.00
Wetlands Permit Issued by Wetlands Agent		\$250.00
Zoning Permit (includes Wetlands Certificate of Compliance Review)		\$250.00

BUDGET SUBCOMMITTEE. FAVORABLE. SCHEDULE OF FEES AND CHARGES

RESOLUTION #5

A RESOLUTION ADOPTING THE SCHEDULE OF FEES AND CHARGES FOR SERVICES, LICENSES AND OTHER PURPOSES OF THE CITY OF WATERBURY FOR THE ENSUING FISCAL YEAR

Zoning Certificate of Compliance (except as noted below), shall be required for any new principal structures, any addition of residential units, any expansion of 50% GLA or more of any principal structure or any change of use.	\$250.00
ZEO Certificate of Nonconformity / Certificate of Zoning Compliance	\$250.00
NOTE: All Land use applications involve a mandated State of CT fee in addition to the amounts shown above (currently \$60).	Amount set by State Statute

Departmental Services

Zoning & Wetlands Certificate of Compliance associated with a Building Permit - Includes CO review.	\$100.00
Zoning Certificate of Compliance associated with a State Permit not requiring a Commission Action	\$100.00
Generalized Consideration of Zoning Compliance	\$35.00
Hard Copy of Zoning, Subdivision or IWWC Regulations Inspection and Administrative Fee for Bonded Improvements or Regulatory Escrow Accounts	\$25 Each; Maps \$5 each 5% of Cost of All Improvements Requiring a Bond or subject to Escrow Account
<i>PUBLIC HEARING SIGN DEPOSIT - (This check is held and returned to the applicant if the sign is returned within 7 business days after the close of the public hearing.)</i>	\$500.00 per sign
Copies	\$1.00 per page
Copies of Maps or Drawings	\$5.00 each

All fees are collected at the time of application EXCEPT for the fees (including the State Surcharge, if applicable) for either a "Zoning Permit" or a "Zoning & Wetlands Certificate of Compliance" associated with a Building Permit which are collected by the Permit Center in the Department of Inspections and are collected at the issuance of the building permit.

No fees are charged to City of Waterbury Departments, Bureaus, Commissions, Offices and Boards.

Department of Inspections

Building Permits	
First \$1000 of Estimated Project Cost	\$50.00
Each Additional \$1000 of Estimated Project Cost	\$25.00
Electrical Permits	
First \$1000 of Estimated Project Cost	\$50.00
Each Additional \$1000 of Estimated Project Cost	\$25.00
Plumbing Permits	
First \$1000 of Estimated Project Cost	\$50.00
Each Additional \$1000 of Estimated Project Cost	\$25.00
Heating Permits	
First \$1000 of Estimated Project Cost	\$50.00
Each Additional \$1000 of Estimated Project Cost	\$25.00

BUDGET SUBCOMMITTEE. FAVORABLE. SCHEDULE OF FEES AND CHARGES

RESOLUTION #5

A RESOLUTION ADOPTING THE SCHEDULE OF FEES AND CHARGES FOR SERVICES, LICENSES AND OTHER PURPOSES OF THE CITY OF WATERBURY FOR THE ENSUING FISCAL YEAR

Sign Permits		
First \$1000 of Estimated Cost		\$50.00
Each Additional \$1000 of Estimated Cost		\$25.00
Penalty Fee For Work Started Without a Permit		\$200.00
Sign Licenses		\$35.00
Sign Licenses Renewal		\$25.00
Certificate of Occupancy/Certificate of Approval		\$50.00
Duplicate Certificate of Occupancy		\$15.00

Department of Public Health

Environmental Division

Application fee for Food Service Establishment, Pools, and Rooming Houses		\$50.00
Private Sewage Disposal System Permit Fee		\$500.00
Annual Fee For Public Pools and Spas		\$200.00
Fine: If Annual or Re-inspection Fees For Public Pools and Spas Are Not Paid Within Seven Days of Due Date		\$200.00
Annual Fee For Self-Contained Trucks or Vans Vending Food		\$100.00
Re-inspection Fee For Self-Contained Trucks or Vans Vending Food		\$100.00
Fine: If Annual or Re-inspection Fees For Self-Contained Trucks or Vans Vending Food Are Not Paid Within Seven Days After Due Date		\$100.00
Annual Permit For Restaurant		\$100.00
Re-inspection Fee for Restaurant		\$100.00
Fine: If Annual or Re-inspection Fees For Restaurant Are Not Paid Within Seven Days of Due Date		\$100.00
Fee For Temporary Food Vending Permit		\$50.00
Annual Fee For Supermarket or Grocery Store:		
Up to 1500 Square Feet		\$150.00
1501 to 2999 Square Feet		\$300.00
3000 Square Feet And Over		\$750.00
Note: Fee For Re-Inspection of Supermarket or Grocery Store Equals Permit Fee		
Fine: If Supermarket And Grocery Store Permits Are Not Paid Within Seven Days of Due Date		
Up to 1500 Square Feet		\$150.00
1501 to 2999 Square Feet		\$300.00
3000 Square Feet And Over		\$750.00
Rooming House/Group Home Licenses		\$100.00
Fine: If Rooming House/Group Home Licenses or Re-inspection Fees Are Not Paid Within Seven Days of Due Date		\$100.00
Fee For Processing New Application For All Permitted Facilities To Include Application, Plan Review, and Preoperational Inspection		\$100.00
Institutional Inspection Fee For Large Food Preparation Facilities		\$500.00

BUDGET SUBCOMMITTEE. FAVORABLE. SCHEDULE OF FEES AND CHARGES

RESOLUTION #5

A RESOLUTION ADOPTING THE SCHEDULE OF FEES AND CHARGES FOR SERVICES, LICENSES AND OTHER PURPOSES OF THE CITY OF WATERBURY FOR THE ENSUING FISCAL YEAR

Institutional Re-Inspection Fee For Large Food Preparation Facilities	\$500.00
Fine: For Institutional Inspection Fees or Re-inspection Fees If Fees Not Paid Within Seven Days of Due Date	\$500.00
Annual Fee For Vending Machine Operator	\$100.00
Fine If Annual Vending Machine Operator Fee Is Not Paid Within Seven Days of Due Date	\$100.00
Well Permit Fee	\$100.00
Application/Plan Review For Barbershop/Hairdresser's Establishment	\$50.00
Annual Permit For Barbershop/Hairdresser's Establishment	\$100.00
Annual Re-inspection Fee Barbershop/Hairdresser's Establishment	\$100.00
Fine If Annual Fee For Barbershop/Hairdresser Is Not Paid Within Seven Days of Due Date	\$100.00

Department of Public Works

Storm Sewer Hook-Up Permit	\$25.00
Street Opening Permit	\$50.00
Dumpster Permit	\$20.00
Scaffolding Permit	\$25.00
Replacement of Refuse Bin	\$55.00
GIS Maps (24x36) (36x36)	\$10.00
GIS Maps (11x17) (8.5x11)	\$5.00
Map Copies	\$5.00
Permit Fee for Small Cell Installation at New Location or Modifications to Existing Locations	\$1,000.00
Refuse NEDA Disposal Fee- Residents after first two dumps	\$115 per ton
Refuse NEDA Disposal Fee- Commercial Entities and Non-Residents	\$175 per ton

Police Services Department

False Alarm Fines

Unregistered Alarm	\$100.00
First Three incidents (No Charge)	\$0.00
4th Offense	\$25.00
5th Offense	\$50.00
6th or More Offenses	\$75.00

Parking Fines

Handicapped Parking	\$150.00
Parking During a Snow Emergency	\$175.00
Double Parking	\$50.00
Parking at Loading Zone	\$50.00
Restricted Parking Area	\$50.00
Obstructing Sidewalk	\$50.00
Obstructing Bus Stand	\$50.00

BUDGET SUBCOMMITTEE. FAVORABLE. SCHEDULE OF FEES AND CHARGES

RESOLUTION #5

A RESOLUTION ADOPTING THE SCHEDULE OF FEES AND CHARGES FOR SERVICES, LICENSES AND OTHER PURPOSES OF THE CITY OF WATERBURY FOR THE ENSUING FISCAL YEAR

Obstructing Mail Drops	\$50.00
Within 10 Feet of Fire Hydrant	\$50.00
Obstructing View of Stop Sign	\$50.00
Parking Within 25 Feet of Corner	\$50.00
Fire Lane	\$50.00
Truck Parking in Residential Zone	\$50.00
Overtime Parking	\$20.00
Parking More than 12" from Curb	\$20.00
Occupying More than One Space	\$20.00
Parking Wrong Side of Road	\$20.00

Permits:

Huckster Permits Vendors/Carts/trucks	\$287.50
Huckster Walking Parade Vendors	\$115.00
Vendor Plates-Carts/trucks	\$11.50
Itinerant Vendors/Street Peddlers	\$575.00
Pawn Broker Permits	\$115.00
Pawn Broker Permits-Renewals	\$57.50
Precious Metals/Stones Permits	\$11.50
Second Hand Dealer, Annual	\$115.00
Junk Dealer, Annual	\$57.50
Solicitors Permit-Per application	\$11.50
Vending machines, annually per slot	\$5.75
Vending Machines, Music	\$28.75
Fingerprints	\$30.00
Fingerprint Notarization	\$5.00

Blight Fines

Civil Blight Penalty	\$100/day
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Parking Rates

Spring Street Garage Scovill Street	\$75/month \$12/Daily Max \$2/Hour
Buckingham Parking Garage	\$75/month \$12/Daily Max \$2/Hour

Fire Services Department

Bureau of Fire Prevention Fees:

Plan & Review:

First \$10,000 of Project Cost	\$52.50
Every \$10,000 thereafter	\$5.25
Re-submittal	N/C
Site Plans	\$26.25
Exploratory/Demo	\$26.25
Certificate of Inspection (w/o plan review)	\$78.75
Additional Certificate of Occupancy	\$26.25

Hood Systems

Hood Plans	\$26.25
Hood Suppression Plans	\$26.25

New Sprinkler

1-6 Sprinkler Heads Isolation	\$25.00
Buildings up to 3,000 square feet	\$100.00
Buildings over 3,000 to 10,000 square feet	\$175.00

BUDGET SUBCOMMITTEE. FAVORABLE. SCHEDULE OF FEES AND CHARGES

RESOLUTION #5

A RESOLUTION ADOPTING THE SCHEDULE OF FEES AND CHARGES FOR SERVICES, LICENSES AND OTHER PURPOSES OF THE CITY OF WATERBURY FOR THE ENSUING FISCAL YEAR

Buildings over 10,000 square feet	\$250.00
<u>New Fire Alarm Systems</u>	
Buildings up to 3,000 square feet	\$50.00
Buildings over 3,000 to 10,000 square feet	\$100.00
Buildings over 10,000 square feet	\$150.00
<u>Annual Licensing Inspections</u>	
Liquor License<50 Occupants	\$52.50
Liquor License>50-299 Occupants	\$78.75
Liquor License>300 Occupants	\$105.00
Skilled Nursing Facility/Healthcare	\$185.00
Hospital License	\$315.00
Hotel/Motel> 100 Rooms	\$157.50
Hotel/Motel< 100 Rooms	\$78.75
Group Home License	\$52.50
Rooming House License	\$52.50
Day Care License	\$52.50
Business License	\$52.50
Theatre License	\$157.50
Gas Station Inspection	\$134.40
Tank Truck Inspection	\$52.50
Remote Propane Fill Locations	\$26.25
Propane or Oil Storage Facility	\$135.00
Separators	\$21.00
Private Fleet Dispensing Locations	\$26.25
<u>Permits</u>	
Tent Permit	\$52.50
Tank Installation/Removal Permit	\$115.50
Abandonment Permit	\$115.50
Blasting Permit	\$60.00
Fire Works	\$115.50
Festival & Carnival Permits	\$105.00
Propane Change out	\$21.00
20lb. LPG	N/C
<u>Reports</u>	
NFIRS Reports	\$10.50
Fire Investigation Reports (non-victim)	\$42.00
Copies (per page)	\$1.00
Reports for Victims	N/C
<u>Bureau of Emergency Services</u>	
Utility Stand-by (per hour, 1 hour minimum)	\$262.50
False Alarm Response (greater than 1 time in 12 months)	\$52.50

BUDGET SUBCOMMITTEE. FAVORABLE. SCHEDULE OF FEES AND CHARGES

RESOLUTION #5

A RESOLUTION ADOPTING THE SCHEDULE OF FEES AND CHARGES FOR SERVICES, LICENSES AND OTHER PURPOSES OF THE CITY OF WATERBURY FOR THE ENSUING FISCAL YEAR

Hazardous Materials:

Any spiller in the City of Waterbury shall be responsible for the burden of actual cost of all labor and materials pertaining to response and mitigation of the incident. Fire Department mitigation shall be determined complete upon termination of command. Spiller shall be billed for actual per hour costs and actual cost of all disposable and/or damaged equipment. Hourly cost shall begin upon Fire Department activation and conclude upon termination of incident command.

Department of Education

Rental of School Facilities by a For Profit Organization

Auditorium/Gymnasium & Cafeteria with Kitchen (cafeteria worker required for cafeteria with kitchen rental)	\$1,000 for 4 hours \$200 for each additional hour \$43.00 an hour (maintainer)
Sound & Lighting Fees (City electrician(s) as needed must be on hand, even if performers have their own lighting person)	\$56.00 an hour
Cafeteria/Classroom	\$53.00 an hour
Pool	\$74.00 an hour
Security Deposit (in the event of multiple building or event use, one security deposit per organization is sufficient)	\$500.00

Rental of School Facilities by a Non-Waterbury Tax Exempt Organization

Auditorium/Gymnasium & Cafeteria with Kitchen (cafeteria worker required for cafeteria with kitchen rental)	\$750 for 4 hours \$150 for each additional hour \$43.00 an hour (maintainer)
Sound & Lighting Fees (City electrician(s) as needed must be on hand, even if performers have their own lighting person)	\$56.00 an hour
Cafeteria/Classroom	\$53.00 an hour
Pool	\$74.00 an hour
Security Deposit (in the event of multiple building or event use, one security deposit per organization is sufficient)	\$500.00

Rental of School Facilities by a Waterbury Non-Profit & Tax-Exempt Organization

Auditorium/Gymnasium & Cafeteria with Kitchen (cafeteria worker required for cafeteria with kitchen rental)	\$43.00 an hour (maintainer)
Sound & Lighting Fees (City electrician(s) as needed must be on hand, even if performers have their own lighting person)	\$56.00 an hour
Cafeteria/Classroom	\$53.00 an hour
Pool	\$74.00 an hour

BUDGET SUBCOMMITTEE. FAVORABLE. SCHEDULE OF FEES AND CHARGES

RESOLUTION #5

A RESOLUTION ADOPTING THE SCHEDULE OF FEES AND CHARGES FOR SERVICES, LICENSES AND OTHER PURPOSES OF THE CITY OF WATERBURY FOR THE ENSUING FISCAL YEAR

Security Deposit (in the event of multiple building or event use, one security deposit per organization is sufficient) \$250.00

Fees are subject to waiver by the Board of Education, which considers such requests on a case-by-case basis. No fees are assessed for facility use by a City Department.

Water Pollution Control

Sewer Hook-Up Permit* - Per Residential Unit \$1,250.00
Sewer Hook-Up Permit* - Commercial \$0.25 per Square Foot (minimum of \$1,250) \$0.25
Sewer Hook-Up Permit - Hotel \$200 per Room \$200.00
Sanitary Sewer Permit Application Fee \$100.00
Commercial & Industrial Inspection Fee \$100.00
Sewer Discharge Permit \$100.00
Sewer Disconnect Permit \$100.00
Sewer Repair Permit \$100.00
Map Copies (Full Size) \$5.00
Map Copies (8"x11") \$0.50
Disposal of Grease \$0.08/gallon
Disposal of Septage \$0.07/gallon
Disposal of Industrial or 454 waste stream \$0.10/gallon
Disposal of Sludge Ash \$80/ton
Sale of Sewer Vent Covers \$25.00

*Additional Site connection fee for multi-unit connections (Example: 60-unit complex = 60 units @1,250 each plus 1 site connection fee of \$1,250)

Bureau of Water

Service call-in 2:30 PM Thru 7:25 AM \$175 / call
Dig & Repair Service Line Actual cost of repair
Permit/Inspection Fee- New Service and Service Repairs \$75.00
Cap Service Line Actual cost of repair
Hydrant Deposit for Use \$1,000.00
Hydrant Meter Inspection Fee \$250.00
Use of Hydrant- Short Term \$100 / day
Use of Hydrant- Long Term Actual Use-Current Water Rate
Hydrant Flow Test \$300.00
Tampering with Water Meter, Hydrant or Water Supply
First Offense \$500.00
Subsequent Offense \$1,000.00
Failure to properly test/maintain backflow device or allow access to cross connection inspection \$250.00
Cross Connection Test \$75.00

BUDGET SUBCOMMITTEE. FAVORABLE. SCHEDULE OF FEES AND CHARGES

RESOLUTION #5

A RESOLUTION ADOPTING THE SCHEDULE OF FEES AND CHARGES FOR SERVICES, LICENSES AND OTHER PURPOSES OF THE CITY OF WATERBURY FOR THE ENSUING FISCAL YEAR

Shut-off for non-payment	\$115.00
Restore Shut off service between 2:30 PM and 7:25 AM	\$125.00
Pool Water per Load- Tanker (Up to 5,000 gallons)	\$150 / Load
Bill Prints (Screen print)	\$1.00 / sheet
Bill research for customer accounts (Bill History)	\$20 Hour
NSF (non-sufficient funds) Charge / bank error, etc.	\$25.00

Legal Action Charge

Fees and Cost associated in collection action

Property Inspection	\$15.00
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*All fees and charges are subject to alteration in conformity with State or Federal Law.

BUDGET SUBCOMMITTEE. FAVORABLE. CORRECTIONS & TRANSFERS

RESOLUTION #6

**A RESOLUTION ALLOWING MATHEMATICAL CORRECTIONS TO THE BUDGET
OF THE CITY OF WATERBURY AND EMERGENCY TRANSFERS FOR THE
ENSUING FISCAL YEAR**

BE IT RESOLVED by the Board of Aldermen of the City of Waterbury to approve to authorize the Budget Director of the City of Waterbury to make any necessary mathematical corrections for the final publication of the Budget Book for the City of Waterbury for the Fiscal Year commencing July 1, 2024 and ending June 30, 2025 and approved by the Board of Aldermen in the total amount of \$446,722,287.

BE IT ALSO RESOLVED by the Board of Aldermen of the City of Waterbury to authorize the Mayor of the City of Waterbury upon request from the Budget Director to approve any budget transfers related to emergency purchases of Sand and Salt supplies or any other Snow Plowing expenditures. Such transfers will be communicated to the Board of Aldermen at the first meeting of the Board immediately following the emergency transfer.

**CITY OF WATERBURY
FY 2024-25 PROPOSED BUDGET
MAJOR ISSUES/CHANGES**

REVENUE

GENERAL PROPERTY TAXES

- Current Taxes receipt computations are a factor of Grand List data, the adopted mill rate, and collection rate used. FY25 is the ninth year in which the City will utilize two separate mill rates, one for real estate and personal property and one for motor vehicles. More details about these mill rates can be found below.
 - As of 10/1/23, the City's net taxable Grand List is \$5,033,060,376 for real estate and personal property and \$662,027,416 for motor vehicles, for a total of \$5.7 billion. This represents an increase of 9.44%, or \$491.1 million, over the net taxable Grand List as of 10/1/22. The increase is largely related to the implementation of the second year of the four-year phase-in of the 10/1/2022 Revaluation. The grand list numbers are subject to changes made by the Board of Assessment Appeals and this budget contains a reserve computation for a decrease of 1.5% for real estate, 1.0% for personal property and 0.4% for motor vehicles through this process.
 - The Mayor's proposed budget, including the second year of the four-year phase-in of the 10/1/22 Revaluation, necessitates a mill rate of 49.44 mills for real estate and personal property in FY25, which is a decrease of 4.75 mills compared to FY24. The proposed motor vehicle mill rate is 32.46 mills, which is the same as FY24 and the cap prescribed by State law. The State will reimburse the City for the revenue that will be lost due to the motor vehicle mill rate being less than the real estate and personal property mill rate. The City expects to receive \$17.3 million in the form of a motor vehicle mill rate cap grant in FY25. This is \$4.7 million less than FY24. The grant is decreasing because the City's real estate and personal property mill rate has decreased due to the 10/1/2022 Revaluation being phased in and is now closer to the motor vehicle mill rate cap of 32.46 mills.
 - The budget assumes a current collection rate of 96.0% - the audited three-year average is 96.35%. The 96% level has been used in all the budgets since FY10 when it was last raised.
- Prior Years' Taxes reflects current history of activity in prior year tax collection efforts. The budgeted amount is \$3.65 million, which is the same as FY24.
- Supplemental Motor Vehicles- The Mayor's proposed budget in FY25 is an amount of \$2.6 million, which is the same as FY24. This line item is based on current year collections.
- Interest on Current and Prior Years' Taxes amounts are the same as FY24 at a combined amount of \$3.3 million. This amount reflects actual collections and projections for current year receipts.
- Exemptions for the Elderly State Reimbursement is included at a level of \$20,000 in the proposed budget due a small portion of the program remaining in place. The State legislature previously eliminated most of the funding for the program in the State Budget. The exemptions are still available to those who qualify.

FY25 REVENUE SUMMARY

PAYMENTS BY OTHER JURISDICTIONS

- State aid projections reflect, where estimates are available, the budgeted numbers in the State's FY24-25 Adopted Biennial Budget, including the Governor's proposed adjustments. State Aid reflected in the General Fund decreases by \$1.1 million compared to the FY24 budgeted amount. The decrease is related to the reduction in the motor vehicle mill rate cap grant.
- The City's motor vehicle mill rate grant is expected to be received in an amount of \$17.3 million in FY25. This is \$4.7 million less than FY24 and is due to the fact that the gap between the City's real estate & personal property mill rate and the motor vehicle mill rate is now smaller. Therefore, the State is providing funding to make up for a smaller revenue loss.
- The tiered PILOT reimbursement grant that began in FY22 is expected to be received in an amount of \$9.4 million in FY25, which is nearly the same as FY24. This grant replaced two PILOT grants the City received in the past: the State-Owned Property PILOT grant and the Colleges and Hospitals PILOT grant.
- A Supplemental Revenue Sharing Grant is expected to be received in the amount of \$5.6 million in FY25, which is the same as FY24.
- A Municipal Revenue Sharing Grant is budgeted in the amount of \$2 million based upon previous year and current year grants received. The estimate for this funding is not published in the State's budget.
- The General Fund portion of the Education Cost Sharing (ECS) grant is budgeted at \$113.6 million in FY25, which is the same amount that is expected to be received in FY24. It is anticipated that the Alliance Grant, which is sent directly to the Board of Education, will be in the amount of \$76.7 million in FY25, which is \$19.2 million more than the amount expected in FY24.

INTEREST, RENT, SERVICES AND MISCELLANEOUS INCOME

- Income from Investments Budgeted line item is \$1,800,000 – this is \$850,000 more than FY24 and is based upon current year experience.
- Fringe Benefit Contribution Proposed budget keeps this line item the same as FY24 at \$8.545 million. This line item accounts for the fringe recovery costs that are billed to grants for health insurance and other employee benefit costs related to employees hired under those grants.

REIMBURSEMENTS FROM OTHER FUNDS OR AUTHORITIES

- Transfer-Water Fund – Indirect Service Charges are paid to the General Fund for indirect service costs provided by City Departments in support of Water Operations. Budgeted amount is \$800,000.
- Transfer-Sewerage Treatment Fund – Indirect Service Charges are paid to the General Fund for indirect service costs provided by City Departments in support of Sewer Operations. Budgeted amount is \$300,000.
- Transfer-Public Utility Administration Division – Indirect Service Charges are based on indirect service cost provided by City Departments in support of the Utility Administrative Division. Budgeted amount is \$200,000.
- Water Fund and Sewer Fund Pension & Fringe Benefits — Payments are made from the enterprise funds for current and past service pension costs, FICA, Unemployment Compensation, and Life Insurance for the employees of the Enterprises Funds. The pension and fringe amounts in FY25 are proposed to be \$1,656,379 for the Water

FY25 REVENUE SUMMARY

Fund and \$958,000 for the Sewer Fund. The Sewer Fund portion represents only the amortized pension legacy costs for retired Sewer employees. The City outsourced the operations and management of the Sewer Department in FY19 and therefore the Department no longer has any active City employees.

- Water Fund and Sewer Fund Health Insurance Fund Contributions — Payments from the Water Enterprise Fund for health insurance costs on behalf of its employees are made directly to the Health Insurance Internal Service Fund. The contribution from the Water Fund is \$1,310,223. Payments from the Sewer Enterprise Fund for current employees were eliminated in FY20 because the City's employer obligation for health insurance employee benefits has been transferred to Jacobs as part of the employee transition. The Sewer Fund contribution of \$390,000 is related to health benefit coverage for retirees.
- Public Utility Administration Division — The FY13 Budget created an Internal Service Fund account to run the administration portion of the two Enterprise Funds for Water and Sewer. This account pays for benefits on behalf of the employees assigned to this Division. The FY25 Proposed General Fund Budget includes a contribution from the Division for pension and other benefits in the amount of \$632,121. The Division's contribution to the Health Insurance Fund is in the amount of \$513,583. Another \$30,204 is contributed to the Workers' Compensation Fund by this Division.
- Water Fund Workers' Compensation Fund Contributions — Payments from the Water Enterprise Fund for Workers' Compensation costs will, in accordance with risk management policies, be made directly to the Workers' Compensation Internal Service Fund. These deposits made directly into the Workers' Compensation Internal Service Fund result in a decreased amount needed from the General Fund for those purposes. The contribution from the Water Fund is \$77,054. Payments from the Sewer Enterprise Fund have been eliminated because the City's employer obligations for workers' compensation injuries were transferred to Jacobs during FY19 as part of the employee transition.

TOWN CLERK

- Deed Recording and Other Fees - Revenue is proposed at \$400,000 in FY25, which is \$50,000 more than FY24. The increase is based on prior year and current collections.
- Real Estate Conveyance - The amount budgeted for FY25 is \$1,235,000, which is \$175,000 more than FY24. The increase is based on prior year and current collection.
- Other Town Clerk Revenue - Other Revenue in this department is proposed to increase by \$10,000 compared to FY24 based on current year level collections.

POLICE DEPARTMENT

- Parking Violations line item budgeted at \$375,000. This is the same as the FY24 Budget and is based on past history.
- Parking Fees revenue from the two parking garages is budgeted at a total of \$415,000, which is the same as FY24.
- Parking Kiosks have replaced many meters in the downtown area and this budget accounts for kiosk revenue separately from meter revenue. This budget includes revenue in the amount of \$55,000 for surface lot kiosks and \$225,000 for on street kiosks, which is the same as FY24.

FY25 REVENUE SUMMARY

FIRE DEPARTMENT

- Proposed budget reflects the same level of revenue as budgeted in FY24 in fees and/or recoveries for services provided by the department.

PUBLIC WORKS

- Northend Landfill: Refuse Disposal Charges amount has been kept at \$175,000, the same as the FY24 level.
- Miscellaneous Fees this line item is budgeted at \$70,000, which is the same as FY24.
- Recreational Program fees have been budgeted at \$15,000, which is the same as FY24.

CITY PLAN

- In the aggregate, revenue for the department is budgeted at \$126,000 in FY25, which is the same as FY24.

INSPECTIONS

- In the aggregate, revenue for the department is budgeted at \$2.147 million in FY25. This is \$750,000 more than the FY24 level and is based on the department's recent history of revenue collections.

HEALTH DEPARTMENT

- Fees for the department have been budgeted at \$191,000. This is the same level as FY24.

DEPARTMENT OF EDUCATION

ECS/Alliance - The grant amount budgeted is based upon the figure included for Waterbury's ECS grant in the State's FY24-25 Adopted Biennial Budget, including the Governor's proposed adjustments. Waterbury's ECS grant is reported to be \$190.4 million in FY25. The portion that is available to the General Fund is anticipated to be \$113.6 million, which has been the City's base grant amount for many years. The Alliance grant, which is sent directly to the Board of Education, is expected to be \$76.7 million, which is \$19.2 million more than the amount expected to be received in FY24.

- Special Education/Excess Cost- reflects budget of \$3.7 million in FY25, which is \$1.5 million more than FY24. The State does not publish an amount for this grant and the City has to budget based on history. The State has capped the statewide appropriation amount for reimbursements to municipalities. The budget increase is based upon the receipts in FY23 and FY24.
- Non-Public School Medical Services – This grant is budgeted at \$185,000 in FY25, which is the same as FY24. The budget is based upon receipts in prior years.
- Medicaid Reimbursements – The City is budgeting \$650,000 for this grant in FY25, which is the same as the FY24 Budget and is based on current year receipts.
- Reimbursements from Other Towns are budgeted at \$450,000 in FY25, which is the same amount as FY24 and is based on prior years' history.

**CITY OF WATERBURY
FY 2024-25 PROPOSED BUDGET
MAJOR ISSUES/CHANGES**

APPROPRIATIONS

GENERAL GOVERNMENT

- Office of the Mayor – Proposed budget reflects no change to position count and the appropriation amount is approximately \$187,000 more than FY24.
- Board of Aldermen – Proposed budget includes the same salary stipends for the Aldermen as FY24.
- Legal Department – No changes to position count. The appropriation amount is approximately \$368,000 more than FY24. Accounts used to fund outside counsel services are increasing based upon recent experience.
- Office of the City Clerk – Proposed budget reflects no change to position count. Position of City Clerk is mandated by Charter to be 50% of Mayoral salary. The Mayor’s salary and these related positions were last increased in the FY24 Budget. Appropriations are \$22,000 less than FY24.
- Office of Town Clerk – Position count increases by one position. An Applications Administrator position in the Information Technology (IT) Department was previously assigned to the Town Clerk’s Office. This position in the IT Department is being eliminated and the Town Clerk’s Office will now have a Records/Database Specialist. Position of Town Clerk is also mandated by Charter to be 50% of Mayoral salary. Appropriations are approximately \$100,000 more than FY24.
- Department of Human Resources – The position count increases by one with the addition of an Administrative Associate 1. Appropriations are approximately \$105,000 more than FY24.
- Office of the Registrar of Voters – This budget includes no change to position count and appropriations increase by \$75,000 compared to FY24. The budgeted election related expenses are based upon the occurrence of a primary election in August 2024 and the Presidential election in November 2024. Early voting for these elections will also be conducted.
- Office of the Sheriff – Budget makes no changes. Position salary is mandated by Charter to be 10% of the Mayor’s salary.
- Office of Probate – Budget funds rent for the office at an outside location and costs for telephone and security systems. The State pays for a share of the Children’s Court functions of the office.

FINANCE

- Finance Department – The proposed budget reflects the following:
 - Office of Finance – Proposed budget reflects no change to position count. Appropriations are approximately \$159,000 more than FY24. A \$110,000 credit for a reimbursement from the Community Development Block Grant (CDBG) Program is included in the department’s budget to fund administrative duties performed by staff related to the program. Savings may also be achieved through position vacancies.

FY25 APPROPRIATIONS SUMMARY

- Assessor's Office – Budget makes no change to position count. The appropriations increase by \$30,000 compared to FY24.
- Revenue Collector – Budget makes no change to position count. Appropriations are \$72,000 more than FY24.
- Purchasing – Budget makes no change to position count. The appropriations increase by \$5,000 compared to FY24.
- Internal Audit – The proposed budget makes no changes to the position count in this department. The appropriations are \$3,000 more than FY24.
- Office of Budget Control – The proposed budget makes no changes to the position count in this department. Appropriations are \$20,000 more than FY24.
- Information Technology – Budget reduces position count by one. The Applications Administrator position that was assigned to the Town Clerk's Office is being eliminated and the Town Clerk's Office contains a Records/Database Specialist in its place. Appropriations increase by approximately \$191,000 compared to FY24. The increase is largely related to the computer equipment maintenance contract, which contains additional funding for Microsoft 365 licenses for the Police Department and a new software program for the HR Department, as well as increases to existing maintenance contracts.

PUBLIC SAFETY

- Police Department – The proposed budget includes a staffing level of 300 uniformed personnel. The overall position count is increasing by four compared to FY24. Four Blight Operator positions that were budgeted as temporary positions and not included in the full-time position count in FY24 are now being budgeted as permanent positions in FY25. The budget for seasonal wages has been eliminated in FY25. Overall appropriations increased by \$2.1 million compared to FY24. The department's budget includes a 3% GWI for the Police Union. The overtime account is increasing by \$500,000.
- Fire Department – The proposed budget makes no change to the position count in this department. The overall appropriations are \$559,000 more in FY25 compared to FY24. The department's budget includes a 3% GWI for the Fire Union. The overtime account remains at the same level as FY24.

PUBLIC WORKS

- Department of Public Works – The requested budgets for each of the bureaus within the Department of Public Works are collapsed to reflect a consolidated department with all the public works functions. For ease of reading, the budget includes the program budgets associated with the separate bureaus. The appropriation, however, remains at the Department level to provide the Administration with the ability to transfer funds within the programs of the Department of Public Works (the bureaus) without the need for further legislative action. The Department of Engineering is included in the Department of Public Works section of the budget for financial record keeping purposes.
 - Office of Director– The position count remains the same for this bureau. Appropriations increase by \$61,000 compared to FY24.
 - Department of Engineering – The position count for this department increases by one compared to FY24. A Construction Manager/Inspector position is being

FY25 APPROPRIATIONS SUMMARY

funded to provide for oversight of the City's many capital road improvement projects that are ongoing. Overall appropriations increase by \$132,000 compared to FY24.

- Bureau of Parks – The proposed budget makes no changes to position count. Appropriations increase by \$231,000 compared to FY24.
- Public Buildings – The position count for this bureau increases by three compared to FY25. There are two additional Maintainer 1 positions budgeted in the bureau in order to staff the second shift at the Public Works Facility, as well as provide additional assistance to the several public buildings in the downtown area and the Senior Center. The appropriations are approximately \$485,000 more than FY24. Increases to utility and service maintenance contract accounts are also impacting this bureau.
- Bureau of Leisure Services – The proposed budget makes no changes to position count. A \$20,000 credit related to a reimbursement the bureau will receive for duties staff members perform for the Education Department's 21st Century Program is included in the budget. Appropriations increase by \$216,000. The seasonal salary account in this bureau is impacted by State approved minimum wage increases.
- Central Vehicle Maintenance – The proposed budget makes no change to position count. The appropriations are \$164,000 more than FY24.
- Refuse Collection – The proposed budget leaves the position count unchanged. The budget contains appropriation increases of approximately \$595,000 compared to FY24. A portion of this increase is related to increases in the recycling and municipal solid waste accounts.
- Bureau of Streets – The proposed budget makes no changes to the position count. There are also savings in this budget by continuing to pay the costs for sand and salt and outside snow plowing contractors from the Town Aid Road (TAR) grant, which is an appropriate activity use for the grant. The appropriations are \$212,000 more than FY24.
- Mark Lane Facility (formerly Northend Landfill) – The proposed budget makes no changes to the position count. The appropriations are \$22,000 more than FY24.

PLANNING AND DEVELOPMENT

- City Planning – The proposed budget makes no changes to the position count. The appropriations increase by approximately \$31,000 in FY25 compared to FY24.
- Inspections – No changes to position count. The appropriations increase by \$118,000 in FY25 compared to FY24.

HUMAN SERVICES

- Department of Public Health – The proposed budget makes no changes to position count. The appropriations increase by \$197,000 in FY25 compared to FY24.
- Waterbury Senior Center – The proposed budget makes no changes to position count. Appropriations are approximately \$56,000 more in FY25 compared to FY24. The budget contains an additional \$18,000 for temporary salaries in FY25 to assist with operations at the Senior Center.
- Silas Bronson Library – The proposed budget for the Library makes no changes to positions. Appropriations increase by approximately \$85,000 compared to FY24.

FY25 APPROPRIATIONS SUMMARY

DEPARTMENT OF EDUCATION

- General Fund Appropriation for Education – The Department of Education's budget request is funded with a direct appropriation of \$158,375,000, which is the same amount that was included in the FY24 Adopted Budget. The Department did not request an increase in its General Fund contribution in FY25.
- ECS-Alliance Grant – The State has been adding significant monies to Education but had been providing additional funds directly to Board of Education without passing it through the City's General Fund in the form of the Alliance grant. The entire ECS grant is expected to be in the amount of \$190.4 million in FY25. The General Fund portion of this is anticipated to be \$113.6 million, while the Alliance grant is expected to be in the amount of \$76.7 million. This is \$19.2 million more than the amount the Education Department expects to receive in FY24. The amount of the grant used to assist with local operating costs is now approximately \$57.7 million.
- Education Benefit Costs – The City also shows the allocation of pension, health insurance, and other benefit costs paid by the City on behalf of this department. The Office of Budget Control projects these costs to be an additional \$57.7 million, resulting in a total of \$216 million to be spent on behalf of Education by the City in FY25.

OPERATING CHARGES

The Operating Charges section of the budget was requested at a level of approximately \$121.4 million. The Mayor's Proposed Budget reduced this amount by \$860,000 to arrive at a recommended appropriation of \$120.5 million. Information on most of the major line items is seen below.

- Debt Service Fund Contribution – The Debt Service Fund contribution is \$22.5 million in FY25, which is the same amount as FY24. The gross debt service costs in the Debt Service Fund are \$25.8 million in FY25. The Fund has an Undesignated Fund Balance derived from the deposit of bond sale premiums. It is proposed to use \$3.3 million of that balance to mitigate General Fund increases.
- Health Benefits – The City funds the health benefits of employees by using an Internal Service Fund. The General Fund makes contributions necessary to pay expenses net of other revenues available to the Fund. The allocation of benefits between Active and Retiree costs is based on a 3-year history of expenses. The City's contribution to the Fund in FY25 will be \$69.5 million, which is \$2.5 million less than FY24. The Fund also receives contributions from the Enterprise Funds and the Education Department. The FY25 contribution from the Education Department is expected to increase by \$1 million for a total of \$11 million.
- Health Benefits – Active Employees - Of the \$69.5 million total, approximately \$29.5 million or 42.5% of the contribution will be spent on behalf of current employees.
- Health Benefits – Retirees - Of the \$69.5 million total, approximately \$40 million will be spent on behalf of retired employees and dependents; this is 57.5% of the contribution.
- Contribution to General Liability Internal Service Fund – This line item is budgeted to receive a \$2.7 million contribution from the City's General Fund in FY25, which is \$700,000 more than the FY24 contribution. The increased contribution will assist in the replenishment of the funds claim reserves. In addition, this Fund receives contributions from the Water Enterprise Fund.

FY25 APPROPRIATIONS SUMMARY

- Contribution to Heart & Hypertension Internal Service Fund – This line item is budgeted at \$1.2 million, which is \$200,000 more than FY24. The fund is closed to new claims coming from any public safety personnel hired after 7/1/96.
- Contribution to Workers' Compensation Internal Service Fund – This line item is budgeted at \$6.5 million, which is \$500,000 less than FY24. The Fund has benefitted from year-end surplus funding in previous years and there are also contributions from the Water Enterprise Fund deposited directly to the Fund.
- Economic Development – The FY25 proposed General Fund contribution to the Waterbury Development Corporation (WDC) is \$1.25 million, which is \$150,000 more than FY24. The contribution to the Naugatuck Valley Regional Development Corporation (NVRDC) is proposed to be reduced by \$150,000 for a total of \$100,000. There is also a contribution of \$300,000 to the Waterbury Land Bank included in FY25, which is \$50,000 more than FY24.
- Contingency – The contingency account is proposed to be \$1.5 million, which is the same as FY24. The account will be used to fund emergency or unanticipated costs that arise during the year, as well as cost overruns in fuel, utility, snow removal operations and various other expense line items. The account would also assist with funding any general wage increases that may be awarded in the outstanding labor contracts.
- Capital Reserve/Equipment – The proposed budget includes a contribution of \$1.5 million to fund project appropriations through the City's Capital Budget. This is the same amount as FY24. Year-end surplus funds have also been used to assist with capital projects in previous years.
- Vehicle Replacement Fund – The FY25 Proposed Budget contains a contribution of \$1.5 million to the Central Vehicle Replacement Fund (CVRF), which is the same as FY24. In order to maintain the City's vehicle replacement program, it is important to include a contribution to the CVRF in the proposed budget.

RETIREMENT BOARD

- Pension Contribution – The City's cost on behalf of employee pensions is \$49 million in FY25. This is approximately \$758,000 less than FY24. The City continues to pay debt service on outstanding pension obligation bonds (POBs) issued in September 2009, which brought the pension plan funding level to approximately 70%. The FY25 proposed budget includes principal and interest payments in the amount of \$24.3 million, which is \$851,000 less than FY24, and an additional amount of \$24.7 million to fund the unfunded pension liability and normal plan costs still in existence, which is \$1,600,000 more than FY24.

CITY OF WATERBURY
MAYOR'S PROPOSED BUDGET FY 2024-2025
SCHEDULE OF DEPARTMENTAL
APPROPRIATIONS

EXHIBIT A

Appropriation By Department	Budget Authorized FT Positions	Personal Services Costs	All Non Personnel Costs	Total Dept. Appropriation
<u>GENERAL GOVERNMENT</u>				
MAYOR'S OFFICE	12	\$1,116,661	\$80,500	\$1,197,161
BOARD OF ALDERMEN	0	\$64,000	\$0	\$64,000
LEGAL DEPT.	17	\$1,875,224	\$1,098,700	\$2,973,924
CITY CLERK	4	\$245,297	\$9,000	\$254,297
TOWN CLERK	11	\$552,930	\$199,000	\$751,930
HUMAN RESOURCES	12	\$1,070,102	\$318,030	\$1,388,132
REGISTRAR OF VOTERS	5	\$468,498	\$191,850	\$660,348
CITY SHERIFF	0	\$16,021	\$4,150	\$20,171
PROBATE	0	\$0	\$188,700	\$188,700
SUBTOTAL	61	\$5,408,733	\$2,089,930	\$7,498,663
<u>FINANCE</u>				
DEPT OF FINANCE	27	\$2,304,090	\$110,275	\$2,414,365
ASSESSMENT	12	\$770,559	\$141,695	\$912,254
TAX COLLECTOR	22	\$1,139,685	\$241,325	\$1,381,010
PURCHASING DEPT	4	\$300,735	\$21,050	\$321,785
AUDIT	2	\$171,933	\$16,250	\$188,183
BUDGET	2	\$215,791	\$4,650	\$220,441
INFORMATION TECHNOLOGY	14	\$1,324,809	\$1,230,042	\$2,554,851
SUBTOTAL	83	\$6,227,602	\$1,765,287	\$7,992,889
<u>PUBLIC SAFETY</u>				
POLICE SERVICES DEPT.	366	\$35,841,157	\$7,272,266	\$43,113,423
FIRE SERVICES DEPT.	234	\$23,338,627	\$1,701,140	\$25,039,767
SUBTOTAL	600	\$59,179,784	\$8,973,406	\$68,153,190
<u>PUBLIC WORKS*</u>				
DEPT OF PUBLIC WORKS	194	\$14,241,116	\$11,831,642	\$26,072,758
SUBTOTAL	194	\$14,241,116	\$11,831,642	\$26,072,758
<u>PLANNING AND DEVELOPMENT</u>				
CITY PLAN	7	\$482,113	\$46,670	\$528,783
DEPT. OF INSPECTIONS	14	\$975,399	\$71,600	\$1,046,999
SUBTOTAL	21	\$1,457,512	\$118,270	\$1,575,782
<u>HUMAN SERVICES</u>				
HEALTH DEPARTMENT	86	\$4,712,456	\$126,566	\$4,839,022
WATERBURY SENIOR CENTER	3	\$215,171	\$123,760	\$338,931
SILAS BRONSON LIBRARY	30	\$1,676,593	\$494,350	\$2,170,943
SUBTOTAL	119	\$6,604,220	\$744,676	\$7,348,896

CITY OF WATERBURY
MAYOR'S PROPOSED BUDGET FY 2024-2025
SCHEDULE OF DEPARTMENTAL
APPROPRIATIONS

EXHIBIT A

Appropriation By Department	Budget Authorized FT Positions	Personal Services Costs	All Non Personnel Costs	Total Dept. Appropriation
<u>OPERATING CHARGES</u>				
DEBT AND SUNDRY	0	\$0	\$120,504,000	\$120,504,000
SUBTOTAL	0	\$0	\$120,504,000	\$120,504,000
<u>RETIREMENT BOARD</u>				
PENSION PLAN CONT.	0	\$0	\$49,201,109	\$49,201,109
SUBTOTAL	0	\$0	\$49,201,109	\$49,201,109
GENERAL GOVT	1078	\$93,118,967	\$195,228,320	\$288,347,287
<u>EDUCATION</u>				
DEPARTMENT OF EDUCATION**	1801	\$0	\$158,375,000	\$158,375,000
SUBTOTAL	1801	\$0	\$158,375,000	\$158,375,000
GENERAL FUND	2879	\$93,118,967	\$353,603,320	\$446,722,287

* SEE FURTHER BREAKDOWN OF THE DEPARTMENT OF PUBLIC WORKS ATTACHED ON NEXT PAGE

**THESE ARE DOE NUMBER OF POSITIONS AS PROPOSED BY BOE

CITY OF WATERBURY
MAYOR'S PROPOSED BUDGET FY 2024-2025
SCHEDULE OF DEPARTMENTAL
APPROPRIATIONS

EXHIBIT A

BUREAUS OF THE DEPARTMENT OF PUBLIC WORKS

Appropriation By Department	Budget Authorized FT Positions	Personal Services Costs	All Non Personnel Costs	Total Dept. Appropriation
<u>DEPARTMENT OF PUBLIC WORKS</u>				
Director of DPW	8	\$692,614	\$99,451	\$792,065
Department of Engineering*	18	\$1,566,748	\$480,976	\$2,047,724
Bureau of Parks	36	\$2,123,513	\$982,890	\$3,106,403
Bureau of Public Buildings	24	\$1,291,444	\$1,891,273	\$3,182,717
Bureau of Leisure Services	9	\$1,767,051	\$29,550	\$1,796,601
Central Vehicle Maintenance	20	\$1,421,220	\$862,256	\$2,283,476
Bureau of Refuse Collection	50	\$3,250,921	\$5,613,086	\$8,864,007
Bureau of Streets	25	\$1,880,129	\$1,756,552	\$3,636,681
North End Disposal	4	\$247,476	\$115,608	\$363,084
DEPT OF PUBLIC WORKS	194	\$14,241,116	\$11,831,642	\$26,072,758

*The Department of Engineering is included in the Department of Public Works section of the budget for financial record keeping purposes

CITY OF WATERBURY

EXHIBIT B

DEPARTMENTAL ALLOCATION OF EMPLOYEE BENEFITS
MAYOR'S PROPOSED BUDGET FY2024-25

DESCRIPTION & DEPARTMENT	MAYOR'S PROPOSED BUDGET	DEPT. % of TOTAL	HEALTH INS. COSTS	LIFE INS. COSTS	UNEMP. COMP. COSTS	EMPLOYER MEDICARE COSTS	DEPT. BENEFIT COSTS
<u>Health Source Data used is from Exhibit F</u>							
Health Insurance-Retirees - Education			\$20,309,608				
Health Insurance-Retirees - Gen. Gov.			\$19,649,619				
Health Insurance-Actives - Education			\$15,553,148				
Health Insurance-Actives - Gen. Gov.			\$13,987,625				
Life Insurance - Education				\$490,000			
Unemployment Comp. - Education					\$300,000		
Employer Medicare - Education						\$2,549,000	
Life Insurance - Gen. Gov.				\$335,000			
Unemployment Comp. - Gen. Gov.					\$120,000		
Employer Medicare - General						\$1,389,000	
Department Allocation of Benefits - # of Full Time positions							
Office of the Mayor	12	1.11%	\$155,706	\$3,729	\$1,336	\$15,462	\$176,233
Legal Department	17	1.58%	\$220,584	\$5,283	\$1,892	\$21,904	\$249,664
Office of the City Clerk	4	0.37%	\$51,902	\$1,243	\$445	\$5,154	\$58,744
Office of the Town Clerk	11	1.02%	\$142,731	\$3,418	\$1,224	\$14,173	\$161,547
Human Resources	12	1.11%	\$155,706	\$3,729	\$1,336	\$15,462	\$176,233
Registrar of Voters	5	0.46%	\$64,878	\$1,554	\$557	\$6,442	\$73,431
Department of Finance	27	2.50%	\$350,339	\$8,391	\$3,006	\$34,789	\$396,525
Office of Assessment	12	1.11%	\$155,706	\$3,729	\$1,336	\$15,462	\$176,233
Office of Revenue Collection	22	2.04%	\$285,462	\$6,837	\$2,449	\$28,347	\$323,094
Purchasing Dept	4	0.37%	\$51,902	\$1,243	\$445	\$5,154	\$58,744
Internal Audit	2	0.19%	\$25,951	\$622	\$223	\$2,577	\$29,372
Office of Budget Control	2	0.19%	\$25,951	\$622	\$223	\$2,577	\$29,372
Information Technology	14	1.30%	\$181,657	\$4,351	\$1,558	\$18,039	\$205,606
Department of Police Services	366	33.95%	\$4,749,045	\$113,738	\$40,742	\$471,590	\$5,375,116
Department of Fire Services	234	21.71%	\$3,036,275	\$72,718	\$26,048	\$301,508	\$3,436,549
Dept. of Public Works	194	18.00%	\$2,517,253	\$60,288	\$21,596	\$249,968	\$2,849,105
Department of City Planning	7	0.65%	\$90,829	\$2,175	\$779	\$9,019	\$102,803
Department of Inspections	14	1.30%	\$181,657	\$4,351	\$1,558	\$18,039	\$205,606
Department of Public Health	86	7.98%	\$1,115,896	\$26,725	\$9,573	\$110,811	\$1,263,005
Waterbury Senior Center	3	0.28%	\$38,927	\$932	\$334	\$3,865	\$44,058
Silas Bronson Library	30	2.78%	\$389,266	\$9,323	\$3,340	\$38,655	\$440,583
TOTAL DISTRIBUTION	1078	100%	\$13,987,625	\$335,000	\$120,000	\$1,389,000	\$15,831,625

General Fund Contribution to Health distribution based on 3YR history		
INSURANCE COST - RETIREES	\$39,959,227	57.5%
INSURANCE COST - ACTIVES	\$29,540,773	42.5%
TOTAL HEALTH GF CONTRIBUTION	\$69,500,000	100.0%

General Fund Contribution to Health distribution based on 3YR history		
INSURANCE COST - EDUCATION	\$35,862,756	51.6%
INSURANCE COST - NON EDUCATION	\$33,637,244	48.4%
TOTAL HEALTH GF CONTRIBUTION	\$69,500,000	100.0%

CITY OF WATERBURY
DEPARTMENTAL ALLOCATION OF EMPLOYEE BENEFITS
MAYOR'S PROPOSED BUDGET FY2024-25

EXHIBIT C

DESCRIPTION & DEPARTMENT	MAYOR'S PROPOSED BUDGET	DEPT. % of TOTAL	WORKERS COMP COSTS	HEART & HYPERT. COSTS	DEPT. BENEFIT COSTS
General Fund Contribution			\$6,500,000	\$1,200,000	\$7,700,000
Department of Education	1801	46.91%	\$3,048,882		\$3,048,882
Department of Police Services	366	30.17%	\$1,960,863	\$706,349	\$2,667,212
Department of Fire Services	234	11.69%	\$759,813	\$493,651	\$1,253,464
Dept. of Public Works	194	8.17%	\$530,964		\$530,964
All of General Government	284	3.07%	\$199,477		\$199,477
General Gov Breakdown seen below	1078	100.00%			
Department Allocation of Benefits - # of Full Time positions					
Office of the Mayor	12	4.23%	\$8,429		\$8,429
Legal Department	17	5.99%	\$11,941		\$11,941
Office of the City Clerk	4	1.41%	\$2,810		\$2,810
Office of the Town Clerk	11	3.87%	\$7,726		\$7,726
Human Resources	12	4.23%	\$8,429		\$8,429
Registrar of Voters	5	1.76%	\$3,512		\$3,512
Department of Finance	27	9.51%	\$18,964		\$18,964
Office of Assessment	12	4.23%	\$8,429		\$8,429
Office of Revenue Collection	22	7.75%	\$15,452		\$15,452
Purchasing Dept	4	1.41%	\$2,810		\$2,810
Internal Audit	2	0.70%	\$1,405		\$1,405
Office of Budget Control	2	0.70%	\$1,405		\$1,405
Information Technology	14	4.93%	\$9,833		\$9,833
Department of City Planning	7	2.46%	\$4,917		\$4,917
Department of Inspections	14	4.93%	\$9,833		\$9,833
Department of Public Health	86	30.28%	\$60,405		\$60,405
Waterbury Senior Center	3	1.06%	\$2,107		\$2,107
Silas Bronson Library	30	10.56%	\$21,072		\$21,072
Subtotal for General Government	284		\$199,477		\$199,477
TOTAL GENERAL FUND BUDGET	2879	100%	\$6,500,000	\$1,200,000	\$7,700,000

The Third Party Administrator keeps separate costs for the departments at the top of the page (percentage shown is a 3yr average)
Balance of costs is allocated to other general government departments based on full time position count

CITY OF WATERBURY
DEPARTMENTAL ALLOCATION OF PENSION COSTS
MAYOR'S PROPOSED BUDGET FY2024-25

EXHIBIT D

DESCRIPTION & DEPARTMENT	MAYOR'S PROPOSED BUDGET	DEPT. % of TOTAL	PENSION PLAN CONT.	TOTAL PENSION COSTS
GENERAL FUND CONTRIBUTION TO RETIREMENT TRUST FUND	\$49,044,109			
Pension Contribution - General Gov. Retirees & Unfunded Liability			\$33,222,935	\$33,222,935
Pension Contribution - Education - Retiree & Unfunded Liability			\$13,308,047	\$13,308,047
Pension Contribution Actives - Normal Cost			<u>\$2,513,127</u>	
Pension Contribution - Actives - Education			\$853,173	\$853,173
Dept. of Police Services - Police BU			\$740,121	\$740,121
Dept. of Fire Services - Fire BU			\$399,765	\$399,765
Normal Cost to be distributed	APPLICABLE*		\$520,068	
	POSITIONS ONLY			
Office of the Mayor	0	0.00%	\$0	\$0
Legal Department	8	1.70%	\$8,852	\$8,852
Office of the City Clerk	2	0.43%	\$2,213	\$2,213
Office of the Town Clerk	10	2.13%	\$11,065	\$11,065
Human Resources	8	1.70%	\$8,852	\$8,852
Registrar of Voters	0	0.00%	\$0	\$0
Department of Finance	17	3.62%	\$18,811	\$18,811
Office of Assessment	12	2.55%	\$13,278	\$13,278
Office of Revenue Collection	22	4.68%	\$24,344	\$24,344
Purchasing Dept	4	0.85%	\$4,426	\$4,426
Internal Audit	0	0.00%	\$0	\$0
Office of Budget Control	0	0.00%	\$0	\$0
Information Technology	12	2.55%	\$13,278	\$13,278
Department of Police Services	55	11.70%	\$60,859	\$60,859
Department of Fire Services	7	1.49%	\$7,746	\$7,746
Dept. of Public Works	182	38.72%	\$201,388	\$201,388
Department of City Planning	5	1.06%	\$5,533	\$5,533
Department of Inspections	13	2.77%	\$14,385	\$14,385
Department of Public Health	82	17.45%	\$90,735	\$90,735
Waterbury Senior Center	1	0.21%	\$1,107	\$1,107
Silas Bronson Library	30	6.38%	\$33,196	\$33,196
TOTAL GENERAL FUND BUDGET	470	100%	\$520,068	\$49,044,109

* INCLUDES AN ESTIMATE OF ONLY FULL TIME POSITIONS WHO PARTICIPATE IN PENSION PLAN

(Most outside Management positions being hired now participate in a 401(a) Defined Contribution not the Defined Benefit pension plan)

This schedule uses valuation data as of July 1, 2022, which includes a recommendation for FY25

CITY OF WATERBURY
MAYOR'S PROPOSED BUDGET FY2024-25
SCHEDULE OF TOTAL DEPARTMENTAL COSTS
INCLUDING APPROPRIATIONS AND ALLOCATION OF PENSION & BENEFITS

EXHIBIT E

APPROPRIATION DESCRIPTION	Personal Services Costs	Other Expenses Costs	Total Dept. Approp.	Fringe Benefit Allocation as per Exhibit B	WC & H&H Allocation as per Exhibit C	Pension Benefit Allocation as per Exhibit D	Total Dept. Costs
<u>GENERAL GOVERNMENT</u>							
10 MAYOR'S OFFICE	\$1,116,661	\$80,500	\$1,197,161	\$176,233	\$8,429	\$0	\$1,381,823
16 BOARD OF ALDERMAN	\$64,000	\$0	\$64,000	\$0	\$0	\$0	\$64,000
30 LEGAL DEPT.	\$1,875,224	\$1,098,700	\$2,973,924	\$249,664	\$11,941	\$8,852	\$3,244,381
35 CITY CLERK	\$245,297	\$9,000	\$254,297	\$58,744	\$2,810	\$2,213	\$318,064
36 TOWN CLERK	\$552,930	\$199,000	\$751,930	\$161,547	\$7,726	\$11,065	\$932,269
14 HUMAN RESOURCES	\$1,070,102	\$318,030	\$1,388,132	\$176,233	\$8,429	\$8,852	\$1,581,646
35 REGISTRAR OF VOTERS	\$468,498	\$191,850	\$660,348	\$73,431	\$3,512	\$0	\$737,290
34 CITY SHERIFF	\$16,021	\$4,150	\$20,171	\$0	\$0	\$0	\$20,171
33 PROBATE	\$0	\$188,700	\$188,700	\$0	\$0	\$0	\$188,700
SUBTOTAL	\$5,408,733	\$2,089,930	\$7,498,663	\$895,853	\$42,845	\$30,983	\$8,468,344
<u>FINANCE</u>							
20 DEPT OF FINANCE	\$2,304,090	\$110,275	\$2,414,365	\$396,525	\$18,964	\$18,811	\$2,848,665
23 ASSESSMENT	\$770,559	\$141,695	\$912,254	\$176,233	\$8,429	\$13,278	\$1,110,194
24 TAX COLLECTOR	\$1,139,685	\$241,325	\$1,381,010	\$323,094	\$15,452	\$24,344	\$1,743,900
28 PURCHASING DEPT	\$300,735	\$21,050	\$321,785	\$58,744	\$2,810	\$4,426	\$387,765
25 AUDIT	\$171,933	\$16,250	\$188,183	\$29,372	\$1,405	\$0	\$218,960
12 BUDGET	\$215,791	\$4,650	\$220,441	\$29,372	\$1,405	\$0	\$251,218
26 INFORMATION SERVICES	\$1,324,809	\$1,230,042	\$2,554,851	\$205,606	\$9,833	\$13,278	\$2,783,568
SUBTOTAL	\$6,227,602	\$1,765,287	\$7,992,889	\$1,218,947	\$58,298	\$74,137	\$9,344,271
<u>PUBLIC SAFETY</u>							
50 POLICE DEPT	\$35,841,157	\$7,272,266	\$43,113,423	\$5,375,116	\$2,667,212	\$800,980	\$51,956,731
55 FIRE DEPARTMENT	\$23,338,627	\$1,701,140	\$25,039,767	\$3,436,549	\$1,253,464	\$407,511	\$30,137,291
SUBTOTAL	\$59,179,784	\$8,973,406	\$68,153,190	\$8,811,665	\$3,920,676	\$1,208,491	\$82,094,022
<u>PUBLIC WORKS</u>							
DEPT OF PUBLIC WORKS	\$14,241,116	\$11,831,642	\$26,072,758	\$2,849,105	\$530,964	\$201,388	\$29,654,215
SUBTOTAL	\$14,241,116	\$11,831,642	\$26,072,758	\$2,849,105	\$530,964	\$201,388	\$29,654,215

CITY OF WATERBURY
MAYOR'S PROPOSED BUDGET FY2024-25
SCHEDULE OF TOTAL DEPARTMENTAL COSTS
INCLUDING APPROPRIATIONS AND ALLOCATION OF PENSION & BENEFITS

EXHIBIT E

APPROPRIATION DESCRIPTION	Personal Services Costs	Other Expenses Costs	Total Dept. Approp.	Fringe Benefit Allocation as per Exhibit B	WC & H&H Allocation as per Exhibit C	Pension Benefit Allocation as per Exhibit D	Total Dept. Costs
<u>PLANNING AND DEVELOPMENT</u>							
47 CITY PLAN	\$482,113	\$46,670	\$528,783	\$102,803	\$4,917	\$5,533	\$642,035
56 DEPT. OF INSPECTIONS	\$975,399	\$71,600	\$1,046,999	\$205,606	\$9,833	\$14,385	\$1,276,823
SUBTOTAL	\$1,457,512	\$118,270	\$1,575,782	\$308,408	\$14,750	\$19,917	\$1,918,858
<u>HUMAN SERVICES</u>							
60 HEALTH DEPARTMENT	\$4,712,456	\$126,566	\$4,839,022	\$1,263,005	\$60,405	\$90,735	\$6,253,168
63 WATERBURY SENIOR CENTER	\$215,171	\$123,760	\$338,931	\$44,058	\$2,107	\$1,107	\$386,203
73 SILAS BRONSON LIBRARY	\$1,676,593	\$494,350	\$2,170,943	\$440,583	\$21,072	\$33,196	\$2,665,794
SUBTOTAL	\$6,604,220	\$744,676	\$7,348,896	\$1,747,647	\$83,584	\$125,038	\$9,305,164
<u>OPERATING CHARGES</u>							
21 DEBT AND SUNDRY	\$0	\$120,504,000	\$120,504,000	(\$83,633,000)	\$0	\$0	\$36,871,000
SUBTOTAL	\$0	\$120,504,000	\$120,504,000	(\$83,633,000)	\$0	\$0	\$36,871,000
<u>RETIREMENT BOARD</u>							
PENSION PLAN CONT. (net of DOE)*	\$0	\$49,201,109	\$49,201,109	\$39,959,227	\$0	(\$36,130,782)	\$53,029,554
SUBTOTAL	\$0	\$49,201,109	\$49,201,109	\$39,959,227	\$0	(\$36,130,782)	\$53,029,554
GENERAL GOVT	\$93,118,967	\$195,228,320	\$288,347,287	(\$27,842,148)	\$4,651,118	(\$34,470,828)	\$230,685,428
<u>EDUCATION</u>							
70 BOARD OF ED.	\$0	\$158,375,000	\$158,375,000	\$40,451,756	\$3,048,882	\$14,161,220	\$216,036,859
SUBTOTAL	\$0	\$158,375,000	\$158,375,000	\$40,451,756	\$3,048,882	\$14,161,220	\$216,036,859
GENERAL FUND	\$93,118,967	\$353,603,320	\$446,722,287	\$12,609,608	\$7,700,000	(\$20,309,608)	\$446,722,287

*The amounts reported under "Retirement Board" are net of pension cost contributions associated with Department of Education Employees.
The City must report to the State Department of Education annually on what costs were spent from General Government accounts in support of Education.
The full extent of costs associated with all retired employees can be found in the department appropriation page for the Retirement Board.

City of Waterbury
Health Insurance Cost Projections - FY25

EXHIBIT F

HEALTH INSURANCE FUND	
PROJECTED REVENUE	FY25
State of CT Teacher's Co-Pay	\$1,800,000
Health Ins. Co-Share - Plan Participants-DOE	\$5,450,000
Health Ins. Co-Share - Plan Participants-Gen Gov.	\$5,500,000
Health Ins. Co-Share - Retiree Participants	\$2,350,000
Health Ins. Co-Share - Plan Participants-Cobra	\$65,000
Health Ins. Co-Share - Plan Participants- DOE Grants	\$450,000
Grant Fringe Contributions	\$4,500,000
Medicare Part D & Other Fed. Reimbursement	\$1,200,000
Insurance Rebates & Misc.	\$5,800,000
Use of Interest	\$1,000,000
Subrogation Recovery	\$85,000
Use of Available Fund Balance	\$5,000,000
Public Utility Admin Contribution	\$513,583
Water Bureau Contributions	\$1,310,223
WPCF Waste Treatment Contributions	\$390,000
Education Department Contribution	\$11,000,000
TOTAL REVENUES	\$46,413,806
PROJECTED EXPENSE*	FY25
Health Insurance Claims	\$69,400,000
Managed Drug Benefit	\$31,000,000
Dental Benefit	\$3,050,000
Third Party Administration	\$2,100,000
Subtotal Cost of Insurance	\$105,550,000
Change in IBNR	\$0
Professional & Other Services	\$763,806
HSA Payments	\$3,600,000
Medicare Reimbursement	\$6,000,000
TOTAL EXPENDITURES	\$115,913,806
Total General Fund Contribution Required	\$69,500,000

Active EMP-DOE	RETIRED-DOE	Active EMP-GG	RETIRED-GG
\$0	\$1,800,000	\$0	\$0
\$5,450,000	\$0	\$0	\$0
\$2,475,000	\$0	\$3,025,000	\$0
\$0	\$1,150,000	\$0	\$1,200,000
\$32,500	\$0	\$32,500	\$0
\$450,000	\$0	\$0	\$0
\$4,275,000	\$0	\$225,000	\$0
\$0	\$620,875	\$0	\$579,125
\$2,260,021	\$1,276,109	\$1,073,570	\$1,190,300
\$389,659	\$220,019	\$185,098	\$205,224
\$33,121	\$18,702	\$15,733	\$17,444
\$1,948,294	\$1,100,094	\$925,492	\$1,026,121
\$0	\$0	\$385,187	\$128,396
\$0	\$0	\$982,667	\$327,556
\$0	\$0	\$0	\$390,000
\$11,000,000	\$0	\$0	\$0
\$28,313,595	\$6,185,798	\$6,850,248	\$5,064,166
Percentage of Total	Percentage of Total	Percentage of Total	Percentage of Total
38.97%	22.00%	18.51%	20.52%
\$27,042,320	\$15,269,302	\$12,845,823	\$14,242,554
\$12,079,423	\$6,820,582	\$5,738,048	\$6,361,948
\$1,188,459	\$671,057	\$564,550	\$625,934
\$818,283	\$462,039	\$388,706	\$430,971
\$41,128,486	\$23,222,981	\$19,537,127	\$21,661,406
\$0	\$0	\$0	\$0
\$297,624	\$168,052	\$141,379	\$156,751
\$2,440,634	\$0	\$1,159,366	\$0
\$0	\$3,104,373	\$0	\$2,895,627
\$43,866,743	\$26,495,405	\$20,837,873	\$24,713,785
\$15,553,148.35	\$20,309,607.79	\$13,987,624.78	\$19,649,619.08

Active Costs	\$29,540,773
Retiree Costs	\$39,959,227
Required General Fund Contribution	\$69,500,000

Department of Education Costs	\$35,862,756
General Government Costs	\$33,637,244
Required General Fund Contribution	\$69,500,000

* The projected expenses of the Health Insurance Fund are allocated to the four categories seen above based on a three year history of actual fund claims and other expense data for FY21, FY22, & FY23

City of Waterbury
STATE AID SCHEDULE - FY25

EXHIBIT G

REVENUE DESCRIPTION	FY21 CITY RECEIPTS	FY22 CITY RECEIPTS	FY23 CITY RECEIPTS	FY24 CITY ADOPTED BUDGET	FY25 STATE ADOPTED BUDGET *	FY25 INCREASE (DECREASE)
STATE AID - FORMULA GRANTS - CITY						
P.I.L.O.T. -- State Owned Real Property	\$3,021,121	\$0	\$0	\$0	\$0	\$0
P.I.L.O.T. -- Colleges and Hospitals	\$3,706,103	\$0	\$0	\$0	\$0	\$0
P.I.L.O.T. -- Tiered Reimbursement	\$0	\$9,388,171	\$9,388,276	\$9,388,055	\$9,460,476	\$72,421
PEQUOT -- State Properties Grant	\$2,637,435	\$2,637,435	\$2,637,435	\$2,637,435	\$2,637,435	\$0
Municipal Revenue Sharing	\$3,284,145	\$3,284,145	\$7,025,110	\$0	\$2,000,000	\$2,000,000
Municipal Revenue Sharing- MRSA Motor Vehicles	\$7,747,981	\$7,747,981	\$15,620,824	\$21,996,223	\$17,305,061	(\$4,691,162)
Municipal Stabilization Grant	\$2,298,414	\$2,298,414	\$2,298,414	\$0	\$0	\$0
Supplemental Revenue Sharing Grant	\$0	\$0	\$0	\$5,582,559	\$5,582,559	\$0
Subtotal	\$22,695,199	\$25,356,146	\$36,970,059	\$39,604,272	\$36,985,531	(\$2,618,741)
STATE AID - FORMULA GRANTS - EDUCATION						
ECS - Education Equalization Grant (without Alliance)	\$113,919,478	\$114,085,905	\$113,929,148	\$113,617,182	\$113,617,182	\$0
Subtotal	\$113,919,478	\$114,085,905	\$113,929,148	\$113,617,182	\$113,617,182	\$0
STATE AID - REIMBURSEMENTS						
Exemptions for the Elderly	\$17,280	\$17,477	\$18,236	\$20,000	\$20,000	\$0
Veterans Additional Exemption	\$100,638	\$89,471	\$84,117	\$100,000	\$100,000	\$0
Special Education - Excess Cost & Agency Placements	\$2,268,276	\$2,746,797	\$4,017,980	\$2,200,000	\$3,700,000	\$1,500,000
Non-Public School Nurse Services	\$183,777	\$283,458	\$260,494	\$185,000	\$185,000	\$0
Special Education - Medicaid Grant	\$379,786	\$922,536	\$386,857	\$650,000	\$650,000	\$0
State Grants - Education - Other	\$163,737	\$169,089	\$146,228	\$175,000	\$175,000	\$0
Subtotal	\$3,113,495	\$4,228,828	\$4,913,912	\$3,330,000	\$4,830,000	\$1,500,000
Total	\$139,728,172	\$143,670,879	\$155,813,119	\$156,551,454	\$155,432,713	(\$1,118,741)

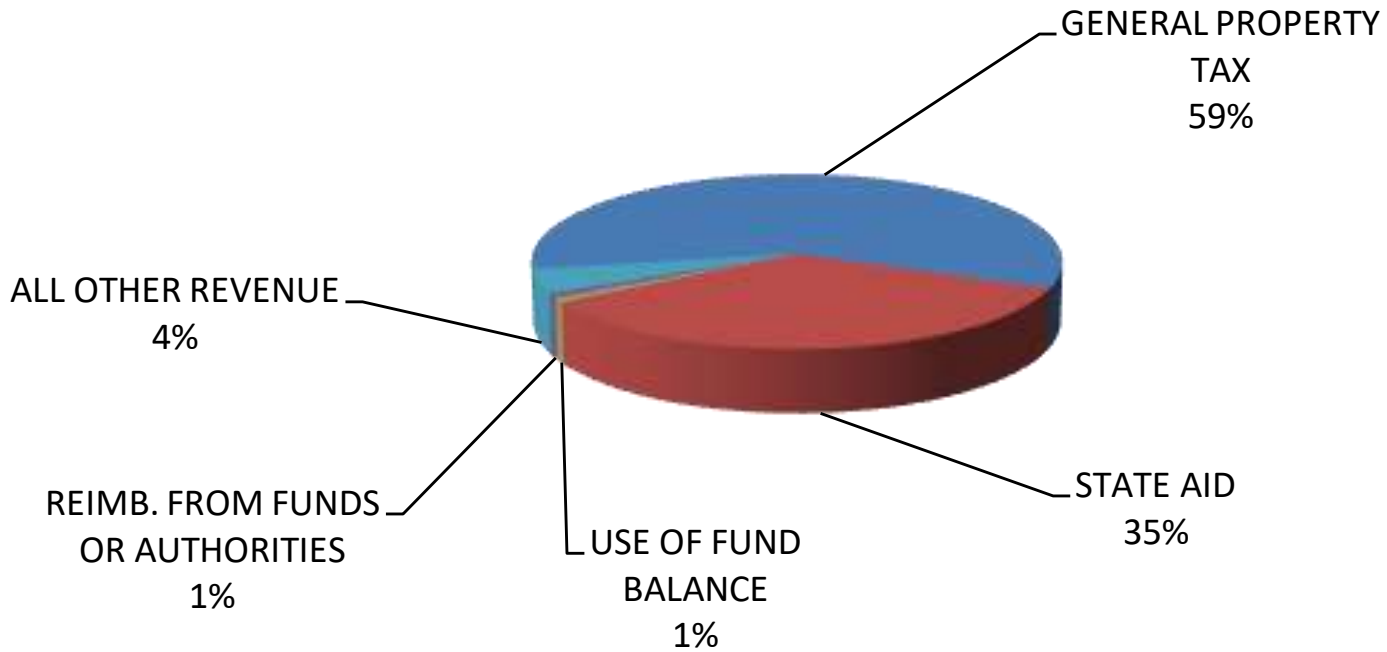
*FY25 State Adopted Budget column includes adjustments proposed by the Governor that are subject to approval by the State Legislature

EXHIBIT G

REVENUE DESCRIPTION	FY21 CITY RECEIPTS	FY22 CITY RECEIPTS	FY23 CITY RECEIPTS	FY24 CITY ADOPTED BUDGET	FY25 STATE ADOPTED BUDGET *	FY25 INCREASE (DECREASE)
<u>STATE AID - ECS GRANT</u>						
ECS - Education Equalization Grant - GF Portion				\$113,617,182	\$113,617,182	\$0
ECS - Education Equalization Grant - Alliance Portion				\$56,745,936	\$76,748,090	\$20,002,154
Subtotal				\$170,363,118	\$190,365,272	\$20,002,154
<u>STATE AID CAPITAL IMPROVEMENT GRANTS - AMOUNTS NOT IN THE GENERAL FUND BUDGET</u>						
TAR - Town Aid Road				\$1,112,796	\$1,107,236	(\$5,560)
LOCIP - Local Capital Improvement Fund				\$1,458,724	\$2,092,564	\$633,840
MRSA - Municipal Revenue Sharing				\$4,435,497	\$4,435,497	\$0
Subtotal				\$7,007,017	\$7,635,297	\$628,280

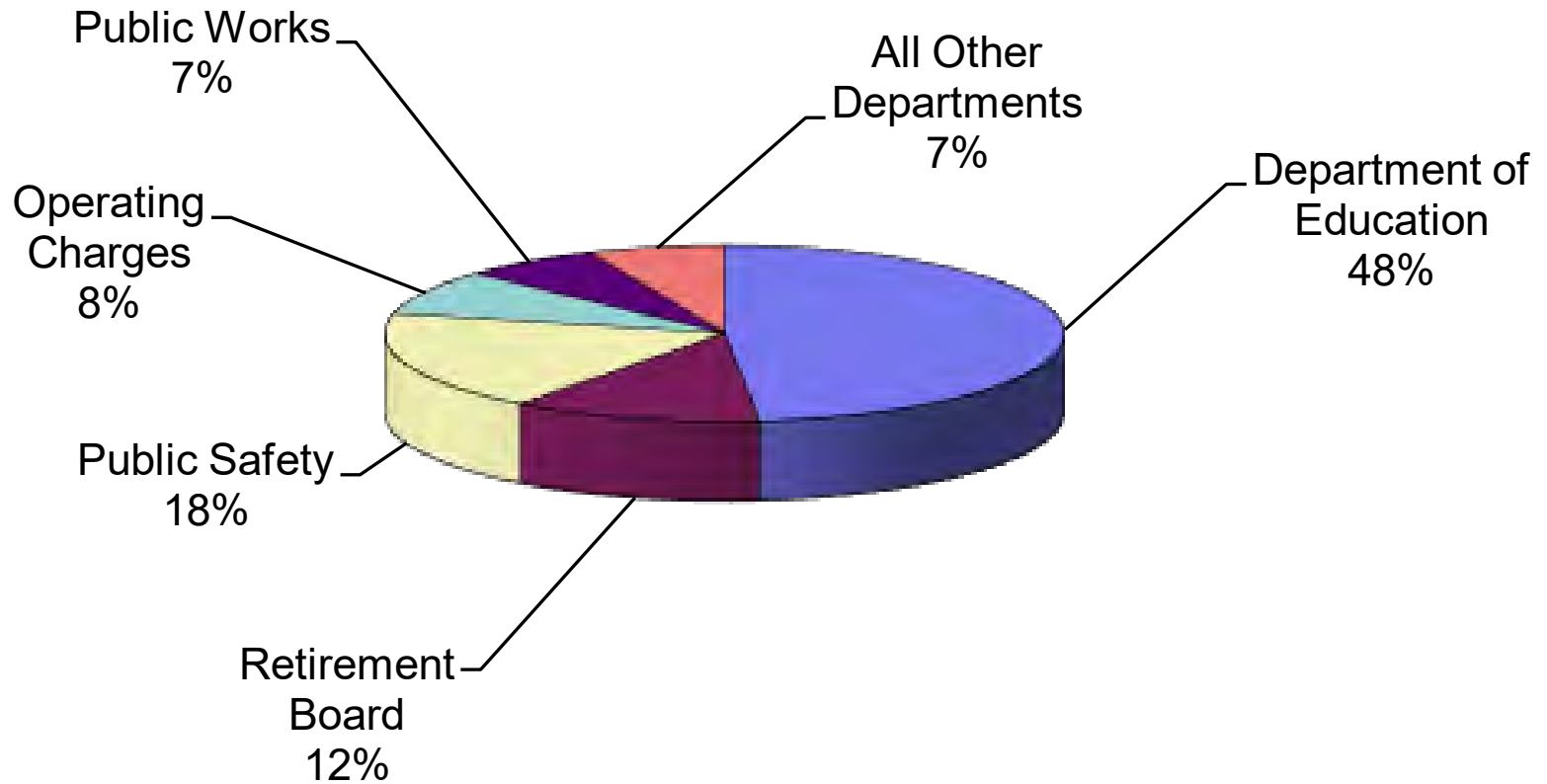
*FY25 State Adopted Budget column includes adjustments proposed by the Governor that are subject to approval by the State Legislature

City of Waterbury FY25 Revenue



Data Source is Revenue included in the Mayor's Proposed Budget

City of Waterbury Appropriations - FY25



Includes Direct Department Appropriations and Allocations for Normal Pension Costs and Other Employee Benefits
Source Data is derived from Exhibit E included in the Mayor's Proposed Budget

FY25

BUDGET
SUMMARY

CITY OF WATERBURY
MAYOR'S PROPOSED BUDGET
FYE JUNE 30, 2025
SUMMARY

DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
REVENUE							
GENERAL PROPERTY TAX	\$260,900,943	\$259,868,360	\$255,168,412	\$259,692,254	\$259,692,254	\$264,042,324	\$4,350,070
PAYMENTS BY OTHER JURISDICTIONS	\$25,638,048	\$25,658,128	\$37,307,468	\$39,989,272	\$39,989,272	\$37,370,531	(\$2,618,741)
OTHER FINANCE DEPARTMENT REVENUE	\$8,223,164	\$7,640,824	\$6,291,963	\$11,155,000	\$11,155,000	\$12,305,000	\$1,150,000
USE OF FUND BALANCE	\$0	\$0	\$0	\$3,000,000	\$3,000,000	\$3,000,000	\$0
REIMB. FROM FUNDS OR AUTHORITIES	\$3,919,696	\$4,115,132	\$4,240,897	\$4,005,725	\$4,005,725	\$4,546,500	\$540,775
EDUCATION GRANTS & OTHER REVENUE	\$117,470,760	\$118,777,550	\$119,449,218	\$117,442,182	\$117,442,182	\$118,942,182	\$1,500,000
ALL OTHER DEPARTMENTS	\$6,667,345	\$7,906,535	\$7,949,740	\$5,530,750	\$5,530,750	\$6,515,750	\$985,000
TOTAL REVENUES	\$422,819,956	\$423,966,530	\$430,407,697	\$440,815,183	\$440,815,183	\$446,722,287	\$5,907,104
EXPENDITURES							
GENERAL GOVERNMENT	\$4,473,174	\$4,813,777	\$5,621,426	\$6,678,796	\$7,715,595	\$7,498,663	(\$216,932)
FINANCE	\$5,831,677	\$6,185,871	\$6,399,250	\$7,513,198	\$7,943,791	\$7,992,889	\$49,098
PUBLIC SAFETY	\$55,634,472	\$57,005,731	\$60,782,553	\$65,449,073	\$68,887,141	\$68,153,190	(\$733,951)
PUBLIC WORKS	\$19,140,553	\$19,527,154	\$20,454,688	\$23,954,194	\$28,544,181	\$26,072,758	(\$2,471,423)
PLANNING AND DEVELOPMENT	\$1,130,025	\$1,222,308	\$1,267,030	\$1,426,816	\$1,649,037	\$1,575,782	(\$73,255)
HUMAN SERVICES	\$5,358,675	\$6,190,972	\$7,057,437	\$7,009,603	\$7,718,205	\$7,348,896	(\$369,309)
OPERATING CHARGES	\$125,436,731	\$122,558,456	\$120,283,867	\$122,050,500	\$121,364,000	\$120,504,000	(\$860,000)
RETIREMENT BOARD	\$48,036,347	\$48,603,354	\$49,675,425	\$48,358,003	\$49,201,109	\$49,201,109	\$0
EDUCATION	\$156,775,052	\$156,850,073	\$157,849,726	\$158,375,000	\$158,375,000	\$158,375,000	\$0
TOTAL EXPENDITURES	\$421,816,706	\$422,957,697	\$429,391,402	\$440,815,183	\$451,398,059	\$446,722,287	(\$4,675,772)
Surplus - (Deficit)	\$1,003,250	\$1,008,832	\$1,016,295	\$0	(\$10,582,876)	\$0	\$10,582,876

DEPARTMENT REQUESTS 2025 BUDGET - The Revenues included in this column are those Adopted by the BOA in FY2024

DEPARTMENT REQUESTS 2025 BUDGET - The Expenditures included in this column are those reflected in the Department Head budget requests

FY25 PROPOSED CHANGES - Reflects the reductions or other changes included in the FY25 Mayor's Proposed Budget compared to the Department Request column

CITY OF WATERBURY
MAYOR'S PROPOSED BUDGET
FYE JUNE 30, 2025
REVENUE SUMMARY

REVENUE DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 REVENUE PROJECTION	FY25 MAYOR'S PROPOSED BUDGET	FY25 CHANGES FROM FY24 ADOPTED
Revenue Collector - Taxes	\$260,900,943	\$259,868,360	\$255,168,412	\$259,692,254	\$259,692,254	\$264,042,324	\$4,350,070
Payments by Other Jurisdictions	\$25,638,048	\$25,658,128	\$37,307,468	\$39,989,272	\$39,989,272	\$37,370,531	(\$2,618,741)
Transfers from other Funds	\$3,919,696	\$4,115,132	\$4,240,897	\$4,005,725	\$4,005,725	\$4,546,500	\$540,775
Use of Fund Balance	\$0	\$0	\$0	\$3,000,000	\$3,000,000	\$3,000,000	\$0
Finance Dept.--Other	\$8,223,164	\$7,640,824	\$6,291,963	\$11,155,000	\$11,155,000	\$12,305,000	\$1,150,000
Legal Department	\$105,416	\$15,782	\$30,434	\$20,500	\$20,500	\$20,500	\$0
City Clerk	\$0	\$0	\$0	\$250	\$250	\$250	\$0
Town Clerk	\$3,077,437	\$4,594,576	\$3,734,480	\$2,031,500	\$2,031,500	\$2,266,500	\$235,000
Human Resources	\$7,200	\$24,240	\$0	\$1,000	\$1,000	\$1,000	\$0
Registrar of Voters	\$0	\$0	\$0	\$250	\$250	\$250	\$0
Assessment Department	\$531	\$1,644	\$2,031	\$1,500	\$1,500	\$1,500	\$0
Information Technology Dept.	\$0	\$0	\$0	\$250	\$250	\$250	\$0
Police Department	\$1,029,653	\$935,670	\$1,016,964	\$1,265,000	\$1,265,000	\$1,265,000	\$0
Fire Department	\$61,725	\$108,582	\$61,264	\$110,250	\$110,250	\$110,250	\$0
Dept. of Public Works	\$392,843	\$375,776	\$319,264	\$386,250	\$386,250	\$386,250	\$0
City Plan	\$102,926	\$59,600	\$92,315	\$126,000	\$126,000	\$126,000	\$0
Dept. of Inspection	\$1,786,740	\$1,667,015	\$2,562,888	\$1,397,000	\$1,397,000	\$2,147,000	\$750,000
Health Department	\$102,875	\$123,650	\$130,100	\$191,000	\$191,000	\$191,000	\$0
Dept. of Education	\$117,470,760	\$118,777,550	\$119,449,218	\$117,442,182	\$117,442,182	\$118,942,182	\$1,500,000
TOTAL	\$422,819,956	\$423,966,530	\$430,407,697	\$440,815,183	\$440,815,183	\$446,722,287	\$5,907,104

FY25 REVENUE PROJECTION - The Revenues included in this column are the same as those adopted by the Board of Aldermen as the FY24 Budget

FY25 MAYOR'S PROPOSED BUDGET - The Revenues in this column are considered to be the best estimates for FY25 Revenue at budget development time

FY25 PROPOSED CHANGES - Reflects the increases or decreases included in the Mayor's FY25 Proposed Budget compared to the FY24 Adopted Budget

CITY OF WATERBURY
MAYOR'S PROPOSED BUDGET
FYE JUNE 30, 2025
EXPENDITURE SUMMARY

APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 MAYOR'S PROPOSED CHANGES	FY25 CHANGES \$	FY25 CHANGES %
GENERAL GOVERNMENT									
MAYOR'S OFFICE	\$716,792	\$668,027	\$799,675	\$1,010,546	\$1,197,161	\$1,197,161	\$0	\$186,615	18.47%
BOARD OF ALDERMAN	\$63,333	\$64,000	\$63,999	\$64,000	\$64,000	\$64,000	\$0	\$0	0.00%
LEGAL DEPARTMENT	\$1,619,429	\$1,748,074	\$2,026,302	\$2,606,420	\$2,973,924	\$2,973,924	\$0	\$367,504	14.10%
CITY CLERK	\$225,495	\$261,131	\$267,469	\$275,985	\$256,117	\$254,297	(\$1,820)	(\$21,688)	-7.86%
TOWN CLERK	\$559,994	\$614,040	\$606,540	\$651,548	\$751,930	\$751,930	\$0	\$100,382	15.41%
DEPT OF HUMAN RESOURCES	\$757,945	\$962,143	\$1,326,533	\$1,283,558	\$1,418,244	\$1,388,132	(\$30,112)	\$104,574	8.15%
REGISTRAR OF VOTERS	\$401,472	\$359,089	\$394,243	\$584,868	\$660,348	\$660,348	\$0	\$75,480	12.91%
CITY SHERIFF	\$17,784	\$17,784	\$17,783	\$20,171	\$20,171	\$20,171	\$0	\$0	0.00%
PROBATE	\$110,932	\$119,489	\$118,881	\$181,700	\$373,700	\$188,700	(\$185,000)	\$7,000	3.85%
SUBTOTAL	\$4,473,174	\$4,813,777	\$5,621,426	\$6,678,796	\$7,715,595	\$7,498,663	(\$216,932)	\$819,867	12.28%
FINANCE									
DEPARTMENT OF FINANCE	\$1,738,041	\$1,928,862	\$2,092,344	\$2,255,790	\$2,414,365	\$2,414,365	\$0	\$158,575	7.03%
ASSESSMENT	\$767,504	\$747,365	\$542,591	\$881,921	\$881,004	\$912,254	\$31,250	\$30,333	3.44%
TAX COLLECTOR	\$980,935	\$1,042,166	\$1,062,747	\$1,309,495	\$1,381,010	\$1,381,010	\$0	\$71,515	5.46%
PURCHASING DEPT	\$276,860	\$270,384	\$313,741	\$316,774	\$321,785	\$321,785	\$0	\$5,011	1.58%
AUDIT	\$95,805	\$97,543	\$106,268	\$185,453	\$243,335	\$188,183	(\$55,152)	\$2,730	1.47%
BUDGET	\$120,457	\$138,684	\$159,645	\$199,946	\$220,441	\$220,441	\$0	\$20,495	10.25%
INFORMATION SERVICES	\$1,852,075	\$1,960,867	\$2,121,913	\$2,363,819	\$2,481,851	\$2,554,851	\$73,000	\$191,032	8.08%
SUBTOTAL	\$5,831,677	\$6,185,871	\$6,399,250	\$7,513,198	\$7,943,791	\$7,992,889	\$49,098	\$479,691	6.38%
PUBLIC SAFETY									
POLICE DEPARTMENT	\$34,188,596	\$35,212,972	\$37,776,604	\$40,968,665	\$43,289,539	\$43,113,423	(\$176,116)	\$2,144,758	5.24%
FIRE DEPARTMENT	\$21,445,877	\$21,792,759	\$23,005,949	\$24,480,408	\$25,597,602	\$25,039,767	(\$557,835)	\$559,359	2.28%
SUBTOTAL	\$55,634,472	\$57,005,731	\$60,782,553	\$65,449,073	\$68,887,141	\$68,153,190	(\$733,951)	\$2,704,117	4.13%

APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 MAYOR'S PROPOSED CHANGES	FY25 CHANGES \$	FY25 CHANGES %
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PUBLIC WORKS

DPW BREAKDOWN

DIRECTOR OF DPW	\$632,429	\$686,177	\$709,662	\$730,723	\$823,565	\$792,065	(\$31,500)	\$61,342	8.39%
ENGINEERING	\$1,059,587	\$1,274,074	\$1,537,966	\$1,915,637	\$2,192,292	\$2,047,724	(\$144,568)	\$132,087	6.90%
BUREAU OF PARKS	\$2,238,960	\$2,366,352	\$2,551,127	\$2,875,290	\$3,280,275	\$3,106,403	(\$173,872)	\$231,113	8.04%
PUBLIC BUILDINGS	\$1,943,689	\$2,173,104	\$2,381,741	\$2,697,660	\$3,326,724	\$3,182,717	(\$144,007)	\$485,057	17.98%
BUREAU OF LEISURE SERVICES	\$986,791	\$637,145	\$845,205	\$1,580,135	\$2,102,248	\$1,796,601	(\$305,647)	\$216,466	13.70%
CENTRAL VEHICLE MAINT.	\$1,879,009	\$2,028,546	\$2,069,772	\$2,119,687	\$2,296,857	\$2,283,476	(\$13,381)	\$163,789	7.73%
REFUSE COLLECTION	\$7,430,961	\$7,574,825	\$7,512,311	\$8,269,488	\$9,096,315	\$8,864,007	(\$232,308)	\$594,519	7.19%
BUREAU OF STREETS	\$2,679,018	\$2,508,104	\$2,526,443	\$3,424,700	\$5,062,821	\$3,636,681	(\$1,426,140)	\$211,981	6.19%
NORTH END DISPOSAL	\$290,109	\$278,829	\$320,463	\$340,874	\$363,084	\$363,084	\$0	\$22,210	6.52%
SUBTOTAL	\$19,140,553	\$19,527,154	\$20,454,688	\$23,954,194	\$28,544,181	\$26,072,758	(\$2,471,423)	\$2,118,564	8.84%

PLANNING AND DEVELOPMENT

CITY PLANNING	\$369,120	\$370,673	\$423,189	\$498,048	\$565,183	\$528,783	(\$36,400)	\$30,735	6.17%
DEPT OF INSPECTIONS	\$760,905	\$851,636	\$843,841	\$928,768	\$1,083,854	\$1,046,999	(\$36,855)	\$118,231	12.73%
SUBTOTAL	\$1,130,025	\$1,222,308	\$1,267,030	\$1,426,816	\$1,649,037	\$1,575,782	(\$73,255)	\$148,966	10.44%

HUMAN SERVICES

HEALTH DEPARTMENT	\$3,353,717	\$4,233,490	\$5,015,957	\$4,641,679	\$5,089,914	\$4,839,022	(\$250,892)	\$197,343	4.25%
WATERBURY SENIOR CENTER	\$182,719	\$221,734	\$208,999	\$282,451	\$338,931	\$338,931	\$0	\$56,480	20.00%
SILAS BRONSON LIBRARY	\$1,822,239	\$1,735,747	\$1,832,481	\$2,085,473	\$2,289,360	\$2,170,943	(\$118,417)	\$85,470	4.10%
SUBTOTAL	\$5,358,675	\$6,190,972	\$7,057,437	\$7,009,603	\$7,718,205	\$7,348,896	(\$369,309)	\$339,293	4.84%

APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 MAYOR'S PROPOSED CHANGES	FY25 CHANGES \$	FY25 CHANGES %
OPERATING CHARGES									
CONTRIBUTIONS TO INTERNAL SERVICE FUNDS									
HEALTH INSURANCE	\$76,000,000	\$74,000,000	\$70,000,000	\$72,000,000	\$70,000,000	\$69,500,000	(\$500,000)	(\$2,500,000)	-3.47%
WORKERS COMPENSATION	\$7,100,000	\$7,000,000	\$7,000,000	\$7,000,000	\$6,500,000	\$6,500,000	\$0	(\$500,000)	-7.14%
HEART & HYPERTENSION	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,200,000	\$1,200,000	\$0	\$200,000	20.00%
GENERAL LIABILITY	\$1,200,000	\$1,000,000	\$1,750,000	\$2,000,000	\$2,700,000	\$2,700,000	\$0	\$700,000	35.00%
SUBTOTAL	\$85,300,000	\$83,000,000	\$79,750,000	\$82,000,000	\$80,400,000	\$79,900,000	(\$500,000)	(\$2,100,000)	-2.56%
CONTRIBUTIONS TO DEBT SERVICE & CAPITAL FUNDS									
DEBT SERVICE	\$22,000,000	\$22,000,000	\$21,000,000	\$22,500,000	\$22,500,000	\$22,500,000	\$0	\$0	0.00%
CAPITAL RESERVE/ EQUIPMENT	\$3,425,000	\$2,765,000	\$2,450,000	\$1,500,000	\$1,500,000	\$1,500,000	\$0	\$0	0.00%
CAPITAL VEHICLE REPLACEMENT	\$3,175,000	\$2,200,000	\$3,300,000	\$1,500,000	\$1,500,000	\$1,500,000	\$0	\$0	0.00%
SPECIAL PROJECT FUNDS	\$2,475,000	\$1,725,000	\$2,450,000	\$600,000	\$600,000	\$600,000	\$0	\$0	0.00%
SUBTOTAL	\$31,075,000	\$28,690,000	\$29,200,000	\$26,100,000	\$26,100,000	\$26,100,000	\$0	\$0	0.00%
OTHER SUNDRY SERVICES									
CONTRACTUAL SERVICES	\$1,191,184	\$1,196,967	\$1,569,991	\$1,870,000	\$2,170,000	\$2,170,000	\$0	\$300,000	16.04%
OTHER EMPLOYEE BENEFITS	\$6,114,254	\$6,760,923	\$6,638,627	\$7,451,000	\$7,665,000	\$7,655,000	(\$10,000)	\$204,000	2.74%
MUNICIPAL GROUPS	\$806,293	\$1,210,566	\$1,775,249	\$1,779,500	\$1,929,000	\$1,829,000	(\$100,000)	\$49,500	2.78%
ECONOMIC DEV CONTRIBUTIONS	\$950,000	\$950,000	\$1,350,000	\$1,350,000	\$1,600,000	\$1,350,000	(\$250,000)	\$0	0.00%
CONTINGENCY ACCOUNT	\$0	\$0	\$0	\$1,500,000	\$1,500,000	\$1,500,000	\$0	\$0	0.00%
SALARY ACCRUALS	\$0	\$750,000	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
SUBTOTAL	\$9,061,731	\$10,868,456	\$11,333,867	\$13,950,500	\$14,864,000	\$14,504,000	(\$360,000)	\$553,500	3.97%
TOTAL OPERATING CHARGES	\$125,436,731	\$122,558,456	\$120,283,867	\$122,050,500	\$121,364,000	\$120,504,000	(\$860,000)	(\$1,546,500)	-1.27%
RETIREMENT BOARD									
PENSION CONT. & OTHER EXP.	\$48,036,347	\$48,603,354	\$49,675,425	\$48,358,003	\$49,201,109	\$49,201,109	\$0	\$843,106	1.74%
SUBTOTAL	\$48,036,347	\$48,603,354	\$49,675,425	\$48,358,003	\$49,201,109	\$49,201,109	\$0	\$843,106	1.74%
GENERAL GOV. TOTAL	\$265,041,654	\$266,107,625	\$271,541,676	\$282,440,183	\$293,023,059	\$288,347,287	(\$4,675,772)	\$5,907,104	2.09%
EDUCATION									
BOARD OF EDUCATION	\$156,775,052	\$156,850,073	\$157,849,726	\$158,375,000	\$158,375,000	\$158,375,000	\$0	\$0	0.00%
SUBTOTAL	\$156,775,052	\$156,850,073	\$157,849,726	\$158,375,000	\$158,375,000	\$158,375,000	\$0	\$0	0.00%
TOTAL GENERAL FUND	\$421,816,706	\$422,957,697	\$429,391,402	\$440,815,183	\$451,398,059	\$446,722,287	(\$4,675,772)	\$5,907,104	1.34%

FY25 MAYOR'S PROPOSED CHANGES - The changes made in the Mayor's Proposed Budget from the original Department Requests

FY25 CHANGES \$ - The changes included in the FY25 Mayor's Proposed Budget as compared to the FY24 Adopted Budget in monetary values

FY25 CHANGES % - The changes included in the FY25 Mayor's Proposed Budget as compared to the FY24 Adopted Budget in percentage values

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FY25
REVENUE
DETAIL

CITY OF WATERBURY
MAYOR'S PROPOSED BUDGET
FYE JUNE 30, 2025
REVENUE DETAIL

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 INITIAL PROJECTIONS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
<u>GENERAL PROPERTY TAX</u>								
<u>COLLECTION OF TAX ASSESSMENT PRINCIPAL</u>								
414000	CURRENT PROPERTY TAXES - Real Estate & P.P.*	\$232,000,392	\$233,982,161	\$232,814,609	\$228,737,237	\$228,737,237	\$233,945,010	\$5,207,773
414003	CURRENT PROPERTY TAXES - Motor Vehicles**	\$18,606,936	\$19,275,010	\$17,752,209	\$21,405,017	\$21,405,017	\$20,547,314	(\$857,703)
414001	PRIOR YEARS' PROPERTY TAXES	\$3,365,020	(\$484,402)	(\$1,289,795)	\$3,650,000	\$3,650,000	\$3,650,000	\$0
414002	SUPPLEMENTAL AUTOMOBILE LIST	\$2,812,884	\$3,898,411	\$2,550,409	\$2,600,000	\$2,600,000	\$2,600,000	\$0
<u>COLLECTION OF INTEREST & PENALTIES</u>								
414004	CURRENT PROPERTY TAXES	\$1,239,336	\$1,222,814	\$1,310,244	\$1,100,000	\$1,100,000	\$1,100,000	\$0
414005	PRIOR YEARS' PROPERTY TAXES	\$2,876,375	\$1,974,366	\$2,030,737	\$2,200,000	\$2,200,000	\$2,200,000	\$0
<u>TOTAL - GENERAL PROPERTY TAX</u>		<u>\$260,900,943</u>	<u>\$259,868,360</u>	<u>\$255,168,412</u>	<u>\$259,692,254</u>	<u>\$259,692,254</u>	<u>\$264,042,324</u>	<u>\$4,350,070</u>
<u>GRANTS & CONTRIBUTIONS</u>								
425000	EXEMPTIONS FOR THE ELDERLY-PAID BY STATE	\$17,280	\$17,477	\$18,236	\$20,000	\$20,000	\$20,000	\$0
425001	ADDITIONAL VETERANS EXEMPTION	\$100,638	\$89,471	\$84,117	\$100,000	\$100,000	\$100,000	\$0
488005	MISCELLANEOUS	\$1,902	\$640	\$424	\$5,000	\$5,000	\$5,000	\$0
<u>TOTAL - GENERAL TAX GRANTS</u>		<u>\$119,820</u>	<u>\$107,588</u>	<u>\$102,777</u>	<u>\$125,000</u>	<u>\$125,000</u>	<u>\$125,000</u>	<u>\$0</u>
<u>TOTAL - TAX AND GRANTS</u>		<u>\$261,020,764</u>	<u>\$259,975,948</u>	<u>\$255,271,189</u>	<u>\$259,817,254</u>	<u>\$259,817,254</u>	<u>\$264,167,324</u>	<u>\$4,350,070</u>

*CURRENT PROPERTY TAXES BASED ON GRAND LIST OF \$4,463,760,663 (NET GRAND LIST UNDER 2nd YEAR OF 4-YEAR PHASE-IN OF 10/1/22 REVALUATION) FOR REAL ESTATE LESS EXEMPTIONS & GL EROSION OF 1.5% @ 49.44 MILLS, MINUS ELDERLY & DISABLED TAX CREDITS OF \$900,000 PLUS \$650,000 FOR THE LOCAL PROGRAM AND CURRENT TAX COLLECTION RATE OF 96.0%; CURRENT PROPERTY TAXES BASED ON GRAND LIST OF \$569,299,713 FOR PERSONAL PROPERTY LESS EXEMPTIONS & GL EROSION OF 1.0% @ 49.44 MILLS AND CURRENT TAX COLLECTION RATE OF 96%

**MOTOR VEHICLE TAXES BASED ON GRAND LIST OF \$662,027,416 LESS EXEMPTIONS & GL EROSION OF 0.4% @ 32.46 MILLS; SUPPLEMENTAL MV ALSO AT 32.46 MILLS

NOTE: TAXES PAID ON PROPERTIES IN ARREARS WILL BE CREDITED TO THE OLDEST COLLECTIBLE BILLING NOT IN DISPUTE WITH THE APPROPRIATE CHARGES FOR INTEREST AND PENALTIES

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 INITIAL PROJECTIONS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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DEPARTMENT OF FINANCE

PAYMENTS BY OTHER JURISDICTIONS

422028	FEDERAL GRANT- PASS THRU	\$2,604,250	\$0		\$0	\$0	\$0	\$0
425006	P.I.L.O.T. -- STATE OWNED REAL PROPERTY	\$3,021,121	\$0		\$0	\$0	\$0	\$0
425007	P.I.L.O.T. -- COLLEGES & HOSPITALS	\$3,706,103	\$0		\$0	\$0	\$0	\$0
425008	P.I.L.O.T. -- TIERED REIMBURSEMENT	\$0	\$9,388,171	\$9,388,276	\$9,388,055	\$9,388,055	\$9,460,476	\$72,421
425012	PEQUOT / MOHEGAN FUND GRANT	\$2,637,435	\$2,637,435	\$2,637,435	\$2,637,435	\$2,637,435	\$2,637,435	\$0
425013	MUNICIPAL REVENUE SHARING	\$3,284,145	\$3,284,145	\$7,025,110	\$0	\$0	\$2,000,000	\$2,000,000
425014	MUNICIPAL REVENUE SHARING-MRSA MV GRANT	\$7,747,981	\$7,747,981	\$15,620,824	\$21,996,223	\$21,996,223	\$17,305,061	(\$4,691,162)
425016	MUNICIPAL STABILIZATION GRANT	\$2,298,414	\$2,298,414	\$2,298,414	\$0	\$0	\$0	\$0
425015	SUPPLEMENTAL REVENUE SHARING GRANT	\$0	\$0	\$0	\$5,582,559	\$5,582,559	\$5,582,559	\$0
425018	P.I.L.O.T. - HOUSING AUTHORITY	\$0	\$0	\$0	\$25,000	\$25,000	\$25,000	\$0
425019	ADDITIONAL SUPPORT-DISTRESSED MUNICIPALITIES	\$0	\$0	\$0	\$0	\$0	\$0	\$0
445085	PROBATE COURT COSTS -- WOLCOTT & MIDDLEBURY	\$25,265	\$24,663	\$28,872	\$30,000	\$30,000	\$30,000	\$0
461118	MARRIOTT RAMP GARAGE PAYMENT	\$0	\$0	\$0	\$5,000	\$5,000	\$5,000	\$0
485017	TELEPHONE ACCESS LINE TAX	\$193,513	\$169,731	\$205,761	\$200,000	\$200,000	\$200,000	\$0

<u>TOTAL - PAYMENTS BY OTHER JURISDICTIONS</u>		\$25,518,227	\$25,550,540	\$37,204,692	\$39,864,272	\$39,864,272	\$37,245,531	(\$2,618,741)
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INTEREST, RENT, SERVICES AND MISCELLANEOUS INCOME

436000	INCOME FROM INVESTMENTS	\$427,511	\$336,388	\$1,174,849	\$950,000	\$950,000	\$1,800,000	\$850,000
441088	RENTAL OF PROPERTY FEES	\$1,515,983	\$1,550,439	\$1,605,973	\$1,400,000	\$1,400,000	\$1,700,000	\$300,000
445009	PROCEEDS -- OFF TRACK BETTING	\$113,720	\$123,007	\$123,420	\$180,000	\$180,000	\$180,000	\$0
445020	OTHER CITY OWNED PROPERTY	\$72,977	\$98,577	\$90,649	\$55,000	\$55,000	\$55,000	\$0
472001	FRINGE BENEFIT CONTRIBUTION FROM GRANTS	\$6,088,858	\$5,525,759	\$3,289,748	\$8,545,000	\$8,545,000	\$8,545,000	\$0
480001	USE OF FUND BALANCE	\$0	\$0	\$0	\$3,000,000	\$3,000,000	\$3,000,000	\$0
488005	MISCELLANEOUS	\$4,116	\$6,654	\$7,324	\$25,000	\$25,000	\$25,000	\$0

<u>TOTAL - INTEREST, RENT, SERVICES AND MISC. INCOME</u>		\$8,223,164	\$7,640,824	\$6,291,963	\$14,155,000	\$14,155,000	\$15,305,000	\$1,150,000
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Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 INITIAL PROJECTIONS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
<u>REIMBURSEMENT FROM OTHER FUNDS OR AUTHORITIES</u>								
499008	WATER FUND -- PENSIONFRINGE BENEFITS	\$1,255,370	\$1,396,915	\$1,442,165	\$1,263,947	\$1,263,947	\$1,656,379	\$392,432
499001	WATER FUND-INDIRECT SERVICE CHARGES	\$800,000	\$800,000	\$800,000	\$800,000	\$800,000	\$800,000	\$0
499009	WPC - PENSIONFRINGE BENEFITS	\$937,000	\$949,000	\$969,000	\$943,000	\$943,000	\$958,000	\$15,000
499003	WPC - INDIRECT SERVICE CHARGES	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$0
499011	PUBLIC UTILITY -- PENSIONFRINGE BENEFITS	\$427,326	\$469,217	\$529,732	\$498,778	\$498,778	\$632,121	\$133,343
499002	PUBLIC UTILITY - INDIRECT SERVICE CHARGES	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$0
<u>TOTAL - REIMBURSEMENT FROM OTHER FUNDS OR AUTHORITIES</u>		\$3,919,696	\$4,115,132	\$4,240,897	\$4,005,725	\$4,005,725	\$4,546,500	\$540,775
TOTAL -- FINANCE DEPARTMENT REVENUE		\$37,661,088	\$37,306,496	\$47,737,552	\$58,024,997	\$58,024,997	\$57,097,031	(\$927,966)
<u>LEGAL DEPARTMENT</u>								
<u>SERVICES AND MISCELLANEOUS INCOME</u>								
488005	MISCELLANEOUS	\$105,416	\$15,782	\$30,434	\$20,000	\$20,000	\$20,000	\$0
488017	LEGAL CLAIMS RECOVERY	\$0	\$0	\$0	\$500	\$500	\$500	\$0
TOTAL -- LEGAL DEPARTMENT		\$105,416	\$15,782	\$30,434	\$20,500	\$20,500	\$20,500	\$0

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 INITIAL PROJECTIONS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
<u>CITY CLERK</u>								
<u>SERVICES AND MISCELLANEOUS INCOME</u>								
488005	MISCELLANEOUS	\$0	\$0	\$0	\$250	\$250	\$250	\$0
TOTAL -- CITY CLERK		\$0	\$0	\$0	\$250	\$250	\$250	\$0
<u>TOWN CLERK</u>								
<u>SERVICES AND MISCELLANEOUS INCOME</u>								
441000	DEED RECORDING FEES	\$447,806	\$514,719	\$416,402	\$350,000	\$350,000	\$400,000	\$50,000
441001	DEED TRANSFERS	\$4,428	\$4,698	\$3,934	\$3,000	\$3,000	\$3,000	\$0
441006	LANDLORD REGISTRATIONS	\$360	\$50	\$80	\$500	\$500	\$500	\$0
441010	REAL ESTATE CONVEYANCE	\$2,052,743	\$3,450,128	\$2,746,879	\$1,060,000	\$1,060,000	\$1,235,000	\$175,000
441014	VITAL STATISTICS FEES	\$400,320	\$441,602	\$403,460	\$385,000	\$385,000	\$395,000	\$10,000
441018	RECORD COPY & MAP REPRODUCTION FEES	\$79,503	\$91,614	\$74,134	\$110,000	\$110,000	\$110,000	\$0
441042	BURIAL AND TRANSIT PERMITS	\$11,720	\$12,045	\$11,765	\$6,000	\$6,000	\$6,000	\$0
441046	DOG LICENSES	\$4,418	\$5,957	\$1,828	\$7,000	\$7,000	\$7,000	\$0
441052	MARRIAGE LICENSES	\$8,704	\$10,000	\$9,548	\$7,000	\$7,000	\$7,000	\$0
441084	OTHER TOWNS -- VITAL STATISTICS	\$1,150	\$922	(\$184)	\$3,000	\$3,000	\$3,000	\$0
488005	MISCELLANEOUS FEES	\$17,531	\$22,667	\$22,896	\$20,000	\$20,000	\$20,000	\$0
488014	DEPARTMENTAL CHARGES (Photostat Dept)	\$48,754	\$40,175	\$43,738	\$80,000	\$80,000	\$80,000	\$0
TOTAL -- TOWN CLERK		\$3,077,437	\$4,594,576	\$3,734,480	\$2,031,500	\$2,031,500	\$2,266,500	\$235,000
<u>DEPARTMENT OF HUMAN RESOURCES</u>								
<u>SERVICES AND MISCELLANEOUS INCOME</u>								
488014	DEPARTMENTAL CHARGES	\$7,200	\$24,240	\$0	\$1,000	\$1,000	\$1,000	\$0
TOTAL -- HUMAN RESOURCES REVENUE		\$7,200	\$24,240	\$0	\$1,000	\$1,000	\$1,000	\$0

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 INITIAL PROJECTIONS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
<u>REGISTRAR OF VOTERS</u>								
<u>SERVICES AND MISCELLANEOUS INCOME</u>								
488005	MISCELLANEOUS	\$0	\$0	\$0	\$250	\$250	\$250	\$0
	TOTAL -- ROV REVENUE	\$0	\$0	\$0	\$250	\$250	\$250	\$0
<u>ASSESSMENT DEPARTMENT</u>								
<u>SERVICES AND MISCELLANEOUS INCOME</u>								
441134	RECORD COPIES	\$531	\$1,644	\$2,031	\$1,500	\$1,500	\$1,500	\$0
	TOTAL -- ASSESSMENT REVENUE	\$531	\$1,644	\$2,031	\$1,500	\$1,500	\$1,500	\$0
<u>PURCHASING DEPARTMENT</u>								
<u>SERVICES AND MISCELLANEOUS INCOME</u>								
488005	MISCELLANEOUS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	TOTAL - PURCHASING REVENUE	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<u>INFORMATION TECHNOLOGY DEPARTMENT</u>								
<u>SERVICES AND MISCELLANEOUS INCOME</u>								
488005	MISCELLANEOUS	\$0	\$0	\$0	\$250	\$250	\$250	\$0
	TOTAL -- INFORMATION SERVICES REVENUE	\$0	\$0	\$0	\$250	\$250	\$250	\$0

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 INITIAL PROJECTIONS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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POLICE DEPARTMENT

SERVICES AND MISCELLANEOUS INCOME

422020	STATE GRANT - OTHER	\$0	\$0	\$0	\$0	\$0	\$0	\$0
425013	MUNICIPAL REVENUE SHARING	\$27,006	\$37,928	\$40,395	\$20,000	\$20,000	\$20,000	\$0
441002	DOG POUND FEES	\$4,884	\$4,270	\$4,869	\$10,000	\$10,000	\$10,000	\$0
441003	FALSE ALARMS -- FINES	\$20,560	\$26,928	\$28,478	\$40,000	\$40,000	\$40,000	\$0
441008	PARKING VIOLATIONS	\$366,767	\$253,527	\$234,638	\$375,000	\$375,000	\$375,000	\$0
441018	RECORD COPY FEES	\$34,939	\$34,858	\$37,532	\$15,000	\$15,000	\$15,000	\$0
441056	MISCELLANEOUS LICENSES & PERMITS	\$110,016	\$79,145	\$70,691	\$40,000	\$40,000	\$40,000	\$0
441110	RAMPGARAGES - SPRING ST.	\$36,411	\$48,193	\$50,886	\$65,000	\$65,000	\$65,000	\$0
441115	RAMPGARAGES - BUCKINGHAM ST.	\$279,644	\$272,691	\$361,149	\$350,000	\$350,000	\$350,000	\$0
441116	SURFACE PARKING LOTS	\$25,356	\$21,210	\$18,667	\$25,000	\$25,000	\$25,000	\$0
441117	ON STREET PARKING METERS	\$7,566	\$6,757	\$2,605	\$30,000	\$30,000	\$30,000	\$0
441143	SURFACE LOT KIOSKS	\$24,592	\$21,587	\$29,165	\$55,000	\$55,000	\$55,000	\$0
441144	ON STREET KIOSKS	\$91,860	\$124,675	\$131,619	\$225,000	\$225,000	\$225,000	\$0
488005	MISCELLANEOUS	\$52	\$3,902	\$6,270	\$15,000	\$15,000	\$15,000	\$0
TOTAL -- POLICE DEPARTMENT		\$1,029,653	\$935,670	\$1,016,964	\$1,265,000	\$1,265,000	\$1,265,000	\$0

FIRE DEPARTMENT

SERVICES AND MISCELLANEOUS INCOME

422028	FEDERAL GRANT- PASS THRU	\$0	\$51,327	\$0	\$25,000	\$25,000	\$25,000	\$0
441118	HAZ-MAT BILLING	\$0	\$0	\$0	\$25,000	\$25,000	\$25,000	\$0
441119	FIRE MARSHALL PERMITS	\$47,710	\$42,020	\$61,264	\$60,000	\$60,000	\$60,000	\$0
488005	MISCELLANEOUS	\$14,015	\$15,235	\$0	\$250	\$250	\$250	\$0
TOTAL -- FIRE DEPARTMENT		\$61,725	\$108,582	\$61,264	\$110,250	\$110,250	\$110,250	\$0

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 INITIAL PROJECTIONS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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PUBLIC WORKS DEPARTMENT

SERVICES AND MISCELLANEOUS INCOME

422019	FEDERAL GRANT - OTHER	\$0	\$25,132	\$5,026	\$0	\$0	\$0	\$0
441018	RECORD COPY FEES	\$0	\$258	\$66	\$250	\$250	\$250	\$0
441062	REFUSE DISPOSAL CHARGE	\$168,903	\$142,998	\$39,042	\$175,000	\$175,000	\$175,000	\$0
441068	SEWER PERMITS	\$21,325	\$20,960	\$21,400	\$40,000	\$40,000	\$40,000	\$0
441088	BUILDING RENTAL FEES	\$18,362	\$17,499	\$8,206	\$18,000	\$18,000	\$18,000	\$0
441092	EVICCTIONS	\$4,200	\$4,200	\$7,800	\$10,000	\$10,000	\$10,000	\$0
461205	RECYCLING REVENUE/LEAG BAG REVENUE	\$0	\$0	\$0	\$7,500	\$7,500	\$7,500	\$0
488004	INSURANCE CARRIER REFUND	\$133,484	\$115,919	\$205,106	\$50,000	\$50,000	\$50,000	\$0
488005	MISCELLANEOUS	\$46,569	\$48,810	\$32,617	\$70,000	\$70,000	\$70,000	\$0
488014	DEPARTMENT CHARGES	\$0	\$0	\$0	\$500	\$500	\$500	\$0
499007	RECREATIONAL PROGRAM FEES	\$0	\$0	\$0	\$15,000	\$15,000	\$15,000	\$0
TOTAL -- PUBLIC WORKS REVENUE		\$392,843	\$375,776	\$319,264	\$386,250	\$386,250	\$386,250	\$0

OFFICE OF THE CITY PLAN

SERVICES AND MISCELLANEOUS INCOME

441021	ZONING FEES SURCHARGE	\$8,640	\$6,600	\$6,780	\$10,000	\$10,000	\$10,000	\$0
441076	ADMINISTRATIVE REVIEW FEES	\$52,950	\$45,000	\$48,035	\$45,000	\$45,000	\$45,000	\$0
441138	CITY PLAN COMMISSION FEES	\$1,200	\$600	\$2,400	\$5,000	\$5,000	\$5,000	\$0
441139	ZONING COMMISSION FEES	\$7,200	\$8,050	\$8,050	\$25,000	\$25,000	\$25,000	\$0
441140	ZONING BOARD OF APPEALS FEES	\$24,750	\$26,700	\$19,600	\$15,000	\$15,000	\$15,000	\$0
441141	INLAND WETLAND FEES	\$3,500	\$2,250	\$1,250	\$5,000	\$5,000	\$5,000	\$0
441150	STATE SIGN OFFS	\$4,300	\$5,900	\$5,200	\$5,000	\$5,000	\$5,000	\$0
488005	MISCELLANEOUS	\$386	(\$35,500)	\$1,000	\$16,000	\$16,000	\$16,000	\$0
TOTAL -- CITY PLAN		\$102,926	\$59,600	\$92,315	\$126,000	\$126,000	\$126,000	\$0

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 INITIAL PROJECTIONS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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DEPARTMENT OF INSPECTION

SERVICES AND MISCELLANEOUS INCOME

441041	BUILDING PERMITS	\$901,919	\$840,193	\$1,245,744	\$800,000	\$800,000	\$1,325,000	\$525,000
441045	DEMOLITION PERMITS	\$10,475	\$22,450	\$29,950	\$25,000	\$25,000	\$25,000	\$0
441047	ELECTRICAL WORK PERMITS	\$455,747	\$436,834	\$654,829	\$245,000	\$245,000	\$435,000	\$190,000
441049	HEATING PERMITS, ETC.	\$237,748	\$219,250	\$422,079	\$165,000	\$165,000	\$200,000	\$35,000
441054	OCCUPANCY	\$63,008	\$63,428	\$75,891	\$50,000	\$50,000	\$50,000	\$0
441057	PLUMBING PERMITS	\$94,925	\$70,570	\$105,825	\$100,000	\$100,000	\$100,000	\$0
441073	STREET SIGN	\$22,070	\$13,345	\$27,205	\$10,000	\$10,000	\$10,000	\$0
441083	STATE BUILDING FEE	\$696	\$846	\$1,278	\$0	\$0	\$0	\$0
488005	MISCELLANEOUS	\$152	\$101	\$87	\$2,000	\$2,000	\$2,000	\$0

TOTAL -- DEPARTMENT OF INSPECTION

\$1,786,740	\$1,667,015	\$2,562,888	\$1,397,000	\$1,397,000	\$2,147,000	\$750,000
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HEALTH DEPARTMENT

SERVICES AND MISCELLANEOUS INCOME

441059	PRIVATE SEWAGE DISPOSAL	\$0	\$0	\$750	\$1,500	\$1,500	\$1,500	\$0
441063	RESTAURANT LICENSES	\$90,100	\$103,900	\$108,750	\$145,000	\$145,000	\$145,000	\$0
441065	ROOMING HOUSE	\$1,900	\$2,200	\$2,300	\$5,000	\$5,000	\$5,000	\$0
441080	PUBLIC POOLS	\$1,400	\$1,000	\$1,650	\$5,000	\$5,000	\$5,000	\$0
441081	TEMP FOOD PERMITS	\$0	\$0	\$0	\$5,000	\$5,000	\$5,000	\$0
441142	COSMETOLOGY FEES	\$4,800	\$4,700	\$8,800	\$15,000	\$15,000	\$15,000	\$0
488005	MISCELLANEOUS	\$225	\$6,000	\$4,250	\$4,500	\$4,500	\$4,500	\$0
488014	DEPARTMENT CHARGES	\$0	\$0	\$0	\$2,000	\$2,000	\$2,000	\$0
488022	APPLICATIONS	\$4,450	\$5,850	\$3,600	\$8,000	\$8,000	\$8,000	\$0

TOTAL -- HEALTH DEPARTMENT

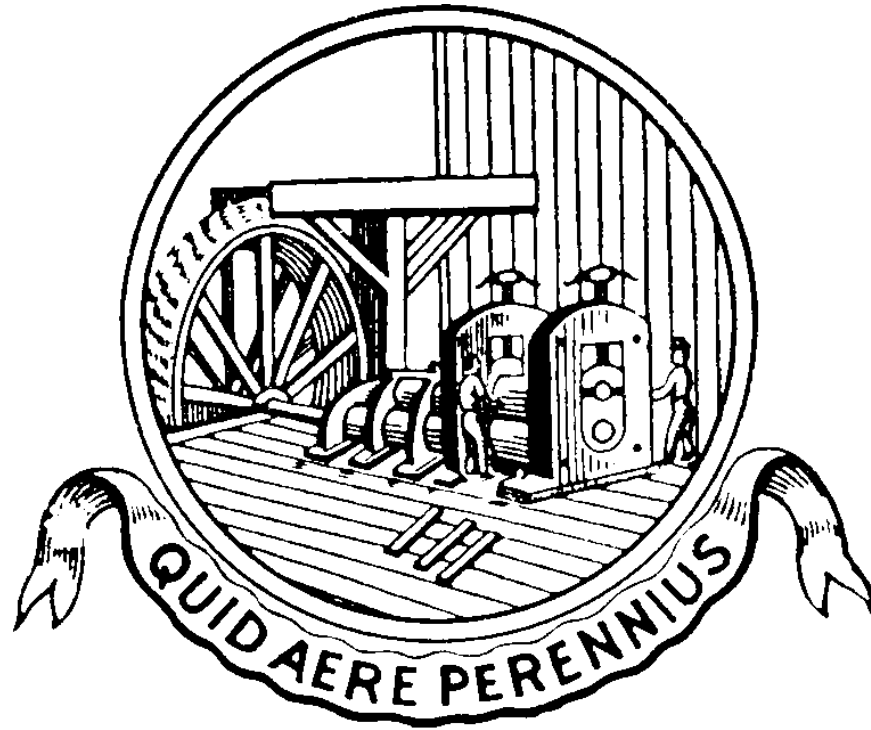
\$102,875	\$123,650	\$130,100	\$191,000	\$191,000	\$191,000	\$0
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Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 INITIAL PROJECTIONS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
<u>DEPARTMENT OF EDUCATION</u>								
<u>STATE GRANTS IN AID OF SPECIFIC PROGRAMS</u>								
422010	EDUCATION EQUALIZATION	\$113,919,478	\$114,085,905	\$113,929,148	\$113,617,182	\$113,617,182	\$113,617,182	\$0
422014	NON PUBLIC SCHOOL MEDICAL SERVICES	\$183,777	\$283,458	\$260,494	\$185,000	\$185,000	\$185,000	\$0
422017	SPECIAL EDUCATION - EXCESS COST & AGENCY PLACEMENTS	\$2,268,276	\$2,746,797	\$4,017,980	\$2,200,000	\$2,200,000	\$3,700,000	\$1,500,000
422018	SPECIAL EDUCATION - MEDICAID REIMBURSEMENTS	\$379,786	\$922,536	\$386,857	\$650,000	\$650,000	\$650,000	\$0
422020	STATE GRANTS - OTHER	\$163,737	\$169,089	\$146,228	\$175,000	\$175,000	\$175,000	\$0
<u>SERVICES AND MISCELLANEOUS INCOME</u>								
472007	REIMBURSEMENT FROM OTHER TOWNS	\$470,875	\$500,342	\$643,076	\$450,000	\$450,000	\$450,000	\$0
488005	MISCELLANEOUS	\$8,881	\$11,668	\$4,556	\$50,000	\$50,000	\$50,000	\$0
488014	DEPARTMENTAL CHARGES	\$75,949	\$57,755	\$60,879	\$115,000	\$115,000	\$115,000	\$0
TOTAL DEPARTMENT OF EDUCATION		\$117,470,760	\$118,777,550	\$119,449,218	\$117,442,182	\$117,442,182	\$118,942,182	\$1,500,000
TOTAL GENERAL FUND REVENUE		\$422,819,956	\$423,966,530	\$430,407,697	\$440,815,183	\$440,815,183	\$446,722,287	\$5,907,104

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FY25

APPROPRIATIONS



GENERAL GOVERNMENT

DEPT. 101 – OFFICE OF THE MAYOR

Mission Statement

The Mayor's Office is both historically and practically the "seat of government", the focus of coordination between the Legislative and the Executive branches.

Core Function

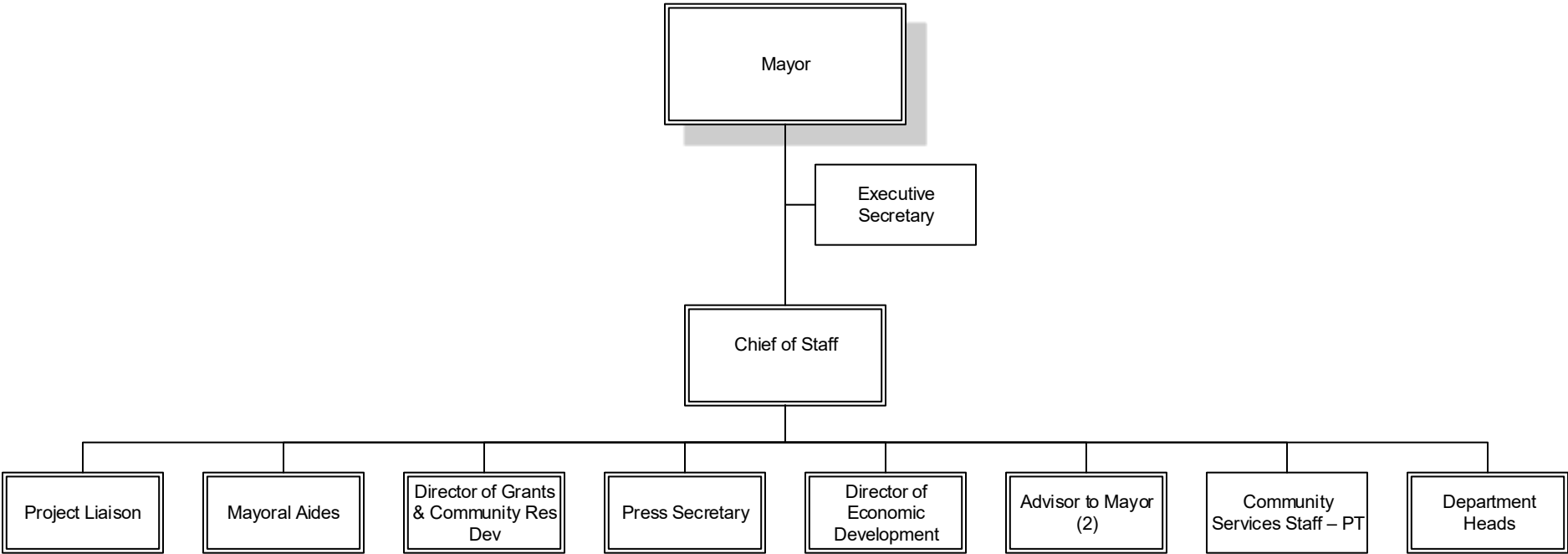
As CEO of the City, the Mayor works to streamline government, create efficiencies through re-organization, demand professionalism from City employees and provide leadership throughout the city. The Mayor's Office performs several functional activities, which include the following:

1. Set the vision and goals for the City of Waterbury
2. Set policy for the implementation by City Department Heads
3. Develop Budgets for the Operations and Capital Improvements of the City of Waterbury
4. Supervise and oversee all department heads
5. Provide assistance to constituents
6. Coordinate economic development opportunities throughout the City of Waterbury

Departmental Goals

- Maintain stable mill rate so that people can continue to live and flourish in their communities.
- Develop budgets that are based on reasonable assumptions and fund the essential services.
- Monitor the City's health care expenses and implement programs that will create cost savings.
- Control blight through a coordinated city-wide initiative.
- Foster economic development in an effort to grow the grand list.
- Seek grant opportunities that will allow the City to complete important capital improvement projects.
- Promote access to the office and City services through use of the City's website, social media and QAlert, the City's citizen request management software program.
- Enhance services for seniors by assisting in the operation of the Waterbury Senior Center.

Organization Chart- Mayor



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**OFFICE OF THE MAYOR
DEPT.# 1010001**

PERSONAL SERVICES

511500	Regular Salaries	\$679,740	\$595,710	\$730,156	\$930,046	\$1,116,661	\$1,116,661	\$0
511650	Overtime	\$0	\$0	\$0	\$0	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$0	\$8,711	\$0	\$0	\$0	\$0	\$0

PURCHASED PROPERTY SERVICES

543000	Service/Maintenance Contracts	\$3,842	\$0	\$482	\$4,500	\$4,500	\$4,500	\$0
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PURCHASED OTHER SERVICES

553001	Postage	\$311	\$389	\$1,440	\$1,500	\$1,500	\$1,500	\$0
559002	Printing Services	\$3,011	\$894	\$1,544	\$2,000	\$2,000	\$2,000	\$0

SUPPLIES

561200	Office	\$5,090	\$6,735	\$6,519	\$7,500	\$7,500	\$7,500	\$0
569022	Operations	\$841	\$7,515	\$7,359	\$8,000	\$8,000	\$8,000	\$0

OTHER

589005	Municipal Groups	\$21,885	\$41,715	\$43,995	\$45,000	\$45,000	\$45,000	\$0
589206	Travel and Official Expenses	\$2,072	\$6,360	\$8,182	\$12,000	\$12,000	\$12,000	\$0

TOTAL

\$716,792	\$668,027	\$799,675	\$1,010,546	\$1,197,161	\$1,197,161	\$0
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ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$175,703	\$143,745	\$149,419	\$169,019		\$155,706
Pension Cost - Actives	\$0	\$0	\$0	\$0		\$0
Workers Comp. Costs	\$11,364	\$9,918	\$10,402	\$9,572		\$8,429
Life Insurance Costs	\$4,089	\$3,842	\$3,480	\$3,704		\$3,729
Unemployment Costs	\$1,959	\$1,808	\$1,796	\$1,796		\$1,336
Medicare Costs	\$14,236	\$13,785	\$14,032	\$14,818		\$15,462
Total Benefits Allocated to Department	\$207,351	\$173,098	\$179,129	\$198,909	\$0	\$184,662

Total Amount Earmarked for Department

\$924,143	\$841,125	\$978,804	\$1,209,455	\$1,197,161	\$1,381,823
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
OFFICE OF THE MAYOR							
<u>Mayor's Staff</u>							
1	1	1	1	MAYOR	\$160,201	\$160,201	\$160,201
1	1	1	1	CHIEF OF STAFF	\$105,000	\$150,000	\$150,000
1	1	1	1	DIRECTOR OF GRANTS & COMMUNITY RESOURCE DEVELOPMENT	\$90,000	\$100,000	\$100,000
3	2	3	3	MAYORAL AIDE	\$126,400	\$200,000	\$200,000
2	2	2	2	ADVISOR TO THE MAYOR	\$160,000	\$180,000	\$180,000
1	1	1	1	EXECUTIVE SECRETARY	\$70,000	\$80,000	\$80,000
1	0	1	1	PRESS SECRETARY	\$40,000	\$40,000	\$40,000
1	1	1	1	PROJECT LIAISON- MIX MASTER PROJECT GRANT CREDIT	\$35,000 \$0	\$40,000 \$0	\$40,000 \$0
<u>11</u>	<u>9</u>	<u>11</u>	<u>11</u>	Total - Mayor's Staff	<u>\$786,601</u>	<u>\$950,201</u>	<u>\$950,201</u>
<u>Citizen Service Center/Constituent Services</u>							
COMMUNITY SERVICES STAFF (PT positions)					\$65,000	\$83,460	\$83,460
Total - Community Services					<u>\$65,000</u>	<u>\$83,460</u>	<u>\$83,460</u>
<u>Economic Development</u>							
1	1	1	1	DIRECTOR OF ECONOMIC DEVELOPMENT	\$78,445	\$83,000	\$83,000
<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	Total - Economic Development	<u>\$78,445</u>	<u>\$83,000</u>	<u>\$83,000</u>
<u>12</u>	<u>10</u>	<u>12</u>	<u>12</u>	TOTAL MAYOR'S OFFICE BUDGET	<u>\$930,046</u>	<u>\$1,116,661</u>	<u>\$1,116,661</u>

DEPT. 103 - BOARD OF ALDERMEN

Mission Statement

The legislative power and authority of the City shall be vested in the 15 member Board of Aldermen, which Board shall have such powers and responsibilities as delineated by the City Charter and Ordinances and State law.

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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BOARD OF ALDERMEN

DEPT.# 1030001

<u>PERSONAL SERVICES</u>								
511500	Regular Salaries	\$63,333	\$64,000	\$63,999	\$64,000	\$64,000	\$64,000	\$0
TOTAL		\$63,333	\$64,000	\$63,999	\$64,000	\$64,000	\$64,000	\$0

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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BOARD OF ALDERMEN

PRESIDENT					\$6,000	\$6,000	\$6,000
MAJORITY LEADER					\$5,000	\$5,000	\$5,000
MINORITY LEADER					\$5,000	\$5,000	\$5,000
12 MEMBERS @ \$4,000 EACH					\$48,000	\$48,000	\$48,000
				TOTAL	\$64,000	\$64,000	\$64,000

DEPT. 107 – LEGAL DEPARTMENT

Mission Statement

The mission of the Legal Department, through the Office of Corporation Counsel, is to provide quality legal services and to advise City departments, officials and agencies, and elected and appointed officials pursuant to the City Charter. Where appropriate, the Office prosecutes and defends civil actions litigated and asserted in state and federal courts, and matters brought before administrative boards, agencies and commissions.

Core Functions

1. Maximize the recovery of delinquent municipal taxes, fees, assessments, and other debts referred by Departments for collection.
2. Maximize recovery for damage to City property against responsible parties.
3. Minimize financial exposure of litigated awards and claims asserted against the City, its officers, agents, servants, and employees.
4. Reduce City departments' reliance upon and expenditure for outside legal services.
5. Draft, review, and analyze transactional matters, occurrences, and contracts entered into by the City and its departments.
6. Provide efficient and timely quality legal services by utilizing best practices, including legal file management software.
7. Provide advice and counsel to City departments, administrators, boards, and commissions.

DEPT. 107 – LEGAL DEPARTMENT (continued)

Recent Highlights

1. The Department opened 1,461 new matters in Fiscal Year 2023 ("FY23"), 18% more than in the previous fiscal year. To date, 635 new matters have been opened in FY24. It is expected that total file openings in FY24 will surpass FY23 totals. Of the Department's total file openings in FY23, 389 matters (27%) were opened on behalf of the Education Department, providing in-kind legal services of approximately \$575,802.25.
2. The Department's in-house staff counsel handled 1,271 of the 1,461 new matters that were opened in FY23. City funds were used to pay outside counsel costs on only 68 of the 190 new matters assigned to outside counsel, of which the remaining 122 were funded by ARP/ESSER grantfunds.
3. The Department continues to aggressively pursue collections and property recovery matters on behalf of the City. Critically, over the past twelve fiscal years (FY12-FY23) the Department has successfully collected and returned over \$11 million (\$11,330,951) to the General Fund.
4. In Fiscal 2023, 5 cases were tried to juries. A total of 21 litigated cases were resolved. Eleven cases were resolved without any payment by the City. The Department's defense of the City in lawsuits against it resulted in hundreds of thousands of dollars saved due to favorable settlements and verdicts.
5. In Fiscal Year 2023, the Legal Department opened 640 new transactional matters, representing 44% of all new matters opened by the Department and 7% more than the previous year. The Department played an active role during FY23 in the administration and processing of grants and contracts related to the City's continued Brownfield remediation and revitalization projects involving tens of millions of dollars in funding for some properties. The Department continues to provide assistance on every level for various economic development projects throughout the City, including the purchasing of land for development, assisting throughout procurement processes, and providing guidance on various legal issues from zoning to environmental concerns to public hearing requirements.

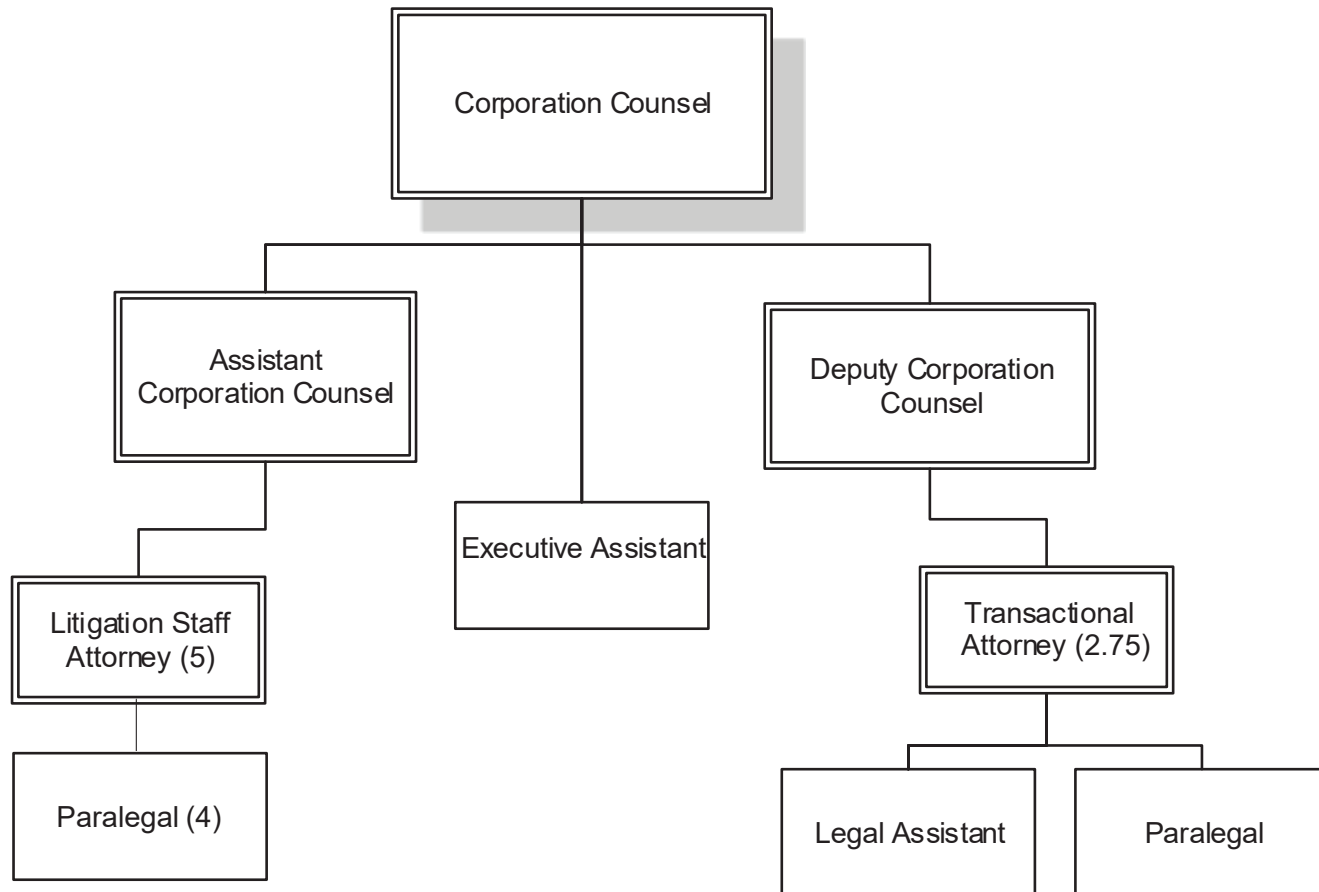
DEPT. 107 – LEGAL DEPARTMENT (continued)

Department Goals

The Department will continue to:

1. Handle nearly all matters, including transactional matters, in-house to minimize the use of outside counsel and ensure financial savings to the City.
2. Focus on litigation preparation and investigation to mitigate or eliminate losses to the City of Waterbury.
3. Protect the City's Grand List from diminution by defending property tax assessment appeals.
4. Pursue its successful efforts in collections and property recovery.
5. Aid in the Mayor's economic re-development efforts and provide legal guidance to support remediation and revitalization projects throughout the City, including through the acquisition, management and disposition of City properties. The Department will continue assist in the City's efforts to obtain state and federal funding to support community-based development projects.
6. Work with IT to establish an efficient and secure plan to further its goal to reduce the use of paper products saving both time and money relating to document retention and storage.
7. Continue to remain current on relevant technology and provide continuing legal education to staff attorneys at a reduced cost. This not only produces savings and efficiencies, but is required in order to successfully fulfill a lawyer's duty to provide competent representation to his or her clients.

Organization Chart- Legal



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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LEGAL DEPARTMENT

DEPT.# 1070001

PERSONAL SERVICES

511500	Regular Salaries	\$1,073,660	\$1,105,530	\$1,230,370	\$1,610,920	\$1,715,663	\$1,715,663	\$0
511600	Temporary Salaries	\$139,049	\$98,453	\$102,208	\$101,800	\$159,561	\$159,561	\$0
511650	Overtime	\$2,779	\$13,498	\$14,220	\$0	\$0	\$0	\$0
511653	Longevity	\$0	\$0	\$0	\$0	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$13,057	\$1,538	\$0	\$0	\$0	\$0	\$0

PURCHASED PROFESSIONAL SERVICES

533005	Arbitration Costs	\$24,700	\$0	\$1,200	\$30,000	\$30,000	\$30,000	\$0
533011	Legal Supplies	\$1,600	\$1,693	\$605	\$6,500	\$6,500	\$6,500	\$0
533027	Financial	\$32,510	\$34,129	\$24,024	\$35,000	\$35,000	\$35,000	\$0
533029	Legal	\$210,842	\$314,463	\$232,325	\$600,000	\$700,000	\$700,000	\$0
533043	Tax Appeal Legal Costs	\$71,871	\$116,529	\$365,926	\$150,000	\$250,000	\$250,000	\$0

PURCHASED PROPERTY SERVICES

543020	Repair and Maintenance	\$325	\$0	\$0	\$400	\$400	\$400	\$0
543036	Maint. Contracts-Copy Equip.	\$5,174	\$5,908	\$6,620	\$8,500	\$8,500	\$8,500	\$0

PURCHASED OTHER SERVICES

553001	Postage	\$2,362	\$2,628	\$2,228	\$3,000	\$3,000	\$3,000	\$0
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SUPPLIES

561206	Office Supplies	\$17,294	\$20,395	\$23,708	\$25,000	\$30,000	\$30,000	\$0
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SUPPLIES

570501	Hardware	\$1,811	\$8,651	\$3,675	\$5,000	\$5,000	\$5,000	\$0
570504	Software	\$1,633	\$2,335	\$3,012	\$5,000	\$5,000	\$5,000	\$0

OTHER

589200	Reimbursements	\$806	\$1,224	\$729	\$1,300	\$1,300	\$1,300	\$0
589800	Registration & Course Fees	\$0	\$1,644	\$299	\$2,000	\$2,000	\$2,000	\$0
589900	Dues & Publications	\$19,955	\$19,454	\$15,154	\$22,000	\$22,000	\$22,000	\$0

TOTAL		\$1,619,429	\$1,748,074	\$2,026,302	\$2,606,420	\$2,973,924	\$2,973,924	\$0
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Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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LEGAL DEPARTMENT (Continued)

ALLOCATION OF BENEFITS

Health Ins. Cost - Actives		\$229,766	\$203,638	\$211,677	\$239,444		\$220,584	
Pension Cost - Actives		\$10,028	\$10,525	\$9,124	\$9,744		\$8,852	
Workers Comp. Costs		\$14,861	\$14,050	\$14,736	\$13,561		\$11,941	
Life Insurance Costs		\$5,347	\$5,443	\$4,930	\$5,248		\$5,283	
Unemployment Costs		\$2,561	\$2,561	\$2,544	\$2,544		\$1,892	
Medicare Costs		\$18,617	\$19,529	\$19,878	\$20,992		\$21,904	
Total Benefits Allocated to Department		\$281,179	\$255,747	\$262,890	\$291,532	\$0	\$270,457	
Total Amount Earmarked for Department		\$1,900,608	\$2,003,821	\$2,289,192	\$2,897,952	\$2,973,924	\$3,244,381	

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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LEGAL DEPARTMENT

1	1	1	1	CORPORATION COUNSEL	\$169,950	\$175,000	\$175,000
1	0	1	1	DEPUTY CORPORATION COUNSEL	\$130,000	\$130,000	\$130,000
1	1	1	1	ASSISTANT CORPORATION COUNSEL	\$133,900	\$139,050	\$139,050
7	6	7	7	ATTORNEY-APPOINTED LITIGATORS	\$754,500	\$814,310	\$814,310
4	3	5	5	PARALEGAL	\$252,836	\$323,576	\$323,576
2	2	1	1	LEGAL ASSISTANT	\$95,059	\$49,267	\$49,267
1	1	1	1	EXECUTIVE ASSISTANT TO CORPORATION COUNSEL	\$74,675	\$84,460	\$84,460
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17	14	17	17	TOTAL	\$1,610,920	\$1,715,663	\$1,715,663
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ATTORNEY-Part-time	\$61,800	\$96,561	\$96,561
Other Part-time Salaries	\$40,000	\$50,000	\$50,000
Fair Rent Coordinator	\$0	\$13,000	\$13,000
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TOTAL	\$101,800	\$159,561	\$159,561
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DEPT. 110 – OFFICE OF THE CITY CLERK

Mission Statement

The Office of the City Clerk, as a service department of the City of Waterbury, provides accurate records for our citizens and general public, Board of Aldermen and all Municipal boards and commission meetings of the City of Waterbury in a friendly, professional and expedient manner.

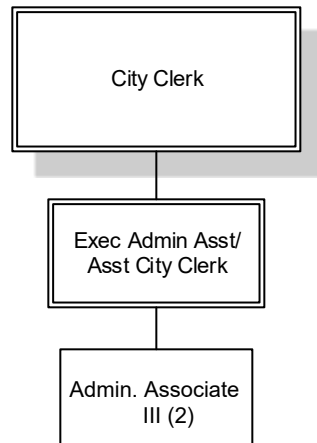
Core Functions

The Office of the City Clerk of the City of Waterbury, which receives all correspondence for the Board of Aldermen, and most Municipal boards and commissions, is the keeper of records for the Board of Aldermen, municipal boards and commissions, is the public agency providing access to records of all municipal boards and commissions and is the recipient of all claims and writs served on the City.

Departmental Goals—Fiscal Year 2024-2025

1. Continue to render essential, professional administrative support to the general public, departments and boards/commissions regarding meeting schedules, agendas, forms and general information.
2. Remain in compliance with current regulations regarding acceptance of service for summons, writs, complaints and FOIA requests.
3. Effectively utilize the current system whereby tech-able members of the Board of Aldermen and City boards/commissions are able to gain access to all pertinent information electronically via the City's website.
4. Update the City's website with appropriate latest information relative to City boards/commission data. Work collaboratively with the IT Department and Mayor's Office to ensure information is both accurate and accessible.
5. Address retention and storage of meeting files and records.

Organization Chart - City Clerk



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**OFFICE OF THE CITY CLERK
DEPT.# 1100001**

PERSONAL SERVICES

511500	Regular Salaries	\$197,538	\$234,205	\$234,873	\$247,580	\$227,712	\$225,892	(\$1,820)
511650	Overtime	\$18,924	\$19,477	\$22,047	\$19,000	\$19,000	\$19,000	\$0
511653	Longevity	\$405	\$405	\$405	\$405	\$405	\$405	\$0
511800	Vacation and Sick Term Payout	\$0	\$0	\$2,354	\$0	\$0	\$0	\$0

PURCHASED PROPERTY SERVICES

543033	Service/Maintenance Contracts	\$244	\$343	\$0	\$0	\$0	\$0	\$0
544007	Office Equipment Rent and Lease	\$2,143	\$1,454	\$2,049	\$2,150	\$2,150	\$2,150	\$0

PURCHASED OTHER SERVICES

553001	Postage	\$425	\$254	\$188	\$350	\$350	\$350	\$0
559001	Advertising	\$2,595	\$2,578	\$3,488	\$2,500	\$2,500	\$2,500	\$0
559002	Printing and Binding	\$222	\$226	\$608	\$500	\$500	\$500	\$0

SUPPLIES

561206	Office Supplies	\$3,000	\$2,189	\$1,457	\$3,500	\$3,500	\$3,500	\$0
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TOTAL		\$225,495	\$261,131	\$267,469	\$275,985	\$256,117	\$254,297	(\$1,820)
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ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$54,062	\$47,915	\$49,806	\$56,340		\$51,902	
Pension Cost - Actives	\$2,507	\$2,631	\$2,281	\$2,436		\$2,213	
Workers Comp. Costs	\$3,497	\$3,306	\$3,467	\$3,191		\$2,810	
Life Insurance Costs	\$1,258	\$1,281	\$1,160	\$1,235		\$1,243	
Unemployment Costs	\$603	\$603	\$599	\$599		\$445	
Medicare Costs	\$4,380	\$4,595	\$4,677	\$4,939		\$5,154	
Total Benefits Allocated to Department	\$66,307	\$60,331	\$61,991	\$68,739	\$0	\$63,767	

Total Amount Earmarked for Department	\$291,802	\$321,462	\$329,460	\$344,724	\$256,117	\$318,064	
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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CITY CLERK

1	1	1	1	CITY CLERK	\$80,100	\$80,100	\$80,100
1	1	1	1	EXECUTIVE ADMIN. ASSISTANT/ASSISTANT CITY CLERK	\$67,962	\$69,462	\$67,642
1	0	0	0	EXECUTIVE ADMIN. ASSISTANT	\$61,207	\$0	\$0
1	2	2	2	ADMIN. ASSOCIATE III	\$38,311	\$78,150	\$78,150
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4	4	4	4	TOTAL	\$247,580	\$227,712	\$225,892
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DEPT. 113 – OFFICE OF THE TOWN CLERK

Mission Statement

To preserve and protect official city records and provide a wide range of public services professionally and efficiently.

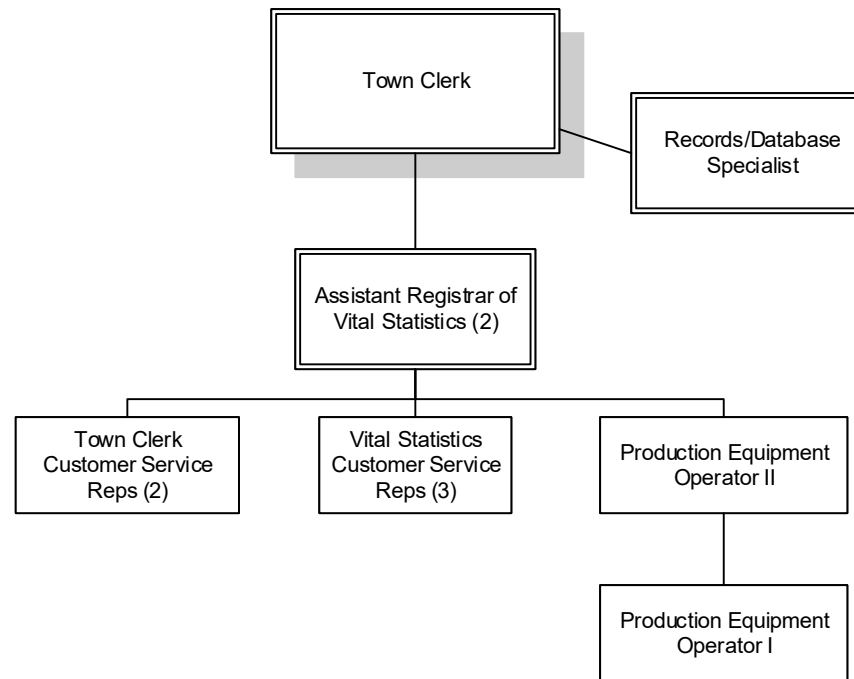
Core Functions

The Office of the Town Clerk is comprised of three departments. The Town Clerk's Office manages the City's land records, issues absentee ballots and performs election related duties pursuant to the Connecticut General Statutes, records military discharge records, notary public certificates, liquor permits, justices of the peace, landlord and property registrations, trade name certificates, other notary services, and records various miscellaneous documents. The Vital Statistics Office records and certifies birth, death, and marriage certificates, amends vital records, issues marriage licenses, and issues burial and cremation permits. The Printing and Mail division provides a variety of printing services to all municipal offices including citywide mailings, specialty printing, professional binding, mail sorting and postage management.

Departmental Goals—Fiscal Year 2024-25

- Improving land record, vital record and election databases and their related systems for better speed, functionality and ease of use.
- Expanding our online services to the public
- Indexing, scanning and microfilming older land records and vital records.
- Supporting other City departments in developing effective records management systems tailored to their specific needs.

Organization Chart- Town Clerk



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**OFFICE OF THE TOWN CLERK
DEPT.# 1130001**

PERSONAL SERVICES

511500	Regular Salaries	\$411,722	\$421,616	\$399,178	\$447,548	\$535,930	\$535,930	\$0
511600	Temporary Salaries	\$1,552	\$8,624	\$0	\$1,000	\$2,000	\$2,000	\$0
511650	Overtime	\$5,842	\$18,103	\$26,133	\$10,000	\$15,000	\$15,000	\$0
511800	Vacation and Sick Term Payout	\$0	\$4,183	\$13,444	\$0	\$0	\$0	\$0

PURCHASED PROPERTY SERVICES

543033	Service/Maintenance Contracts	\$4,237	\$3,785	\$4,526	\$5,000	\$5,000	\$5,000	\$0
544007	Rent/Lease	\$32,684	\$34,773	\$35,392	\$45,000	\$50,000	\$50,000	\$0

PURCHASED OTHER SERVICES

553001	Postage	\$9,646	\$9,657	\$11,403	\$12,000	\$15,000	\$15,000	\$0
559001	Advertising	\$1,268	\$6,989	\$4,337	\$5,000	\$6,000	\$6,000	\$0
559002	Printing	\$71,004	\$74,981	\$81,841	\$85,000	\$87,000	\$87,000	\$0

SUPPLIES

561206	Office Supplies	\$21,310	\$30,335	\$29,497	\$40,000	\$35,000	\$35,000	\$0
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OTHER

589206	Travel and Official Expenses	\$435	\$650	\$495	\$650	\$650	\$650	\$0
589900	Dues & Publications	\$294	\$345	\$295	\$350	\$350	\$350	\$0

TOTAL		\$559,994	\$614,040	\$606,540	\$651,548	\$751,930	\$751,930	\$0
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ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$135,156	\$119,787	\$124,516	\$140,849		\$142,731	
Pension Cost - Actives	\$12,535	\$13,157	\$11,405	\$12,180		\$11,065	
Workers Comp. Costs	\$8,742	\$8,265	\$8,668	\$7,977		\$7,726	
Life Insurance Costs	\$3,145	\$3,202	\$2,900	\$3,087		\$3,418	
Unemployment Costs	\$1,507	\$1,507	\$1,497	\$1,497		\$1,224	
Medicare Costs	\$10,951	\$11,488	\$11,693	\$12,348		\$14,173	
Total Benefits Allocated to Department	\$172,036	\$157,405	\$160,679	\$177,938	\$0	\$180,339	

Total Amount Earmarked for Department		\$732,030	\$771,445	\$767,219	\$829,486	\$751,930	\$932,269	
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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TOWN CLERK

1	1	1	1	TOWN CLERK	\$80,100	\$80,100	\$80,100
0	0	1	1	RECORDS/DATABASE SPECIALIST	\$0	\$73,130	\$73,130
2	2	2	2	ASSISTANT REGISTRAR- VITAL STATISTICS	\$95,186	\$106,762	\$106,762
5	5	5	5	CUSTOMER SERVICE REP	\$197,806	\$195,876	\$195,876
0	1	1	1	PRODUCTION EQUIPMENT OPERATOR II	\$0	\$44,954	\$44,954
2	1	1	1	PRODUCTION EQUIPMENT OPERATOR	\$74,456	\$35,108	\$35,108
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10	10	11	11	TOTAL	\$447,548	\$535,930	\$535,930
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DEPT. 116 – DEPARTMENT OF HUMAN RESOURCES

Mission Statement

The Charter defines the mission of the Department of Human Resources. The Department oversees the City's Civil Service and merit system, with the end goal of ensuring recruitment of the best available, qualified persons for appointment to vacant positions in the classified and non-classified service. In addition, the Department is charged with advancing equal employment opportunity, overseeing the training and evaluation of employees, bargaining fairly with organized labor representing City employees, as well as supporting employees and managers through training, professional development and other improvement opportunities.

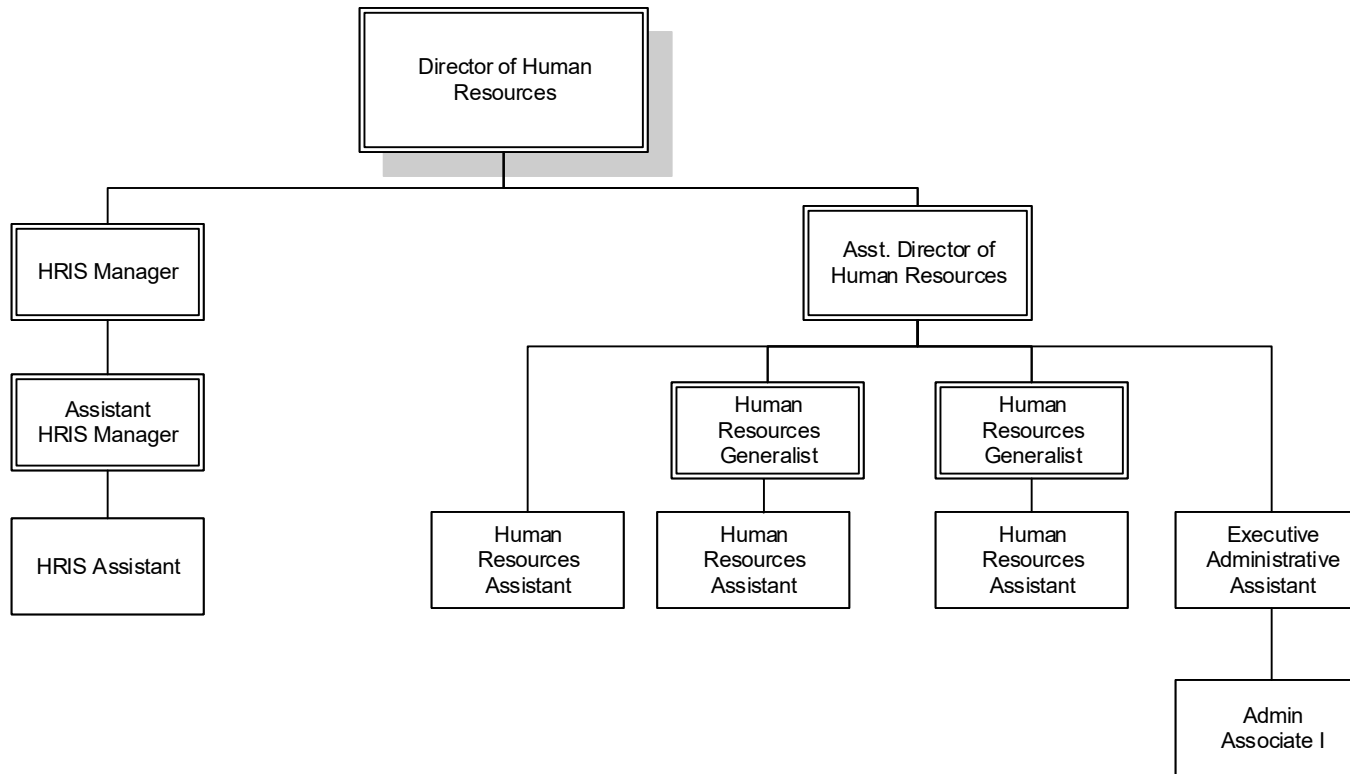
Departmental Goals FY 25

- Utilize technology to align HR systems and streamline/automate HR operations and processes; minimizing time on administrative tasks and increasing efficiency.
- Utilize data analytics to measure success in advertising and outreach efforts in order to continue to build online presence.
- Enhance employee development and promote training through EAP making training opportunities more widely accessible to staff to respond to departmental needs and enhance workplace skills.
- Establish collaborative partnerships with operating departments by providing strategic guidance and advise in areas of staffing, organization and development to support workforce planning; anticipating and responding in order to prioritize changes.
- Collaborate with City Departments and Offices to provide resources that strengthen inter-departmental relationships by promoting clear effective communication with respect to supervisors and managers.
- Develop and strengthen partnerships with departments through training, communication, information and support on employee relations issues. Work towards automating various HRIS processes including Personnel Requisitions, New Hire processing.
- Expand use of Microsoft Teams as a tool to share inter-departmental and intra-departmental information and data.
- Position Detail Report (with Requisition Data) to be published on Crystal Server on a regular basis.

DEPT. 116 – DEPARTMENT OF HUMAN RESOURCES (Continued)

- Conduct biennial and/or quarterly HRIS audits including: Retired Employees Actively Working audit, Concurrent/Acting Position audit, and Personnel Requisition audit.
- Continue to advance technical support of Human Resources (E.g., New hire presentation video, MS Access databases, City Intern and Shadow programs).
- Work towards creation of more electronically fillable forms (E.g., Employment Applications, Personal Changes).
- Continue to support, enhance and create new Crystal reports for the City and BOE as it relates to Infor\Lawson ERP system.
- Creation of HRIS Training Videos for use.
- Focus on adapting best practices and procedures to more efficiently obtain and process personnel change requests for everyone involved in the process.
- Continue to review and update job specifications in the classified service (through action of Civil Service Commission) in order to better and more accurately reflect current qualifications and responsibilities for positions across the City.
- Draft and publish RFP for cloud-based applicant and recruitment platform (contingent upon funding availability).
- Improve the average timeline from personnel requisition to date of hire.
- Continue to focus on developing workforce diversity initiatives.
- Build and strengthen relationships with stakeholders.
- Streamline recruitment and onboarding processes.
- Work on educational and professional development opportunities for new supervisors.

Organization Chart - Human Resources



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**DEPARTMENT OF HUMAN RESOURCES
DEPT.# 1160001**

PERSONAL SERVICES

511500	Regular Salaries	\$618,255	\$720,147	\$875,504	\$961,253	\$1,050,102	\$1,050,102	\$0
511600	Temporary Salaries	\$0	\$8,939	\$14,405	\$13,000	\$5,000	\$5,000	\$0
511650	Overtime	\$12,438	\$21,911	\$15,778	\$15,000	\$15,000	\$15,000	\$0
511800	Vacation and Sick Term Payout	\$0	\$3,220	\$64,862	\$0	\$5,112	\$0	(\$5,112)

PURCHASED PROFESSIONAL SERVICES

533022	Professional Services	\$63,242	\$124,763	\$243,956	\$200,000	\$195,000	\$195,000	\$0
539002	Pre-Employment Physicals	\$42,543	\$62,248	\$84,845	\$65,000	\$75,000	\$75,000	\$0
539003	Training Fees	\$1,713	\$1,176	\$3,094	\$4,000	\$4,000	\$4,000	\$0

PURCHASED PROPERTY SERVICES

543033	Service/Maintenance Contracts	\$2,531	\$2,553	\$2,510	\$2,880	\$2,880	\$2,880	\$0
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PURCHASED OTHER SERVICES

553001	Postage	\$1,277	\$1,917	\$1,963	\$2,750	\$2,250	\$2,250	\$0
557000	Tuition Reimbursement	\$0	\$0	\$0	\$0	\$5,000	\$5,000	\$0
559001	Advertising	\$5,667	\$7,115	\$1,894	\$10,000	\$20,000	\$20,000	\$0
559002	Printing Services	\$4,308	\$2,926	\$4,164	\$2,900	\$2,900	\$2,900	\$0

SUPPLIES

561200	Office	\$5,972	\$5,091	\$13,300	\$5,200	\$9,000	\$9,000	\$0
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PROPERTY

570504	Software Licensing	\$0	\$0	\$0	\$0	\$25,000	\$0	(\$25,000)
575008	Furniture and Furnishings	\$0	\$0	\$165	\$200	\$0	\$0	\$0

OTHER

589206	Travel and Official Expenses	\$0	\$138	\$93	\$1,000	\$1,000	\$1,000	\$0
589900	Dues & Publications	\$0	\$0	\$0	\$375	\$1,000	\$1,000	\$0

TOTAL		\$757,945	\$962,143	\$1,326,533	\$1,283,558	\$1,418,244	\$1,388,132	(\$30,112)
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Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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DEPARTMENT OF HUMAN RESOURCES (Continued)

ALLOCATION OF BENEFITS

Health Ins. Cost - Actives		\$121,641	\$107,809	\$136,968	\$154,934		\$155,706	
Pension Cost - Actives		\$10,028	\$10,525	\$9,124	\$9,744		\$8,852	
Workers Comp. Costs		\$7,868	\$7,438	\$9,535	\$8,774		\$8,429	
Life Insurance Costs		\$2,831	\$2,881	\$3,190	\$3,396		\$3,729	
Unemployment Costs		\$1,356	\$1,356	\$1,646	\$1,646		\$1,336	
Medicare Costs		\$9,856	\$10,339	\$12,862	\$13,583		\$15,462	
<u>Total Benefits Allocated to Department</u>		<u>\$153,579</u>	<u>\$140,349</u>	<u>\$173,326</u>	<u>\$192,078</u>	<u>\$0</u>	<u>\$193,514</u>	
<u>Total Amount Earmarked for Department</u>		<u>\$911,524</u>	<u>\$1,102,492</u>	<u>\$1,499,859</u>	<u>\$1,475,636</u>	<u>\$1,418,244</u>	<u>\$1,581,646</u>	

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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DEPARTMENT OF HUMAN RESOURCES

1	1	1	1	DIRECTOR OF HUMAN RESOURCES	\$170,000	\$175,000	\$175,000
1	1	1	1	ASSISTANT HUMAN RESOURCES DIRECTOR	\$122,893	\$132,934	\$132,934
2	2	2	2	HR GENERALISTS	\$169,733	\$185,459	\$185,459
3	3	3	3	HR ASSISTANTS	\$156,373	\$162,308	\$162,308
1	1	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$54,236	\$55,128	\$55,128
1	1	1	1	HRIS MANAGER	\$122,893	\$132,934	\$132,934
1	1	1	1	ASSISTANT HRIS MANAGER	\$109,997	\$118,450	\$118,450
1	1	1	1	HRIS ASSISTANT	\$55,128	\$55,965	\$55,965
0	0	1	1	ADMIN ASSOCIATE I	\$0	\$31,923	\$31,923
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11	11	12	12	TOTAL	\$961,253	\$1,050,102	\$1,050,102
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DEPT. 119 – OFFICE OF THE REGISTRAR OF VOTERS

Mission Statement

The mission of the Registrar of Voters Office is to conduct fair and accurate primaries and elections and maintain the integrity of the election process. The mission, also, includes serving the public and candidates in a user-friendly, non-partisan atmosphere.

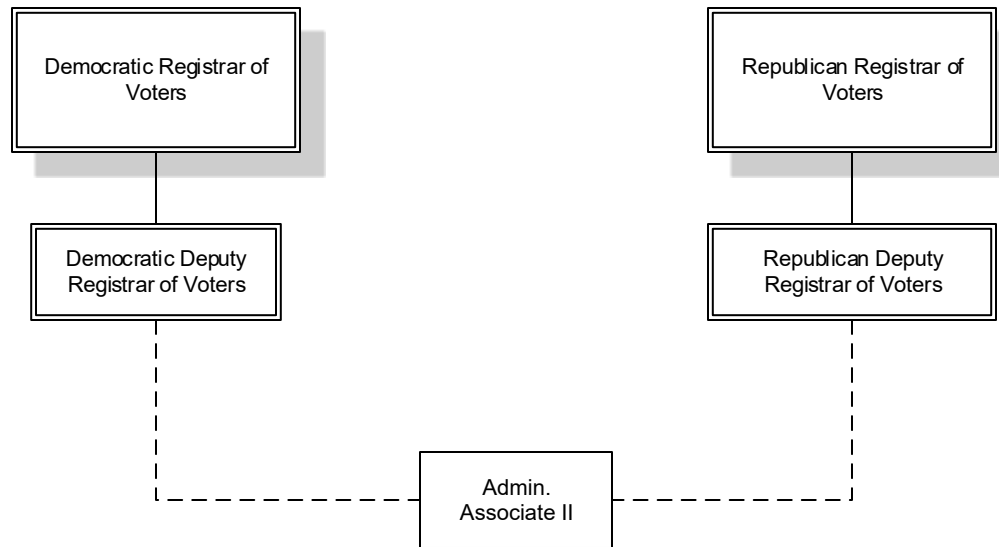
Core Function

The Registrar's core functions include registering new voters, redistricting assembly districts, canvassing voters, performing special sessions and conducting registration sessions at high schools. We oversee the responsibility of testing, transporting and maintaining voting machines and Election Day equipment to and from the polls. Prior to each election a simulated election is performed on each memory card to ensure its quality. There are over ninety memory cards that are tested. Our office makes arrangements for all polling places and ensures that all ADA and HAVA requirements are met. We train over two hundred election workers per general election as well as conduct supervised balloting at required convalescent facilities throughout the city.

Departmental Goals—Fiscal Year 2024-25

- 1 Administer and inform electors of the new Early Voting method that Connecticut will undertake beginning in 2024.
- 2 Train both new and present Election Day workers to comply with existing Election Day Registration program (EDR), Early Voting, ADA and HAVA requirements.
- 3 Continue to work with the Secretary of the State to increase the efficiency and security of the Central Voter Reporting (CVR) system.
- 4 To administer the Early Voting (EV), Same Day Registration (SDR) and Election Day Registration (EDR) programs as well as any changes to the system that are provided by the Secretary of the State's Office for the 2024 calendar year.
- 5 To keep up-to-date of all technological advances that are approved for Election Day use by the Secretary of the State.
- 6 Attend all educational trainings available through the Secretary of the State, the Registrar of Voters Association of Connecticut and the Election Assistant Commission.

Organization Chart - Registrar of Voters



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**OFFICE OF THE REGISTRAR OF VOTERS
DEPT.# 1190001**

PERSONAL SERVICES

511500	Regular Salaries	\$244,591	\$241,322	\$215,820	\$260,018	\$265,998	\$265,998	\$0
511600	Temporary Salaries	\$90,005	\$62,655	\$90,480	\$150,000	\$200,000	\$200,000	\$0
511650	Overtime	\$356	\$493	\$536	\$2,500	\$2,500	\$2,500	\$0
511800	Vacation and Sick Term Payout	\$0	\$618	\$5,587	\$0	\$0	\$0	\$0

EMPLOYEE BENEFITS

529003	Meal Allowance	\$265	\$136	\$318	\$500	\$500	\$500	\$0
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PURCHASED PROPERTY SERVICES

543033	Service Contract	\$19,044	\$18,026	\$22,352	\$27,550	\$27,550	\$27,550	\$0
544002	Building Rental/Lease	\$2,599	\$1,016	\$577	\$4,000	\$2,000	\$2,000	\$0

PURCHASED OTHER SERVICES

553001	Postage	\$19,494	\$14,360	\$17,692	\$70,000	\$70,000	\$70,000	\$0
559001	Advertising	\$362	\$181	\$406	\$1,000	\$1,000	\$1,000	\$0
559002	Printing Services	\$16,744	\$14,418	\$29,487	\$50,000	\$70,000	\$70,000	\$0
559009	Transportation	\$5,000	\$2,500	\$5,000	\$12,000	\$12,000	\$12,000	\$0

SUPPLIES

561206	Office Supplies	\$2,059	\$2,464	\$2,762	\$3,000	\$3,000	\$3,000	\$0
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OTHER

589200	Reimbursements	\$472	\$79	\$118	\$1,500	\$1,500	\$1,500	\$0
589206	Travel and Official Expenses	\$0	\$0	\$29	\$0	\$1,500	\$1,500	\$0
589800	Registration & Course Fees	\$340	\$660	\$2,920	\$2,500	\$2,500	\$2,500	\$0
589900	Dues & Publications	\$140	\$160	\$160	\$300	\$300	\$300	\$0

TOTAL		\$401,472	\$359,089	\$394,243	\$584,868	\$660,348	\$660,348	\$0
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Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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OFFICE OF THE REGISTRAR OF VOTERS (Continued)

ALLOCATION OF BENEFITS

Health Ins. Cost - Actives		\$67,578	\$59,894	\$62,258	\$70,425		\$64,878	
Pension Cost - Actives		\$0	\$0	\$0	\$0		\$0	
Workers Comp. Costs		\$4,371	\$4,132	\$4,334	\$3,988		\$3,512	
Life Insurance Costs		\$1,573	\$1,601	\$1,450	\$1,544		\$1,554	
Unemployment Costs		\$753	\$753	\$748	\$748		\$557	
Medicare Costs		\$5,476	\$5,744	\$5,847	\$6,174		\$6,442	
<u>Total Benefits Allocated to Department</u>		<u>\$79,750</u>	<u>\$72,124</u>	<u>\$74,637</u>	<u>\$82,879</u>	<u>\$0</u>	<u>\$76,942</u>	
<u>Total Amount Earmarked for Department</u>		<u>\$481,222</u>	<u>\$431,213</u>	<u>\$468,880</u>	<u>\$667,747</u>	<u>\$660,348</u>	<u>\$737,290</u>	

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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REGISTRAR OF VOTERS

1	1	1	1	REGISTRAR OF VOTERS	\$62,455	\$65,445	\$65,445
1	1	1	1	REGISTRAR OF VOTERS	\$62,455	\$65,445	\$65,445
1	1	1	1	DEPUTY REGISTRAR OF VOTERS	\$50,000	\$50,000	\$50,000
1	1	1	1	DEPUTY REGISTRAR OF VOTERS	\$50,000	\$50,000	\$50,000
1	0	1	1	ADMIN ASSOCIATE II	\$35,108	\$35,108	\$35,108
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5	4	5	5	TOTAL	\$260,018	\$265,998	\$265,998
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DEPT. 122 - CITY SHERIFF

Mission Statement

The City Sheriff is an elected official included in the City Charter. The duties of the Sheriff include serving notices of meetings of City boards and commissions, and performing other duties as may be prescribed by such boards.

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**OFFICE OF THE CITY SHERIFF
DEPT.# 1220001**

<u>PERSONAL SERVICES</u>								
511500	Regular Salaries	\$13,634	\$13,634	\$13,634	\$16,021	\$16,021	\$16,021	\$0
<u>EMPLOYEE BENEFITS</u>								
529001	Car Allowance	\$4,150	\$4,150	\$4,149	\$4,150	\$4,150	\$4,150	\$0
TOTAL		\$17,784	\$17,784	\$17,783	\$20,171	\$20,171	\$20,171	\$0

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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CITY SHERIFF

CITY SHERIFF

TOTAL

\$16,021	\$16,021	\$16,021
\$16,021	\$16,021	\$16,021

DEPT. 125 – OFFICE OF PROBATE COURT

Mission Statement

The Waterbury District Probate Court services Waterbury and Wolcott. It provides the public with probate services including estates, conservatorships, commitments, guardian of the intellectual disabled, name changes, guardian of the estate and trust estates. The Waterbury Regional Children’s Probate Court services the greater metropolitan Waterbury region. It provides the public with probate services for the protection of children including guardianships for minors, custody for minors and adoptions.

Departmental Goals—Fiscal Year 2024-25

1. To serve the public competently and compassionately.
2. To provide adequate and secure storage of documents as provided in state statutes.
3. To provide the staff with material adequate to accomplish goals one and two.

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**OFFICE OF PROBATE
DEPT.# 1250001**

PURCHASED PROPERTY SERVICES

544002	Building Rental	\$79,230	\$79,230	\$79,230	\$120,000	\$120,000	\$120,000	\$0
544007	Office Equipment Rent	\$4,781	\$7,749	\$5,675	\$15,000	\$15,500	\$15,500	\$0
545009	Monitor and Detection	\$1,200	\$1,200	\$1,200	\$6,500	\$10,000	\$10,000	\$0

PURCHASED OTHER SERVICES

553001	Postage	\$12,041	\$12,448	\$12,434	\$13,500	\$13,500	\$13,500	\$0
553002	Telephone	\$1,379	\$1,275	\$1,389	\$2,200	\$2,200	\$2,200	\$0
559108	Miscellaneous-Insurance	\$2,687	\$2,800	\$3,165	\$4,500	\$5,500	\$5,500	\$0

SUPPLIES

561200	Office Supplies	\$9,433	\$10,754	\$12,013	\$15,500	\$17,500	\$17,500	\$0
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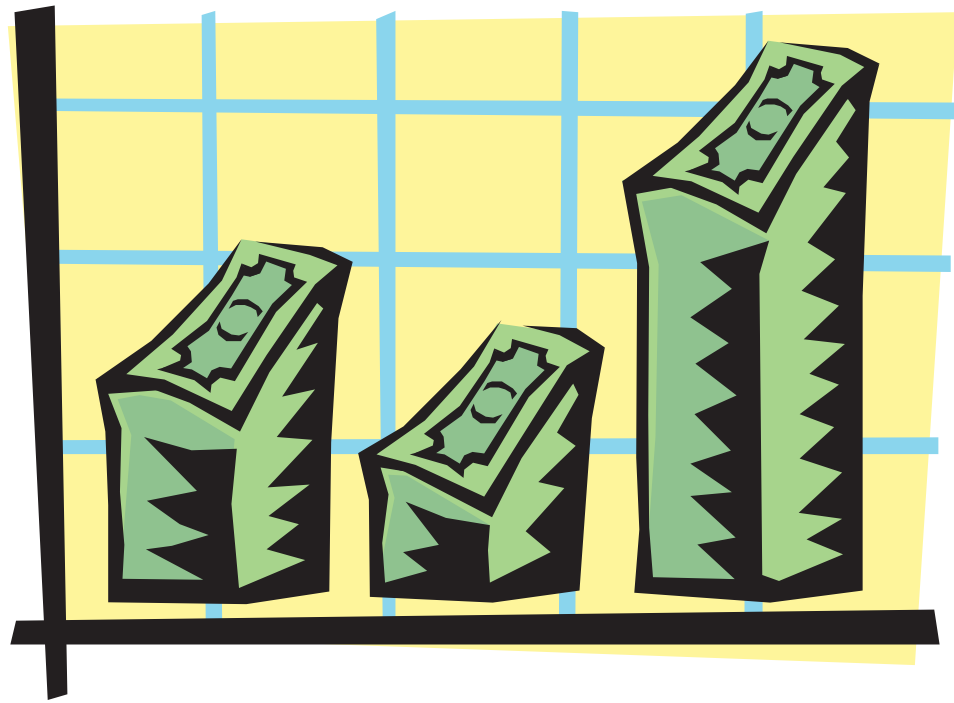
PROPERTY

575200	Office Equipment	\$182	\$4,033	\$3,775	\$4,500	\$4,500	\$4,500	\$0
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OTHER

589030	Moving-Relocation	\$0	\$0	\$0	\$0	\$185,000	\$0	(\$185,000)
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TOTAL		\$110,932	\$119,489	\$118,881	\$181,700	\$373,700	\$188,700	(\$185,000)
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FINANCE

DEPT. 201 - DEPARTMENT OF FINANCE

Mission Statement

The mission of the Finance Department is to maintain financial management systems as well as sustain, communicate, and enforce an effective internal control structure to allow:

1. City employees to produce timely and accurate information in a format that enables the safeguarding and maximization of City resources and services.
2. City management & elected officials to understand the City's financial status and progress against objectives and financial constraints, to make decisions and to demonstrate compliance with restrictions on the use of resources.
3. Waterbury citizens to determine the success of elected and appointed officials in using City resources in a manner consistent with the desires of the citizens as enumerated in the City Charter and Budget.
4. Other interested parties to understand the source and use of city resources, the creditworthiness of the City, and whether the City is complying with legal and contractual requirements.

Core Functions

Department of Finance core functions and responsibilities include:

1. Providing consistent, timely and accurate financial processing and reporting.
2. Maintaining and supporting the utilization of the Infor-Lawson Financial, Procurement and HR Suites.
3. Cash and investment management for all City funds and the coordination of all banking operations.
4. Preparation/processing of employee payrolls, pension payroll and quarterly/annual payroll tax filings.
5. Preparation/processing of accounts payable vendor checks and employee expense reimbursements.
6. Oversee the City's approved Capital Projects and Special Programs for budgetary compliance, grant reimbursement filings and administration of the City's capital debt financing plan.
7. Administer City employee and retiree welfare and retirement benefit plans in compliance with state and federal laws and related collective bargaining agreements. Oversee development of new programs, ongoing communications and provide guidance to all participating members.
8. Risk Management oversight of activities accounted for in the City's Health, Workers Compensation, General Liability and Heart & Hypertension self-insured internal service funds.
9. Provide financial & programmatic oversight of the internal administration of the City's Community Planning & Development Programs.

DEPT. 201 - DEPARTMENT OF FINANCE (Continued)

Departmental Goals—Fiscal Year 2024-2025

1. Maintain efficient performance of all core functions within the Department of Finance in combination with effectively maintaining our financial management systems in order to carry out the annual goals of our Mission Statement as defined above.
2. Continue work on project development and execution for timely commitment and expenditure of the City's \$75.4 million in American Rescue Plan Act (ARPA) awarded funds. The Finance Department has taken on the administrative responsibility for all accounting and reporting requirements called for in the U.S. Treasury issued guidance, working closely with all City Departments allocated funding for various projects and programs deemed eligible under ARPA. The City has additionally engaged KBE Building Corporation to provide capital project administrative, management and oversight services on the ARPA funded capital projects. The ARPA funds need to be committed by December 2024 and expended by December 2026.
3. Continue claims analysis, evaluation and implementation of cost management initiatives on pharmacy & medical plans. Continue to roll out and manage employee health wellness, education & awareness programs.
4. Continue to advance risk loss control management initiatives throughout the City and Board of Education with the goal of reducing employee injuries and associated workers compensation costs.
5. Continue to expand employee communications and marketing through department workshops and additional information sessions for available Defined Contribution Retirement Plans to encourage enhanced employee retirement planning & savings.
6. Administer retirement plans, life insurance coverage and health benefit plans for employees, retirees and their families.
7. Monitor the 10-year horizon debt management financing plan to provide the framework for the timing of future debt issuances and in evaluating the feasibility of new capital bond authorizations.
8. Work in collaboration with the Mayor's Office, the Waterbury Development Corporation and the Naugatuck Valley Regional Development Corporation on economic development project initiatives, brownfield remediation projects and other initiatives.

DEPT. 201 - DEPARTMENT OF FINANCE (Continued)

Significant Highlights

1. 2023 Annual Comprehensive Financial Statements: The Finance Department issued the City's Annual Comprehensive Financial Report (ACFR) for the fiscal year ended June 30, 2023 on November 30, 2023. The Independent Auditor who performed the audit of the City's financial statements issued an unqualified (clean) opinion, representing that in their opinion, "The financial statements present fairly, in all material respects, the respective financial position of the governmental activities, the business-type activities, each major fund and the aggregate remaining fund information of the City of Waterbury, Connecticut, as of June 30, 2023". The Independent Auditor did not identify any deficiencies in the City's internal controls over financial reporting.
2. 2022 Annual Comprehensive Financial Statements – GFOA Certification: The Finance Department submitted the City's Annual Comprehensive Financial Report for the fiscal year ending June 30, 2022 to the Government Finance Officers Association (GFOA) for certification. For the sixteenth (16) consecutive year, the City's Annual Comprehensive Financial Report was awarded the "Certificate of Achievement for Excellence in Financial Reporting." The Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting, and its attainment represents a significant accomplishment of the Department of Finance. In order to receive the Certificate of Achievement, the Department of Finance published an easily readable and efficiently organized comprehensive annual financial report. The 2022 Annual Comprehensive Financial Report satisfies both accounting principles generally accepted in the United States of America and applicable legal requirements.
3. Bond Credit Ratings Reaffirmed with Stable Outlooks: In April 2022 in anticipation of a May 2022 bond issue, City representatives met with three credit rating agencies to present the City's current financial condition and outlook including a comprehensive overview of current economic development activities and financial management policies. The Kroll Bond Rating Agency (KBRA) upgraded the City's bond rating to "AA", just two notches below the strongest rating available at "AAA". KBRA noted that the bond upgrade recognizes the Administration's deep commitment and demonstrated ability to attract economic development and for its successful navigation of the COVID-19 pandemic, as well as the City's clear runway for further growth. Management's strong financial policies and monitoring along with continued improvement in financial flexibility were further highlighted. Standard and Poor's Global along with Fitch Ratings both reaffirmed the City's "AA-" bond rating with stable outlooks highlighting the City's very strong management, strong budgetary performance, and budget flexibility. Over the past year the City maintained its strong credit ratings and stable outlooks with annual surveillance reports issued this past April & May 2023.

DEPT. 201 - DEPARTMENT OF FINANCE (Continued)

4. The American Rescue Plan Act:

The Federal Government adopted the American Rescue Plan Act (ARPA) on March 11, 2021. Waterbury's direct allocated local fiscal recovery funding under the Act is \$75.4 million. Funding must be obligated by December 2024 and spent by December 2026. The U.S. Treasury has indicated that the ARPA funds will provide eligible state, local territorial and Tribal governments with a substantial infusion of resources to meet pandemic response needs and rebuild a stronger, more equitable economy as the country recovers. Within the categories of eligible uses, recipients have the broad flexibility to decide how best to use the funding to meet the needs of their communities. The guidance stipulates that funding cannot be used on federal grant matching requirements, premium pay for telework, pension funding, infrastructure not directly addressed in ARPA or on rainy day funds, financial reserves or outstanding debt. Eligible funding uses include supporting public health expenditures, addressing negative economic impacts caused by the public health emergency, replacement of lost public sector revenue, premium pay for essential workers and investments in water, sewer, and broadband infrastructure.

The allocation plan for use of the City's ARPA funds has continued to be implemented over the past year and will fully implemented over the next year to ensure that all funds are obligated by the December 2024. The following is a summary of activity through June 30, 2023:

❖ ARPA Transfer Allocations approved by the Board of Aldermen	\$59,618,443
❖ ARPA Funds Committed	\$41,346,059
❖ ARPA Funds Expended	\$15,651,729

The Finance Department has taken on the administrative responsibility for all accounting and reporting requirements called for in the U.S. Treasury issued guidance, working closely with all City Departments allocated funding for various projects and programs deemed eligible under ARPA. The City has additionally engaged KBE Building Corporation to provide capital project administrative, management and oversight services on the ARPA funded capital projects.

DEPT. 201 - DEPARTMENT OF FINANCE (Continued)

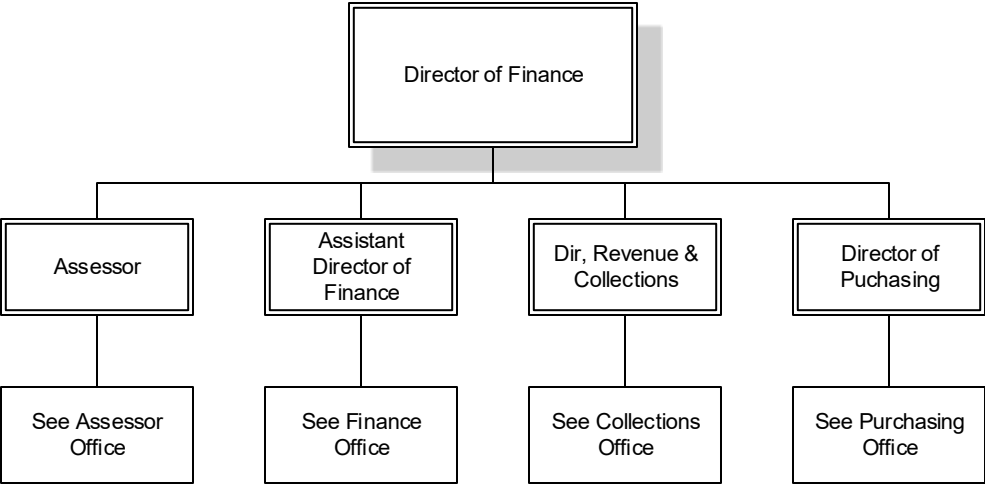
- 5. Property Tax Collections: The City continues to utilize a collection agency to pursue delinquent motor vehicle taxes, utilizes a warrant collection program on delinquent real-estate and personal property, maintains a scoff-law booting program and administers an active tax sale auction program. Current levy tax collections benefit from these delinquent collection programs. The budgeted, current tax collection rate of 96.0% was exceeded by 0.85% in FY2023 achieving a 96.85% collection rate on the original levy in the first year. Total property tax collections of \$255.2 million came in \$1.2 million more than budgeted.

- 6. Sustaining Long-Term Financial Stability: The City's General Fund generated a \$1.0 million surplus for the fiscal year ending June 30, 2023 following the posting of \$4.0 million in year-end surplus transfers to other reserve accounts. The General Fund's total fund balance as of June 30, 2023 is \$27.1 million, representing 6.1% of the City's FY2024 \$440.8 million adopted budget. For more than ten years running, the City has produced fiscal year-end budget surpluses while at the same time not drawing upon any designation of fund balance built into the budget. It is a testament to the efforts & collaboration of the Mayor's Office, the Finance Director, the Manager of Budget Development & Oversight and the Cost Containment & Oversight Committee.

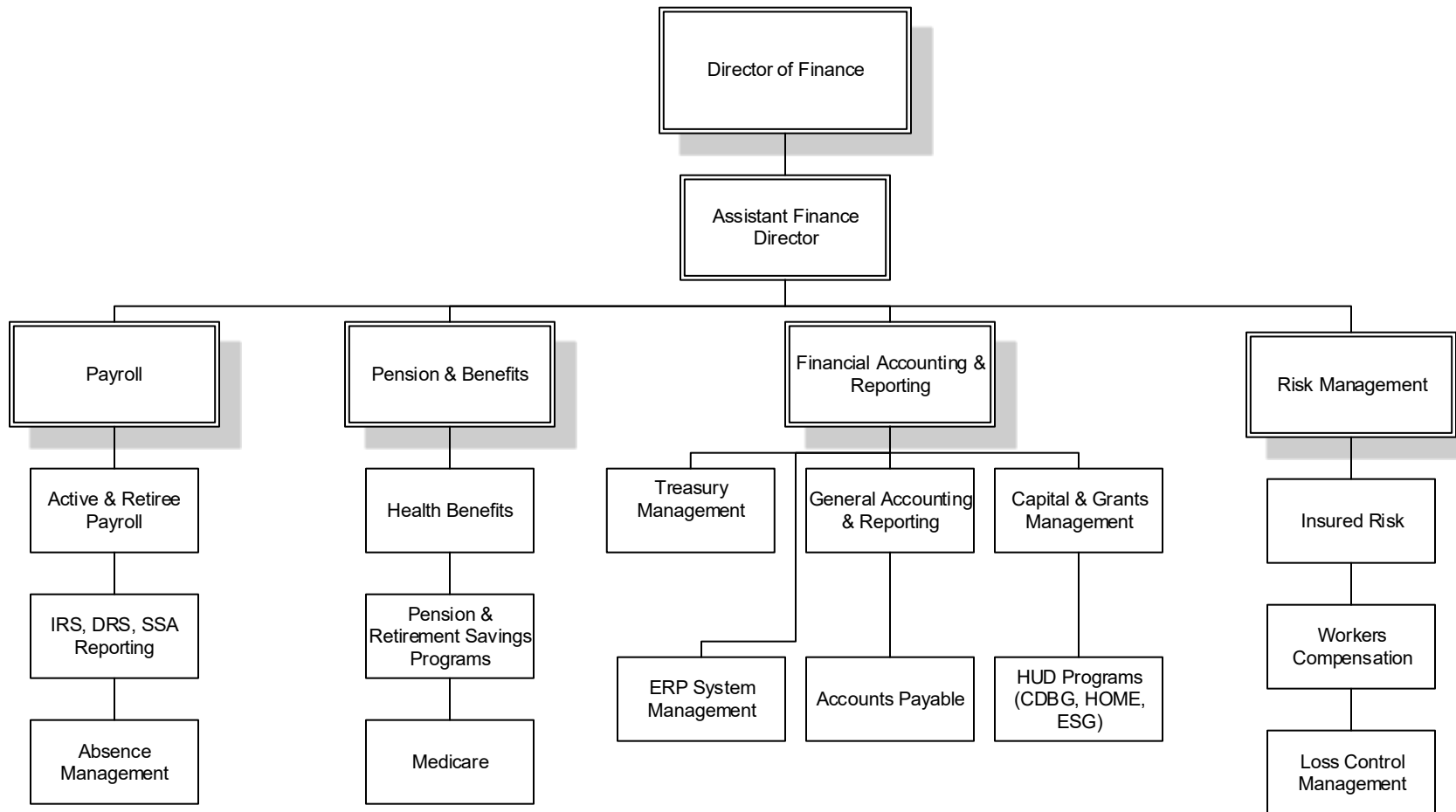
For additional information, please refer to the Department of Finance, Fiscal Year 2022-2023 Annual Report available on the City's Website. The Annual Report includes overviews and updates on a variety of additional topics including financial management, risk management, pension and other significant initiatives and accomplishments throughout the past year.

Please also refer to the City of Waterbury's Annual Comprehensive Financial Report for the Fiscal Year July 1, 2022 – June 30, 2023, issued on November 30, 2023 and available on the City's Website for additional content on the overall financial condition of the City.

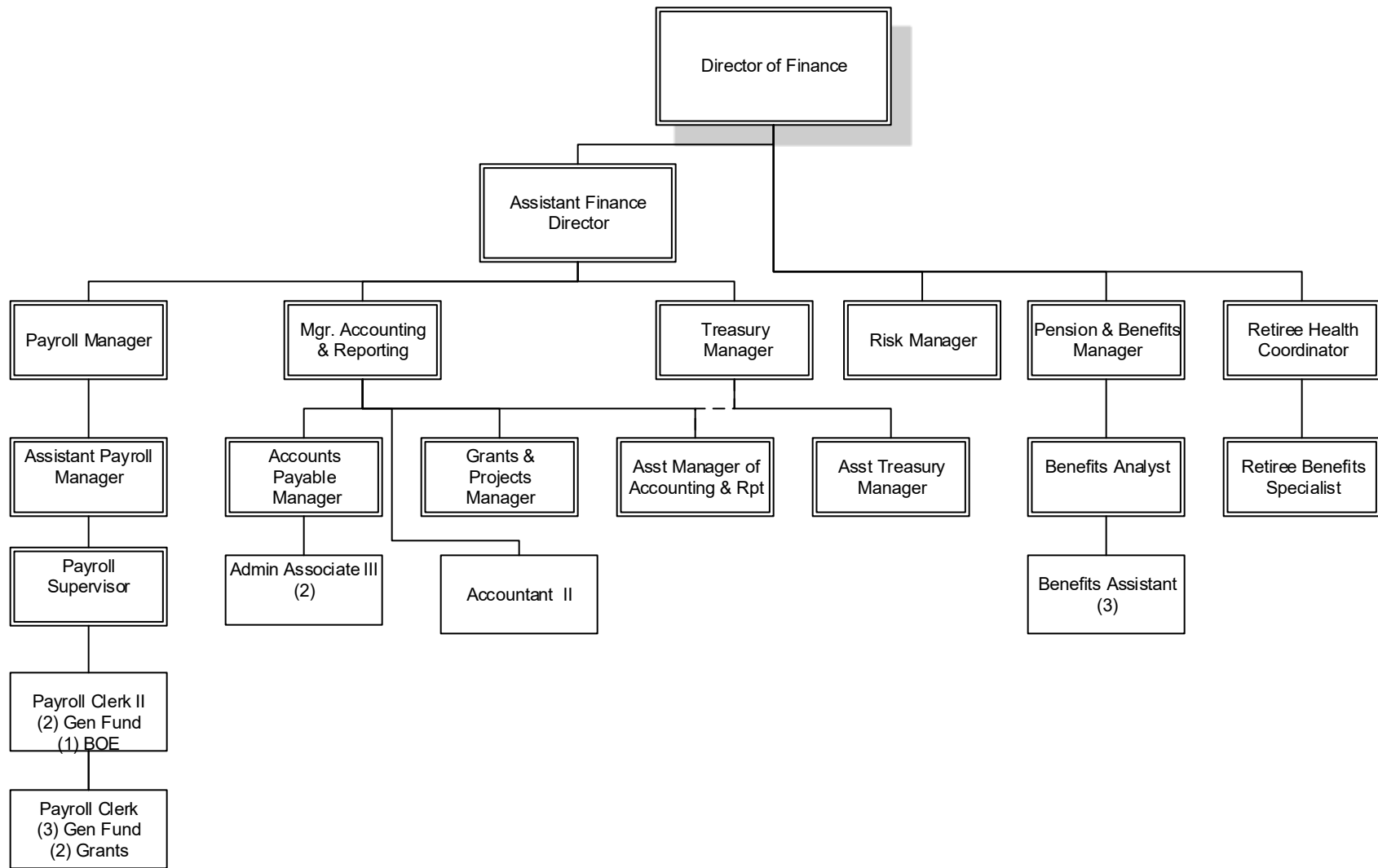
Organization Chart - Finance



Organization Chart - Finance



Organization Chart - Finance



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**DEPARTMENT OF FINANCE
DEPT.# 2010001**

PERSONAL SERVICES

511500	Regular Salaries	\$1,651,801	\$1,850,227	\$1,995,097	\$2,154,240	\$2,280,440	\$2,280,440	\$0
511600	Temporary Salaries	\$3,019	\$2,873	\$0	\$3,000	\$3,000	\$3,000	\$0
511650	Overtime	\$9,392	\$15,851	\$19,401	\$18,000	\$20,000	\$20,000	\$0
511653	Longevity	\$650	\$650	\$650	\$650	\$650	\$650	\$0
511800	Vacation and Sick Term Payout	\$14,202	\$0	\$2,720	\$0	\$0	\$0	\$0

PROFESSIONAL SERVICES

539009	Training-Misc	\$1,000	\$253	\$700	\$1,000	\$1,000	\$1,000	\$0
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PURCHASED PROPERTY SERVICES

543034	Office Equipment-Maint Contract	\$4,544	\$4,624	\$4,958	\$5,250	\$5,775	\$5,775	\$0
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PURCHASED OTHER SERVICES

553001	Postage	\$27,761	\$24,707	\$31,597	\$31,500	\$35,000	\$35,000	\$0
559001	Advertising	\$63	\$58	\$58	\$500	\$500	\$500	\$0
559002	Printing Services	\$2,013	\$1,168	\$1,764	\$3,000	\$3,000	\$3,000	\$0
559008	Other Purchase Services	\$0	\$0	\$0	\$0	\$25,000	\$25,000	\$0

SUPPLIES

561206	Office Supplies	\$15,487	\$16,460	\$21,401	\$23,650	\$25,000	\$25,000	\$0
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PROPERTY

575200	Office Equipment	\$1,071	\$3,915	\$9,503	\$5,000	\$7,500	\$7,500	\$0
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OTHER

589200	Reimbursements	\$5,507	\$7,196	\$3,130	\$7,500	\$5,000	\$5,000	\$0
589900	Dues & Publications	\$1,529	\$880	\$1,364	\$2,500	\$2,500	\$2,500	\$0

TOTAL		\$1,738,041	\$1,928,862	\$2,092,344	\$2,255,790	\$2,414,365	\$2,414,365	\$0
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Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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DEPARTMENT OF FINANCE (CONTINUED)

ALLOCATION OF BENEFITS

Health Ins. Cost - Actives		\$378,437	\$323,426	\$336,194	\$380,293		\$350,339	
Pension Cost - Actives		\$21,310	\$22,367	\$19,389	\$20,706		\$18,811	
Workers Comp. Costs		\$24,477	\$22,315	\$23,404	\$21,537		\$18,964	
Life Insurance Costs		\$8,806	\$8,644	\$7,830	\$8,335		\$8,391	
Unemployment Costs		\$4,218	\$4,068	\$4,041	\$4,041		\$3,006	
Medicare Costs		\$30,663	\$31,017	\$31,572	\$33,340		\$34,789	
<u>Total Benefits Allocated to Department</u>		<u>\$467,912</u>	<u>\$411,836</u>	<u>\$422,429</u>	<u>\$468,252</u>	<u>\$0</u>	<u>\$434,300</u>	
<u>Total Amount Earmarked for Department</u>		<u>\$2,205,953</u>	<u>\$2,340,699</u>	<u>\$2,514,772</u>	<u>\$2,724,042</u>	<u>\$2,414,365</u>	<u>\$2,848,665</u>	

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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DEPARTMENT OF FINANCE

1	1	1	1	DIRECTOR OF FINANCE	\$210,000	\$250,000	\$250,000
1	1	1	1	ASSISTANT FINANCE DIRECTOR	\$140,866	\$145,091	\$145,091
1	1	1	1	MANAGER OF ACCOUNTING & REPORTING	\$133,580	\$137,587	\$137,587
1	1	1	1	TREASURY MANAGER	\$117,550	\$121,077	\$121,077
1	1	1	1	GRANTS & PROJECTS ACCOUNTING MANAGER	\$68,000	\$74,160	\$74,160
1	1	1	1	RISK MANAGER	\$101,521	\$114,660	\$114,660
1	1	1	1	ACCOUNTS PAYABLE SPECIALIST	\$70,496	\$82,249	\$82,249
1	0	1	1	ACCOUNTS PAYABLE SUPERVISOR/MANAGER	\$96,177	\$99,063	\$99,063
2	2	2	2	ACCOUNTANT III	\$156,282	\$181,039	\$181,039
1	0	1	1	ASSISTANT MANAGER OF ACCOUNTING & REPORTING	\$96,177	\$99,062	\$99,062
1	0	1	1	ASSISTANT TREASURY MANAGER	\$96,177	\$99,062	\$99,062
1	1	1	1	ACCOUNTANT II	\$58,349	\$58,822	\$58,822
1	1	1	1	PAYROLL MANAGER	\$94,100	\$96,923	\$96,923
0	0	1	1	ASSISTANT PAYROLL MANAGER	\$0	\$92,700	\$92,700
1	1	1	1	PAYROLL SUPERVISOR	\$85,719	\$88,291	\$88,291
3	3	3	3	PAYROLL CLERK II	\$183,929	\$193,128	\$193,128
3	3	3	3	PAYROLL CLERK	\$134,172	\$136,573	\$136,573
1	1	1	1	PENSION AND BENEFITS MANAGER	\$112,207	\$116,294	\$116,294
1	1	1	1	BENEFITS ANALYST	\$96,177	\$99,062	\$99,062
3	3	3	3	PENSION AND BENEFITS ASSISTANT	\$155,337	\$158,323	\$158,323
1	0	0	0	ADMIN ASSOCIATE I	\$31,158	\$0	\$0
1	2	2	2	ADMIN ASSOCIATE III	\$40,459	\$80,134	\$80,134
1	1	1	1	RETIREE HEALTH COORDINATOR	\$122,893	\$139,050	\$139,050
1	1	1	1	RETIREE BENEFITS SPECIALIST	\$89,766	\$92,459	\$92,459
(3)		(4)	(4)	SAVINGS THROUGH VACANCY/TURNOVER	(\$226,778)	(\$334,294)	(\$334,294)
				WPC PRIMARY REPRESENTATIVE REIMBURSEMENT	\$0	(\$30,000)	(\$30,000)
				CDBG REIMBURSEMENT	(\$110,075)	(\$110,075)	(\$110,075)
<u>27</u>	<u>27</u>	<u>27</u>	<u>27</u>	TOTAL	<u>\$2,154,240</u>	<u>\$2,280,440</u>	<u>\$2,280,440</u>

DEPT. 204 - DEPARTMENT OF ASSESSMENT

Mission Statement

The Department of Assessment is responsible for the compilation of the Grand List. The gross Grand List is the assessed value of all taxable property in the City of Waterbury, including Real Estate, Motor Vehicles, and Business Personal Property. The Department of Assessment must then apply exemptions that are allowed by law to arrive at the Net Grand List. This is the number that is divided into the levy to produce the mill rate.

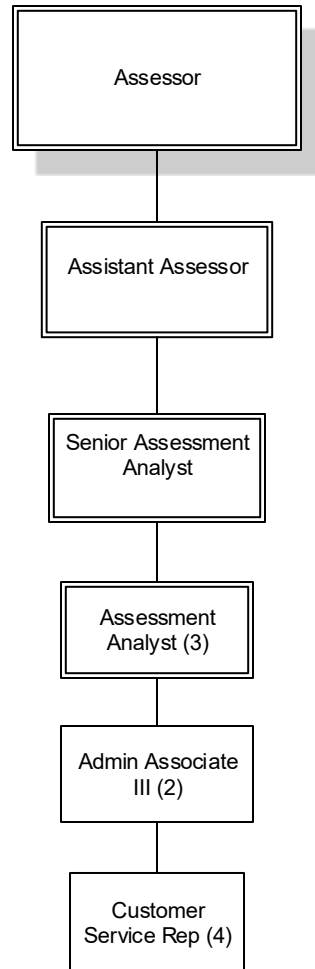
Departmental Goals—Fiscal Year 2024-2025

1. Implement new technology to improve Personal Property Assessment and efficiency of Real Estate Property Transfers.
2. Update all existing and new permits.
3. File all State Reports on time.
4. Continue to support Corporation Counsel with the settlement of court cases.
5. Work with State Library to archive Historical Grand List books.
6. Improve file security for Business Personal Property, Homeowner Programs and Veteran's Exemptions.

Recent Highlights

1. In process of completing October 1, 2023 Grand List without extension.
2. Timely filed all state reports.
3. Finalized 2022 State Mandated Revaluation.
4. Provided support to Corporation Counsel to settle several outstanding court cases.
5. Completed 3-year Personal Property Audit.

Organization Chart - Assessor



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**OFFICE OF ASSESSMENT
DEPT.# 2040001**

PERSONAL SERVICES

511500	Regular Salaries	\$697,814	\$589,934	\$442,790	\$778,206	\$759,599	\$759,599	\$0
511550	Hourly Payroll	\$471	\$319	\$3,486	\$5,000	\$5,000	\$5,000	\$0
511650	Overtime	\$1,335	\$1,805	\$16,950	\$5,000	\$5,000	\$5,000	\$0
511653	Longevity	\$2,565	\$3,765	\$1,365	\$960	\$960	\$960	\$0
511800	Vacation and Sick Term Payout	\$8,993	\$97,479	\$20,045	\$0	\$0	\$0	\$0

EMPLOYEE BENEFITS

529001	Car Allowance	\$8,516	\$4,708	\$1,581	\$15,600	\$13,700	\$13,700	\$0
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PURCHASED PROFESSIONAL SERVICES

533000	Professional	\$18,299	\$21,166	\$28,101	\$30,450	\$47,540	\$47,540	\$0
539003	Training	\$2,496	\$2,018	\$2,690	\$6,200	\$9,200	\$9,200	\$0

PURCHASED PROPERTY SERVICES

543000	Service/Maintenance Contracts	\$1,268	\$5,059	\$5,059	\$7,500	\$8,000	\$8,000	\$0
543020	Repair and Maintenance	\$3,705	(\$36)	\$0	\$1,100	\$0	\$0	\$0

PURCHASED OTHER SERVICES

553001	Postage	\$9,165	\$8,359	\$6,921	\$11,820	\$11,820	\$28,620	\$16,800
559001	Advertising	\$197	\$278	\$325	\$500	\$500	\$500	\$0
559002	Printing Services	\$7,122	\$6,556	\$5,636	\$8,800	\$8,750	\$23,200	\$14,450

SUPPLIES

561206	Office Supplies	\$3,658	\$4,612	\$5,926	\$7,800	\$8,300	\$8,300	\$0
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OTHER

589900	Dues & Publications	\$1,899	\$1,342	\$1,716	\$2,985	\$2,635	\$2,635	\$0
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TOTAL		\$767,504	\$747,365	\$542,591	\$881,921	\$881,004	\$912,254	\$31,250
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Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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OFFICE OF ASSESSMENT (Continued)

ALLOCATION OF BENEFITS

Health Ins. Cost - Actives		\$162,187	\$143,745	\$149,419	\$169,019		\$155,706.40	
Pension Cost - Actives		\$15,042	\$15,788	\$13,686	\$14,616		\$13,278.33	
Workers Comp. Costs		\$10,490	\$9,918	\$10,402	\$9,572		\$8,428.62	
Life Insurance Costs		\$3,774	\$3,842	\$3,480	\$3,704		\$3,729.13	
Unemployment Costs		\$1,808	\$1,808	\$1,796	\$1,796		\$1,335.81	
Medicare Costs		\$13,141	\$13,785	\$14,032	\$14,818		\$15,461.97	
<u>Total Benefits Allocated to Department</u>		<u>\$206,443</u>	<u>\$188,886</u>	<u>\$192,815</u>	<u>\$213,525</u>	<u>\$0</u>	<u>\$197,940</u>	
<u>Total Amount Earmarked for Department</u>		<u>\$973,947</u>	<u>\$936,251</u>	<u>\$735,407</u>	<u>\$1,095,446</u>	<u>\$881,004</u>	<u>\$1,110,194</u>	

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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DEPARTMENT OF ASSESSMENT

1	0	1	1	ASSESSOR	\$122,026	\$125,000	\$125,000
1	1	1	1	ASST. ASSESSOR	\$109,207	\$101,030	\$101,030
1	0	1	1	SENIOR ASSESSMENT ANALYST	\$89,320	\$89,320	\$89,320
3	3	3	3	ASSESSMENT ANALYST	\$205,967	\$195,721	\$195,721
2	2	2	2	ADMIN. ASSOCIATE III	\$84,048	\$86,759	\$86,759
4	4	4	4	CUSTOMER SERVICE REP	\$167,638	\$161,769	\$161,769
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12	10	12	12	TOTAL	\$778,206	\$759,599	\$759,599
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DEPT. 207 – OFFICE OF CONSOLIDATED COLLECTIONS

Mission Statement

The Office of Collections is responsible for:

1. Collecting current and delinquent taxes, overdue fees for water and sewer, special assessments, parking tickets, landfill fees, and Police Extra duty fees.
2. Maintaining all data concerning collections.
3. Issuing reports of the activities to all concerned agencies and boards.

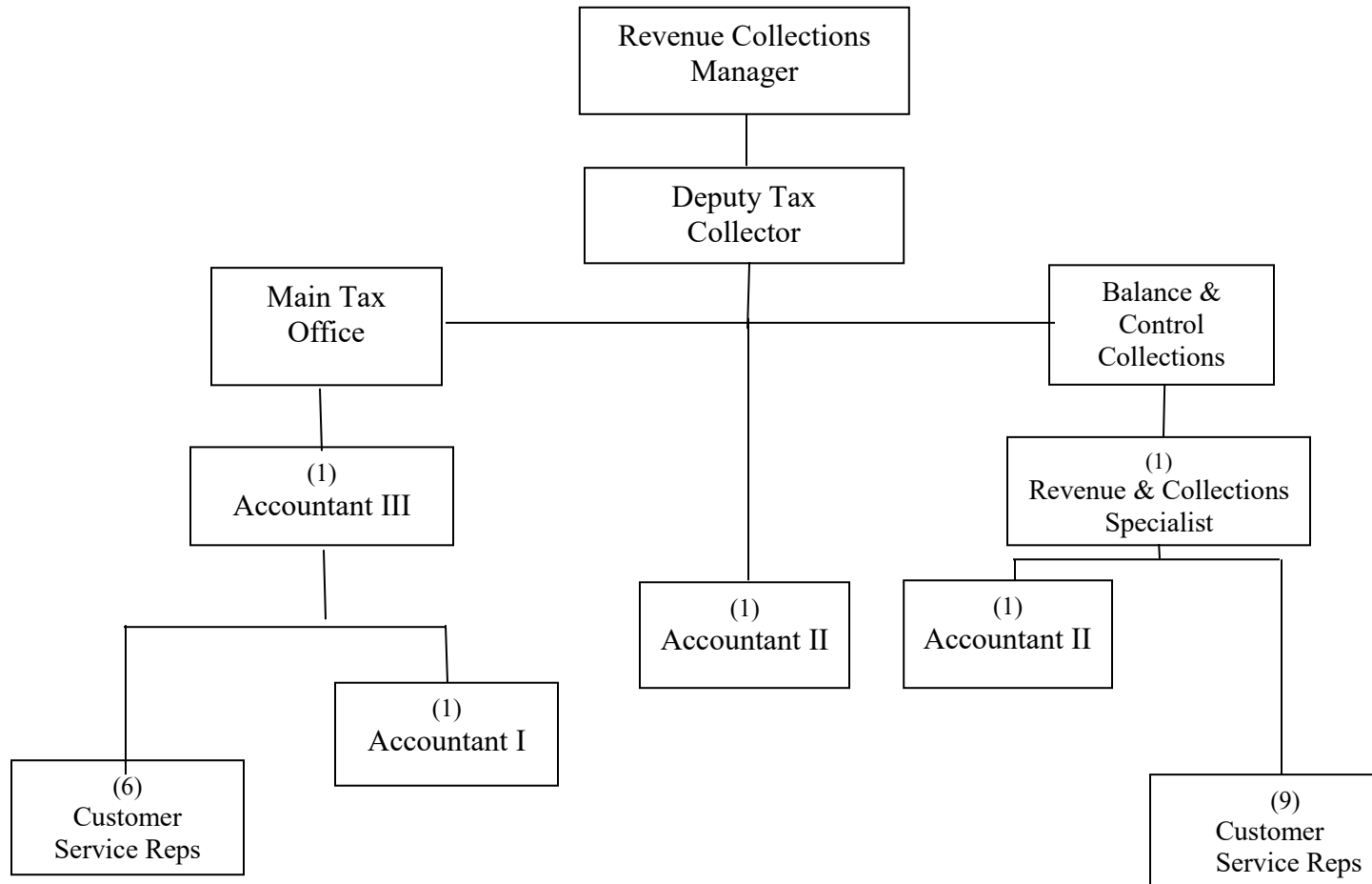
Departmental Goals—Fiscal Year 2024-25

1. Improve overall Motor Vehicle collections by increasing from \$100 to \$400 bills payable in two-installments. This should increase cash flow, and improve collections on both Motor Vehicle and Supplemental billing.
2. Establish a policy for the periodic write-off of outdated, uncollectible parking tickets.
3. Make improvements to the Tax Auction process.
4. Update the Webster Bank lockbox process

Recent Highlights

1. Increased the number of payments through Bank Lockbox, on-line and bank wire
2. Worked with Tax Software Company to add the July original bills to the City's web site.
3. Water and Sewer Collections were moved into the Main Tax Office.
4. Motor Vehicle Leasing Companies are being billed electronically.

Organization Chart – Revenue and Collection



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**OFFICE OF REVENUE COLLECTION
DEPT.# 2070001**

PERSONAL SERVICES

511500	Regular Salaries	\$810,946	\$853,167	\$881,047	\$1,072,185	\$1,129,685	\$1,129,685	\$0
511650	Overtime	\$9,337	\$7,065	\$8,103	\$8,500	\$10,000	\$10,000	\$0
511800	Vacation and Sick Term Payout	\$4,790	\$11,173	\$0	\$0	\$0	\$0	\$0

PURCHASED PROFESSIONAL SERVICES

533007	Computer Services	\$10,670	\$10,808	\$11,349	\$14,700	\$14,700	\$14,700	\$0
533029	Legal Advisor	\$0	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$0

PURCHASED PROPERTY SERVICES

543033	Service/Maintenance Contracts	\$5,290	\$3,524	\$5,432	\$10,785	\$12,150	\$12,150	\$0
545013	Security/Safety	\$2,032	\$993	\$780	\$7,000	\$7,000	\$7,000	\$0

PURCHASED OTHER SERVICES

553001	Postage	\$70,260	\$76,090	\$74,880	\$94,500	\$103,350	\$103,350	\$0
559001	Advertising	\$1,459	\$1,128	\$1,302	\$2,000	\$2,000	\$2,000	\$0
559002	Printing Services	\$52,114	\$60,767	\$62,270	\$77,100	\$79,100	\$79,100	\$0

SUPPLIES

561206	Office Supplies	\$9,884	\$7,916	\$9,174	\$12,600	\$12,600	\$12,600	\$0
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PROPERTY

575200	Office Equipment	\$2,976	\$2,736	\$2,128	\$3,000	\$3,000	\$3,000	\$0
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OTHER

589206	Travel and Official-Misc	\$620	\$995	\$805	\$1,200	\$1,500	\$1,500	\$0
589900	Dues & Publications	\$556	\$806	\$477	\$925	\$925	\$925	\$0

TOTAL		\$980,935	\$1,042,166	\$1,062,747	\$1,309,495	\$1,381,010	\$1,381,010	\$0
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Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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OFFICE OF REVENUE COLLECTION (Continued)

ALLOCATION OF BENEFITS

Health Ins. Cost - Actives		\$297,344	\$263,532	\$273,936	\$309,868		\$285,462	
Pension Cost - Actives		\$27,578	\$28,945	\$25,091	\$26,797		\$24,344	
Workers Comp. Costs		\$19,232	\$18,183	\$19,070	\$17,549		\$15,452	
Life Insurance Costs		\$6,919	\$7,043	\$6,380	\$6,791		\$6,837	
Unemployment Costs		\$3,315	\$3,315	\$3,293	\$3,293		\$2,449	
Medicare Costs		\$24,092	\$25,273	\$25,725	\$27,166		\$28,347	
<u>Total Benefits Allocated to Department</u>		<u>\$378,479</u>	<u>\$346,291</u>	<u>\$353,494</u>	<u>\$391,463</u>	<u>\$0</u>	<u>\$362,890</u>	<u>\$0</u>
<u>Total Amount Earmarked for Department</u>		<u>\$1,359,414</u>	<u>\$1,388,456</u>	<u>\$1,416,242</u>	<u>\$1,700,958</u>	<u>\$1,381,010</u>	<u>\$1,743,900</u>	<u>\$0</u>

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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REVENUE COLLECTION

1	1	1	1	COLLECTOR OF REVENUE	\$119,651	\$133,875	\$133,875
1	1	1	1	DEPUTY TAX COLLECTOR	\$102,589	\$116,302	\$116,302
1	1	1	1	REVENUE AND COLLECTIONS SPECIALIST	\$70,496	\$72,611	\$72,611
1	1	1	1	ACCOUNTANT III	\$70,496	\$72,611	\$72,611
2	1	2	2	ACCOUNTANT II	\$104,177	\$105,705	\$105,705
1	1	1	1	ACCOUNTANT I	\$42,315	\$43,152	\$43,152
15	11	15	15	CUSTOMER SERVICE REP	\$578,477	\$585,429	\$585,429
				SAVINGS THROUGH VACANCY/TURNOVER	(\$16,016)	\$0	\$0
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22	17	22	22	TOTAL	\$1,072,185	\$1,129,685	\$1,129,685
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DEPT. 210 - PURCHASING

Mission Statement

The mission of the Purchasing Department is to procure goods and services for all City Departments. This will be accomplished in a courteous, timely, and professional manner while strictly adhering to the City Charter and the Purchasing Ordinance adopted June 2005.

Core Function

The Purchasing Department purchases all goods and services for all City Departments. The following is the purchasing activity for FY23:

	<u>PO'S</u>	<u>Dollar Value</u>
Purchase Orders issued for Education	6,808	\$126,847,074
Purchase Orders issued for General Government	5,103	\$112,139,964
TOTAL	11,911	\$238,987,964

The above represents a 2% increase in the volume of purchase orders and a 32% increase in spending compared to the previous fiscal year.

Departmental Goals—Fiscal Year 2024-25

1. Continue to improve efficiencies within the Purchasing Department by streamlining processes as needed.
2. Continue to reach out to educate all new and present employees as to the rules and regulations of the Purchasing Ordinance with in-house training sessions as well as specific day-to-day reminders of the rules and how not to break them.
3. Assist all departments to the best of our ability to help reduce spending through the utilization of competitive processes.
4. Continuing to update RFP and ITB templates as needed to reduce confusion and make the bidding process easier for employees to understand. To this end, RFP and ITB forms have been simplified and made user-friendly. ITB and RFP issuance forms have been split into separate forms for clarification and user ease.

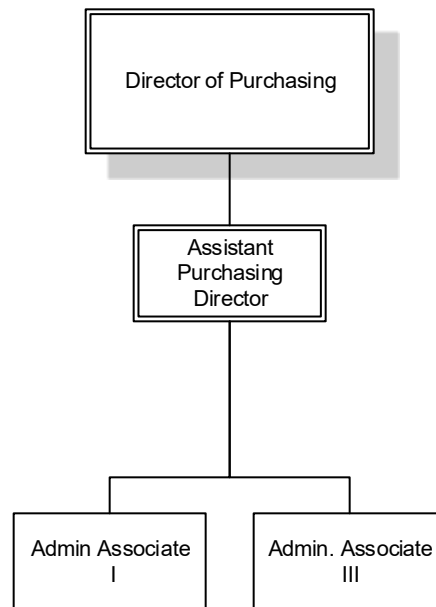
DEPT. 210 – PURCHASING (Continued)

5. Continual update of the ProcureWare contact list. Completed a USPS mailing to companies/physical addresses of all failed email addresses (around 1,000 postcards mailed). A lot of companies responded by updating their ProcureWare contact information. Defunct companies were deactivated in ProcureWare. Commenced sending invitations to sign up for ProcureWare to Waterbury Regional Chamber members not already signed up for ProcureWare.

Recent Highlights

1. To continue to reduce costs throughout the City through its dissemination of open ITBs and RFPs through the ProcureWare on-line bidding system. Using this process, the cost for postage in FY19 was \$4,310, in FY22 it dropped to \$1,442, a savings of 67%.
2. Continued implementation of the Procurement Procedures and Guidelines Manual
3. Training provided to internal staff with regard to process flow and procedures.
4. Update and cataloging of all documents located in the W: Drive, location “Purchasing Forms.”
5. Cataloging of all fiscal year-to-date RFP and ITB documents and responses electronically in the F: drive for easy retrieval.
6. The updating of the ITB and RFP solicitation templates; this includes creating a simplified ITB for purchases of goods (both with and without pre-bid meetings) which includes approved Risk Management Insurance Recommendations, freeing up time and energy of both Risk Management and the requesting department.

Organization Chart - Purchasing



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**OFFICE OF PURCHASING
DEPT.# 2100001**

PERSONAL SERVICES

511500	Regular Salaries	\$247,731	\$255,840	\$295,754	\$296,724	\$300,735	\$300,735	\$0
511800	Vacation and Sick Term Payout	\$13,056	\$0	\$0	\$0	\$0	\$0	\$0

PURCHASED PROPERTY SERVICES

543033	Service/Maintenance Contracts	\$0	\$0	\$0	\$750	\$750	\$750	\$0
544007	Office Equipment Rent	\$1,758	\$1,758	\$1,758	\$1,800	\$1,800	\$1,800	\$0

PURCHASED OTHER SERVICES

553001	Postage	\$1,265	\$1,442	\$2,474	\$3,000	\$3,000	\$3,000	\$0
559001	Advertising	\$9,952	\$9,473	\$11,930	\$11,500	\$12,500	\$12,500	\$0
559002	Printing Services	\$458	\$176	\$166	\$1,000	\$1,000	\$1,000	\$0

SUPPLIES

561206	Office Supplies	\$2,640	\$1,696	\$1,659	\$2,000	\$2,000	\$2,000	\$0
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TOTAL		\$276,860	\$270,384	\$313,741	\$316,774	\$321,785	\$321,785	\$0
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ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$54,062	\$47,915	\$49,806	\$56,340		\$51,902	
Pension Cost - Actives	\$5,014	\$5,263	\$4,562	\$4,872		\$4,426	
Workers Comp. Costs	\$3,497	\$3,306	\$3,467	\$3,191		\$2,810	
Life Insurance Costs	\$1,258	\$1,281	\$1,160	\$1,235		\$1,243	
Unemployment Costs	\$603	\$603	\$599	\$599		\$445	
Medicare Costs	\$4,380	\$4,595	\$4,677	\$4,939		\$5,154	
Total Benefits Allocated to Department	\$68,814	\$62,962	\$64,272	\$71,175	\$0	\$65,980	

Total Amount Earmarked for Department		\$345,674	\$333,346	\$378,013	\$387,949	\$321,785	\$387,765	
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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PURCHASING

1	1	1	1	PURCHASING DIRECTOR	\$120,000	\$120,000	\$120,000
1	1	1	1	ASSISTANT PURCHASING DIRECTOR	\$101,521	\$104,567	\$104,567
1	1	1	1	ADMIN. ASSOCIATE III	\$40,459	\$41,060	\$41,060
1	1	1	1	ADMIN. ASSOCIATE I	\$34,744	\$35,108	\$35,108
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4	4	4	4	TOTAL	\$296,724	\$300,735	\$300,735
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DEPT. 213 – INTERNAL AUDIT

Mission Statement

The mission of the Department of Audit is to provide independent and objective reviews and assessments of the City's business activities, operations, financial systems and internal controls.

Departmental Goals—Fiscal Year 2024-2025

Perform a plan of operational, financial and performance audits, selected as a result of a risk analysis process.

Ensure adherence to City policies and the Charter.

Assist in implementing any improvements in processes, systems whenever possible.

Cost reductions or increased revenue sources will be analyzed as part of each audit.

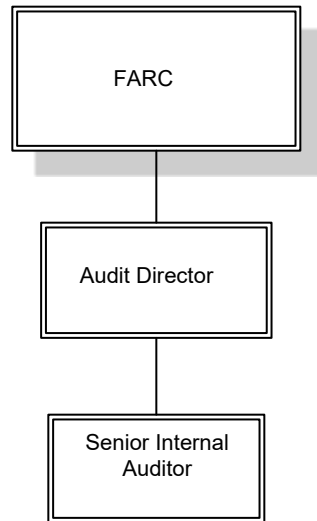
Review and answer all inquiries from the Finance and Audit Review Commission, the Administration and the Board of Aldermen.

To ensure that the Finance and Audit Review Commission understand the City's financial status and progress against objectives and financial constraints, to make decisions and to demonstrate compliance with restrictions on the use of resources.

Place all Internal Audits on the City of Waterbury's official website in order to increase transparency.

Investigate all fraud hotline calls.

Organization Chart - Audit



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**OFFICE OF INTERNAL AUDIT
DEPT.# 2130001**

PERSONAL SERVICES

511500	Regular Salaries	\$93,104	\$87,891	\$103,403	\$169,203	\$215,085	\$171,933	(\$43,152)
511600	Temporary Salaries	\$0	\$7,901	\$1,380	\$0	\$12,000	\$0	(\$12,000)
511800	Vacation and Sick Term Payout	\$0	\$0	\$0	\$0	\$0	\$0	\$0

PERSONAL PROFESSIONAL SERVICES

539003	Training Fees	\$2,000	\$1,164	\$0	\$2,000	\$2,000	\$2,000	\$0
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SUPPLIES

561200	Office Supplies	\$93	\$152	\$357	\$1,500	\$1,500	\$1,500	\$0
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PROPERTY

570504	Software	\$0	\$0	\$0	\$7,500	\$7,500	\$7,500	\$0
575200	Office Equipment	\$0	\$0	\$0	\$3,000	\$3,000	\$3,000	\$0

OTHER

589200	Reimbursements	\$43	\$0	\$128	\$250	\$250	\$250	\$0
589900	Dues & Publications	\$565	\$435	\$1,000	\$2,000	\$2,000	\$2,000	\$0

TOTAL		\$95,805	\$97,543	\$106,268	\$185,453	\$243,335	\$188,183	(\$55,152)
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ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$27,031	\$23,957	\$24,903	\$28,170		\$25,951
Pension Cost - Actives	\$0	\$0	\$0	\$0		\$0
Workers Comp. Costs	\$1,748	\$1,653	\$1,734	\$1,595		\$1,405
Life Insurance Costs	\$629	\$640	\$580	\$617		\$622
Unemployment Costs	\$301	\$301	\$299	\$299		\$223
Medicare Costs	\$2,190	\$2,298	\$2,339	\$2,470		\$2,577
Total Benefits Allocated to Department	\$31,900	\$28,850	\$29,855	\$33,152	\$0	\$30,777

Total Amount Earmarked for Department	\$127,705	\$126,393	\$136,123	\$218,605	\$243,335	\$218,960
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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INTERNAL AUDIT

1	1	1	1	DIRECTOR OF AUDIT	\$94,683	\$94,683	\$94,683
1	1	1	1	SENIOR AUDITOR	\$74,520	\$77,250	\$77,250
0	0	1	0	ACCOUNTANT I	\$0	\$43,152	\$0
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2	2	3	2	TOTAL	\$169,203	\$215,085	\$171,933
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DEPT. 219 – OFFICE OF BUDGET CONTROL

Brief Description of Departmental Activity and Services

The Office of Budget Control's responsibilities include assisting the Mayor in the preparation, submission, and monitoring of the annual budget, which activities include approval of personnel and purchasing requisitions and such other powers as may be delineated by the City's charter and ordinances. The Budget Office's budgetary responsibilities shall include the generating of the annual general fund operating budget, the capital budget, and the budgets for all the City's other funds.

Core Functions

- Assist the Mayor in the preparation and submission of the General Fund and Enterprise Fund's Annual Budgets
- Assist the Mayor in the preparation and submission of the City's Five Year Capital Plan and Capital Budget
- Prepare and submit to the Mayor and all appropriate Boards the City's Monthly Financial Status Report (FSR)
- Prepare and shepherd through the Board approval process any budget transfers or additional appropriations

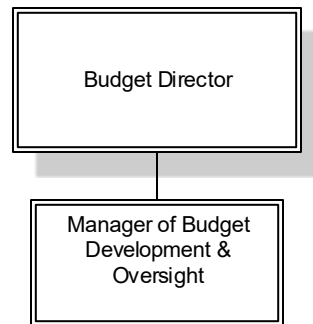
Departmental Goals — Fiscal Year 2024-2025

1. Monitor the City's compliance with its annual general fund operating, enterprise fund and capital budget plans.
2. Develop a monthly Financial Status Report by the 20^h day of the following month reporting on activities to date and making projections through fiscal year-end.
3. Continue to create and enhance budgetary and financial reporting systems that will assist City decision-makers, managers and the public to better understand the City's financial position.

Recent Highlights

- Managed the oversight, reporting, and implementation of budget strategies to ensure budget surplus at FY23 year-end.

Organization Chart - Budget



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**OFFICE OF BUDGET CONTROL
DEPT.# 2190001**

PERSONAL SERVICES

511500	Regular Salaries	\$118,488	\$135,640	\$157,379	\$195,296	\$215,791	\$215,791	\$0
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PURCHASED OTHER SERVICES

559002	Printing Services	\$1,597	\$2,052	\$1,344	\$2,500	\$2,500	\$2,500	\$0
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SUPPLIES

561200	Office	\$373	\$993	\$923	\$2,000	\$2,000	\$2,000	\$0
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OTHER

589900	Dues & Publications	\$0	\$0	\$0	\$150	\$150	\$150	\$0
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TOTAL		\$120,457	\$138,684	\$159,645	\$199,946	\$220,441	\$220,441	\$0
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ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$27,031	\$23,957	\$24,903	\$28,170		\$25,951
Pension Cost - Actives	\$0	\$0	\$0	\$0		\$0
Workers Comp. Costs	\$1,748	\$1,653	\$1,734	\$1,595		\$1,405
Life Insurance Costs	\$629	\$640	\$580	\$617		\$622
Unemployment Costs	\$301	\$301	\$299	\$299		\$223
Medicare Costs	\$2,190	\$2,298	\$2,339	\$2,470		\$2,577
Total Benefits Allocated to Department	\$31,900	\$28,850	\$29,855	\$33,152	\$0	\$30,777

Total Amount Earmarked for Department	\$152,357	\$167,534	\$189,500	\$233,098	\$220,441	\$251,218
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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OFFICE OF BUDGET CONTROL

1	0	1	1	BUDGET DIRECTOR	\$115,000	\$115,000	\$115,000
1	1	1	1	MANAGER OF BUDGET DEVELOPMENT AND OVERSIGHT SAVINGS THROUGH VACANCY/TURNOVER	\$160,296 (\$80,000)	\$180,791 (\$80,000)	\$180,791 (\$80,000)
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2	1	2	2	TOTAL	\$195,296	\$215,791	\$215,791
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DEPT. 222 – DEPARTMENT OF INFORMATION TECHNOLOGY

Mission Statement

The mission of the Department of Information Technology is to promote the efficient application of advanced technologies to all aspects of City government operations. By carefully identifying and deploying advanced hardware, software, and communications resources, we will maximize the return on the taxpayers' investments by providing timely and accurate information to our internal and external customers.

Core Functions

The core functions of the Department of Information Technology are to maintain and support the hardware and software infrastructure used to capture, process, safeguard, and disseminate the large amount of business information needed by all City departments, and to facilitate effective communications by providing the network capable of efficiently transporting the voice and data traffic needed to utilize the information in the operation of the municipal corporation.

Departmental Goals—Fiscal Year 2024-25

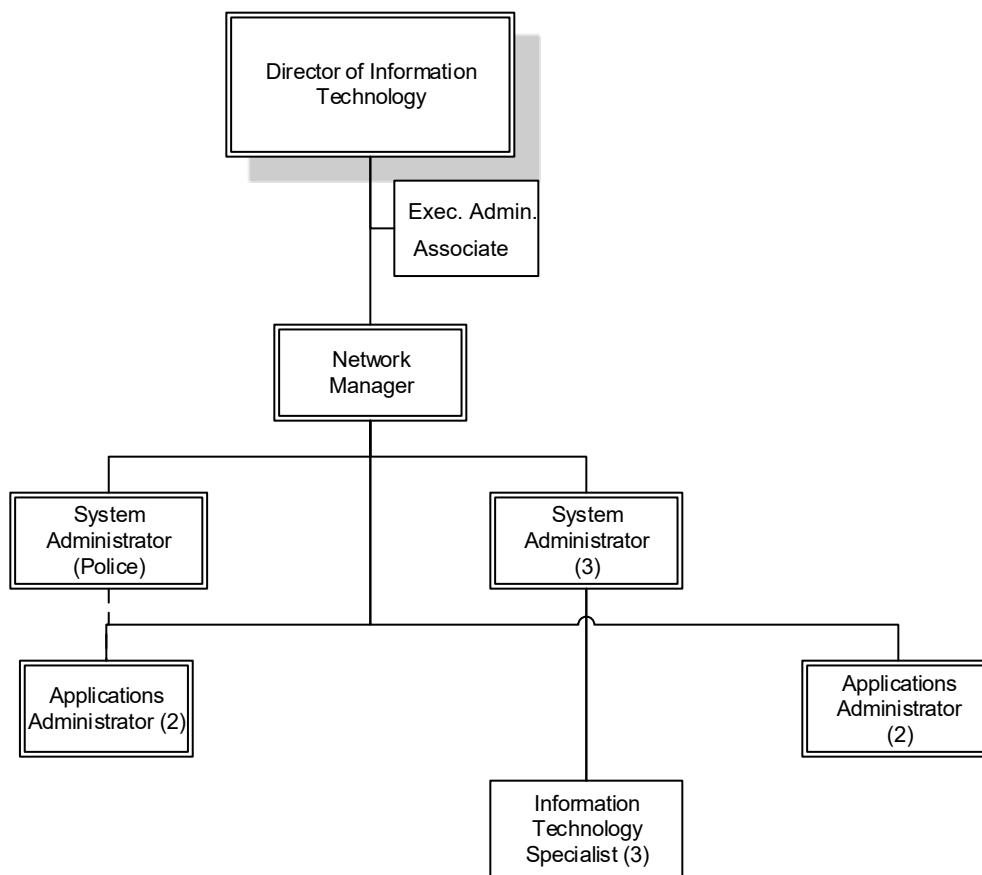
Migrate on-premise SharePoint sites to SharePoint Online
Implement new backup system with additional capacity
Deploy new Azure Stack HCI cluster in primary datacenter
Add secondary Internet circuit for redundancy as more departments depend on cloud applications
Integrate Google management for Chrome with Azure AD
City-wide security awareness training program
Transition from PRI to SIP for phone systems
Continue to replace aging Mitel phone sets
Continue to review and implement security best practices
Further engage employees in cybersecurity best practices
Expand the rollout of M365 and use of MS Teams
Expand cross-training of staff on core systems
Introduce additional mobile management applications to better track/patch/manage laptop/Chromebook devices
Upgrade the Wi-Fi access points in all Fire Stations
Migrate from outdated onsite FaxFinder appliance to Saas FaxFinder solution and expand its use to all departments
Migrate on premise SharePoint sites to M365 SharePoint

DEPT. 222 – DEPARTMENT OF INFORMATION TECHNOLOGY- Continued

Recent Highlights

Completed 313 Mill St Park camera and Wi-Fi projects
Implemented multi-factor authentication (MFA) for Outlook Web App
Added identity protection and reporting module to existing MRD solution
Implemented multi-factor authentication (MFA) for privileged access
Expanded use of Center for Internet Security (CIS) baselines
Rolled out reporting dashboard for CIS baseline scanning and compliance
Network expanded to new sites: Greenway Park, Mill St Park, Murray Park, Community Development
Upgraded Fire Stations 1, 4, 6, and 8 from Comcast VPN to 10 Gbps fiber circuits
Implemented new email retention and discovery solution
Integrated First Due Fire Dept. application with Azure AD
Integrated UniteUS Health application with Azure AD
Upgraded Infor/Lawson systems to the latest version, including the user friendly GUI for easier end user adoption
Expanded use of MS Azure for user mfa
Coordinate technology move of the WIC group from the Health department to an outside vendors location
Coordinated and moved the CDBG users to their new location
Upgraded several conference rooms equipment with more robust and user friendly “zoom room” capabilities
Implemented identity protection monitoring/mfa for elevated users
Expanded Mimecast capabilities to archive all email traffic
Upgraded ADFS and Web Application Proxy servers to Server 2019
Enabled ADFS authentication for Exchange
Redesigned Active Directory to support full organization synchronization with Entra (Azure) AD
Upgraded primary server cluster, doubling the amount of memory to support more virtual machines
Updated policies and baselines to support rollout of new Windows 11 operating system
Completed 909 Bank St Park and East Main corridor camera and Wi-Fi projects
Built new SQL 2019 cluster to support Infor

Organization Chart - Information Technology



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**DEPARTMENT OF INFORMATION TECHNOLOGY
DEPT.# 2220001**

PERSONAL SERVICES

511500	Regular Salaries	\$1,043,697	\$1,146,977	\$1,241,835	\$1,355,445	\$1,320,809	\$1,320,809	\$0
511650	Overtime	\$2,826	\$7,695	\$2,967	\$4,000	\$4,000	\$4,000	\$0
511800	Vacation and Sick Term Payout	\$2,209	\$0	\$0	\$0	\$0	\$0	\$0

PURCHASED PROFESSIONAL SERVICES

533000	Professional Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
539003	Training Fees	\$610	\$670	\$670	\$16,875	\$0	\$0	\$0

PURCHASED PROPERTY SERVICES

543000	Service/Maintenance Contracts	\$2,542	\$0	\$0	\$0	\$0	\$0	\$0
543020	Repairs and Maint - Misc.	\$0	\$2,700	\$4,009	\$2,500	\$2,500	\$2,500	\$0
543031	Computer Equipment Maint. Contracts	\$506,195	\$504,012	\$558,387	\$642,569	\$761,763	\$834,763	\$73,000

PURCHASED OTHER SERVICES

553002	Telephone	\$224,329	\$237,694	\$233,237	\$233,600	\$248,929	\$248,929	\$0
553005	Wide Area Network (SBC)	\$43,204	\$35,791	\$47,459	\$71,380	\$104,400	\$104,400	\$0
557000	Tuition Reimbursement	\$0	\$5,353	\$3,693	\$4,000	\$6,000	\$6,000	\$0

SUPPLIES

561206	Office Supplies	\$1,999	\$3,274	\$2,976	\$5,000	\$5,000	\$5,000	\$0
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PROPERTY

570501	Hardware	\$8,664	\$6,352	\$7,126	\$7,500	\$7,500	\$7,500	\$0
570504	Software	\$2,470	\$2,873	\$2,750	\$3,000	\$3,000	\$3,000	\$0
575200	Office Equipment	\$8,088	\$6,998	\$8,859	\$8,900	\$8,900	\$8,900	\$0

OTHER

589206	Travel and Official-Misc	\$5,242	\$478	\$7,945	\$9,050	\$9,050	\$9,050	\$0
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		\$1,852,075	\$1,960,867	\$2,121,913	\$2,363,819	\$2,481,851	\$2,554,851	\$73,000
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Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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DEPARTMENT OF INFORMATION TECHNOLOGY (Continued)

ALLOCATION OF BENEFITS

Health Ins. Cost - Actives		\$202,734	\$179,681	\$186,774	\$211,274		\$181,657	
Pension Cost - Actives		\$15,042	\$15,788	\$13,686	\$14,616		\$13,278	
Workers Comp. Costs		\$13,113	\$12,397	\$13,002	\$11,965		\$9,833	
Life Insurance Costs		\$4,718	\$4,802	\$4,350	\$4,631		\$4,351	
Unemployment Costs		\$2,260	\$2,260	\$2,245	\$2,245		\$1,558	
Medicare Costs		\$16,427	\$17,232	\$17,540	\$18,522		\$18,039	
Total Benefits Allocated to Department		\$254,293	\$232,160	\$237,597	\$263,253	\$0	\$228,717	
Total Amount Earmarked for Department		\$2,106,368	\$2,193,027	\$2,359,510	\$2,627,072	\$2,481,851	\$2,783,568	

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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INFORMATION TECHNOLOGY

1	1	1	1	DIRECTOR OF INFORMATION TECHNOLOGY	\$140,000	\$150,000	\$150,000
1	1	1	1	NETWORK MANAGER	\$133,580	\$137,587	\$137,587
4	4	4	4	SYSTEM ADMINISTRATORS	\$460,198	\$471,098	\$471,098
5	4	4	4	APPLICATIONS ADMINISTRATOR	\$427,455	\$352,223	\$352,223
3	3	3	3	INFORMATION TECHNOLOGY SPECIALISTS	\$155,137	\$157,430	\$157,430
0	1	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$0	\$52,471	\$52,471
1	0	0	0	ADMIN. ASSOCIATE III	\$39,075	\$0	\$0
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15	14	14	14	TOTAL	\$1,355,445	\$1,320,809	\$1,320,809
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PUBLIC SAFETY

DEPT. 301 - POLICE DEPARTMENT

Mission Statement

The motto, "To Protect, Educate and Serve," states the essential purpose of the Waterbury Police Department. The Department serves the people of the City of Waterbury by performing the law enforcement function in a professional manner. The Department protects the right of all persons within its jurisdiction to be free from criminal attack, to be secure in their possessions and to live in peace. It is to these people that the Department is ultimately responsible.

The mission of the Waterbury Police Department is to PROTECT with VIGILANCE and SERVE with IMPARTIALITY, While engaging in a strong partnership with the community.

Core Functions

A full service law enforcement organization, the Waterbury Police Department provides its citizens and visitors with professional police services on a twenty-four hour, seven days a week basis. An example of some, but not all, of the services routinely provided includes:

1. Emergency response to calls for assistance, such as criminal complaints, medical aid, scenes of fires, etc.
2. General Law enforcement duties such as crime detection, prevention, and suppression.
3. Traffic direction, enforcement, and accident investigation.
4. Criminal investigations including specialized juvenile, narcotics, and forensic investigations.
5. Crime victim assistance and services through our Victim Services Unit.
6. Operation of a state-of-the-art communications facility.
7. Private sector security through our Extra-Duty Office which provides for the hiring of off-duty police officers by private individuals and corporations.
8. Enforcement of quality of life issues such as blight, litter, dumping and loud noise enforcement.
9. Maintenance of police and motor vehicle accident reports, criminal history records and fingerprints.
10. Training facility and training programs for both new and veteran officers.

DEPT. 301 - POLICE DEPARTMENT (Continued)

Department Goals – Fiscal Year 2024-2025

1. To maintain a sworn staffing level of 300 officers.
2. Continue to reduce the overall crime rate.

Key Performance Measures

1. Staffing levels shall be measured by the number of sworn officers, by rank and function, as listed on the official Police Department personnel roster.
2. Crime statistics shall be measured by National Incident Based Reporting System (NIBERS).

Department Recent Highlights

In August of 2023, the Police Department started a new academy class of 21 new recruits that will graduate in April of 2024. 4 additional recruits also started the Hartford Police Academy in October 2023 and will graduate in the early spring of 2024. A new lateral transfer program was also initiated in 2023 which has yielded 11 new experienced officers joining the ranks of the Police Department. The plan is to start another Waterbury recruit class in the spring of 2024. With these multiple academy classes and lateral transfer process, the Police Department plans to achieve full staffing. Achieving full staffing will give the department the opportunity to serve the community in a more efficient and effective manner.

There are over 1500 cameras throughout the city which can be monitored by the RTCC personnel. The RTCC staff view these cameras and give real time information to police personnel working the street. The staff also assists other divisions with gathering video from past incidents. RTCC currently has access to nine License Plate Readers (LPR) cameras integrated into Milestone. All the police cruisers dash cameras have an LPR built into them that record to Evidence.com. The RTCC has 15 Rekor LPR cameras ordered and expects to be installed by the summer of 2024.

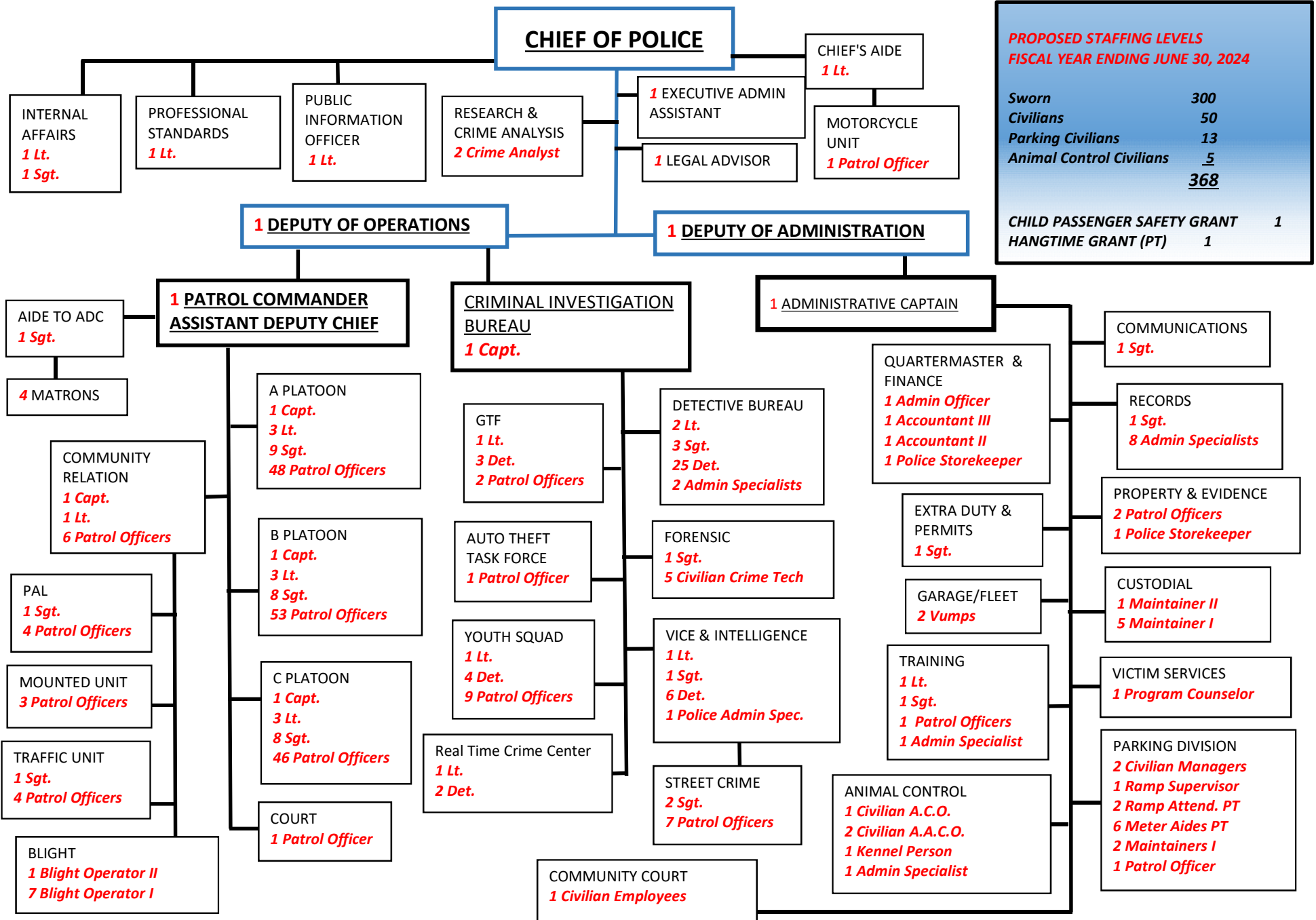
During the period of July 01, 2022 to June 30, 2023, NWCTPS Dispatch Center handled 158,436 administrative phone calls and 72,796 emergency 9-1-1 phone calls for a total of 231,232 phone calls handled.

DEPT. 301 - POLICE DEPARTMENT (Continued)

Throughout 2022 and 2023 the Gang Task Force has been working directly with the State Police Violent Crimes Task Force, the FBI taskforce, and Waterbury's Auto Theft Task Force to identify and arrest members of local gangs that have been stealing cars and are responsible for a large portion of our city's shootings.

During 2022 and 2023, the PAL membership numbers increased steadily to over 3,000 members. New PAL programming was well received by the membership throughout the year. PAL enrolled members in the following programs: Soccer, Cheerleading, Flag Football, After School Homework Haven, PAL Holiday Chorus, Basketball, Karate, Baseball, Softball, Golf, Swimming, Summer Camp, Shakesperience, PAL Mentoring Program and the PAL Special Olympics program. In addition, PAL enrolls members in a number of youth employment training programs throughout the year which include Culinary, Landscaping, Gardening, Park Corps, Tutoring, River Brigade, Shovel Brigade, Sports Management, and MASC Carpentry.

ORGANIZATIONAL CHART -- Police Department FY25



PROPOSED STAFFING LEVELS FISCAL YEAR ENDING JUNE 30, 2024	
Sworn	300
Civilians	50
Parking Civilians	13
Animal Control Civilians	5
	368
CHILD PASSENGER SAFETY GRANT	1
HANGTIME GRANT (PT)	1

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**DEPARTMENT OF POLICE SERVICES
DEPT.# 3010001**

PERSONAL SERVICES

511500	Regular Salaries	\$24,942,685	\$25,039,264	\$25,019,253	\$29,625,439	\$31,208,976	\$31,156,133	(\$52,843)
511650	Overtime	\$2,294,491	\$3,088,161	\$4,362,622	\$2,700,000	\$3,200,000	\$3,200,000	\$0
511651	Holiday Pay	\$1,156,355	\$1,195,824	\$1,127,977	\$1,234,000	\$1,410,249	\$1,410,249	\$0
511653	Longevity	\$32,715	\$32,065	\$28,220	\$19,390	\$13,275	\$13,275	\$0
511654	Educational	\$57,700	\$61,100	\$55,900	\$61,500	\$61,500	\$61,500	\$0
511800	Vacation and Sick Term Payout	\$213,033	\$301,141	\$700,341	\$0	\$0	\$0	\$0
511804	Seasonal Wages	\$84,940	\$127,559	\$152,170	\$220,189	\$0	\$0	\$0

EMPLOYEE BENEFITS

529002	Uniform Allowance	\$404,765	\$371,816	\$400,082	\$560,000	\$532,645	\$532,645	\$0
529003	Meal Allowance	\$967	\$925	\$918	\$1,200	\$2,500	\$2,500	\$0

PURCHASED PROFESSIONAL SERVICES

533000	Professional Services	\$54,237	\$94,260	\$109,305	\$120,000	\$137,100	\$137,100	\$0
539004	Towing	\$914	\$700	\$597	\$1,000	\$1,000	\$1,000	\$0
539009	Training	\$49,997	\$46,555	\$95,794	\$104,000	\$115,760	\$112,000	(\$3,760)
539012	Outside Services	\$2,841,982	\$2,841,982	\$2,841,982	\$2,959,086	\$2,990,416	\$2,990,416	\$0

PURCHASED PROPERTY SERVICES

543000	Service/Maintenance Contracts	\$623,367	\$652,986	\$1,391,341	\$1,350,000	\$1,547,597	\$1,490,000	(\$57,597)
543020	Repairs and Maintenance	\$86,520	\$84,394	\$104,841	\$131,000	\$135,250	\$135,250	\$0
543022	Custodial	\$14,950	\$14,059	\$19,583	\$23,000	\$26,500	\$26,500	\$0
544004	Telephone Alarm System	\$7,320	\$7,320	\$8,700	\$8,700	\$10,560	\$10,560	\$0
545001	Sewer	\$4,611	\$2,362	\$6,269	\$4,850	\$9,000	\$9,000	\$0
545002	Water	\$5,656	\$3,919	\$6,613	\$6,600	\$8,000	\$8,000	\$0
545006	Electricity	\$273,542	\$264,948	\$239,211	\$340,000	\$350,000	\$350,000	\$0
545013	Security/Safety	\$72,509	\$71,490	\$78,194	\$117,936	\$110,000	\$110,000	\$0

PURCHASED OTHER SERVICES

553001	Postage	\$6,876	\$8,816	\$8,186	\$13,000	\$13,000	\$13,000	\$0
553002	Telephone	\$38,307	\$38,544	\$38,924	\$42,500	\$44,000	\$44,000	\$0
557000	Tuition Reimbursement	\$43,500	\$21,720	\$4,590	\$43,000	\$43,000	\$43,000	\$0
559001	Advertising	\$2,756	\$3,603	\$2,613	\$4,000	\$4,000	\$4,000	\$0
559002	Printing Services	\$18,620	\$18,845	\$20,193	\$24,000	\$24,415	\$24,415	\$0

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**DEPARTMENT OF POLICE SERVICES
DEPT.# 3010001**

SUPPLIES

561204	Emergency/Medical Supplies	\$34,264	\$35,343	\$32,753	\$40,246	\$44,669	\$44,669	\$0
561206	Office Supplies	\$46,741	\$46,177	\$48,941	\$49,950	\$53,550	\$53,550	\$0
561503	Gasoline	\$287,432	\$270,270	\$317,723	\$478,000	\$448,804	\$448,804	\$0
561505	Natural Gas	\$109,218	\$108,100	\$119,742	\$140,000	\$140,000	\$140,000	\$0
561507	Janitorial	\$26,604	\$29,574	\$30,926	\$34,700	\$36,700	\$36,700	\$0
561510	Buildings & Ground Supplies	\$2,416	\$2,946	\$3,317	\$3,300	\$3,300	\$3,300	\$0
569009	Photograph/Fingerprinting	\$10,664	\$12,690	\$14,899	\$15,030	\$15,782	\$15,782	\$0
569022	Operations	\$237,853	\$218,285	\$280,351	\$371,304	\$378,240	\$371,350	(\$6,890)

PROPERTY

571010	Operations Equipment	\$46,325	\$44,047	\$43,875	\$54,000	\$102,026	\$47,000	(\$55,026)
575200	Office Equipment	\$42,131	\$42,932	\$49,609	\$55,000	\$54,980	\$54,980	\$0

OTHER

589000	Miscellaneous	\$250	\$230	\$400	\$0	\$0	\$0	\$0
589200	Reimbursements	\$6,690	\$892	\$3,782	\$5,000	\$5,000	\$5,000	\$0
589900	Dues & Publications	\$4,693	\$7,129	\$5,866	\$7,745	\$7,745	\$7,745	\$0

TOTAL

\$34,188,596	\$35,212,972	\$37,776,604	\$40,968,665	\$43,289,539	\$43,113,423	(\$176,116)
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ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$4,892,654	\$4,336,300	\$4,507,485	\$5,098,738	\$4,749,045	
Pension Cost - Actives	\$657,310	\$676,026	\$834,885	\$859,224	\$800,980	
Workers Comp. Costs	\$1,870,042	\$1,795,115	\$1,791,117	\$1,948,391	\$1,960,863	
Heart & Hypertension Costs	\$565,782	\$606,232	\$596,003	\$596,397	\$706,349	
Life Insurance Costs	\$113,849	\$115,895	\$104,977	\$111,749	\$113,738	
Unemployment Costs	\$54,539	\$54,539	\$54,181	\$54,181	\$40,742	
Medicare Costs	\$396,427	\$415,857	\$423,293	\$446,997	\$471,590	
Total Benefits Allocated to Police Department	\$8,550,604	\$7,999,963	\$8,311,942	\$9,115,679	\$0	\$8,843,308

Total Earmarked on behalf of Police Services	\$42,739,200	\$43,212,935	\$46,088,546	\$50,084,344	\$43,289,539	\$51,956,731
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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DEPARTMENT OF POLICE SERVICES

				<u>UNIFORMED PERSONNEL</u>			
1	1	1	1	CHIEF	\$160,000	\$160,000	\$160,000
2	2	2	2	DEPUTY CHIEF	\$255,000	\$270,000	\$270,000
1	0	1	1	ASSISTANT DEPUTY CHIEF	\$133,117	\$137,111	\$137,111
6	6	6	6	CAPTAINS	\$706,546	\$727,743	\$727,743
21	20	21	21	LIEUTENANTS	\$2,274,003	\$2,342,220	\$2,342,220
40	40	40	40	SERGEANTS	\$3,978,166	\$4,097,517	\$4,097,517
40	40	40	40	DETECTIVES	\$3,737,531	\$3,849,664	\$3,849,664
102	90	99	99	POLICE OFFICERS A	\$9,033,146	\$9,020,800	\$9,020,800
8	11	22	22	POLICE OFFICERS B	\$672,577	\$1,913,536	\$1,913,536
19	22	17	17	POLICE OFFICERS C	\$1,542,307	\$1,424,416	\$1,424,416
16	17	25	25	POLICE OFFICERS D	\$1,239,477	\$2,022,630	\$2,022,630
44	25	26	26	POLICE OFFICERS E	\$3,130,071	\$1,981,442	\$1,981,442
				CREDIT FROM BOE FOR SCHOOL OFFICERS	(\$565,583)	(\$646,449)	(\$646,449)
300	274	300	300	TOTAL UNIFORM PERSONNEL	\$26,296,358	\$27,300,630	\$27,300,630
				<u>PARKING AUTHORITY PERSONNEL</u>			
1	1	1	1	BUSINESS MANAGER (PART TIME)	\$40,560	\$40,560	\$40,560
1	1	1	1	BUSINESS MANAGER (WC FULL TIME)	\$49,249	\$49,249	\$49,249
1	1	1	1	RAMP SUPERVISOR	\$60,944	\$61,444	\$61,444
6	5	6	5	METER AIDES (PART TIME)	\$102,265	\$108,954	\$91,219
2	2	2	2	RAMP ATTENDANTS (PART TIME)	\$29,223	\$32,691	\$32,691
2	2	2	2	MAINTAINER I	\$75,587	\$84,740	\$84,740
13	12	13	12	TOTAL PARKING AUTHORITY PERSONNEL	\$357,829	\$377,639	\$359,904

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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DEPARTMENT OF POLICE SERVICES

ADMINISTRATIVE PERSONNEL

1	1	1	1	ADMINISTRATIVE OFFICER	\$104,681	\$107,821	\$107,821
1	1	1	1	ACCOUNTANT III	\$76,942	\$79,250	\$79,250
1	1	1	1	ACCOUNTANT II	\$61,207	\$62,408	\$62,408
1	1	1	1	ATTORNEY (PART TIME)	\$45,000	\$75,000	\$75,000
1	1	1	1	VICTIM SERVICES COUNSELOR	\$54,995	\$58,240	\$58,240
6	5	6	6	ADMIN. ASSOCIATE I	\$227,762	\$212,271	\$212,271
5	3	5	4	ADMIN. ASSOCIATE II	\$196,276	\$186,921	\$151,813
1	1	1	1	ADMIN. ASSOCIATE III	\$50,403	\$49,366	\$49,366
1	1	1	1	POLICE ADMIN SPECIALIST	\$51,433	\$52,971	\$52,971
0	1	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$0	\$55,628	\$55,628
4	4	4	4	MATRON	\$150,321	\$168,960	\$168,960
1	1	1	1	MAINTAINER II	\$34,840	\$43,993	\$43,993
5	5	5	5	MAINTAINER I	\$167,627	\$190,820	\$190,820
2	1	2	2	VUMP	\$87,381	\$96,928	\$96,928
0	1	1	1	CRIME SCENE TECHNICIAN SUPERVISOR	\$0	\$106,348	\$106,348
1	1	2	2	CRIME ANALYST	\$59,023	\$120,411	\$120,411
5	3	5	5	CRIME SCENE TECHNICIANS	\$347,300	\$398,367	\$398,367
2	2	2	2	STOREKEEPER	\$95,264	\$112,115	\$112,115
2	1	1	1	COMM. COURT ASSISTANT	\$72,800	\$38,056	\$38,056

BLIGHT

1	1	1	1	BLIGHT OPERATOR II	\$51,979	\$56,930	\$56,930
3	3	7	7	BLIGHT OPERATOR I	\$128,170	\$320,988	\$320,988

44	39	50	49	TOTAL ADMINISTRATION	\$2,063,404	\$2,593,791	\$2,558,683
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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DEPARTMENT OF POLICE SERVICES

<u>DOG WARDEN PERSONNEL</u>							
1	1	1	1	ANIMAL CONTROL OFFICER	\$62,088	\$63,003	\$63,003
2	2	2	2	ASSISTANT ANIMAL CONTROL OFFICER	\$89,814	\$85,093	\$85,093
1	1	1	1	KENNEL PERSON	\$34,154	\$39,438	\$39,438
1	1	1	1	ADMIN SPEC. III	\$39,767	\$40,959	\$40,959
<u>5</u>	<u>5</u>	<u>5</u>	<u>5</u>	TOTAL DOG WARDEN	<u>\$225,823</u>	<u>\$228,492</u>	<u>\$228,492</u>
				COURT PAYMENTS	\$50,544	\$52,060	\$52,060
				SHIFT AND RATE DIFFERENTIAL	\$341,719	\$351,970	\$351,970
				ANNUAL SICK TIME PAYMENTS	\$376,000	\$370,000	\$370,000
				WORKING HOLIDAY PAY	\$188,762	\$209,393	\$209,393
				SAVINGS THROUGH WC CREDITS	(\$275,000)	(\$275,000)	(\$275,000)
<u>362</u>	<u>330</u>	<u>368</u>	<u>366</u>	TOTAL REGULAR SALARIES	<u>\$29,625,439</u>	<u>\$31,208,976</u>	<u>\$31,156,133</u>

BLIGHT

Blight Operator I (Temporary positions as necessary)	\$220,189	\$0	\$0
TOTAL SEASONAL WAGES	<u>\$220,189</u>	<u>\$0</u>	<u>\$0</u>

DEPT. 310 – DEPARTMENT OF FIRE SERVICES

Mission Statement

The Waterbury Fire Department is an ISO Class 2 department organized to provide fire suppression, accident extrication, emergency medical services, hazardous materials response, technical rescue operations, public assists, fire scene investigations, fire safety code enforcement, public safety education, and general assistance to the estimated 110,000 citizens and all visitors of the City of Waterbury. These services will be delivered with the highest levels of professionalism, courage, and compassion.

Departmental Goals—Fiscal Year 2025

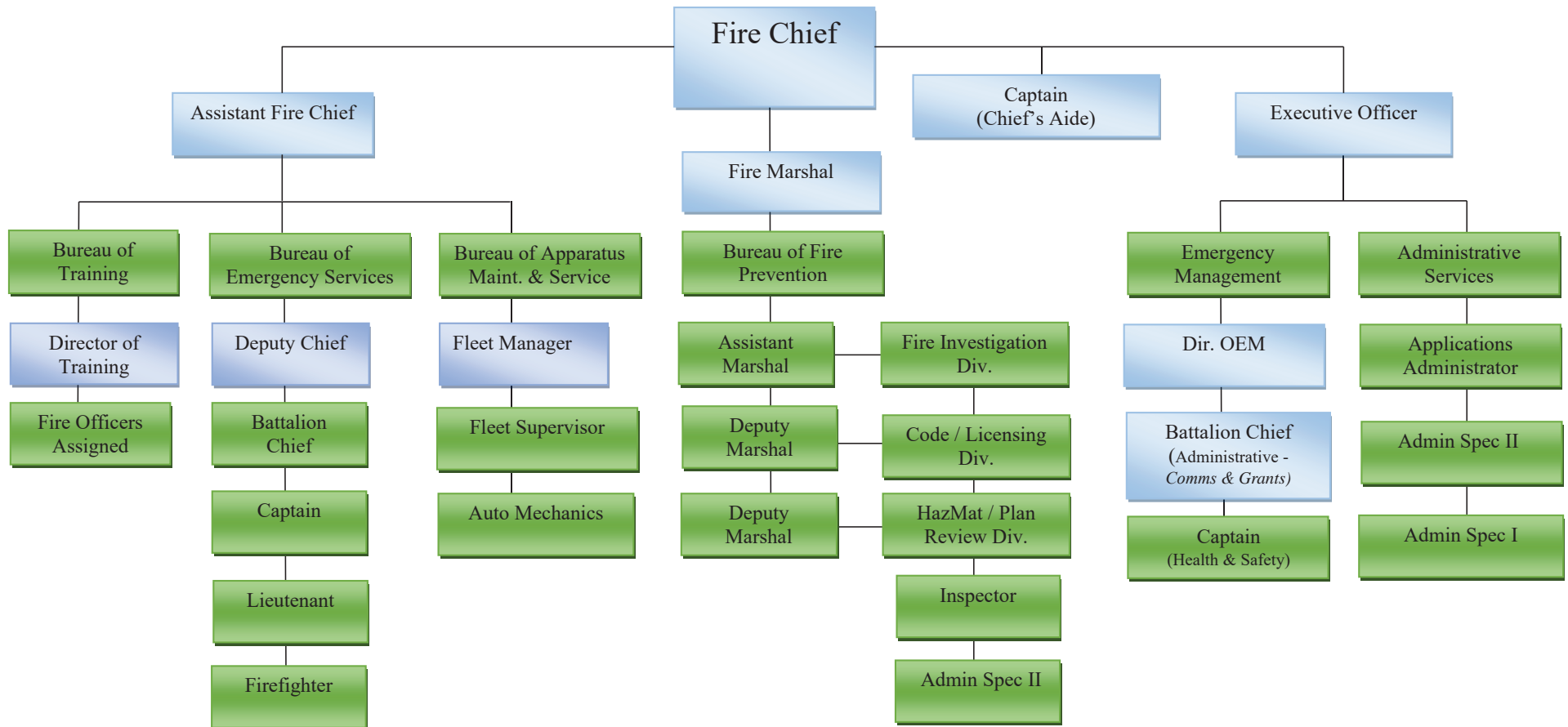
1. Focused construction and renovation with approved funding for Station 7, Station 1, and Station 5.
2. Continue station renovation design work for six station houses to correct major deferred maintenance issues, structural issues, and upgrades to mechanical and electrical infrastructures.
3. Pursue opportunities to build a State funded regional training facility on City land.
4. Develop recruit candidate list for entry level position and initiate recruit academy class based upon anticipated retirements during the fiscal year.
5. Continue Department grant revenue opportunities including the acquisition of EMS PPE.
6. Continue the modernization of the Department fleet with the replacement of Engine 2 and Engine 11.
7. Increase the number of emergency medical technicians to enhance the Department's EMS capabilities.
8. Increase the number of inspections at multi-family and high risk/hazard occupancies.
9. Facilitate the search for a new fully functional back-up communications center location to replace the current one housed at Station 11, which provides dispatching capabilities only.

DEPT. 310 – DEPARTMENT OF FIRE SERVICES (Continued)

Recent Highlights

1. Took delivery and placed into service two new incident command vehicles, and one used heavy rescue apparatus.
2. Expanded EMS coverage to the Emergency Medical Technician level,
3. Expanded EMS standby coverage to include boys/girls varsity and junior varsity basketball games.
4. Recruited twenty-four (24) candidates who are currently enrolled in Recruit Academy #23-16. These candidates will graduate on January 25, 2024 and become probationary members of the Waterbury Fire Department.
5. Promoted one (1) battalion chief, two (2) captains and four (4) lieutenants due to on-going retirements.
6. Began renovation/construction at Fire Station 7 with a tentative completion date of July 2024
7. Participated in a pilot paid internship program where two City high school students were assigned to the fire department for six weeks during the summer. The interns rotated through various bureaus within the Department and also rode on calls for service in fire apparatus.

Waterbury Fire Department Table of Organization



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**DEPARTMENT OF FIRE SERVICES
DEPT.# 310001**

PERSONAL SERVICES

511500	Regular Salaries	\$16,627,907	\$16,952,339	\$18,109,869	\$19,676,257	\$20,155,002	\$20,095,002	(\$60,000)
511650	Overtime	\$2,498,567	\$2,404,885	\$2,142,063	\$2,050,000	\$2,111,500	\$2,050,000	(\$61,500)
511651	Holiday Pay	\$788,875	\$791,260	\$945,077	\$1,065,413	\$1,097,375	\$1,097,375	\$0
511654	Training Pay	\$0	\$25,175	\$28,575	\$0	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$298,629	\$369,438	\$352,284	\$0	\$423,417	\$0	(\$423,417)
511802	Educational Incentive-College	\$23,625	\$0	\$0	\$50,000	\$96,250	\$96,250	\$0

EMPLOYEE BENEFITS

529002	Uniform Allowance	\$107,433	\$83,497	\$115,238	\$129,500	\$136,700	\$136,700	\$0
529003	Meal Allowance	\$0	\$0	\$0	\$1,000	\$1,000	\$1,000	\$0

PURCHASED PROFESSIONAL SERVICES

533000	Professional Services	\$5,275	\$6,375	\$0	\$8,010	\$10,010	\$10,010	\$0
539003	Training	\$44,010	\$47,795	\$58,388	\$65,000	\$65,000	\$65,000	\$0

PURCHASED PROPERTY SERVICES

543000	Service/Maintenance Contracts	\$167,576	\$163,609	\$222,760	\$254,000	\$254,000	\$254,000	\$0
543020	Repairs & Maintenance	\$83,582	\$96,548	\$103,178	\$113,720	\$125,092	\$125,092	\$0
545001	Sewer	\$5,238	\$5,285	\$4,635	\$6,318	\$6,318	\$6,318	\$0
545002	Water	\$3,514	\$3,899	\$3,897	\$4,792	\$4,792	\$4,792	\$0
545006	Electricity	\$70,348	\$71,733	\$66,965	\$92,000	\$92,000	\$92,000	\$0
545014	Buildings and Grounds Services	\$36,637	\$38,829	\$42,001	\$45,000	\$49,500	\$49,500	\$0

PURCHASED OTHER SERVICES

553000	Communications	\$34,697	\$36,772	\$32,755	\$43,000	\$43,000	\$43,000	\$0
553001	Postage	\$1,626	\$2,315	\$2,216	\$2,500	\$3,000	\$3,000	\$0
553002	Telephone Services	\$30,782	\$27,950	\$28,179	\$35,900	\$35,900	\$35,900	\$0
559002	Printing Services	\$4,290	\$3,195	\$4,629	\$4,500	\$5,000	\$5,000	\$0

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**DEPARTMENT OF FIRE SERVICES
DEPT.# 3100001**

SUPPLIES

561204	Emergency/Medical Supplies	\$37,016	\$44,472	\$48,657	\$54,128	\$54,128	\$54,128	\$0
561206	Office Supplies	\$7,402	\$6,518	\$7,368	\$7,500	\$8,250	\$8,250	\$0
561501	Diesel	\$88,007	\$77,562	\$100,683	\$140,000	\$140,000	\$135,000	(\$5,000)
561503	Gasoline	\$23,369	\$21,931	\$31,344	\$38,940	\$38,940	\$36,000	(\$2,940)
561505	Natural Gas	\$62,633	\$67,855	\$76,892	\$80,000	\$80,000	\$80,000	\$0
561507	Janitorial	\$9,854	\$11,335	\$19,567	\$20,000	\$22,000	\$22,000	\$0
561510	Buildings & Ground Supplies	\$8,601	\$9,817	\$13,791	\$15,000	\$18,000	\$18,000	\$0
569009	Photographic Supplies	\$500	\$0	\$0	\$500	\$500	\$500	\$0
569017	Fire Safety	\$4,364	\$5,716	\$6,492	\$11,000	\$11,000	\$11,000	\$0
569022	Operations	\$60,801	\$61,649	\$63,559	\$76,800	\$76,800	\$76,800	\$0
569031	Auto Parts	\$236,977	\$244,496	\$271,573	\$275,980	\$303,578	\$300,000	(\$3,578)

PROPERTY

575008	Furniture	\$967	\$847	\$509	\$1,000	\$5,000	\$5,000	\$0
575200	Office Equipment	\$2,649	\$7,056	\$12,647	\$14,100	\$14,100	\$14,100	\$0
575405	Firefighting Equipment	\$44,148	\$47,986	\$57,096	\$59,500	\$71,400	\$70,000	(\$1,400)
575501	Building Improvements	\$24,191	\$27,568	\$27,836	\$30,000	\$30,000	\$30,000	\$0

OTHER

589200	Reimbursements	\$0	\$0	\$1,250	\$5,000	\$5,000	\$5,000	\$0
589900	Dues & Publications	\$1,788	\$1,911	\$3,976	\$4,050	\$4,050	\$4,050	\$0
591014	Transfer to Special Rev - Grant Match	\$0	\$25,140	\$0	\$0	\$0	\$0	\$0

TOTAL		\$21,445,877	\$21,792,759	\$23,005,949	\$24,480,408	\$25,597,602	\$25,039,767	(\$557,835)
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ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$3,162,655	\$2,803,023	\$2,913,678	\$3,295,869		\$3,036,275		
Pension Cost - Actives	\$637,212	\$653,987	\$560,778	\$575,692		\$407,511		
Workers Comp. Costs	\$1,107,967	\$1,076,368	\$1,024,960	\$923,511		\$759,813		
Heart & Hypertension Costs	\$434,218	\$393,768	\$403,997	\$403,603		\$493,651		
Life Insurance Costs	\$73,593	\$74,915	\$67,858	\$72,236		\$72,718		
Unemployment Costs	\$35,254	\$35,254	\$35,023	\$35,023		\$26,048		
Medicare Costs	\$256,254	\$268,814	\$273,620	\$288,943		\$301,508		
Total Benefits Allocated to Fire Department	\$5,707,152	\$5,306,128	\$5,279,914	\$5,594,877	\$0	\$5,097,524		

Total Earmarked on behalf of Fire Services		\$27,153,029	\$27,098,887	\$28,285,864	\$30,075,285	\$25,597,602	\$30,137,291	
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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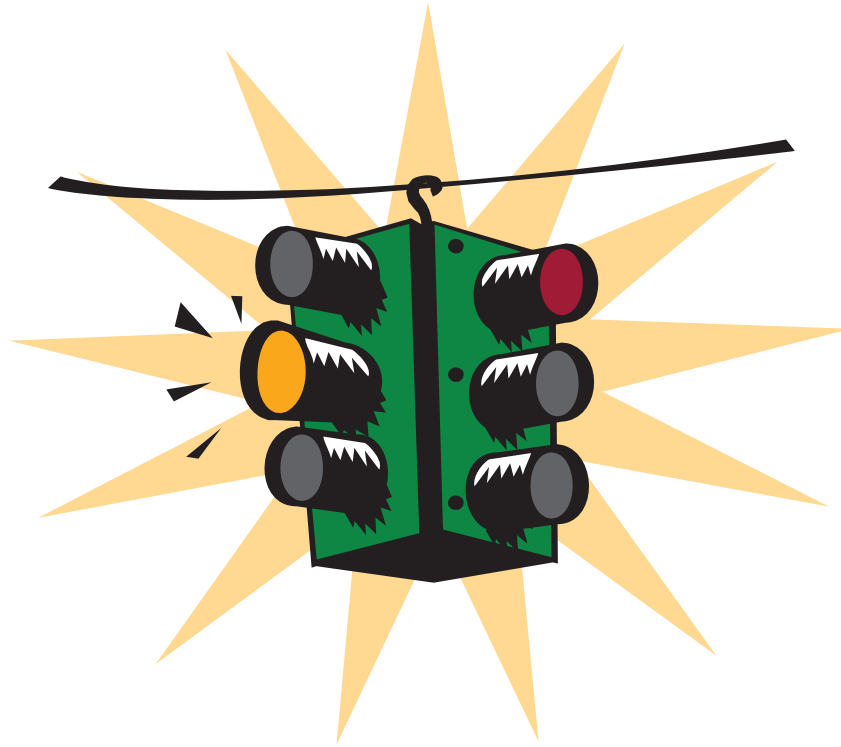
DEPARTMENT OF FIRE SERVICES

				<u>ADMINISTRATION</u>			
1	1	1	1	FIRE CHIEF	\$136,634	\$160,000	\$160,000
1	1	1	1	ASSISTANT FIRE CHIEF	\$130,050	\$135,000	\$135,000
1	1	1	1	BATTALION CHIEF (ADMINISTRATIVE)	\$110,472	\$113,786	\$113,786
2	2	2	2	CAPTAIN (CHIEF'S AID)	\$203,072	\$209,165	\$209,165
1	1	1	1	EXECUTIVE OFFICER-FIRE (Formerly Admin Officer & Emergency Mgmt Direc	\$135,000	\$138,916	\$138,916
1	1	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$51,433	\$52,471	\$52,471
1	0	0	0	ADMIN ASSOCIATE III	\$38,311	\$0	\$0
0	1	1	1	ADMIN ASSOCIATE II	\$0	\$35,108	\$35,108
8	8	8	8	TOTAL ADMIN	\$804,972	\$844,445	\$844,445
				<u>FIRE AND RESCUE OPERATIONS</u>			
4	4	4	4	DEPUTY FIRE CHIEF	\$474,298	\$488,528	\$488,528
4	4	4	4	BATTALION CHIEFS	\$417,381	\$429,903	\$429,903
11	11	11	11	CAPTAINS	\$1,055,031	\$1,086,686	\$1,086,686
33	33	33	33	LIEUTENANTS	\$2,905,393	\$2,992,550	\$2,992,550
46	45	44	44	DRIVERS	\$3,778,140	\$3,722,301	\$3,722,301
57	36	40	40	FIREFIGHTERS, Step D	\$4,489,097	\$3,244,738	\$3,244,738
20	1	35	35	FIREFIGHTERS, Step C	\$1,496,112	\$2,696,749	\$2,696,749
15	35	17	17	FIREFIGHTERS, Step B	\$1,079,855	\$1,260,549	\$1,260,549
17	17	24	24	FIREFIGHTERS, Step A, (6 Mos.)	\$1,176,162	\$1,710,284	\$1,710,284
2	24	0	0	FIREFIGHTERS, Step P, (6 Mos.)	\$126,723	\$0	\$0
(4)		(7)	(7)	SAVINGS THROUGH ATTRITION	(\$315,024)	(\$568,291)	(\$568,291)
205	210	205	205	TOTAL FIRE AND RESCUE OPERATIONS	\$16,683,168	\$17,063,995	\$17,063,995

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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DEPARTMENT OF FIRE SERVICES

				<u>FIRE PREVENTION</u>			
1	1	1	1	FIRE MARSHAL, (Bureau Head)	\$125,548	\$129,315	\$129,315
1	1	1	1	ASSISTANT FIRE MARSHAL	\$110,471	\$113,786	\$113,786
2	2	2	2	DEPUTY FIRE MARSHAL	\$203,072	\$104,582	\$104,582
1	1	1	1	LT. INSPEC	\$93,198	\$95,994	\$95,994
1	1	1	1	F/F INSPEC FD	\$88,438	\$91,091	\$91,091
6	4	6	6	F/F INSPEC	\$509,140	\$546,546	\$546,546
0	0	1	1	ADMIN. ASSOCIATE II	\$0	\$35,108	\$35,108
2	1	1	1	ADMIN. ASSOCIATE I	\$67,304	\$36,145	\$36,145
14	11	14	14	TOTAL FIRE PREVENTION	\$1,197,171	\$1,152,568	\$1,152,568
				<u>TRAINING AND INSTRUCTION</u>			
1	1	1	1	DIRECTOR OF TRAINING	\$125,548	\$129,315	\$129,315
1	2	2	2	TRAINING DIVISION OFFICER (CAPTAIN)	\$101,536	\$209,165	\$209,165
1	0	0	0	TRAINING DIVISION OFFICER (LIEUTENANT)	\$93,198	\$0	\$0
0	0	1	0	EMS COORDINATOR	\$0	\$60,000	\$0
3	3	4	3	TOTAL TRAINING AND INSTRUCTION	\$320,282	\$398,480	\$338,480
				<u>BUREAU OF AUTOMOTIVE REPAIR</u>			
1	1	1	1	FLEET SUPERVISOR	\$101,521	\$104,566	\$104,566
3	3	3	3	AUTOMOTIVE TECHNICIANS	\$184,483	\$190,940	\$190,940
4	4	4	4	TOTAL BUREAU OF AUTOMOTIVE REPAIR	\$286,004	\$295,506	\$295,506
				SAVINGS THROUGH VACANCY/ WC CREDITS	(\$100,000)	(\$100,000)	(\$100,000)
				SHIFT AND RATE DIFFERENTIAL	\$161,890	\$167,556	\$167,556
				ANNUAL SICK TIME PAYMENTS	\$322,770	\$332,453	\$332,453
234	236	235	234	TOTAL	\$19,676,257	\$20,155,002	\$20,095,002



PUBLIC WORKS

DEPT. 401 - DEPARTMENT OF PUBLIC WORKS

Mission Statement

The Department of Public Works is Waterbury's primary construction, maintenance and service organization. In addition to maintaining physical infrastructure, the Department of Public Works provides programs and services that have been determined necessary to enhance the quality of life for all residents.

Description of the Departmental Services & Core Functions

The Department of Public Works and the Engineering Department manage and coordinate the City's utility geographic information system; assures compliance with environmental permits and regulations; establishes policies and makes organizational changes to enhance service; prepares written reports and other communications, as required.

Performs building and equipment maintenance in (select) city buildings, owned or leased and municipal parking facilities; determines space allocations of city departments in (select) city buildings; manages internal work order requests for service; maintains and repairs city-owned utility poles; manage and maintain all equipment related to the City owned Street Light system purchased in October 2018, and provide trades support to select city buildings and agencies.

Collects and disposes of municipal and solid waste, recyclables, residential bulky waste and yard waste; operates a waste transfer station and maintains a closed landfill; assists with city-wide blight and litter program within city rights-of-way; manages state mandated evictions program; manages private contract bulky waste haulers. Removes snow, sand, litter and other debris from city streets, as well as maintains streets, sidewalks and rights of way; maintains storm water system; supplies fuel for all city-owned vehicles.

Provides safe, operational equipment for all city departments, maintains the city's fleet of equipment ranging from passenger cars to heavy-duty off-road equipment; prepares specifications for purchases and makes recommendations for the replacement of vehicles and equipment; prepares vehicles no longer utilized by the city for public auction.

DEPT. 401 - DEPARTMENT OF PUBLIC WORKS (Continued)

Maintains and manages city parks, pools and lake facility; maintains landscaping on public rights of way; maintains small equipment and power tools; removes graffiti from park facilities and public rights-of-way; installs and removes city holiday decorations.

Manages and coordinates community recreational programs for various youth and adult groups; operates and manages summer swim program; coordinates and supports special events; promotes individual and community wellness that enhances quality of life.

Maintains and manages two municipal golf courses; coordinates watering and pesticide applications as necessary; provides oversight to golf professional services; manages and coordinates revenue-producing programs.

Departmental Goals—Fiscal Year 2024-2025

1. Prepare operations and policy manual to encompass all of Public Works and continue to establish written policies for all bureaus, which will establish consistency throughout the department.
2. Continue to pursue the opportunities, benefits and challenges of the enhanced recycling program implemented during FY18.
3. Expand recycling efforts to include City Schools. Continue presentations in all school and community clubs/neighborhood associations to promote recycling education and awareness.
4. Continue educational efforts related to MSW/Recycling to non-compliant residents.
5. Work with other City agencies on Downtown Development projects.
6. Complete construction of projects identified in the Capital Budget.
7. Complete analysis of building maintenance responsibilities and develop revised schedule.
8. Develop and implement a Succession Plan program to train and prepare qualified Public Works employees to advance within the department.

DEPT. 404 - DEPARTMENT OF ENGINEERING

Mission Statement

The Department of Engineering is the City of Waterbury's municipal consultant design organization for roads, bridges, sidewalks and other designated projects. In addition to maintaining physical infrastructure, the Department of Engineering provides programs and services that have been determined necessary to enhance the quality of life for all residents.

Description of the Departmental Services & Core Functions

The Department of Engineering Department manage and coordinate the City's utility geographic information system; assures compliance with environmental permits and regulations; establishes policies and makes organizational changes to enhance service; prepares written reports and other communications, as required.

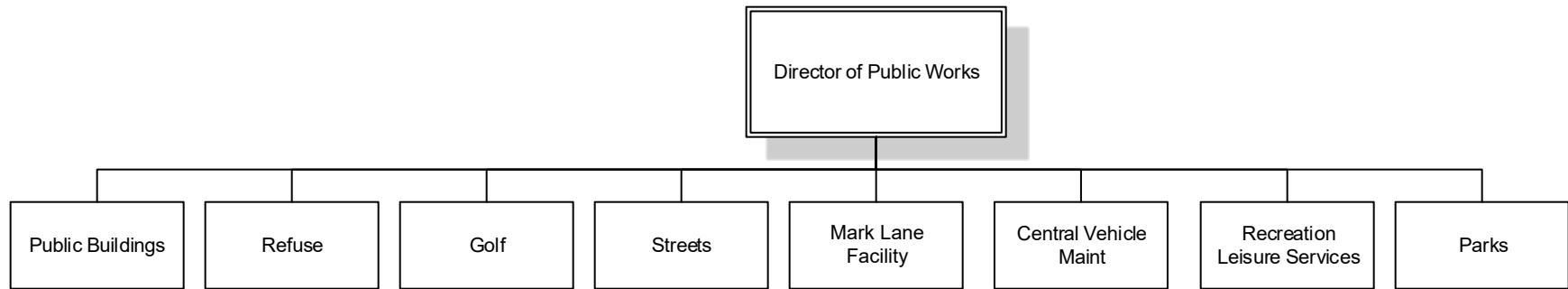
Establishes standards; plans, designs, reviews, directs and inspects for all public works construction projects; installs, maintains and repairs traffic lights, signage, and pavement markings; manages and repairs closed-loop and video detection traffic signal systems. Reviews, approves, issues dumpster, street use and street opening permits and inspects construction of proposed developments; provides document storage and retrieval for the City's infrastructure and utilities; implements Federal storm water pollution prevention program and Connecticut MS4 program; manages and coordinates road re-surfacing, sidewalk replacement and maintenance, bridge, culvert and dam programs, and other Capital projects and programs as required. Manages City environmental permits and compliance. Responds to public requests for stormwater, traffic, sidewalk and other concerns as required. Assists other City Departments, boards and agencies as required.

DEPT. 404 - DEPARTMENT OF ENGINEERING (Continued)

Departmental Goals—Fiscal Year 2024-2025

1. Work with other City agencies on Downtown Development projects. Complete the Greenway project construction that began in 2021.
2. Complete design and construction of projects identified in the Capital Budget.
3. Develop and implement a Succession Plan program to train and prepare Qualified Engineering employees to advance within the department.
4. Continue the review of the entire Department of Engineering, which began in August 2020. Improve the function of the Department of Engineering and Traffic through subordinate staff training and development.
5. Standardize Department operations, cost estimating procedures, plans, details and specifications.
6. Continue to develop a formal pavement and sidewalk management and inspection program. Also, continue to pursue alternative road resurfacing options that may increase road rehabilitation projects useful life expectancy.
7. Continue to expand GIS mapping provided to other departments, agencies and the public.
8. Implement City View permitting system components and conversion to on-line applications.
9. Continue to update and modernize Department equipment, programs and capabilities.
10. Aggressively pursue funding opportunities for traffic, signal, signage, pavement markings, bridge rehabilitations, roadway and sidewalk upgrades and sustainable environmental programs.

Organization Chart - Public Works

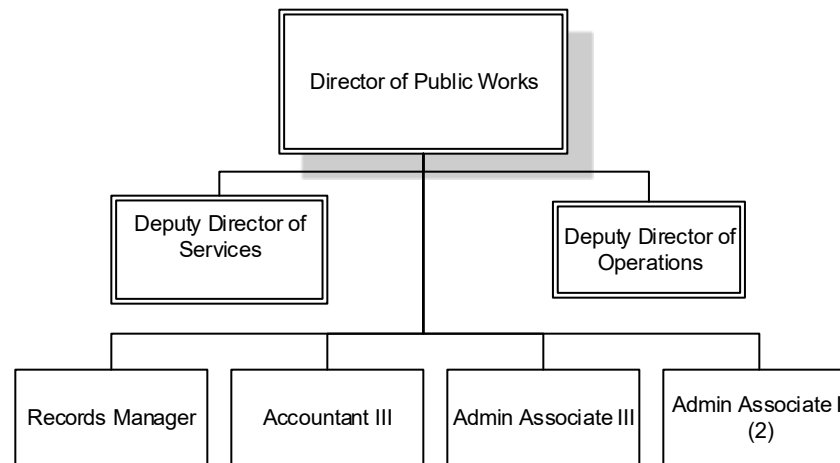


Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
DEPARTMENT OF PUBLIC WORKS								
<u>PERSONAL SERVICES</u>								
511500	Regular Salaries	\$8,237,379	\$8,447,782	\$8,897,758	\$10,233,122	\$11,583,183	\$11,472,437	(\$110,746)
511600	Temporary Employees	\$188,237	\$276,822	\$302,086	\$345,304	\$601,060	\$386,394	(\$214,666)
511650	Overtime	\$1,127,656	\$1,157,475	\$1,131,569	\$858,000	\$962,000	\$887,000	(\$75,000)
511653	Longevity	\$8,975	\$5,925	\$3,425	\$2,875	\$2,525	\$2,525	\$0
511800	Vacation and Sick Term Payout	\$125,928	\$103,464	\$101,754	\$0	\$90,523	\$0	(\$90,523)
511804	Seasonal Wages	\$720,824	\$424,743	\$506,014	\$1,266,336	\$1,692,487	\$1,492,760	(\$199,727)
<u>EMPLOYEE BENEFITS</u>								
529001	Car Allowance	\$9,439	\$8,964	\$13,988	\$13,800	\$19,800	\$19,800	\$0
529002	Uniform Allowance	\$39,258	\$39,332	\$37,471	\$54,216	\$63,032	\$61,532	(\$1,500)
529003	Meal Allowance	\$13,704	\$9,239	\$7,826	\$22,000	\$22,000	\$22,000	\$0
<u>PURCHASED PROFESSIONAL SERVICES</u>								
533000	Professional Services	\$154,344	\$112,359	\$97,465	\$135,000	\$135,000	\$106,445	(\$28,555)
533016	Engineering Services	\$66,277	\$82,624	\$152,037	\$157,695	\$260,895	\$199,075	(\$61,820)
539009	Training Misc. Services	\$2,210	\$3,781	\$4,176	\$15,900	\$19,200	\$19,200	\$0
<u>PURCHASED PROPERTY SERVICES</u>								
543002	Extermination Services	\$3,060	\$2,698	\$2,622	\$5,560	\$9,288	\$9,288	\$0
543020	Repairs and Maintenance	\$359,767	\$435,698	\$502,075	\$522,500	\$607,500	\$595,500	(\$12,000)
543033	Service/Maintenance Contracts	\$283,628	\$258,136	\$409,959	\$640,449	\$779,951	\$724,421	(\$55,530)
545001	Sewer	\$191,159	\$212,628	\$210,980	\$224,000	\$224,000	\$224,000	\$0
545002	Water	\$782	\$1,036	\$946	\$1,500	\$1,500	\$1,500	\$0
545003	Recycling Services	\$490,407	\$537,803	\$543,103	\$625,000	\$715,715	\$695,000	(\$20,715)
545004	Waste Removal Services	\$3,115,443	\$3,169,624	\$3,209,127	\$3,525,000	\$3,909,937	\$3,800,000	(\$109,937)
545005	Snow Removal Services	\$0	\$0	\$0	\$5,000	\$605,000	\$5,000	(\$600,000)
545006	Electricity	\$744,834	\$794,155	\$749,835	\$892,000	\$860,000	\$895,000	\$35,000
545008	Municipal Solid Waste	\$686,527	\$751,888	\$670,688	\$800,000	\$839,250	\$800,000	(\$39,250)
545013	Security/Safety	\$39,851	\$44,228	\$40,042	\$61,010	\$77,310	\$77,310	\$0
545014	Buildings and Grounds Services	\$15,646	\$19,445	\$36,161	\$43,475	\$47,975	\$47,975	\$0
545021	Closed Loop Payment	\$336,400	\$336,400	\$336,400	\$336,400	\$168,200	\$168,200	\$0

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
DEPARTMENT OF PUBLIC WORKS								
<u>PURCHASED OTHER SERVICES</u>								
553000	Communications	\$24,084	\$29,747	\$35,944	\$48,437	\$48,437	\$48,437	\$0
559002	Printing Services	\$1,434	\$1,347	\$1,619	\$4,500	\$7,750	\$5,800	(\$1,950)
<u>SUPPLIES</u>								
561204	Emergency/Medical Supplies	\$2,953	\$2,987	\$3,430	\$4,100	\$4,100	\$4,100	\$0
561206	Office Supplies	\$9,457	\$11,813	\$13,061	\$16,950	\$19,750	\$19,750	\$0
561501	Diesel	\$363,161	\$268,444	\$328,676	\$575,000	\$549,120	\$545,000	(\$4,120)
561503	Gasoline	\$52,046	\$63,089	\$69,437	\$97,575	\$106,970	\$100,000	(\$6,970)
561504	Heating Oil	\$17,692	\$23,105	\$26,079	\$52,240	\$49,305	\$47,305	(\$2,000)
561505	Natural Gas	\$329,381	\$388,294	\$508,988	\$476,000	\$588,154	\$587,000	(\$1,154)
561506	Street Lighting	\$370,629	\$429,914	\$355,307	\$500,000	\$511,750	\$500,000	(\$11,750)
561510	Buildings & Ground Supplies	\$68,915	\$77,561	\$76,572	\$87,090	\$92,090	\$92,090	\$0
569001	Sand & Salt	\$0	\$0	\$0	\$5,000	\$770,000	\$5,000	(\$765,000)
569004	Oils & Lubricants	\$31,154	\$37,877	\$49,379	\$60,750	\$63,000	\$63,000	\$0
569006	Agricultural and Horticultural	\$4,831	\$4,949	\$5,929	\$7,000	\$9,000	\$9,000	\$0
569010	Recreational	\$10,742	\$11,813	\$17,346	\$17,500	\$18,000	\$18,000	\$0
569002	Cleaning Supplies	\$0	\$0	\$8	\$0	\$0	\$0	\$0
569017	Fire Safety	\$482	\$2,190	\$0	\$2,000	\$12,000	\$12,000	\$0
561507	Janitorial	\$37,804	\$48,700	\$49,532	\$93,600	\$86,450	\$86,450	\$0
569022	Operations	\$317,893	\$296,785	\$368,656	\$492,100	\$678,110	\$573,100	(\$105,010)
569031	Auto Parts	\$430,034	\$478,599	\$452,093	\$474,300	\$480,800	\$480,800	\$0
<u>PROPERTY</u>								
571010	Operations Equipment	\$3,231	\$5,101	\$4,799	\$7,000	\$7,000	\$7,000	\$0
575200	Office Equipment	\$0	\$0	\$1,926	\$12,000	\$19,000	\$12,000	(\$7,000)

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
DEPARTMENT OF PUBLIC WORKS								
<u>OTHER</u>								
589200	Reimbursements	\$1,668	\$1,798	\$5,647	\$14,740	\$54,490	\$22,990	(\$31,500)
589900	Dues & Publications	\$4,734	\$9,300	\$8,355	\$14,270	\$18,074	\$18,074	\$0
589023	Evictions	\$42,000	\$42,900	\$51,900	\$50,400	\$48,000	\$48,000	\$0
589016	Culture/Youth Activities	\$4,497	\$4,590	\$2,500	\$5,500	\$5,500	\$5,500	\$0
<u>TRANSFERS</u>								
591017	Transfer to Golf Courses	\$50,000	\$50,000	\$50,000	\$50,000	\$0	\$50,000	\$50,000
TOTAL		\$19,140,553	\$19,527,154	\$20,454,688	\$23,954,194	\$28,544,181	\$26,072,758	(\$2,471,423)
<u>ALLOCATION OF BENEFITS</u>								
	Health Ins. Cost - Actives	\$2,513,905	\$2,252,001	\$2,378,259	\$2,676,133		\$2,517,253	
	Pension Cost - Actives	\$228,142	\$239,455	\$207,574	\$221,680		\$201,388	
	Workers Comp. Costs	\$495,165	\$452,629	\$467,898	\$503,271		\$530,964	
	Life Insurance Costs	\$58,497	\$60,188	\$55,388	\$58,653		\$60,288	
	Unemployment Costs	\$28,023	\$28,324	\$28,587	\$28,438		\$21,596	
	Medicare Costs	\$203,689	\$215,970	\$223,340	\$234,612		\$249,968	
	Total Benefits Allocated to Department	\$3,527,421	\$3,248,567	\$3,361,046	\$3,722,787	\$0	\$3,581,457	
Total Earmarked on behalf of Public Works		\$22,667,974	\$22,775,722	\$23,815,734	\$27,676,981	\$28,544,181	\$29,654,215	

Organization Chart - Public Works Director



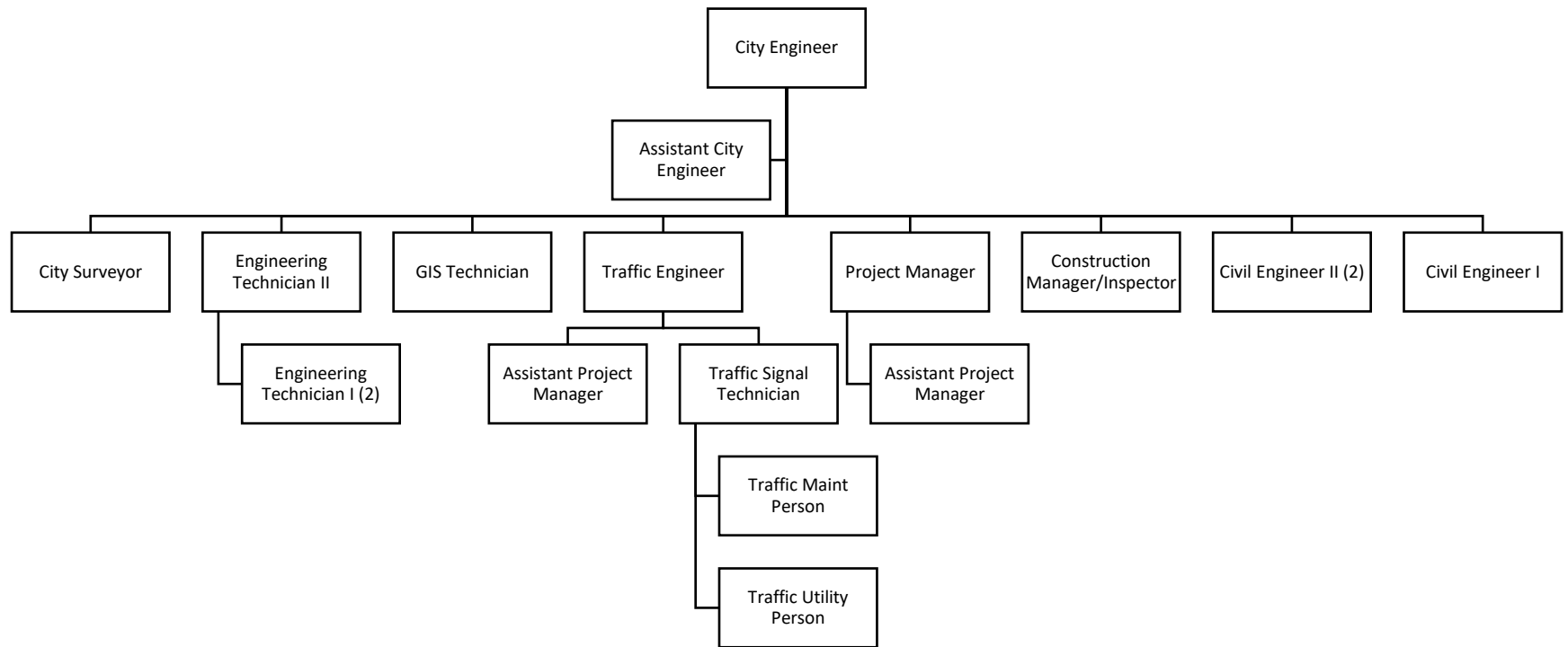
Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
PUBLIC WORKS DIRECTOR								
DEPT.# 4010001								
<u>PERSONAL SERVICES</u>								
511500	Regular Salaries	\$591,331	\$622,854	\$629,683	\$644,121	\$692,614	\$692,614	\$0
511650	Overtime	\$941	\$101	\$474	\$0	\$0	\$0	\$0
511653	Longevity	\$550	\$550	\$550	\$0	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$0	\$9,874	\$12,772	\$0	\$0	\$0	\$0
<u>PURCHASED PROF.SERVICE</u>								
539009	Training Misc. Services	\$0	\$0	\$396	\$2,500	\$2,500	\$2,500	\$0
<u>PURCHASED PROPERTY SERVICES</u>								
543033	Service Maintenance Contracts	\$6,406	\$12,140	\$12,627	\$13,490	\$14,039	\$14,039	\$0
<u>PURCHASED OTHER SERVICES</u>								
553000	Communications	\$24,084	\$29,747	\$35,944	\$48,437	\$48,437	\$48,437	\$0
559002	Printing Services	\$635	\$471	\$891	\$1,000	\$1,000	\$1,000	\$0
<u>SUPPLIES</u>								
561206	Office Supplies	\$7,877	\$9,337	\$9,899	\$11,000	\$13,500	\$13,500	\$0
<u>PROPERTY</u>								
575200	Office Equipment	\$0	\$0	\$1,926	\$2,000	\$2,000	\$2,000	\$0
<u>OTHER</u>								
589200	Reimbursements	\$337	\$408	\$4,213	\$6,500	\$47,750	\$16,250	(\$31,500)
589900	Dues & Publications	\$269	\$695	\$286	\$1,675	\$1,725	\$1,725	\$0
TOTAL		\$632,429	\$686,177	\$709,662	\$730,723	\$823,565	\$792,065	(\$31,500)

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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OFFICE OF THE DIRECTOR OF PUBLIC WORKS

1	1	1	1	DIRECTOR OF PUBLIC WORKS	\$116,210	\$144,189	\$144,189
1	1	1	1	DEPUTY DIRECTOR - OPERATIONS	\$125,591	\$129,179	\$129,179
1	1	1	1	DEPUTY DIRECTOR - SERVICES	\$125,591	\$129,179	\$129,179
1	1	1	1	ACCOUNTANT III	\$76,496	\$78,791	\$78,791
1	1	1	1	ADMINISTRATIVE ASSOCIATE III	\$50,403	\$50,403	\$50,403
2	2	2	2	ADMINISTRATIVE ASSOCIATE II	\$69,361	\$77,988	\$77,988
1	1	1	1	RECORDS MANAGER	\$80,469	\$82,884	\$82,884
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8	8	8	8	TOTAL	\$644,121	\$692,614	\$692,614
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Organization Chart- Department of Engineering



The Department of Engineering is included in the Department of Public Works section of the budget for financial record keeping purposes.

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**DEPARTMENT OF ENGINEERING
DEPT.# 4040001**

PERSONAL SERVICES

511500	Regular Salaries	\$730,892	\$919,864	\$1,052,336	\$1,367,657	\$1,429,655	\$1,463,210	\$33,555
511600	Temporary Employees	\$21,771	\$63,383	\$115,225	\$86,718	\$154,276	\$88,538	(\$65,738)
511650	Overtime	\$6,542	\$9,201	\$14,874	\$15,000	\$15,000	\$15,000	\$0
511800	Vacation and Sick Term Payout	\$216	\$1,145	\$8,133	\$0	\$0	\$0	\$0

EMPLOYEE BENEFITS

529002	Uniform Allowance	\$398	\$1,300	\$1,244	\$3,500	\$5,600	\$4,500	(\$1,100)
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PURCHASED PROFESSIONAL SERVICES

533000	Professional Services	\$154,344	\$112,359	\$97,465	\$135,000	\$135,000	\$106,445	(\$28,555)
533016	Engineering	\$47,960	\$63,190	\$134,312	\$138,620	\$241,820	\$180,000	(\$61,820)
539009	Training Misc. Services	\$550	\$1,175	\$2,965	\$7,400	\$10,700	\$10,700	\$0

PURCHASED PROPERTY SERVICES

543020	Repairs and Maintenance	\$9,205	\$4,107	\$17,929	\$19,000	\$30,500	\$23,000	(\$7,500)
543033	Service/Maintenance Contracts	\$17,823	\$26,360	\$25,037	\$31,787	\$38,072	\$38,072	\$0
545006	Electricity - Traffic Signals	\$49,286	\$49,574	\$44,730	\$58,000	\$61,000	\$61,000	\$0

PURCHASED OTHER SERVICES

559002	Printing Services	\$123	\$0	\$0	\$2,200	\$5,450	\$3,500	(\$1,950)
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SUPPLIES

561204	Emergency/Medical Supplies	\$0	\$0	\$0	\$500	\$500	\$500	\$0
561206	Office Supplies	\$0	\$0	\$0	\$2,200	\$2,500	\$2,500	\$0
569022	Operations	\$17,606	\$17,488	\$20,037	\$26,000	\$34,460	\$30,000	(\$4,460)

PROPERTY

571010	Operations Equipment	\$1,690	\$2,916	\$2,363	\$3,000	\$3,000	\$3,000	\$0
575200	Office Equipment	\$0	\$0	\$0	\$10,000	\$17,000	\$10,000	(\$7,000)

OTHER

589200	Reimbursements	\$1,181	\$111	\$460	\$5,000	\$3,500	\$3,500	\$0
589900	Dues & Publications	\$0	\$1,900	\$855	\$4,055	\$4,259	\$4,259	\$0

TOTAL		\$1,059,587	\$1,274,074	\$1,537,966	\$1,915,637	\$2,192,292	\$2,047,724	(\$144,568)
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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DEPARTMENT OF ENGINEERING

1	1	1	1	CITY ENGINEER	\$130,000	\$140,000	\$140,000
1	1	1	1	ASSISTANT CITY ENGINEER	\$110,478	\$117,775	\$117,775
1	0	1	1	TRAFFIC ENGINEER	\$93,397	\$96,199	\$96,199
1	1	1	1	PROJECT MANAGER ENGINEER	\$111,289	\$114,628	\$114,628
2	2	2	2	ASSISTANT PROJECT MANAGER	\$146,938	\$151,346	\$151,346
0	0	1	1	CONSTRUCTION MANAGER/INSPECTOR	\$0	\$85,000	\$85,000
1	1	1	1	GIS TECHNICIAN	\$111,924	\$113,048	\$113,048
2	1	2	2	CIVIL ENGINEER II	\$163,385	\$181,334	\$181,334
1	1	1	1	CIVIL ENGINEER I	\$68,806	\$81,598	\$81,598
1	1	1	1	CITY SURVEYOR	\$81,598	\$82,326	\$82,326
1	1	1	1	ENGINEERING TECH II	\$77,772	\$75,858	\$75,858
3	1	2	2	ENGINEERING TECH I	\$192,088	\$124,697	\$124,697
1	1	1	1	TRAFFIC SIGNAL TECHNICIAN	\$58,204	\$58,786	\$58,786
1	1	1	1	TRAFFIC UTILITY PERSON	\$45,864	\$51,667	\$51,667
1	1	1	1	TRAFFIC MAINTENANCE PERSON	\$38,875	\$40,394	\$40,394
(1)				SAVINGS THROUGH VACANCY/TURNOVER	(\$62,961)	\$0	(\$51,445)
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17	14	18	18	TOTAL	\$1,367,657	\$1,514,655	\$1,463,210
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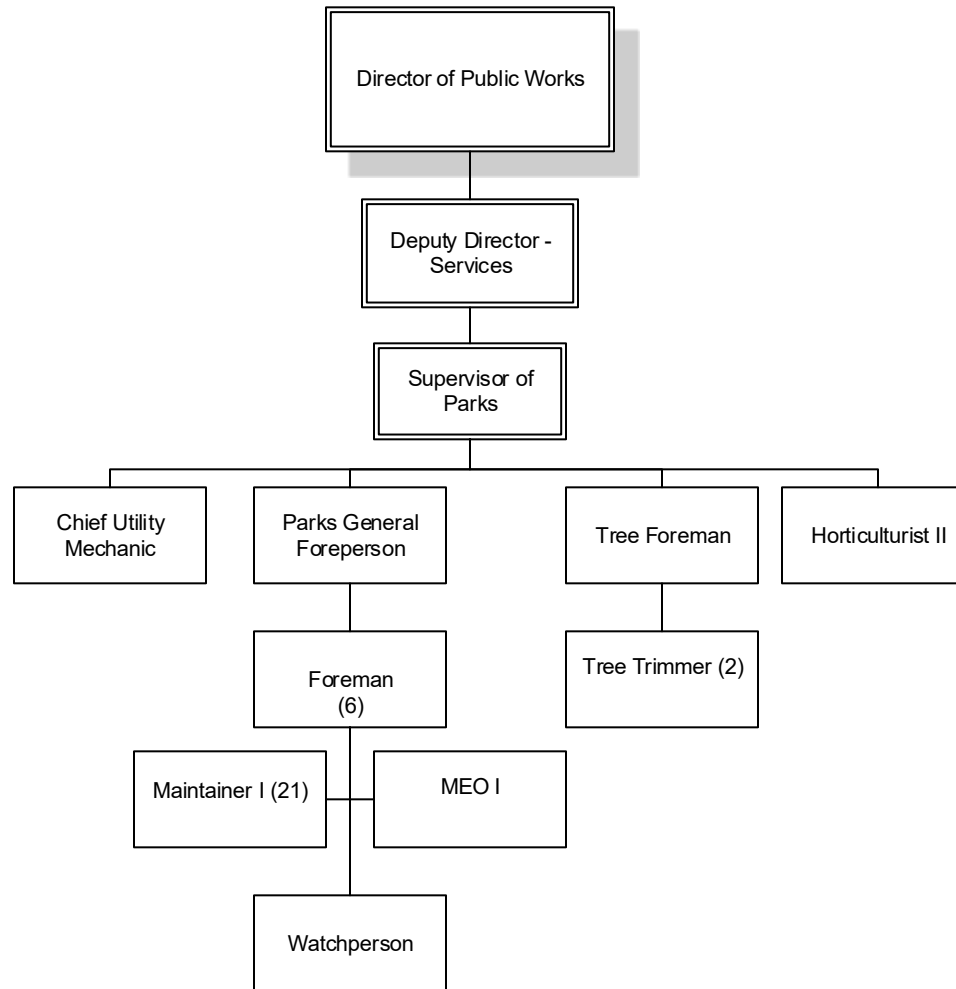
PART TIME SALARIES

CIVIL ENGINEER II	\$56,218	\$55,589	\$55,589
INTERNS (3)	\$30,500	\$32,949	\$32,949
ENGINEERING TECH II	\$0	\$25,851	\$0
SIGNAL TECHNICIAN	\$0	\$39,887	\$0

TOTAL PART TIME

\$86,718	\$154,276	\$88,538
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Organization Chart Bureau of Parks



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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BUREAU OF PARKS

DEPT.# 4070001

PERSONAL SERVICES

511500	Regular Salaries	\$1,230,991	\$1,230,155	\$1,385,095	\$1,507,274	\$1,670,053	\$1,670,053	\$0
511600	Temporary Employees	\$11,176	\$0	\$0	\$0	\$148,928	\$0	(\$148,928)
511650	Overtime	\$211,582	\$264,812	\$292,929	\$195,000	\$245,000	\$195,000	(\$50,000)
511653	Longevity	\$2,550	\$1,550	\$700	\$700	\$700	\$700	\$0
511800	Vacation and Sick Term Payout	\$35,883	\$27,107	\$9,957	\$0	\$20,000	\$0	(\$20,000)
511804	Seasonal Wages	\$119,874	\$134,309	\$102,551	\$223,776	\$171,840	\$257,760	\$85,920

EMPLOYEE BENEFITS

529002	Uniform Allowance	\$6,872	\$5,654	\$7,310	\$7,820	\$8,550	\$8,550	\$0
529003	Meal Allowance	\$760	\$305	\$96	\$600	\$600	\$600	\$0

PURCHASED PROPERTY SERVICES

543020	Repairs and Maintenance	\$27,372	\$29,165	\$33,104	\$40,000	\$45,000	\$45,000	\$0
543033	Service/Maintenance Contracts	\$8,539	\$12,337	\$60,505	\$120,000	\$157,710	\$120,000	(\$37,710)
545001	Sewer	\$159,827	\$174,886	\$169,036	\$180,000	\$180,000	\$180,000	\$0
545006	Electricity	\$169,423	\$202,236	\$173,791	\$230,000	\$230,000	\$230,000	\$0
545013	Security/Safety	\$18,815	\$22,068	\$22,478	\$31,620	\$34,740	\$34,740	\$0
545014	Buildings and Grounds Services	\$11,897	\$13,308	\$21,511	\$26,000	\$30,000	\$30,000	\$0

SUPPLIES

561504	Heating Oil	\$9,057	\$11,640	\$13,881	\$32,000	\$32,000	\$30,000	(\$2,000)
561505	Natural Gas	\$38,959	\$45,685	\$51,439	\$46,000	\$59,154	\$58,000	(\$1,154)
561507	Janitorial	\$14,114	\$18,307	\$26,390	\$37,000	\$37,000	\$37,000	\$0
561510	Buildings & Ground Supplies	\$51,660	\$59,100	\$60,972	\$67,000	\$70,000	\$70,000	\$0
569006	Agricultural and Horticultural	\$4,831	\$4,949	\$5,929	\$7,000	\$9,000	\$9,000	\$0
569010	Recreational Supplies	\$6,598	\$6,816	\$11,964	\$12,000	\$12,000	\$12,000	\$0
569022	Operations	\$42,572	\$42,005	\$43,703	\$50,000	\$100,000	\$50,000	(\$50,000)
569031	Auto Parts	\$5,457	\$8,680	\$6,809	\$8,500	\$15,000	\$15,000	\$0

OTHER

589200	Reimbursements	\$150	\$1,280	\$974	\$3,000	\$3,000	\$3,000	\$0
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TRANSFERS

591017	Transfer to Golf Courses	\$50,000	\$50,000	\$50,000	\$50,000	\$0	\$50,000	\$50,000
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TOTAL		\$2,238,960	\$2,366,352	\$2,551,127	\$2,875,290	\$3,280,275	\$3,106,403	(\$173,872)
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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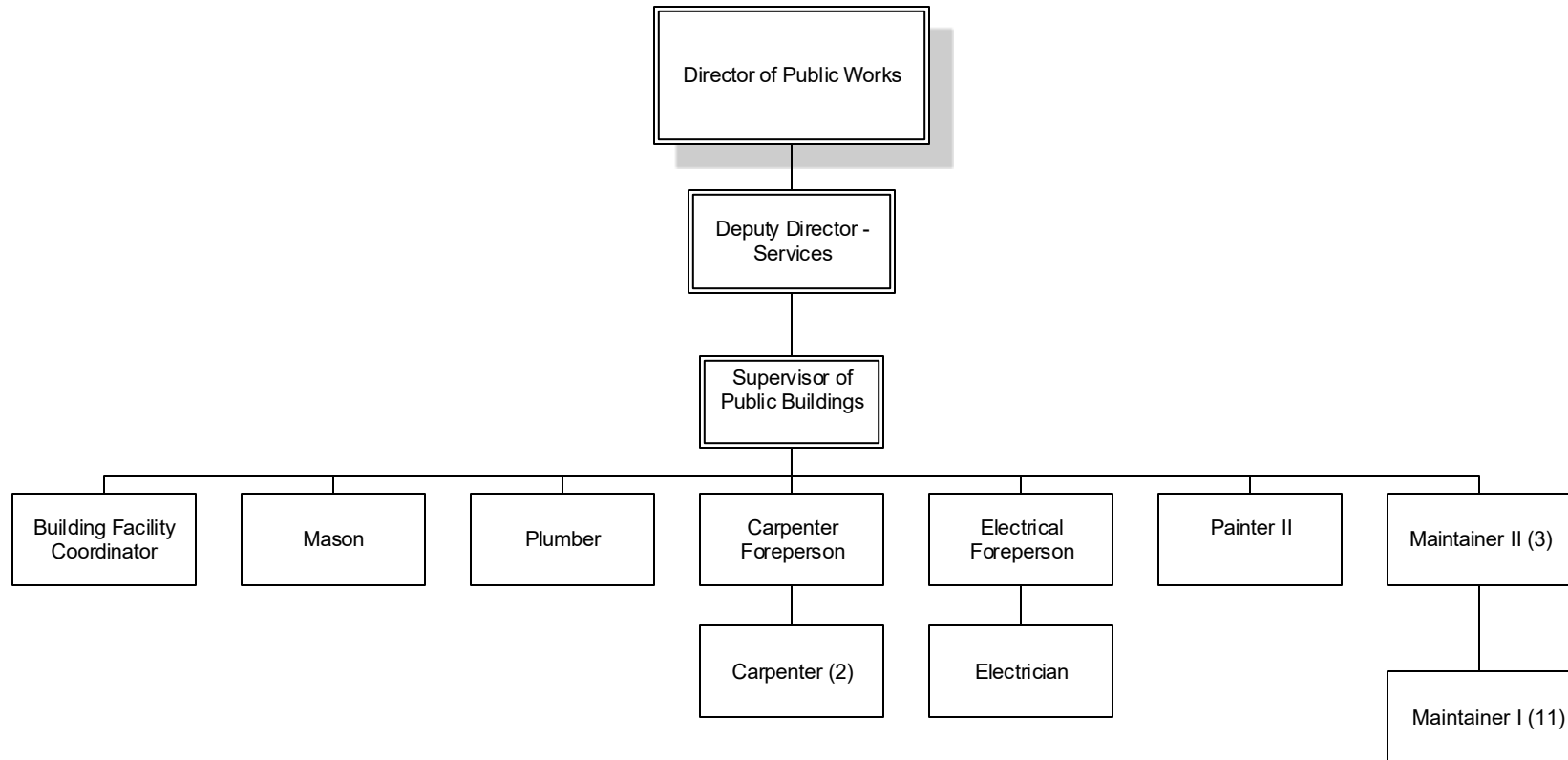
BUREAU OF PARKS

1	1	1	1	SUPERVISOR OF PARKS	\$91,646	\$94,215	\$94,215
1	1	1	1	HORTICULTURIST II	\$47,798	\$48,651	\$48,651
1	1	1	1	CHIEF UTILITY MECHANIC	\$62,400	\$68,453	\$68,453
1	1	1	1	TREE FOREMAN	\$55,786	\$60,216	\$60,216
2	1	2	2	TREE TRIMMER	\$83,450	\$100,797	\$100,797
1	1	1	1	PARK GENERAL FOREMAN	\$68,910	\$69,472	\$69,472
6	5	6	6	PARK FOREMAN	\$299,146	\$327,871	\$327,871
1	1	1	1	MEO I	\$45,573	\$50,814	\$50,814
21	21	21	21	MAINTAINER I	\$712,109	\$805,031	\$805,031
1	0	1	1	WATCHPERSON	\$40,456	\$44,533	\$44,533
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36	33	36	36	TOTAL FULL TIME PERSONNEL	\$1,507,274	\$1,670,053	\$1,670,053
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SEASONAL SALARIES

Maintainer I (for Parks)	\$223,776	\$320,768	\$257,760
TOTAL SEASONAL WAGES	\$223,776	\$320,768	\$257,760

Organization Chart - Bureau of Public Buildings



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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BUREAU OF PUBLIC BUILDINGS
DEPT.# 4070002

PERSONAL SERVICES

511500	Regular Salaries	\$791,459	\$898,194	\$877,564	\$960,581	\$1,336,131	\$1,216,094	(\$120,037)
511600	Temporary Employees	\$4,178	\$21,859	\$4,466	\$0	\$0	\$0	\$0
511650	Overtime	\$92,226	\$73,801	\$122,726	\$60,000	\$100,000	\$75,000	(\$25,000)
511653	Longevity	\$1,400	\$700	\$350	\$350	\$350	\$350	\$0
511800	Vacation and Sick Term Payout	\$27,253	\$14,918	\$10,708	\$0	\$10,000	\$0	(\$10,000)

EMPLOYEE BENEFITS

529001	Car Allowance	\$9,439	\$8,950	\$13,988	\$13,800	\$19,800	\$19,800	\$0
529002	Uniform Allowance	\$3,115	\$3,886	\$4,063	\$5,000	\$7,200	\$6,800	(\$400)
529003	Meal Allowances	\$0	\$36	\$0	\$0	\$0	\$0	\$0

PURCHASED PROPERTY SERVICES

543002	Extermination Services	\$2,886	\$2,698	\$2,584	\$5,104	\$8,818	\$8,818	\$0
543020	Repairs and Maintenance	\$70,455	\$101,331	\$140,737	\$211,000	\$229,500	\$225,000	(\$4,500)
543033	Service/Maintenance Contracts	\$42,962	\$51,218	\$94,319	\$225,000	\$317,820	\$300,000	(\$17,820)
545001	Sewer	\$31,332	\$37,742	\$41,944	\$44,000	\$44,000	\$44,000	\$0
545006	Electricity	\$522,729	\$539,437	\$528,236	\$600,000	\$565,000	\$600,000	\$35,000
545013	Security/Safety Services	\$8,650	\$13,728	\$13,080	\$18,160	\$22,840	\$22,840	\$0
545014	Building and Grounds Services	\$622	\$3,117	\$12,440	\$12,975	\$13,475	\$13,475	\$0

SUPPLIES

561505	Natural Gas	\$290,421	\$342,609	\$457,549	\$430,000	\$529,000	\$529,000	\$0
561507	Janitorial	\$23,208	\$29,989	\$22,711	\$56,100	\$48,950	\$48,950	\$0
561510	Buildings & Ground Supplies	\$16,308	\$17,561	\$14,887	\$18,590	\$20,590	\$20,590	\$0
569022	Cleaning Supplies	\$0	\$0	\$8	\$0	\$0	\$0	\$0
569017	Fire Safety	\$482	\$2,190	\$0	\$2,000	\$12,000	\$12,000	\$0
569022	Operations	\$4,563	\$9,141	\$19,385	\$35,000	\$41,250	\$40,000	(\$1,250)

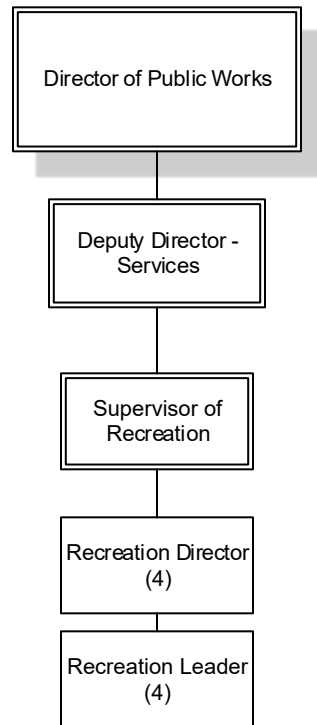
TOTAL		\$1,943,689	\$2,173,104	\$2,381,741	\$2,697,660	\$3,326,724	\$3,182,717	(\$144,007)
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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BUREAU OF PUBLIC BUILDINGS

1	0	1	1	SUPERVISOR-PUBLIC FACILITIES	\$101,041	\$110,072	\$110,072
1	1	1	1	BUILDING FACILITY COORDINATOR	\$65,000	\$66,301	\$66,301
1	1	1	1	CARPENTER FOREPERSON	\$64,730	\$70,408	\$70,408
2	1	2	2	CARPENTER	\$95,971	\$105,227	\$105,227
1	1	1	1	ELECTRICIAN FOREPERSON	\$70,907	\$80,798	\$80,798
1	1	1	1	ELECTRICIAN	\$54,038	\$59,051	\$59,051
1	1	1	1	PLUMBER	\$49,962	\$56,763	\$56,763
1	1	1	1	PAINTER II	\$46,114	\$50,398	\$50,398
1	1	1	1	MASON	\$53,955	\$59,904	\$59,904
3	2	4	3	MAINTAINER II	\$116,085	\$177,466	\$132,933
9	9	13	11	MAINTAINER I	\$307,778	\$499,743	\$424,239
(1)				SAVINGS THROUGH VACANCY/TURNOVER	(\$65,000)	\$0	\$0
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21	19	27	24	TOTAL	\$960,581	\$1,336,131	\$1,216,094
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Organization Chart - Bureau of Leisure



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
BUREAU OF LEISURE SERVICES								
DEPT.# 4070003								
<u>PERSONAL SERVICES</u>								
511500	Regular Salaries	\$328,951	\$298,951	\$353,723	\$497,525	\$532,051	\$512,051	(\$20,000)
511650	Overtime	\$26,839	\$22,097	\$28,309	\$20,000	\$20,000	\$20,000	\$0
511800	Vacation and Sick Term Payout	\$15,227	\$8,366	\$48,220	\$0	\$0	\$0	\$0
511804	Seasonal Wages	\$600,950	\$290,434	\$403,463	\$1,042,560	\$1,520,647	\$1,235,000	(\$285,647)
<u>PURCHASED PROFESSIONAL SERVICES</u>								
545013	Security/Safety Services	\$4,283	\$4,335	\$0	\$4,950	\$10,950	\$10,950	\$0
<u>SUPPLIES</u>								
561204	Emergency/Medical Supplies	\$953	\$987	\$1,010	\$1,100	\$1,100	\$1,100	\$0
561206	Office Supplies	\$948	\$2,387	\$2,599	\$3,000	\$3,000	\$3,000	\$0
569010	Recreational	\$4,144	\$4,998	\$5,381	\$5,500	\$6,000	\$6,000	\$0
<u>OTHER</u>								
589016	Culture/Youth Activities	\$4,497	\$4,590	\$2,500	\$5,500	\$5,500	\$5,500	\$0
589900	Dues & Publications	\$0	\$0	\$0	\$0	\$3,000	\$3,000	\$0
TOTAL		\$986,791	\$637,145	\$845,205	\$1,580,135	\$2,102,248	\$1,796,601	(\$305,647)

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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BUREAU OF LEISURE SERVICES

1	0	1	1	SUPERVISOR OF RECREATION	\$107,181	\$110,396	\$110,396
4	4	4	4	RECREATION DIRECTOR	\$235,123	\$239,863	\$239,863
4	3	4	4	RECREATION LEADER	\$175,221	\$181,792	\$181,792
				21st CENTURY GRANT REIMBURSEMENT	(\$20,000)	\$0	(\$20,000)
<u>9</u>	<u>7</u>	<u>9</u>	<u>9</u>	TOTAL FULL TIME PERSONNEL	<u>\$497,525</u>	<u>\$532,051</u>	<u>\$512,051</u>

SUMMER PROGRAM

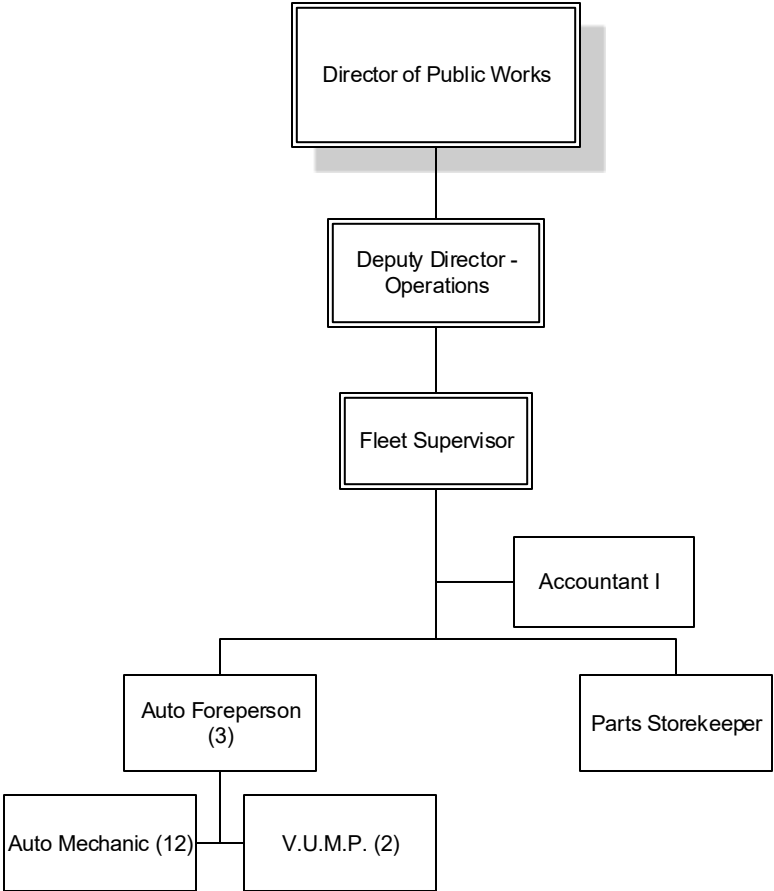
SUMMER REC SEASONALS	\$592,560	\$893,047	\$710,000
TOTAL SUMMER PROGRAM	<u>\$592,560</u>	<u>\$893,047</u>	<u>\$710,000</u>

WINTER PROGRAM

WINTER REC SEASONALS (@40 WEEKS)	\$450,000	\$627,600	\$525,000
TOTAL WINTER PROGRAM	<u>\$450,000</u>	<u>\$627,600</u>	<u>\$525,000</u>

TOTAL SEASONAL WAGES	<u>\$1,042,560</u>	<u>\$1,520,647</u>	<u>\$1,235,000</u>
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Organization Chart -Central Vehicle Maintenance



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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BUREAU OF CENTRAL VEHICLE MAINTENANCE

DEPT.# 4100001

PERSONAL SERVICES

511500	Regular Salaries	\$1,026,722	\$1,078,361	\$1,147,417	\$1,229,109	\$1,341,220	\$1,341,220	\$0
511600	Temporary Employees	\$0	\$0	\$0	\$0	\$0	\$0	\$0
511650	Overtime	\$122,998	\$118,062	\$92,804	\$80,000	\$80,000	\$80,000	\$0
511800	Vacation and Sick Term Payout	\$3,741	\$0	\$1,302	\$0	\$13,381	\$0	(\$13,381)

EMPLOYEE BENEFITS

529002	Uniform Allowance	\$5,557	\$5,552	\$6,665	\$8,988	\$7,366	\$7,366	\$0
529003	Meal Allowance	\$48	\$0	\$0	\$0	\$0	\$0	\$0

PURCHASED PROFESSIONAL SERVICES

539009	Training Misc. Services	\$1,660	\$2,606	\$815	\$4,000	\$4,000	\$4,000	\$0
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PURCHASED PROPERTY SERVICES

543020	Repairs and Maintenance	\$249,513	\$300,205	\$310,305	\$250,000	\$300,000	\$300,000	\$0
545013	Security/Safety	\$481	\$0	\$498	\$500	\$1,000	\$1,000	\$0
545014	Building and Grounds Services	\$3,013	\$2,273	\$1,399	\$3,500	\$3,500	\$3,500	\$0

PURCHASED OTHER SERVICES

559002	Printing Services	\$677	\$618	\$729	\$1,000	\$1,000	\$1,000	\$0
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SUPPLIES

561204	Emergency/Medical Supplies	\$1,999	\$2,000	\$1,998	\$2,000	\$2,000	\$2,000	\$0
569004	Oils & Lubricants	\$31,154	\$37,877	\$49,379	\$60,750	\$63,000	\$63,000	\$0
569022	Operations	\$1,082	\$2,491	\$2,531	\$2,500	\$2,500	\$2,500	\$0
569031	Automotive Parts	\$424,360	\$469,612	\$444,282	\$464,800	\$464,800	\$464,800	\$0

PROPERTY

571010	Operations Equipment	\$1,540	\$2,185	\$2,436	\$4,000	\$4,000	\$4,000	\$0
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OTHER

589900	Dues & Publications	\$4,465	\$6,705	\$7,213	\$8,540	\$9,090	\$9,090	\$0
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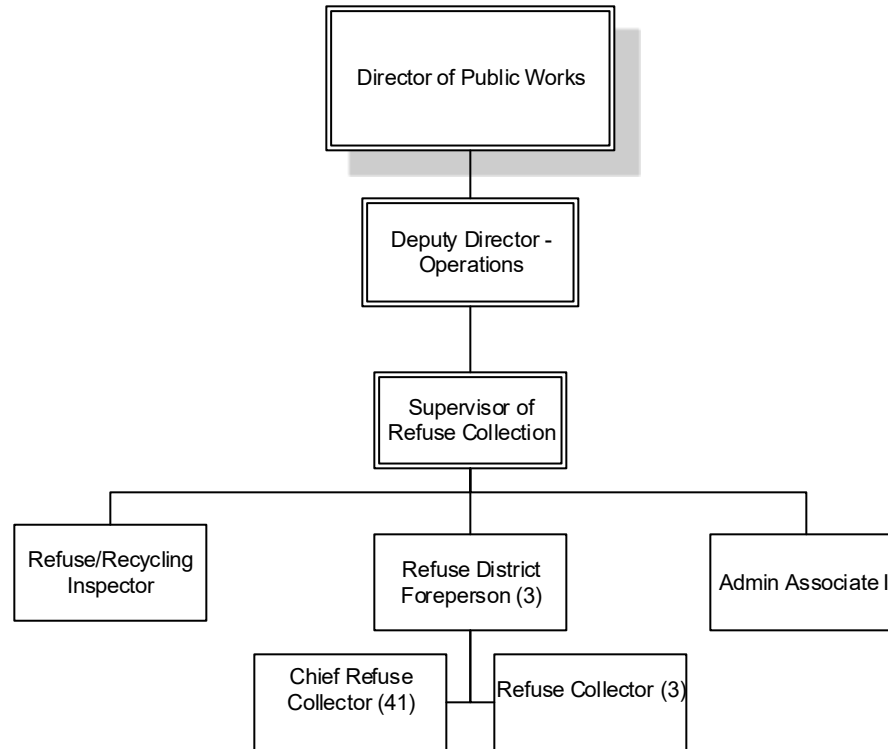
TOTAL		\$1,879,009	\$2,028,546	\$2,069,772	\$2,119,687	\$2,296,857	\$2,283,476	(\$13,381)
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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BUREAU OF CENTRAL VEHICLE MAINTENANCE

1	1	1	1	FLEET SUPERVISOR	\$102,177	\$105,062	\$105,062
3	3	3	3	AUTO FOREPERSON	\$201,906	\$227,115	\$227,115
12	11	12	12	AUTO MECHANIC	\$738,130	\$811,512	\$811,512
2	2	2	2	V.U.M.P.	\$86,570	\$95,493	\$95,493
1	1	1	1	PARTS STOREKEEPER	\$58,011	\$58,885	\$58,885
1	1	1	1	ACCOUNTANT I	\$42,315	\$43,152	\$43,152
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20	19	20	20	TOTAL	\$1,229,109	\$1,341,220	\$1,341,220
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Organization Chart - Bureau of Refuse



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
BUREAU OF REFUSE COLLECTION								
DEPT.# 4100002								
<u>PERSONAL SERVICES</u>								
511500	Regular Salaries	\$2,195,791	\$2,195,117	\$2,144,713	\$2,510,279	\$2,840,318	\$2,836,054	(\$4,264)
511600	Temporary Employees	\$146,990	\$146,946	\$180,137	\$193,938	\$223,392	\$223,392	\$0
511650	Overtime	\$340,437	\$338,861	\$330,513	\$180,000	\$190,000	\$190,000	\$0
511653	Longevity	\$3,425	\$2,775	\$1,475	\$1,475	\$1,475	\$1,475	\$0
511800	Vacation and Sick Term Payout	\$31,452	\$25,698	\$10,519	\$0	\$37,142	\$0	(\$37,142)
<u>EMPLOYEE BENEFITS</u>								
529002	Uniform Allowance	\$18,380	\$18,428	\$15,328	\$20,824	\$23,314	\$23,314	\$0
529003	Meal Allowance	\$60	\$96	\$96	\$1,400	\$1,400	\$1,400	\$0
<u>PURCHASED PROPERTY SERVICES</u>								
543033	Service/Maintenance Contracts	\$3,712	\$3,456	\$1,920	\$5,172	\$5,172	\$5,172	\$0
545003	Recycling	\$490,407	\$537,803	\$543,103	\$625,000	\$715,715	\$695,000	(\$20,715)
545004	Sludge Disposal	\$3,115,443	\$3,169,624	\$3,209,127	\$3,525,000	\$3,909,937	\$3,800,000	(\$109,937)
545008	Bulky Waste	\$686,527	\$751,888	\$670,688	\$800,000	\$839,250	\$800,000	(\$39,250)
545021	Closed Loop Payment	\$336,400	\$336,400	\$336,400	\$336,400	\$168,200	\$168,200	\$0
<u>SUPPLIES</u>								
569022	Operations	\$61,937	\$47,732	\$68,292	\$70,000	\$141,000	\$120,000	(\$21,000)
TOTAL		\$7,430,961	\$7,574,825	\$7,512,311	\$8,269,488	\$9,096,315	\$8,864,007	(\$232,308)

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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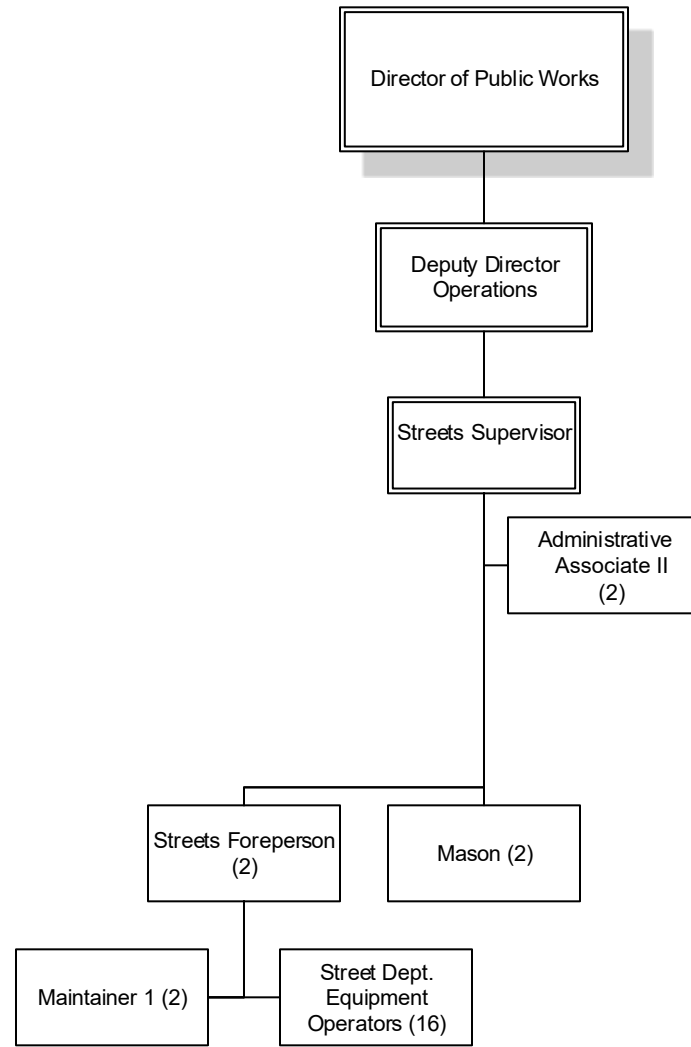
BUREAU OF REFUSE

1	1	1	1	SUPERVISOR OF REFUSE COLLECTION	\$105,377	\$111,277	\$111,277
1	1	1	1	ADMIN. ASSOCIATE II	\$35,108	\$35,799	\$35,799
0	0	1	0	GENERAL FOREMAN REFUSE	\$0	\$69,451	\$0
3	3	3	3	REFUSE DISTRICT FOREPERSON	\$181,334	\$199,056	\$199,056
41	38	41	41	CHIEF REFUSE COLLECTORS	\$2,025,296	\$2,265,658	\$2,265,658
3	5	3	3	REFUSE COLLECTORS	\$137,446	\$151,424	\$151,424
1	1	1	1	REFUSE INSPECTOR	\$70,718	\$72,840	\$72,840
		(1)		SAVINGS THROUGH VACANCY/TURNOVER	(\$45,000)	(\$65,187)	\$0
<hr/>				TOTAL	<hr/>		
50	49	50	50		\$2,510,279	\$2,840,318	\$2,836,054
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TEMPORARY WAGES

Refuse Collectors-Year Round	\$193,938	\$223,392	\$223,392
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Organization Chart - Bureau of Streets



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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BUREAU OF STREETS

DEPT.# 4100003

PERSONAL SERVICES

511500	Regular Salaries	\$1,129,046	\$1,002,648	\$1,075,446	\$1,297,823	\$1,505,665	\$1,505,665	\$0
511600	Temporary Employees	\$4,122	\$44,635	\$2,258	\$64,648	\$74,464	\$74,464	\$0
511650	Overtime	\$319,878	\$324,222	\$241,557	\$300,000	\$300,000	\$300,000	\$0
511653	Longevity	\$1,050	\$350	\$350	\$350	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$12,155	\$11,269	\$143	\$0	\$10,000	\$0	(\$10,000)

EMPLOYEE BENEFITS

529001	Car Allowance	\$0	\$14	\$0	\$0	\$0	\$0	\$0
529002	Uniform Allowance	\$4,509	\$4,273	\$2,477	\$7,604	\$10,252	\$10,252	\$0
529003	Meal Allowance	\$12,806	\$8,790	\$7,634	\$20,000	\$20,000	\$20,000	\$0

PURCHASED PROFESSIONAL SERVICES

539009	Training Misc. Services	\$0	\$0	\$0	\$2,000	\$2,000	\$2,000	\$0
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PURCHASED PROPERTY SERVICES

543033	Service/Maintenance Contracts	\$181,429	\$128,570	\$182,452	\$200,000	\$200,000	\$200,000	\$0
545005	Snow Removal	\$0	\$0	\$0	\$5,000	\$605,000	\$5,000	(\$600,000)
545013	Security/Safety	\$6,961	\$4,097	\$851	\$5,000	\$5,000	\$5,000	\$0

PURCHASED OTHER SERVICES

559002	Printing Services	\$0	\$258	\$0	\$300	\$300	\$300	\$0
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SUPPLIES

561501	Diesel	\$363,161	\$268,444	\$328,676	\$575,000	\$549,120	\$545,000	(\$4,120)
561503	Gasoline	\$52,046	\$63,089	\$69,437	\$97,575	\$106,970	\$100,000	(\$6,970)
561506	Street Lighting	\$370,629	\$429,914	\$355,307	\$500,000	\$511,750	\$500,000	(\$11,750)
569001	Sand & Salt	\$0	\$0	\$0	\$5,000	\$770,000	\$5,000	(\$765,000)
569022	Operations	\$179,008	\$174,325	\$206,954	\$293,000	\$343,300	\$315,000	(\$28,300)
569031	Auto Parts	\$217	\$307	\$1,002	\$1,000	\$1,000	\$1,000	\$0

OTHER

589023	Evictions	\$42,000	\$42,900	\$51,900	\$50,400	\$48,000	\$48,000	\$0
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TOTAL		\$2,679,018	\$2,508,104	\$2,526,443	\$3,424,700	\$5,062,821	\$3,636,681	(\$1,426,140)
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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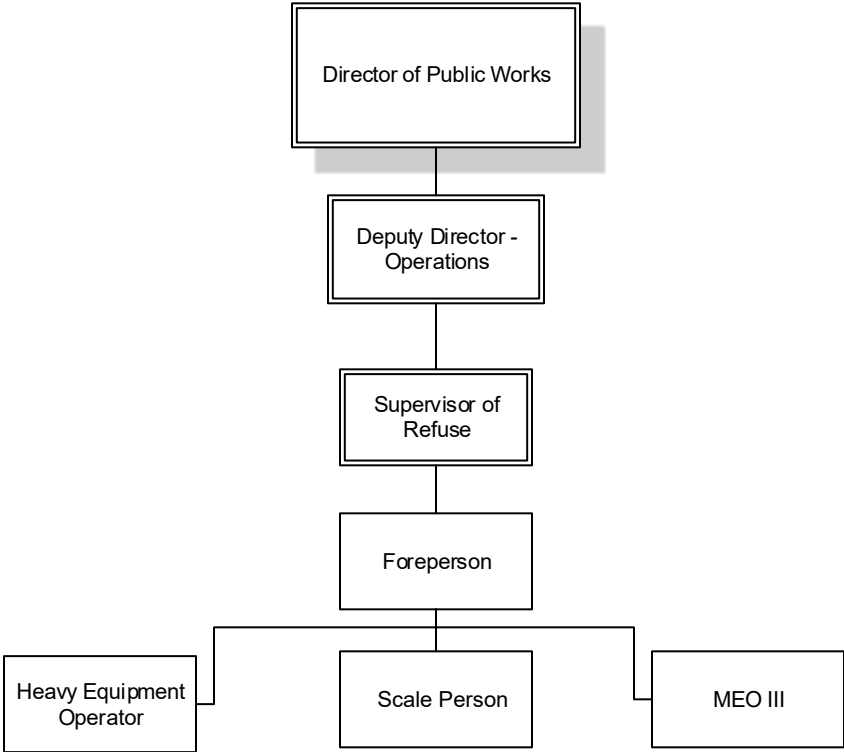
BUREAU OF STREETS

1	1	1	1	STREET SUPERVISOR	\$109,825	\$112,940	\$112,940
2	1	2	2	DPW FOREMAN-STREETS	\$114,842	\$138,684	\$138,684
16	11	16	16	HEAVY EQUIP. OPERATOR	\$836,621	\$990,736	\$990,736
2	1	2	2	MAINTAINER I	\$65,957	\$74,464	\$74,464
2	0	2	2	MASON 1	\$92,227	\$109,616	\$109,616
2	2	2	2	ADMIN. ASSOCIATE II	\$78,351	\$79,225	\$79,225
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25	16	25	25	TOTAL	\$1,297,823	\$1,505,665	\$1,505,665
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TEMPORARY WAGES

				Maintainer I - 6 months	\$64,648	\$74,464	\$74,464
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Organization Chart - PW Mark Lane Facility



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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BUREAU OF NEDA - MARK LANE FACILITY

DEPT.# 4100004

PERSONAL SERVICES

511500	Regular Salaries	\$212,196	\$201,639	\$231,781	\$218,753	\$235,476	\$235,476	\$0
511650	Overtime	\$6,213	\$6,319	\$7,384	\$8,000	\$12,000	\$12,000	\$0
511800	Vacation and Sick Term Payout	\$0	\$5,087	\$0	\$0	\$0	\$0	\$0

EMPLOYEE BENEFITS

529002	Uniform Allowance	\$428	\$238	\$384	\$480	\$750	\$750	\$0
529003	Meal Allowance	\$30	\$12	\$0	\$0	\$0	\$0	\$0

PURCHASED PROFESSIONAL SERVICES

533016	Engineering Services	\$18,316	\$19,434	\$17,725	\$19,075	\$19,075	\$19,075	\$0
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PURCHASED PROPERTY SERVICES

543002	Extermination Services	\$174	\$0	\$38	\$456	\$470	\$470	\$0
543020	Repairs and Maintenance	\$3,222	\$890	\$0	\$2,500	\$2,500	\$2,500	\$0
543033	Service/Maintenance Contracts	\$22,756	\$24,056	\$33,099	\$45,000	\$47,138	\$47,138	\$0
545002	Water	\$782	\$1,036	\$946	\$1,500	\$1,500	\$1,500	\$0
545006	Electricity	\$3,395	\$2,908	\$3,078	\$4,000	\$4,000	\$4,000	\$0
545013	Security/Safety	\$660	\$0	\$3,135	\$780	\$2,780	\$2,780	\$0
545014	Building and Grounds Services	\$114	\$748	\$810	\$1,000	\$1,000	\$1,000	\$0

SUPPLIES

561204	Emergency/Medical Supplies	\$0	\$0	\$422	\$500	\$500	\$500	\$0
561206	Office Supplies	\$633	\$89	\$562	\$750	\$750	\$750	\$0
561504	Heating Oil	\$8,635	\$11,465	\$12,198	\$20,240	\$17,305	\$17,305	\$0
561507	Janitorial	\$482	\$404	\$431	\$500	\$500	\$500	\$0
561510	Buildings & Grounds Supplies	\$947	\$900	\$713	\$1,500	\$1,500	\$1,500	\$0
569022	Operations	\$11,125	\$3,603	\$7,755	\$15,600	\$15,600	\$15,600	\$0

OTHER

589200	Reimbursements	\$0	\$0	\$0	\$240	\$240	\$240	\$0
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TOTAL		\$290,109	\$278,829	\$320,463	\$340,874	\$363,084	\$363,084	\$0
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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MARK LANE FACILITY

1	1	1	1	FOREMAN	\$65,562	\$66,893	\$66,893
1	1	1	1	SCALE PERSON	\$46,238	\$46,924	\$46,924
1	1	1	1	HEAVY EQUIPMENT OPERATOR	\$52,270	\$61,443	\$61,443
1	1	1	1	MEO III	\$54,683	\$60,216	\$60,216
<hr/> 4 <hr/>	<hr/> 4 <hr/>	<hr/> 4 <hr/>	<hr/> 4 <hr/>	TOTAL	<hr/> \$218,753 <hr/>	<hr/> \$235,476 <hr/>	<hr/> \$235,476 <hr/>

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PLANNING AND DEVELOPMENT

DEPT. 501 – CITY PLANNING DEPARTMENT

Mission Statement

The mission of the City Planning Department is to positively impact the quality of life for residents by promoting orderly development in the City of Waterbury through effective planning, efficient land use permitting, fair and consistent zoning and wetlands enforcement, open communications and quality service.

Brief Description of Departmental Activity and Services

The City Planning Department provides professional and administrative services to four land use regulatory commissions, the City Plan Commission, the Zoning Commission, the Zoning Board of Appeals and the Inland Wetlands and Watercourses Agency. Department staff reviews land use applications, fields hundreds of inquiries and interprets the City's land use regulations to potential developers and the general public. The department is responsible for the enforcement of the City's zoning and wetlands regulations and investigates citizen complaints. Additional responsibilities include undertaking miscellaneous land use as directed by the administration and overseeing periodic updates to the Plan of Conservation and Development (POCD); a long range, comprehensive visionary plan for the City of Waterbury.

Departmental Goals—Fiscal Year 2025

1. Provide clear, accurate and timely information about the City's land use development regulations, permits and processes.
2. Effectively coordinate a Developmental Team, comprised of municipal department representatives who oversee their department's permitting.
3. Maintain objective and consistent review and monitoring standards for storm water management, as well as for the protection of wetlands and watercourses.
4. Efficiently prosecute enforcement actions in a fair, objective and professional manner.
5. Work to assure community growth and development occur in an orderly, safe and attractive manner.
6. Work collaboratively with the administration and other City agencies to promote and effectuate community goals.
7. Commence update of the City's Plan of Conservation and Development.
8. Work diligently to fill vacant staff positions.

DEPT. 501 – CITY PLANNING DEPARTMENT (Continued)

Key Performance Measures- Fiscal Year 2025

1. Conduct all initial investigations of Zoning and Wetlands complaints within one week's time.
2. Organize development consultation meetings with City Staff, including Development Team meetings as needed to streamline permitting procedures and facilitate economic development.
3. Meet all statutory timelines for land use application processing.
4. Strive to earn public respect and trust through the assessment of public feedback.

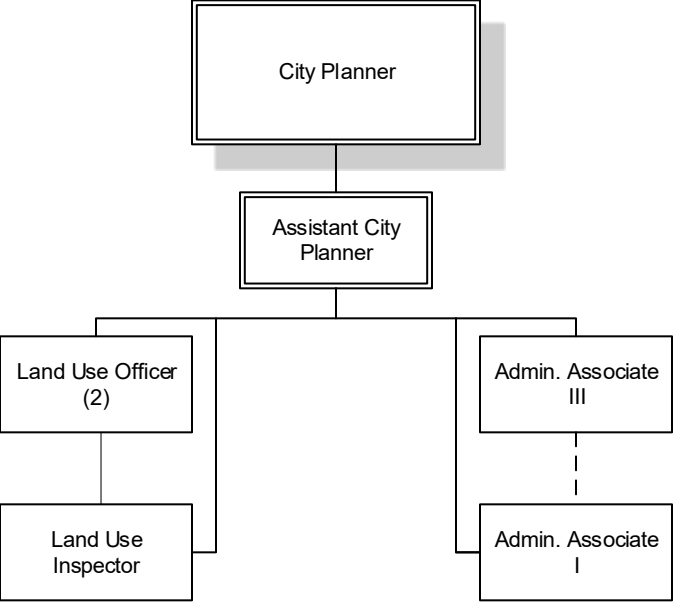
Recent Highlights (FY 2023)

- The Department continues to provide Staff for several committees including the Blight Task Force, Mayor's Economic Development Committee, the Property Reuse Committee, the Capital Improvement Program Review Committee, Development Team Committee, the Regional Planning Commission (NVCOG), and the Urban Centers Coalition (CT's 5 largest urban centers).
- The City Plan Commission reviewed 8 proposals for infrastructure expansion and/or the disposition of surplus City properties, reviewed 1 Zoning Commission referral, approved 8 special exceptions and considered 1 request to modify a permit.
- The Zoning Commission (ZC) considered 9 Special Permit applications and 8 Map/Text change requests.
- The Zoning Board of Appeals (ZBA) heard 29 variance applications as well as 2 Special Exception for a change to or an expansion of a legal nonconforming use. The ZBA issued Approvals of Location for a DMV license for 4 dealers.
- The Inland Wetlands and Watercourse Commission (IWWC) processed 4 permits, received 4 communications and held 1 show cause hearing. The IWWC Agent approved an additional 7 wetlands permits.
- In FY23 staff reviewed 28 building permits for zoning and IWWC compliance, 24 Zoning Permits, 166 Generalized Letters of Compliance and signed 57 applications for various state permits.

DEPT. 501 – CITY PLANNING DEPARTMENT (Continued)

- In FY23 staff investigated all land use complaints, approximately 300 Code Enforcement cases were opened, meaning either a violation was found or a more intensive investigation was necessary to determine if a violation existed. A total of 142 Notices of Violation were issued and 28 Cease and Desist Orders were served.
- The City Planning Department hosted 4 Development Team meetings, allowing applicants to meet concurrently with other City departments to discuss various development proposals.

Organization Chart - City Planning



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**CITY PLANNING DEPARTMENT
DEPT.# 5010001**

PERSONAL SERVICES

511500	Regular Salaries	\$323,828	\$336,946	\$377,770	\$445,878	\$476,613	\$476,613	\$0
511600	Temporary Employees	\$0	\$0	\$4,878	\$0	\$36,400	\$0	(\$36,400)
511650	Overtime	\$15,178	\$2,279	\$0	\$5,500	\$5,500	\$5,500	\$0
511800	Vacation and Sick Term Payout	\$2,885	\$0	\$10,065	\$0	\$0	\$0	\$0

EMPLOYEE BENEFITS

529001	Car Allowance	\$425	\$475	\$792	\$1,000	\$1,000	\$1,000	\$0
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PURCHASED PROFESSIONAL SERVICES

533000	Professional Services	\$183	\$993	\$710	\$1,000	\$1,000	\$1,000	\$0
539003	Training Fees	\$837	\$540	\$818	\$4,000	\$4,000	\$4,000	\$0

PURCHASED PROPERTY SERVICES

543000	Service/Maintenance Contracts	\$3,340	\$4,195	\$4,211	\$5,800	\$5,800	\$5,800	\$0
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PURCHASED OTHER SERVICES

553001	Postage	\$2,145	\$2,698	\$2,261	\$3,000	\$3,000	\$3,000	\$0
559001	Advertising	\$10,718	\$13,352	\$12,584	\$20,000	\$20,000	\$20,000	\$0
559002	Printing Services	\$27	\$256	\$144	\$670	\$670	\$670	\$0

SUPPLIES

561200	Office	\$1,203	\$2,245	\$2,389	\$2,500	\$2,500	\$2,500	\$0
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PROPERTY

575200	Office Equipment	\$0	\$270	\$0	\$1,500	\$1,500	\$1,500	\$0
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OTHER

589200	Reimbursements	\$0	\$45	\$15	\$200	\$200	\$200	\$0
589300	Payments to State	\$8,352	\$6,380	\$6,554	\$7,000	\$7,000	\$7,000	\$0

TOTAL		\$369,120	\$370,673	\$423,189	\$498,048	\$565,183	\$528,783	(\$36,400)
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Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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CITY PLANNING DEPARTMENT (Continued)

ALLOCATION OF BENEFITS

Health Ins. Cost - Actives		\$94,609	\$83,851	\$87,161	\$98,594		\$90,829	
Pension Cost - Actives		\$6,268	\$6,578	\$5,703	\$6,090		\$5,533	
Workers Comp. Costs		\$6,119	\$5,785	\$6,068	\$5,584		\$4,917	
Life Insurance Costs		\$2,202	\$2,241	\$2,030	\$2,161		\$2,175	
Unemployment Costs		\$1,055	\$1,055	\$1,048	\$1,048		\$779	
Medicare Costs		\$7,666	\$8,041	\$8,185	\$8,644		\$9,019	
<u>Total Benefits Allocated to Department</u>		<u>\$117,918</u>	<u>\$107,552</u>	<u>\$110,194</u>	<u>\$122,120</u>	<u>\$0</u>	<u>\$113,252</u>	
<u>Total Amount Earmarked for Department</u>		<u>\$487,038</u>	<u>\$478,225</u>	<u>\$533,384</u>	<u>\$620,168</u>	<u>\$565,183</u>	<u>\$642,035</u>	

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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CITY PLANNING DEPARTMENT

1	1	1	1	CITY PLANNER	\$110,000	\$114,400	\$114,400
1	1	1	1	ASSISTANT CITY PLANNER	\$90,834	\$122,300	\$122,300
2	0	2	2	LAND USE OFFICER	\$126,126	\$126,417	\$126,417
1	0	1	1	LAND USE INSPECTOR	\$47,993	\$41,114	\$41,114
1	1	1	1	ADMIN. ASSOCIATE III	\$39,767	\$40,459	\$40,459
1	0	1	1	ADMIN. ASSOCIATE I	\$31,158	\$31,923	\$31,923
<u>7</u>	<u>3</u>	<u>7</u>	<u>7</u>	TOTAL	<u>\$445,878</u>	<u>\$476,613</u>	<u>\$476,613</u>

**CITY OF WATERBURY
FISCAL YEAR 2024-2025 BUDGET**

DEPT. 504 - DEPARTMENT OF INSPECTIONS

Mission Statement

The Department of Inspection shall ensure and improve the Public Safety by regulation of construction, alteration, demolition, occupancy and use of buildings by seeking to ensure that all buildings and structures adhere to the State of Connecticut Basic Building Code.

Core Functions

Core functions include, but are not limited to: operating as the City of Waterbury Permit Center, accepting applications, distributing applications and plans to all appropriate departments, accepting and processing payments and deposits, assisting the public to ensure all forms and applications are filled out completely and accurately, tracking permit approvals, plan review, permit issuance, inspections and issuance of Certificates of Occupancy for completed, permitted work; collection, deposit, account balancing and tracking of all fees pertaining to permitting including fees for the Departments of Inspection, City Plan, Fire Marshal and Water Pollution Control; code enforcement and response to citizen questions/complaints/concerns.

Departmental Goals

- Continue to work with IT regarding upgrading and fine-tuning CityView.
- Fill open staff positions critical to department operation.
- Continue to work with and respond to all issues reported to the Department through Q-Alert, FOI request received through Q Gov and processing, issuing and inspecting the ever-growing permit applications.

Key Performance Measures

- Continue to learn and grow with City View.
- Encourage staff to utilize all training/continuing education opportunities offered by the City of Waterbury and the State of Connecticut.

Recent Highlights

The Department of Inspection issued 3,839 permits in FY23, resulting in \$2,671,072 of revenue. The estimated cost of construction was a value of \$104,960,000. We also collect certain permit related fees for Zoning/Inland Wetland, Fire Marshal and Water Pollution Control. We collected \$41,898 for the Fire Marshal's Office, \$34,080 for City Plan and \$2,100 for Water Pollution Control. Processing and permitting the constantly growing number of solar permits for the City of Waterbury

Permit Highlights (over \$50,000 in estimated cost)

New Residential

6 Maywood Street
63 Seymour Street
14 Acorn Street
421 Chipman Street
150 Geddes Terrace
26 Crestview Lane
173 Blueridge Drive Ext. (2 townhouses)
183 Blueridge Drive Ext. (2 townhouses)
31 Adams Street (2-family)
35 Adams Street (2-family)
79 Linden Street (26 units)
80 Linden Street (18 units)

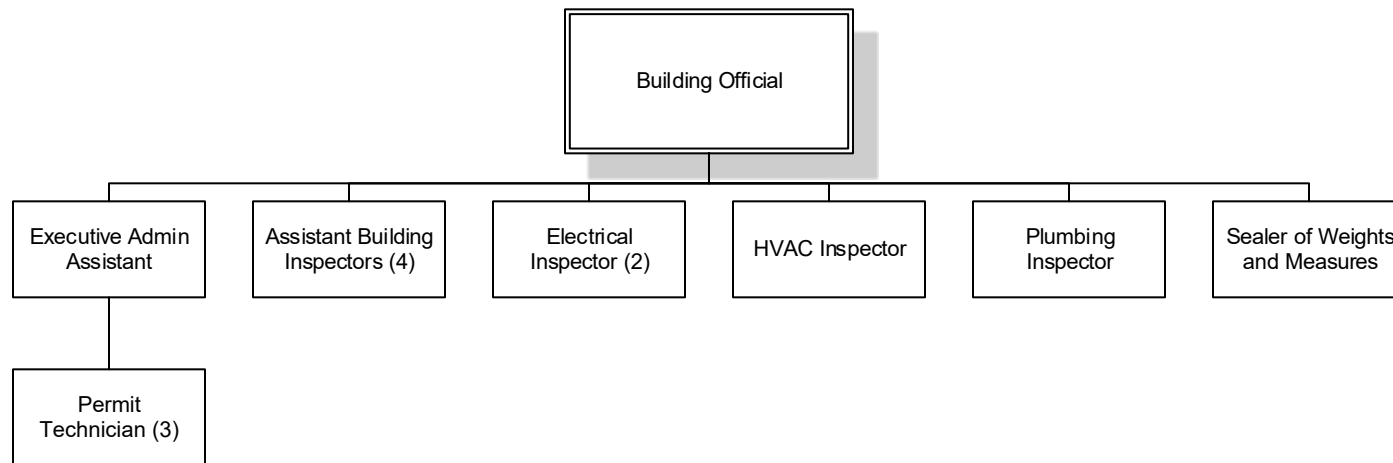
New Commercial

1249 West Main Street- Dunkin'
210 Municipal Road-WPC Service Building
198 Kukas Lane- Auto Zone
313 Mill Street- Concession Stand
1060 Huntingdon Avenue- Popeyes
800 Chase River Road- Buildings A & B
14 Gear Street- 50x10 Storage Building

Commercial Renovations

15 Union Street- Dunkin'
250 Freight Street- 10,000 sf Office/Locker Rooms
152 Chase Avenue- DTLR Retail
2121 Thomaston Avenue- Luvata
495 Union Street- Verizon
855 Lakewood Road- Wheeler Clinic
910 Wolcott Street- Snipes
2223 Thomaston Avenue- 56,520 sf addition/1,050 sf loading dock
150 Mattatuck Heights- Davita
943 Wolcott Street- change Shop Rite to Stop & Shop
152 Chase Avenue- Wingstop

Organization Chart - Inspections



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**DEPARTMENT OF INSPECTIONS
DEPT.# 5040001**

PERSONAL SERVICES

511500	Regular Salaries	\$725,658	\$799,128	\$797,428	\$853,258	\$1,003,744	\$966,889	(\$36,855)
511650	Overtime	\$870	\$3,687	\$3,843	\$6,000	\$7,000	\$7,000	\$0
511653	Longevity	\$1,510	\$1,510	\$1,510	\$1,510	\$1,510	\$1,510	\$0
511800	Vacation and Sick Term Payout	\$4,457	\$6,314	\$1,142	\$0	\$0	\$0	\$0

EMPLOYEE BENEFITS

529001	Car Allowance	\$19,432	\$23,713	\$27,481	\$38,000	\$40,000	\$40,000	\$0
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PURCHASED PROFESSIONAL SERVICES

533000	Professional Services	\$0	\$0	\$0	\$1,000	\$1,200	\$1,200	\$0
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PURCHASED OTHER SERVICES

553001	Postage	\$2,274	\$2,167	\$2,244	\$3,500	\$4,000	\$4,000	\$0
559002	Printing Services	\$128	\$172	\$192	\$500	\$400	\$400	\$0

SUPPLIES

561206	Office Supplies	\$3,628	\$3,609	\$1,236	\$5,000	\$6,000	\$6,000	\$0
561503	Gasoline	\$1,357	\$1,142	\$1,799	\$3,500	\$3,500	\$3,500	\$0
569022	Operations	\$166	\$20	\$660	\$3,500	\$3,500	\$3,500	\$0

PROPERTY

575200	Office Equipment	\$77	\$7,582	\$749	\$6,000	\$6,000	\$6,000	\$0
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OTHER

589200	Reimbursements	\$1,208	\$2,258	\$2,339	\$3,000	\$3,000	\$3,000	\$0
589900	Dues & Publications	\$141	\$334	\$3,218	\$4,000	\$4,000	\$4,000	\$0

		\$760,905	\$851,636	\$843,841	\$928,768	\$1,083,854	\$1,046,999	(\$36,855)
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ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$189,219	\$167,702	\$174,323	\$197,189		\$181,657.46	
Pension Cost - Actives	\$16,296	\$17,104	\$14,827	\$15,834		\$14,384.86	
Workers Comp. Costs	\$12,239	\$11,571	\$12,135	\$11,168		\$9,833.39	
Life Insurance Costs	\$4,403	\$4,482	\$4,060	\$4,322		\$4,350.65	
Unemployment Costs	\$2,109	\$2,109	\$2,095	\$2,095		\$1,558.44	
Medicare Costs	\$15,331	\$16,083	\$16,370	\$17,287		\$18,038.96	
Total Benefits Allocated to Department	\$239,597	\$219,051	\$223,811	\$247,895	\$0	\$229,824	

Total Amount Earmarked for Department	\$1,000,502	\$1,070,687	\$1,067,652	\$1,176,663	\$1,083,854	\$1,276,823	
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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DEPARTMENT OF INSPECTIONS

1	1	1	1	BUILDING OFFICIAL	\$93,888	\$113,526	\$113,526
2	2	2	2	ELECTRICAL INSPECTOR	\$155,290	\$161,798	\$161,798
1	0	1	1	HEATING INSPECTOR	\$61,971	\$74,966	\$74,966
1	1	1	1	PLUMBING INSPECTOR	\$70,343	\$75,639	\$75,639
4	3	4	4	ASSISTANT BUILDING INSPECTOR	\$243,627	\$291,110	\$291,110
1	1	1	1	WEIGHTS AND MEASURES INSPECTOR	\$63,755	\$67,431	\$67,431
1	1	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$61,262	\$61,753	\$61,753
3	3	0	0	ADMIN. ASSOCIATE I	\$103,122	\$0	\$0
0	0	4	3	PERMIT TECHNICIAN	\$0	\$157,521	\$120,666
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14	12	15	14	TOTAL	\$853,258	\$1,003,744	\$966,889
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HUMAN SERVICES

DEPT. 601 - DEPARTMENT OF PUBLIC HEALTH

Mission Statement

The Mission of the Waterbury Health Department is to assure the social, environmental and safety conditions that lead to wellness in Waterbury residents through data-driven programming, responsive community engagement and vibrant, cross-sector partnerships in pursuit of health equity.

The Vision of the Waterbury Health Department is a city of stable, safe, thriving neighborhoods where residents feel confident making informed health decisions to reach their families' wellness goals, supported by an engaged network of service providers.

Department tagline: "Promote Healthier Families, Healthier Neighborhoods, and a Healthier Community."

The Department's mission and services are online at <https://www.waterburyct.org/services/health>.

Core Functions

The core functions of public health are assessment, assurance and policy development. The Department fulfills these functions through the following Sections:

1. **Prevention, Harm and Risk Reduction:** HIV Prevention, Counseling, and Testing; Overdose Data 2 Action (OD2A) and the Warm Hand-off opioid overdose and substance abuse prevention services; STI prevention and risk reduction services to high-risk communities.
2. **Environmental Health Services:** Inspection and investigation of food establishments; Healthy Homes lead hazard control program; lead poisoning case management; response to housing and food code complaints; enforcement of public health code and health provisions of the Waterbury Code of Ordinances, and Public Health Emergency Preparedness and Response.
3. **Community-Based Clinical Services:** Infectious disease surveillance and control; School Nursing; School Based Health Center services; Immunization Action Plan grant to support primary care provider immunization of children in the community; mitigation of COVID-19 and other infectious diseases.
4. **Program Decision Support:** This section monitors and evaluates the efforts of the other sections so that the data generated by programming of the department can be utilized to edify existing programming, validate expenditures and City investments, and track performance. This section includes an epidemiologist, data analyst, a communications specialist, and a grants coordinator.

DEPT. 601 - DEPARTMENT OF PUBLIC HEALTH (Continued)

Departmental Goals—Fiscal Year 2025

1. To expand the footprint of Maternal and Child Health services in the Health Department through evidence-based programming and development of data reports to inform community partner efforts.
2. To extend the mitigation of opioid use and sexually transmitted infections to additional vulnerable communities in the city, including sex workers, those in transactional sexual relationships and those affected by intimate partnerviolence.
3. To create a robust public awareness and communications management system for health promotion in the city.
4. To institute a data management and epidemiology center within the department to better analyze data generated by state reports, grant and general fund programs and utilize those data for strategic planning, monitoring and surveillance purposes.
5. To make vaccines, school physicals and other elements of primary care more broadly available and accessible to residents in the city through partnership with school-based health centers and primary care providers in the community.
6. To improve the infrastructure and functioning of the department through investment in staff professional development and a heightened focus on the emotional wellbeing of our staff regularly exposed to trauma and stress through their work.
7. To restart clinical services at WHD as a gap-filling function of public health making immunizations for children and adults more broadly available as well as testing and treatment for sexually transmitted infections by building out infrastructure such as an electronic medical records system and case management platform.
8. To move the department toward readiness for Public Health Accreditation through the internal assessment of staff training needs, organizational management capacity and ability to prepare a complete application for Public Health Accreditation Board (PHAB) Accreditation.

Key Performance Measures

- Conduct audits to ensure that statutory and regulatory mandates are in compliance.
- Periodic assessment of community health status, including vital statistics and disparities.
- Ensure that all deliverables for state, federal and private grants are achieved.
- Identification of assets and resources to address health risks.
- Successful expansion of programs in the department.

DEPT. 601 - DEPARTMENT OF PUBLIC HEALTH (Continued)

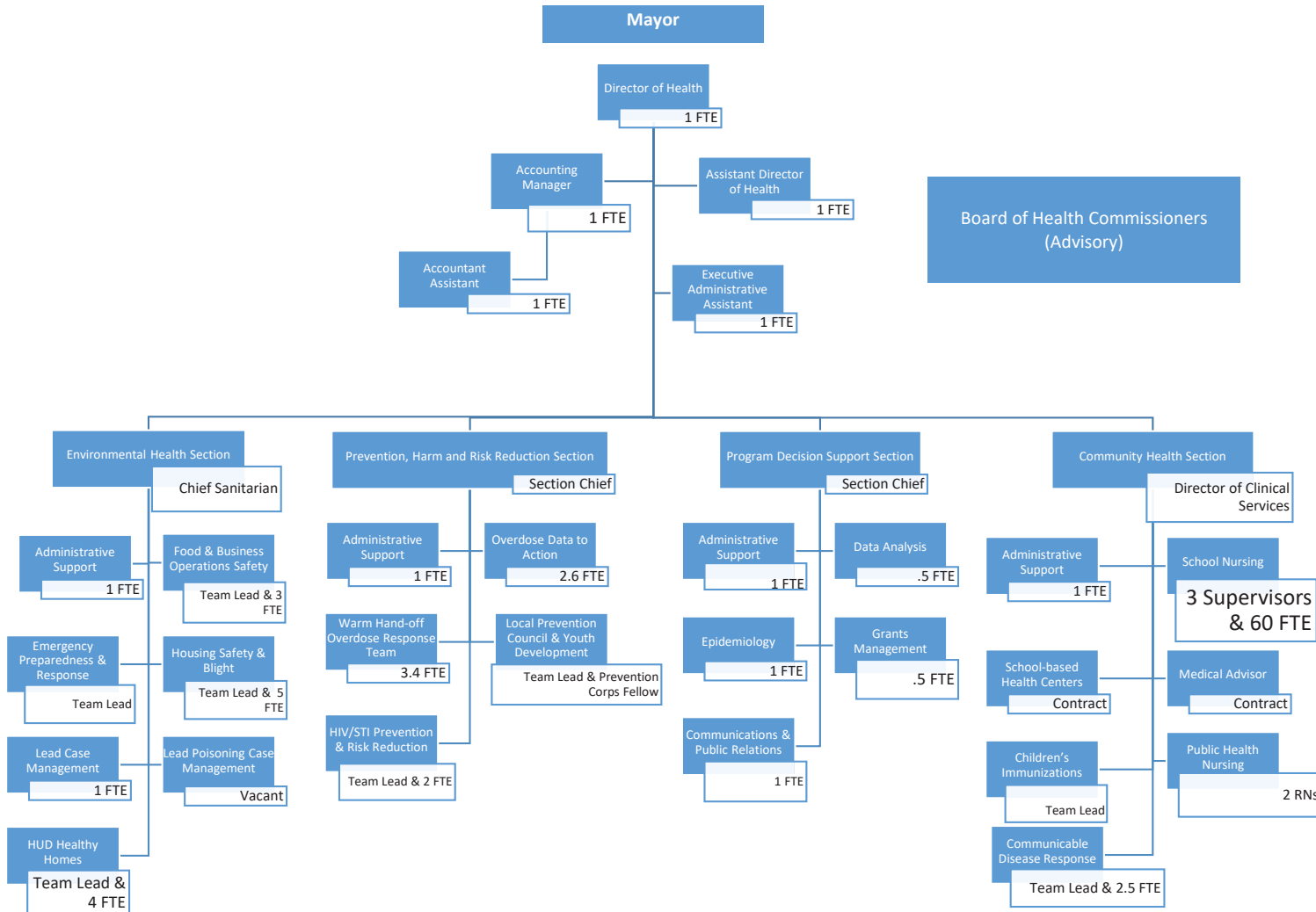
Recent Highlights in Pursuit of Departmental Goals

1. Since July 2022, the City has engaged in a contract with the Connecticut Department of Public Health to receive approximately \$268,000 per year through 2027 to support school-based health centers at five schools in the City of Waterbury: Crosby HS, Wilby HS, Wallace MS, North End MS and Driggs Elementary School. The City subsequently made available these dollars and clinical space to Community Health Centers Inc. (CHCI) to deliver clinical services at these schools. Services began in March 2023. These services will include medical care, dental and mental health services and will assure the City greater oversight and quality assurance.
2. The City is also availing of medical advisory services with a contract with CHCI to provide school medical advising services, debriefing and consultation on case management for Prevention staff on a monthly basis, and consultation for the management of infectious disease cases. This level of medical expertise saves the Department the expense of having a School Medical Advisor on staff and supports the emotional wellbeing and longevity of our Prevention team which may be impacted by their work in environments and situations that may be traumatizing.
3. A partnership with the Bridge to Success #Day43 Initiative to promote postpartum care follow up among women of color resulted in the production of a documentary focused on maternal health issues in Waterbury entitled "When the Waterbury Breaks" which featured an interview with Director McGuckin. The Director also participated in a panel discussion on the Maternal Health Day of Action on 12/7/2023. In addition, Director McGuckin continues to participate on the Community Advisory Board of the Danbury office of Visiting Nurse Services' Nurse Family Partnership program, an evidence-based home visiting program for first-time mothers. In October, the WHD hosted a meet-and-greet at St. Mary's Hospital Conference Center in which 14 community partner organizations were introduced to the NFP staff and resources in hopes of making more referrals. In September 2023, WHD successfully closed out its Supplemental Nutrition for Women, Infants and Children (WIC) grant with the CT Department of Public Health and transitioned clients to the new grantee, Optimus Healthcare.
4. Over the past year, the City was granted funds from CDC through DPH to build capacity for restarting clinical services and enhancing tools to connect residents to needed resources. This will benefit multiple Sections within the department by making an electronic medical record available to school nurses as well as staff who work in the Prevention, Harm and Risk Reduction section. Funds are also being used to secure a license with Unite Us, an online referral platform to link residents to services and assure those services are delivered, which grew out of the Advancing Health Literacy grant that ended in July 2023.
5. Over the past year, the WHD has overseen a contract with an architecture firm to plan renovations of the St. Lucy's Church to have capacity to offer primary care, dental and behavioral health services. WHD also applied for funds from federal and state sources to support the build out of the space. This effort draws on the partnerships achieved through the Advancing Health Literacy Grant and the vision of WHD for the city to be more accessible to its residents in terms of wrap-around wellness services.

DEPT. 601 - DEPARTMENT OF PUBLIC HEALTH (Continued)

6. WHD continues to engage with the Nuisance Enforcement Team which this year successfully implemented a procedure to inform residents displaced by fire of the resources available to them and more importantly, the process of relocation and their role in that process. The process was re-titled “Getting You Back Home” to shift the focus from relocation to achievement of the steps necessary to repair residents’ homes and get them back to normal. This included production of a video to explain the process in English and Spanish, creation of a QR code that residents can scan with their phones to complete many of the materials needed for relocation and a simplified checklist to guide them through the process.
7. The Department stepped up its use and tracking of social media by hiring a full-time communications specialist, who is able to make media placements, track social media engagement and produce a monthly report, develop newsletters and communications on Twitter, Instagram, Facebook, and TicToc. We also had a successful billboard campaign to recruit school nurses in August 2023 and a campaign focused on Naloxone awareness in September 2023.
8. The Department’s Diversity, Equity and Inclusion Committee successfully outlived the grant that led to its creation, Advancing Health Literacy, which ended June 30, 2023. The Committee continues to build out Departmental capacity to meet residents’ cultural and linguistic needs by focusing on specific Culturally and Linguistically Appropriate Services (CLAS) Standards related to language accessibility, signage in and around the WHD building at Jefferson Square, and by enhancing workforce capacity. In order to deliver culturally responsive care, the Committee engaged Waterbury Public Schools’ Director of Equity and Inclusion, Dr. Lara White, to lead a well-attended, in -person two-part staff training in June 2023.

Organization Chart- Department of Public Health



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**DEPARTMENT OF PUBLIC HEALTH
DEPT.# 6010001**

PERSONAL SERVICES

511500	Regular Salaries	\$3,051,891	\$3,166,776	\$3,125,791	\$4,353,608	\$4,687,443	\$4,436,551	(\$250,892)
511600	Temporary Salaries	\$156,429	\$751,348	\$1,763,554	\$130,000	\$250,000	\$250,000	\$0
511650	Overtime	\$38,239	\$184,443	\$39,818	\$25,000	\$25,000	\$25,000	\$0
511653	Longevity	\$2,055	\$2,505	\$905	\$905	\$905	\$905	\$0
511800	Vacation and Sick Term Payout	\$47,564	\$61,101	\$0	\$0	\$0	\$0	\$0

EMPLOYEE BENEFITS

529002	Uniform Allowance	\$2,096	\$0	\$1,400	\$1,500	\$1,500	\$1,500	\$0
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PURCHASED PROFESSIONAL SERVICES

533000	Professional Services	\$1,824	\$397	\$0	\$0	\$0	\$0	\$0
533031	Legal Services	\$757	\$888	\$831	\$1,500	\$1,500	\$1,500	\$0
539003	Training Materials	\$1,368	\$973	\$165	\$1,300	\$1,300	\$1,300	\$0

PURCHASED PROPERTY SERVICES

543000	Service/Maintenance Contracts	\$0	\$0	\$0	\$0	\$0	\$0	\$0
543020	Repairs and Maintenance	\$251	\$1,488	\$1,268	\$2,156	\$2,156	\$2,156	\$0
543034	Office Equip. - Maintenance	\$200	\$0	\$2,791	\$4,200	\$3,000	\$3,000	\$0
545004	Sludge Disposal	\$0	\$675	\$501	\$1,725	\$1,725	\$1,725	\$0

PURCHASED OTHER SERVICES

553001	Postage	\$5,380	\$4,195	\$4,805	\$5,000	\$5,000	\$5,000	\$0
553002	Telephone	\$4,204	\$3,424	\$4,746	\$12,120	\$7,200	\$7,200	\$0
559002	Printing Services	\$3,386	\$4,465	\$728	\$3,000	\$3,000	\$3,000	\$0

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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DEPARTMENT OF PUBLIC HEALTH (Continued)

SUPPLIES

561204	Emergency/Medical Supplies	\$6,394	\$7,712	\$21,046	\$22,000	\$22,000	\$22,000	\$0
561206	Office	\$8,588	\$8,410	\$7,573	\$8,700	\$9,000	\$9,000	\$0
561503	Gasoline	\$599	\$298	\$3,157	\$5,000	\$5,000	\$5,000	\$0
569022	Operations	\$913	\$2,458	\$3,030	\$3,000	\$3,000	\$3,000	\$0

OTHER

589201	Mileage Reimbursement	\$15,719	\$16,714	\$15,882	\$16,000	\$16,000	\$16,000	\$0
589700	Licenses & Certificates	\$3,820	\$3,873	\$3,375	\$5,260	\$5,480	\$5,480	\$0
589800	Registration & Course Fees	\$579	\$9,782	\$12,782	\$37,111	\$37,111	\$37,111	\$0
589900	Dues & Publications	\$1,461	\$1,565	\$1,809	\$2,594	\$2,594	\$2,594	\$0

TOTAL		\$3,353,717	\$4,233,490	\$5,015,957	\$4,641,679	\$5,089,914	\$4,839,022	(\$250,892)
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ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$1,135,312	\$1,006,213	\$1,070,839	\$1,211,302		\$1,115,896		
Pension Cost - Actives	\$102,789	\$107,886	\$93,522	\$99,878		\$90,735		
Workers Comp. Costs	\$73,431	\$69,425	\$74,546	\$68,600		\$60,405		
Life Insurance Costs	\$265,418	\$26,893	\$24,939	\$26,548		\$26,725		
Unemployment Costs	\$12,655	\$12,655	\$12,872	\$12,872		\$9,573		
Medicare Costs	\$91,989	\$96,497	\$100,561	\$106,193		\$110,811		
Total Benefits Allocated to Department	\$1,681,595	\$1,319,570	\$1,377,280	\$1,525,393	\$0	\$1,414,146		
Total Amount Earmarked for Department	\$5,035,312	\$5,553,060	\$6,393,237	\$6,167,072	\$5,089,914	\$6,253,168		

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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DEPARTMENT OF PUBLIC HEALTH

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
				<u>ADMINISTRATION</u>			
1	1	1	1	DIRECTOR OF HEALTH	\$130,000	\$155,000	\$155,000
1	1	1	1	ASSISTANT DIRECTOR OF HEALTH	\$103,250	\$97,850	\$97,850
1	1	1	1	PREVENTION AND RISK REDUCTION SECTION CHIEF	\$85,000	\$90,395	\$90,395
1	1	1	1	PROGRAM SUPPORT CHIEF	\$101,828	\$104,882	\$104,882
0	0	1	0	EPIDEMIOLOGIST	\$0	\$75,000	\$0
0	0	1	0	COMMUNICATION SPECIALIST	\$0	\$65,000	\$0
0	1	1	1	DEPARTMENT ACCOUNTING MANAGER	\$0	\$110,396	\$110,396
1	0	0	0	ACCOUNTANT III	\$76,942	\$0	\$0
1	1	1	1	EXECUTIVE ADMINISTRATIVE ASSOCIATE	\$51,433	\$59,696	\$59,696
1	0	1	1	ADMIN. ASSOCIATE II	\$34,252	\$35,108	\$35,108
3	3	3	3	ADMIN. ASSOCIATE I	\$98,589	\$100,246	\$100,246
				<u>ENVIRONMENTAL HEALTH</u>			
1	1	1	1	CHIEF SANITARIAN	\$90,068	\$92,770	\$92,770
1	1	1	1	LEAD SANITARIAN II	\$66,994	\$67,504	\$67,504
3	2	4	3	SANITARIAN II	\$176,376	\$235,799	\$178,469
1	1	1	1	LEAD SANITARIAN I	\$52,543	\$53,071	\$53,071
6	6	6	6	SANITARIAN I	\$299,008	\$302,557	\$302,557
				<u>PUBLIC HEALTH NURSING</u>			
1	1	1	1	DIRECTOR OF CLINICAL SERVICES	\$98,088	\$95,000	\$95,000
3	3	3	3	NURSING SUPERVISOR	\$253,572	\$245,965	\$245,965
10	8	10	10	SCHOOL NURSE I	\$366,904	\$366,932	\$366,932
28	22	28	28	SCHOOL NURSE II	\$1,427,901	\$1,408,454	\$1,408,454
5	3	4	4	SCHOOL NURSE III (12 Month position)	\$359,523	\$259,926	\$259,926
0	0	2	1	PUBLIC HEALTH NURSE (12 Month position)	\$0	\$107,125	\$53,563
17	14	17	17	PUBLIC HEALTH ASSISTANT (10 Month position)	\$488,402	\$543,767	\$543,767
				SAVINGS THROUGH VACANCY/TURNOVER	\$0	\$0	\$0
				GRANT REIMBURSEMENTS	(\$22,065)	\$0	\$0
				ON-CALL PAY	\$15,000	\$15,000	\$15,000
<hr/>	<hr/>	<hr/>	<hr/>	TOTAL	<hr/>	<hr/>	<hr/>
86	71	90	86		\$4,353,608	\$4,687,443	\$4,436,551

DEPT. 603 – Waterbury Senior Center

Mission Statement

To serve the City of Waterbury as a “one stop shop” for residents (60+). The center provides programs and services, which empower and improve an aging individual’s mind, body and spirit, with a goal of decreasing isolation, providing public assistance, and connecting families to resources. To provide a safe place where everyone is welcome and treated equally.

Core Function

- Collaborate with the B.R.A.S.S. program staff members to provide advocacy, elder programs, and benefits information.
- Act as a central hub of information and resources which offers assistance and support for the elderly and their families.
- Partner with local, state, and federal agencies to ensure that the aging population takes advantage of resources available.
- Provide senior specific programs to establish and maintain healthy living.

Department Goals Fiscal Year 2024-25

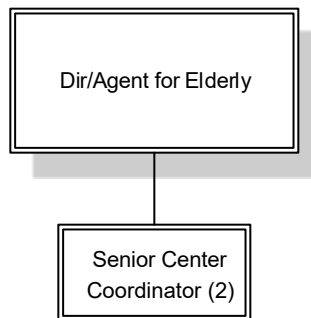
- Continue to expand communication with our members to include newsletters, email, robo calls, text messaging, Facebook and Instagram to disseminate information as quickly as possible to seniors and the community.
- Obtain more human capital to assist with the trending growth of the Waterbury Senior Center.
- Work with agencies that help Veterans and their families with services and resources.
- Strengthen community connections to help speed up the process of connecting seniors to benefits and services.
- Enhance and expand cultural programming and events that celebrate and honor a wider cultural traditions/expression.

DEPT. 603 – Waterbury Senior Center (Continued)

Recent Highlights

- The Waterbury Senior Center was selected to partner with Brass City Harvest for the Local Food Purchase Assistance Grant with a total allocation for the senior center of \$28,700. This grant enables Brass City Harvest to distribute agricultural products sourced from Connecticut family farms, dairies and orchards for distribution to the Waterbury Senior Center. This farm fresh food augments programmatic food supply, affordability and access for underserved and/or vulnerable senior citizens of Waterbury. 512 seniors have been served to date under this initiative.
- Distributed 2,500 (24.00/pp) Farmer's Market Nutrition debit cards to eligible residents in the City of Waterbury. A collaboration between the Senior Center, Brass City Harvest, and the Department of Agriculture. A weekly farmer's market open to the community was hosted by the Waterbury Senior Center every Tuesday from July-November. 750 total members of the community visited the market to shop for local agricultural products this past season.
- Partnered with local agencies (Yoga4Change, Silas Bronson Library, Dolce Hair Academy, Thomaston Savings Bank, Bunker Hill Pharmacy, Family Intervention Center, Pilobus, Yoga in our City, In Your Corner Boxing, Fitness Fury, Waterbury Health Dept, Police Dept and Fire Dept) offering classes which help reduce isolation, encourage fitness & wellness, advancing technology and creating learning opportunities.
- Collaborated with AARP to offer free Federal and State tax preparation for 396 moderate-low income Waterbury households who cannot prepare their own tax returns. Six trained volunteers donated many hours to help prepare basic tax returns in the computer lab of the senior center.
- Provided a mobile food pantry distribution in partnership with City Mission to provide 233 Bags of groceries to senior households in need. In addition to these monthly distributions, Panera Bread, Stop & Shop and the Hopeville Food Pantry supplied additional food that the senior center would dispersed on a weekly basis to help address food insecurity among senior populations.
- The senior center continues to function as a resource of information to the Waterbury community, included and not limited to health care agencies, hospitals, families and friends of older adults, and many others.

Organization Chart - Waterbury Senior Center



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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**WATERBURY SENIOR CENTER
DEPT.# 6030001**

PERSONAL SERVICES

511500	Regular Salaries	\$95,578	\$117,380	\$104,444	\$148,651	\$182,171	\$182,171	\$0
511600	Temporary Salaries	\$7,814	\$8,071	\$11,688	\$15,000	\$33,000	\$33,000	\$0
511650	Overtime	\$0	\$0	\$458	\$0	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$0	\$0	\$299	\$0	\$0	\$0	\$0

PURCHASED PROPERTY SERVICES

543033	Service/Maintenance Contracts	\$1,449	\$1,364	\$1,797	\$2,000	\$2,060	\$2,060	\$0
544002	Common Area Charges	\$56,327	\$58,692	\$55,254	\$63,000	\$63,000	\$63,000	\$0
545006	Electricity	\$8,749	\$10,921	\$11,194	\$15,000	\$15,000	\$15,000	\$0
545013	Security/Safety	\$1,140	\$1,140	\$1,140	\$1,300	\$1,300	\$1,300	\$0

PURCHASED OTHER SERVICES

553001	Postage	\$0	\$0	\$0	\$1,000	\$1,000	\$1,000	\$0
553005	Wide Area Network (SBC)	\$3,729	\$1,215	\$0	\$0	\$0	\$0	\$0
559002	Printing and Binding	\$0	\$0	\$0	\$100	\$5,000	\$5,000	\$0

SUPPLIES

561206	Office	\$787	\$1,218	\$1,149	\$2,000	\$2,000	\$2,000	\$0
561505	Natural Gas	\$3,208	\$2,454	\$2,788	\$3,500	\$3,500	\$3,500	\$0
561507	Janitorial	\$719	\$2,972	\$2,175	\$3,500	\$3,500	\$3,500	\$0
564205	Adult Programs	\$559	\$8,960	\$10,005	\$18,000	\$18,000	\$18,000	\$0
569010	Recreational	\$268	\$2,055	\$2,918	\$3,000	\$3,000	\$3,000	\$0
569022	Operations	\$2,392	\$5,293	\$3,690	\$6,400	\$6,400	\$6,400	\$0

TOTAL

\$182,719	\$221,734	\$208,999	\$282,451	\$338,931	\$338,931	\$0
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ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$27,031	\$23,957	\$24,903	\$42,255		\$38,927
Pension Cost - Actives	\$1,254	\$1,316	\$1,141	\$1,218		\$1,107
Workers Comp. Costs	\$1,748	\$1,653	\$1,734	\$2,393		\$2,107
Life Insurance Costs	\$629	\$640	\$580	\$926		\$932
Unemployment Costs	\$301	\$301	\$299	\$449		\$334
Medicare Costs	\$2,190	\$2,298	\$2,339	\$3,704		\$3,865
Total Benefits Allocated to Department	\$33,154	\$30,165	\$30,995	\$50,945	\$0	\$47,272

Total Amount Earmarked for Department

\$215,873	\$251,900	\$239,995	\$333,396	\$338,931	\$386,203
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FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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WATERBURY SENIOR CENTER

1	1	1	1	DIRECTOR/ AGENT FOR THE ELDERLY	\$80,147	\$97,850	\$97,850
2	2	2	2	SENIOR CENTER COORDINATOR	\$68,504	\$84,321	\$84,321
<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	TOTAL	<u>\$148,651</u>	<u>\$182,171</u>	<u>\$182,171</u>

DEPT. 701 - SILAS BRONSON LIBRARY

Mission Statement

The Silas Bronson Library provides free public access in order to foster ideas, to promote education, to disseminate general information and to make a positive contribution to the cultural heritage of Waterbury and its environs, serving as the focal point for the enrichment of the community.

Core Function

The Silas Bronson Library is the City's only public organization dedicated to free lifelong learning, literacy and personal growth for all ages. The Library provides access to more than 275,000 physical resources (books, magazines, DVDs, chromebooks, etc.); a growing number of online and downloadable resources; research assistance; educational, cultural, and assistance programs; computer, printer, and the internet; meeting spaces for community groups; and study carrels for individual use.

Departmental Goals—Fiscal Year 2024-25

1. Continue building collaborations to engage diverse communities throughout Waterbury.
2. Continue to grow the new mobile branch library and home delivery service.
3. Continue to collaborate with the Friends of the Library to increase financial support for library operations.
4. Continue making essential repairs and upgrades to the Library's buildings to ensure their long-term use.

Key Performance Measures

1. Increased numbers of visits, registered borrowers, circulation, computer & wifi sessions, and reference use.
2. Increased revenue from fundraising efforts and growth of the Bronson Endowment Fund.
3. Fewer days in which building utilities fail to function correctly.

DEPT. 701 - SILAS BRONSON LIBRARY (Continued)

Recent Highlights

- Modernization of our passenger elevator thanks to funding from the State Library and the City of Waterbury.
- Addition of new online resources to help meet patron needs.
- New collaborations with community organizations to provide programming for our patrons.
- Expansion of the mobile library service to 50 home delivery patrons.
- Steady increase in library use as we recover from the pandemic.

FY 23 Statistics:

Library Visits: 131,141
Registered Borrowers: 47,020
Circulation: 118,773
Computer/Wi-Fi Sessions: 22,756
Reference Use: 21,180
Program Attendance: 3,100

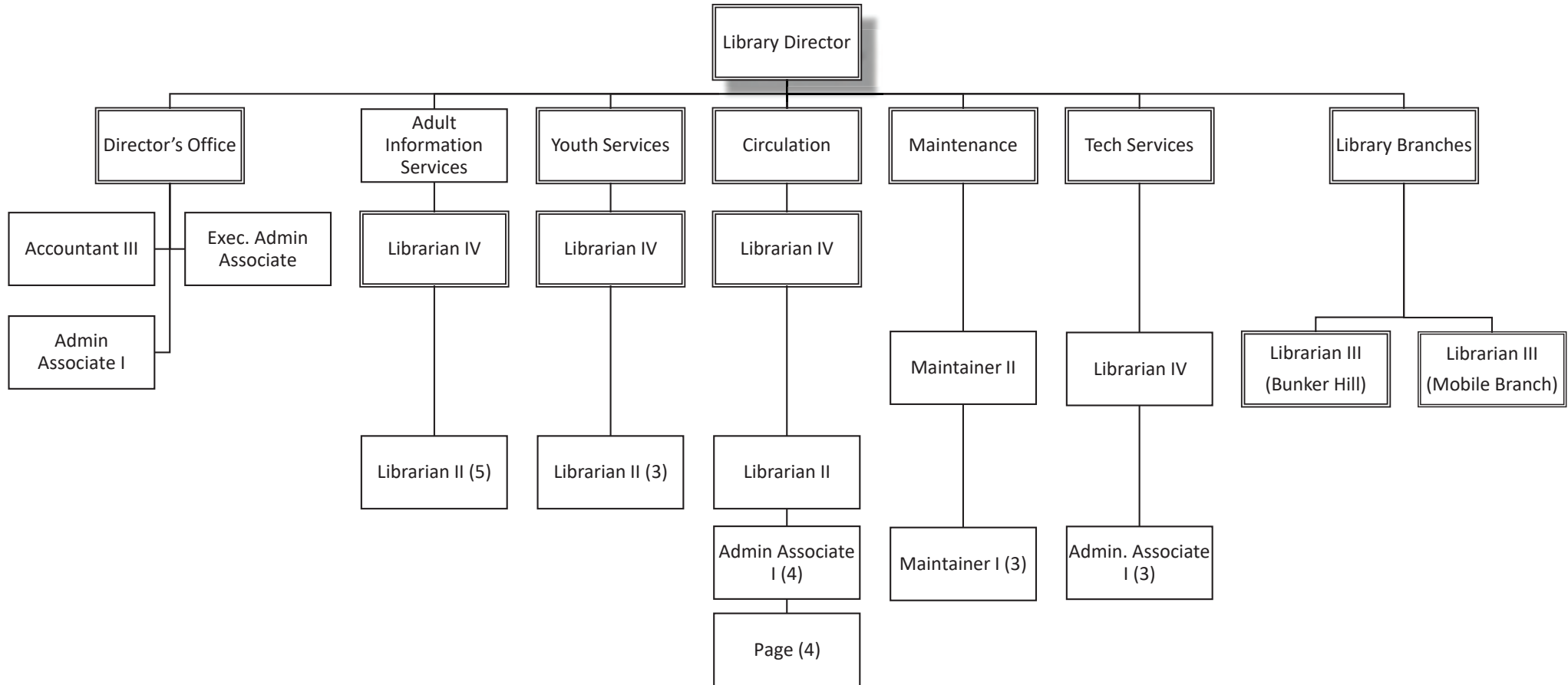
FY 22 Statistics:

Library Visits: 91,783
Registered Borrowers: 44,876
Circulation: 109,522
Computer Sessions: 15,909
Reference Use: 16,854
Program Attendance: 3,059

FY 21 Statistics:

Library Visits: 43,356
Registered Borrowers: 43,179
Circulation: 52,191
Computer Sessions: 6,115
Reference Use: 7,432
Program Attendance: 7,188

Organization Chart - Library



Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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SILAS BRONSON LIBRARY
DEPT.# 7010001

PERSONAL SERVICES

511500	Regular Salaries	\$1,355,620	\$1,258,228	\$1,323,160	\$1,538,269	\$1,692,096	\$1,609,181	(\$82,915)
511650	Overtime	\$2,257	\$6,071	\$6,286	\$5,000	\$5,000	\$5,000	\$0
511652	Part-time Payroll	\$33,040	\$38,047	\$55,903	\$55,000	\$77,509	\$62,007	(\$15,502)
511653	Longevity	\$1,560	\$1,560	\$1,705	\$1,055	\$405	\$405	\$0
511800	Vacation and Sick Term Payout	\$8	\$11,925	\$27,687	\$3,509	\$0	\$0	\$0

EMPLOYEE BENEFITS

529002	Uniform Allowance	\$835	\$834	\$837	\$840	\$1,050	\$1,050	\$0
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PURCHASED PROPERTY SERVICES

543000	Service/Maintenance Contracts	\$62,102	\$64,900	\$66,625	\$77,000	\$77,000	\$77,000	\$0
545001	Sewer	\$3,329	\$3,900	\$4,043	\$4,500	\$4,500	\$4,500	\$0
545006	Electricity	\$79,807	\$80,233	\$66,786	\$82,000	\$82,000	\$82,000	\$0
545013	Security/Safety Services	\$36,728	\$22,348	\$22,350	\$42,000	\$42,000	\$42,000	\$0

PURCHASED OTHER SERVICES

553001	Postage	\$793	\$981	\$800	\$1,500	\$1,500	\$1,500	\$0
559002	Printing Services	\$32	\$0	\$16	\$500	\$500	\$500	\$0

SUPPLIES

561206	Office Supplies	\$9,594	\$9,556	\$6,890	\$10,000	\$11,500	\$11,500	\$0
561503	Gasoline	\$209	\$254	\$363	\$800	\$800	\$800	\$0
561505	Natural Gas	\$14,004	\$15,182	\$16,691	\$20,000	\$20,000	\$20,000	\$0
561507	Janitorial Supplies	\$8,610	\$7,179	\$7,175	\$10,000	\$10,000	\$10,000	\$0
561510	Buildings & Ground Supplies	\$6,507	\$6,410	\$8,078	\$9,000	\$9,000	\$9,000	\$0
569022	Operations	\$14,802	\$20,763	\$21,976	\$22,000	\$22,000	\$22,000	\$0

PROPERTY

571010	Operations Equipment	\$192,402	\$187,351	\$194,885	\$200,000	\$230,000	\$210,000	(\$20,000)
589200	Reimbursements	\$0	\$25	\$225	\$2,500	\$2,500	\$2,500	\$0

TOTAL		\$1,822,239	\$1,735,747	\$1,832,481	\$2,085,473	\$2,289,360	\$2,170,943	(\$118,417)
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Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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SILAS BRONSON LIBRARY (Continued)

ALLOCATION OF BENEFITS

Health Ins. Cost - Actives		\$405,469	\$359,362	\$373,548	\$422,547		\$389,266	
Pension Cost - Actives		\$37,606	\$39,471	\$34,216	\$36,541		\$33,196	
Workers Comp. Costs		\$26,226	\$24,795	\$26,005	\$23,930		\$21,072	
Life Insurance Costs		\$9,435	\$9,605	\$8,700	\$9,261		\$9,323	
Unemployment Costs		\$4,520	\$4,520	\$4,490	\$4,490		\$3,340	
Medicare Costs		\$32,853	\$34,463	\$35,080	\$37,044		\$38,655	
<u>Total Benefits Allocated to Department</u>		<u>\$516,108</u>	<u>\$472,215</u>	<u>\$482,038</u>	<u>\$533,814</u>	<u>\$0</u>	<u>\$494,851</u>	
<u>Total Amount Earmarked for Department</u>		<u>\$2,338,347</u>	<u>\$2,207,962</u>	<u>\$2,314,519</u>	<u>\$2,619,287</u>	<u>\$2,289,360</u>	<u>\$2,665,794</u>	

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Request	FY25 Mayor's Proposed	Department	FY24 BOA Adopted Budget	FY25 Dept. Requests	FY25 Mayor's Proposed
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SILAS BRONSON LIBRARY

1	1	1	1	LIBRARY DIRECTOR	\$90,041	\$101,342	\$101,342
3	4	4	4	LIBRARIAN IV	\$236,593	\$311,727	\$311,727
3	2	2	2	LIBRARIAN III	\$199,796	\$141,969	\$141,969
9	7	10	9	LIBRARIAN II	\$490,349	\$540,121	\$489,128
0	1	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$0	\$52,470	\$52,470
1	0	0	0	ADMIN. ASSOCIATE III	\$40,459	\$0	\$0
0	1	1	1	ADMIN. ASSOCIATE II	\$0	\$35,289	\$35,289
8	5	8	7	ADMIN. ASSOCIATE I	\$258,659	\$259,948	\$228,026
1	1	1	1	MAINTAINER II	\$40,789	\$45,947	\$45,947
3	3	3	3	MAINTAINER I	\$108,825	\$123,199	\$123,199
1	1	1	1	ACCOUNTANT III	\$72,758	\$80,084	\$80,084
				SAVINGS THROUGH VACANCY/TURNOVER	\$0	\$0	\$0
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30	26	32	30	TOTAL	\$1,538,269	\$1,692,096	\$1,609,181
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OPERATING CHARGES

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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GENERAL FINANCIAL - OPERATING CHARGES

EMPLOYEE BENEFITS

520101	Employer F.I.C.A. - General	\$704,291	\$742,433	\$732,551	\$835,000	\$815,000	\$810,000	(\$5,000)
520102	Employer F.I.C.A. - Education	\$865,570	\$893,528	\$1,054,606	\$1,015,000	\$1,171,000	\$1,166,000	(\$5,000)
520103	Employer Medicare - General	\$1,192,601	\$1,213,713	\$1,287,242	\$1,320,000	\$1,389,000	\$1,389,000	\$0
520104	Employer Medicare - Education	\$2,184,365	\$2,272,566	\$2,361,526	\$2,475,000	\$2,549,000	\$2,549,000	\$0
520105	Employer 401a Match - General	\$182,607	\$252,102	\$255,000	\$302,000	\$290,000	\$290,000	\$0
520106	Employer 401a Match - Education	\$30,325	\$60,265	\$70,038	\$74,000	\$84,000	\$84,000	\$0
520107	Employer Drop Plan Contribution	\$0	\$0	\$28,052	\$115,000	\$122,000	\$122,000	\$0
522001	Group Life Insurance - General	\$320,233	\$324,800	\$320,929	\$330,000	\$335,000	\$335,000	\$0
522002	Group Life Insurance - Education	\$526,751	\$483,309	\$473,452	\$460,000	\$490,000	\$490,000	\$0
522501	Health Insurance - Actives	\$33,921,174	\$32,055,022	\$31,013,337	\$34,112,089	\$38,780,000	\$29,540,773	(\$9,239,227)
522503	Health Insurance-Retirees	\$42,078,826	\$41,944,978	\$38,986,663	\$37,887,911	\$31,220,000	\$39,959,227	\$8,739,227
523001	Unemployment Benefits - General	(\$117,755)	\$156,931	\$62,638	\$160,000	\$120,000	\$120,000	\$0
523002	Unemployment Benefits - Education	\$225,265	\$361,277	(\$7,407)	\$365,000	\$300,000	\$300,000	\$0
525000	Heart and Hypertension	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,200,000	\$1,200,000	\$0

PURCHASED PROFESSIONAL SERVICES

533000	Professional Services	\$244,635	\$198,622	\$260,991	\$250,000	\$250,000	\$250,000	\$0
533100	Financial/Auditing Services	\$96,549	\$98,345	\$109,000	\$120,000	\$120,000	\$120,000	\$0

PURCHASED OTHER SERVICES

559101	Contribution to General Liability	\$1,200,000	\$1,000,000	\$1,750,000	\$2,000,000	\$2,700,000	\$2,700,000	\$0
559105	Insurance (Property & Auto)	\$850,000	\$900,000	\$1,200,000	\$1,500,000	\$1,800,000	\$1,800,000	\$0

OTHER

589005	Grants to Municipal Groups	\$322,810	\$354,809	\$383,808	\$400,000	\$400,000	\$400,000	\$0
589008	Grants to Holiday Programs	\$44,500	\$54,500	\$54,500	\$55,500	\$55,000	\$55,000	\$0
589012	Grants to Elderly Programs	\$107,777	\$131,725	\$145,338	\$130,000	\$130,000	\$130,000	\$0
589014	Grants to Health Programs	\$0	\$16,294	\$16,294	\$17,000	\$17,000	\$17,000	\$0
589016	Grants to Youth & Culture	\$279,500	\$350,000	\$358,500	\$352,000	\$352,000	\$352,000	\$0
589017	Mayor's Council on Culture	\$25,000	\$25,000	\$39,987	\$40,000	\$40,000	\$40,000	\$0
589056	Grant to Waterbury Promise	\$0	\$250,000	\$500,000	\$500,000	\$500,000	\$500,000	\$0
589058	Grant to Waterbury Land Bank	\$0	\$0	\$250,000	\$250,000	\$400,000	\$300,000	(\$100,000)
589026	Taxes to Other Towns	\$26,705	\$28,239	\$26,823	\$35,000	\$35,000	\$35,000	\$0
589042	Workers Comp. Contribution-Gen Gov.	\$7,100,000	\$7,000,000	\$7,000,000	\$7,000,000	\$6,500,000	\$6,500,000	\$0

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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GENERAL FINANCIAL (CONTINUED)

TRANSFERS

Contributions to Capital Improvements/								
591003	Reserve/ Equipment Fund	\$3,425,000	\$2,765,000	\$2,450,000	\$1,500,000	\$1,500,000	\$1,500,000	\$0
591010	Contribution to Debt Service Fund	\$22,000,000	\$22,000,000	\$21,000,000	\$22,500,000	\$22,500,000	\$22,500,000	\$0
591018	Grant to NVRDC- Economic Development	\$0	\$250,000	\$250,000	\$250,000	\$100,000	\$100,000	\$0
591013	Grant to WDC- Economic Development	\$950,000	\$700,000	\$1,100,000	\$1,100,000	\$1,500,000	\$1,250,000	(\$250,000)
591014	Contribution to Special Revenue Fund	\$2,475,000	\$1,725,000	\$2,450,000	\$600,000	\$600,000	\$600,000	\$0
Contribution to Capital Vehicle								
591015	Replacement Fund	\$3,175,000	\$2,200,000	\$3,300,000	\$1,500,000	\$1,500,000	\$1,500,000	\$0
599001	Contingent Appropriation	\$0	\$0	\$0	\$1,500,000	\$1,500,000	\$1,500,000	\$0
599005	Accruals	\$0	\$750,000	\$0	\$0	\$0	\$0	\$0
TOTAL		\$125,436,731	\$122,558,456	\$120,283,867	\$122,050,500	\$121,364,000	\$120,504,000	(\$860,000)

ALLOCATION OF BENEFITS

Health Ins. - Active Costs (on Exhibit B)	(\$33,921,174)	(\$32,055,022)	(\$31,013,337)	(\$34,112,089)		(\$29,540,773)
Health Ins. - Retirees & OPEB Contribution (on Exhibit B)	(\$42,078,826)	(\$41,944,978)	(\$38,986,663)	(\$37,887,911)		(\$39,959,227)
FICA Expenses - Education Allocation	(\$1,000,000)	(\$1,000,000)	(\$960,000)	(\$1,015,000)		(\$1,166,000)
Medicare Expenses - Education Allocation	(\$2,313,000)	(\$2,350,000)	(\$2,335,000)	(\$2,475,000)		(\$2,549,000)
Employer 401a Match - Education	(\$25,000)	(\$33,000)	(\$63,000)	(\$74,000)		(\$84,000)
Life Insurance Costs (on Exhibit B)	(\$859,000)	(\$857,000)	(\$751,000)	(\$790,000)		(\$825,000)
Unemployment Costs (on Exhibit B)	(\$525,000)	(\$525,000)	(\$525,000)	(\$525,000)		(\$420,000)
Medicare - General (on Exhibit B)	(\$1,163,000)	(\$1,220,000)	(\$1,250,000)	(\$1,320,000)		(\$1,389,000)
Heart and Hypertension (on Exhibit C)	(\$1,000,000)	(\$1,000,000)	(\$1,000,000)	(\$1,000,000)		(\$1,200,000)
Workers Compensation (on Exhibit C)	(\$7,100,000)	(\$7,000,000)	(\$7,000,000)	(\$7,000,000)		(\$6,500,000)
Total Benefits Allocated to other departments	(\$89,985,000)	(\$87,985,000)	(\$83,884,000)	(\$86,199,000)	\$0	(\$83,633,000)
Total Debt & Sundry Expenses not allocated	\$35,451,731	\$34,573,456	\$36,399,867	\$35,851,500	\$121,364,000	\$36,871,000

Account Number	DEPARTMENT	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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RETIREMENT BOARD

DEPT.# 10190001

EMPLOYEE BENEFITS

521001	G.F. Contribution to Pension Plan	\$21,829,498	\$22,515,092	\$23,545,674	\$23,100,463	\$24,709,249	\$24,709,249	\$0
591010	Contribution to Debt Service Fund	\$26,127,701	\$26,058,544	\$26,036,220	\$25,185,540	\$24,334,860	\$24,334,860	\$0

PURCHASED PROFESSIONAL SERVICES

533022	Professional - Misc.	\$64,037	\$20,208	\$79,210	\$50,000	\$135,000	\$135,000	\$0
533030	Medical Consultations - Disabilities	\$14,687	\$9,030	\$14,132	\$20,000	\$20,000	\$20,000	\$0

PURCHASED OTHER SERVICES

553001	Postage	\$424	\$480	\$189	\$1,000	\$1,000	\$1,000	\$0
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OTHER

589800	Registration & Course Fees	\$0	\$0	\$0	\$1,000	\$1,000	\$1,000	\$0
589900	Dues/Subscriptions/Publications	\$0	\$0	\$0	\$0	\$0	\$0	\$0

TOTAL

\$48,036,347	\$48,603,354	\$49,675,425	\$48,358,003	\$49,201,109	\$49,201,109	\$0
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ALLOCATION OF HEALTH BENEFITS

Health Ins. Fund - Retirees - Education	\$24,329,142	\$24,688,679	\$22,112,028	\$21,114,968	\$20,309,608	
Health Ins. Fund - OPEB Contribution in support of DOE	\$0	\$0	\$0	\$0	\$0	
Health Ins. Fund - Retirees - General Government	\$17,749,685	\$17,256,298	\$16,874,635	\$16,772,943	\$19,649,619	
Health Ins. Fund - OPEB Contribution	\$0	\$0	\$0	\$0	\$0	
Benefits Allocated on behalf of Retirees	\$42,078,826	\$41,944,978	\$38,986,663	\$37,887,911	\$0	\$39,959,227

ALLOCATION OF PENSION TO EDUCATION & DEPARTMENTS

Pension Cost - Actives (Normal Cost to Departments)	(\$2,797,418)	(\$2,870,151)	(\$2,809,051)	(\$2,882,086)	(\$2,513,127)	
Pension Cost - Actives (Unfunded Liability Allocated to Educ.)	(\$13,316,021)	(\$13,253,163)	(\$13,478,039)	(\$12,951,603)	(\$13,308,047)	
Health Ins. Fund - Retirees - Allocation to DOE	(\$24,329,142)	(\$24,688,679)	(\$22,112,028)	(\$21,114,968)	(\$20,309,608)	
Health Ins. Fund - OPEB Contribution in support of DOE	\$0	\$0	\$0	\$0	\$0	
Total Allocation of Pension & Benefits	(\$40,442,581)	(\$40,811,994)	(\$38,399,118)	(\$36,948,656)	\$0	(\$36,130,782)

Total Amount Earmarked on behalf of Retirees

(Net of Education)	\$49,672,592	\$49,736,338	\$50,262,970	\$49,297,257	\$49,201,109	\$53,029,554
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EDUCATION



WATERBURY
PUBLIC SCHOOLS

The Mission

The Mission of Waterbury Public Schools is to inspire and prepare every student to be successful in and beyond school.

The Vision

All Waterbury Public Schools students will graduate ready to transform their world.



WATERBURY
PUBLIC SCHOOLS

Core Values

- **Holds high expectations for excellence in teaching and learning.**
- **Promotes equity in policy, practice and resources**
- **Provides students quality learning experience aligned to our Portrait of the Graduate**
- **Acts as stewards for community resources, managing our assets to ensure equity and excellence.**
- **Recognizes that meaningful relationships are the foundations of a high-quality education.**
- **Commits to embracing a diverse community.**
- **Commits to civility, honesty, responsibility and transparency.**

WATERBURY PUBLIC SCHOOLS

Strategic Plan Model





WATERBURY
PUBLIC SCHOOLS

Goals:

- Academic Excellence**
- Safe and Healthy Schools**
- Financial Stability and Sustainability**



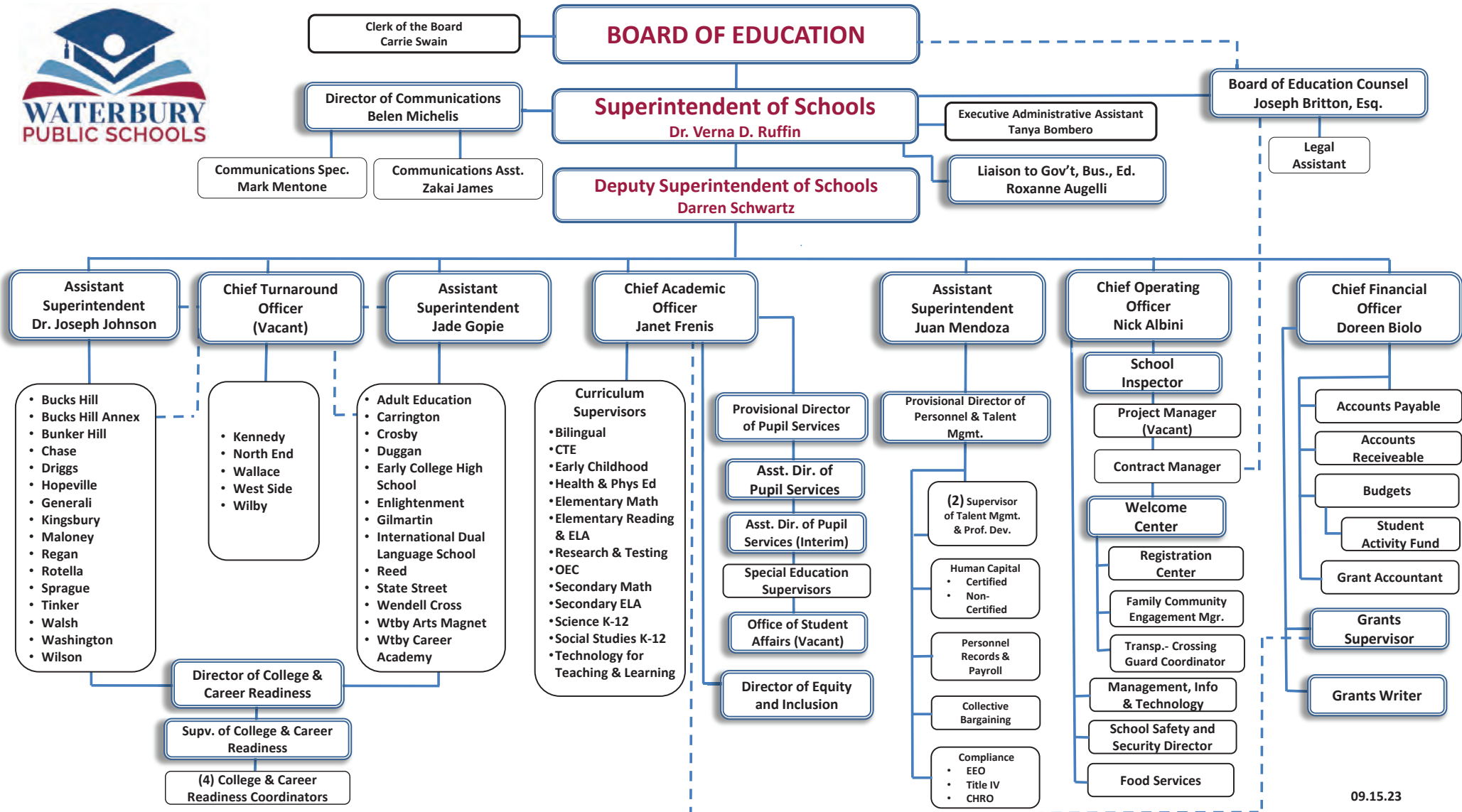
WATERBURY PUBLIC SCHOOLS



2024 - 2025 BUDGET PRIORITIES

Strategic Plan : Fiscal Responsibility

- **Goal 1 Aligned Budget** - Increase the capacity of the district and decision-makers to build a budget aligned to its strategic priorities for increasing access to equitable opportunities for all students.
- **Goal 2 Consolidated Long Range Planning** - Develop and consolidate long-range plans prioritizing programmatic, facilities, and infrastructure needs in order to support a stable and sustainable district



09.15.23

Account Number	DEPARTMENT OF EDUCATION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
PERSONAL SERVICES								
511101	Administrators	\$8,555,238	\$8,962,712	\$9,507,526	\$9,717,781	\$11,652,029		
511102	Teachers	\$59,725,055	\$53,880,059	\$46,431,254	\$53,695,593	\$62,198,055		
511104	Superintendent	\$290,402	\$253,770	\$443,103	\$444,926	\$454,426		
511106	Early Incentive-Certified	\$827,576	\$1,098,612	\$1,109,703	\$912,614	\$796,084		
511107	Certified Coaches	\$611,625	\$726,176	\$747,857	\$770,000	\$770,000		
511108	School Psychologists	\$1,286,308	\$1,203,495	\$551,247	\$1,244,266	\$1,203,749		
511109	School Social Workers	\$1,809,363	\$1,711,747	\$1,796,650	\$2,188,529	\$2,311,147		
511110	Speech Pathologists	\$2,009,151	\$2,631,066	\$2,629,704	\$2,375,493	\$2,462,183		
511111	Assistant Superintendent of Human Capital	\$69,231	\$163,154	\$165,000	\$165,000	\$173,250		
511113	Extra Comp. Stipend	\$86,250	\$101,537	\$109,482	\$105,000	\$105,000		
511201	Non-Certified Salaries	\$2,267,452	\$2,091,045	\$2,326,606	\$2,704,765	\$2,918,541		
511202	Clerical Wages	\$1,043,914	\$1,051,870	\$1,025,092	\$1,203,511	\$1,231,958		
511204	Crossing Guards	\$350,809	\$382,933	\$399,280	\$361,867	\$391,528		
511206	Educational Steps	\$515,846	\$228,442	\$269,657	\$450,000	\$450,000		
511212	Substitute Teachers	\$559,158	\$318,370	\$536,088	\$150,000	\$350,000		
511215	Cafeteria Aides	\$0	(\$1,122)	\$4,861	\$80,000	\$0		
511217	Library Aides	\$116,081	\$84,815	\$99,036	\$191,191	\$207,477		
511219	School Clerical	\$1,811,690	\$1,880,074	\$2,091,458	\$2,311,183	\$2,338,476		
511220	Fiscal Administration	\$446,934	\$531,288	\$548,769	\$693,869	\$796,194		
511222	Transportation Coordinator	\$111,865	\$112,096	\$181,941	\$204,822	\$210,967		
511223	Office Aides	\$164,724	\$142,926	\$158,389	\$180,000	\$180,000		
511225	School Maintenance Non-Cert.	\$1,829,677	\$1,622,584	\$1,846,131	\$2,321,584	\$3,063,557		
511226	Custodians Non-Cert.	\$4,734,827	\$4,510,145	\$4,631,192	\$5,008,425	\$6,370,510		
511227	Overtime-Outside Activities	\$43,986	\$135,432	\$243,331	\$200,000	\$245,000		
511228	Paraprofessionals	\$9,416,024	\$8,984,500	\$9,466,814	\$9,638,043	\$10,960,536		
511229	Bus Duty Payments	\$262,025	\$494,735	\$246,630	\$265,000	\$265,000		
511230	Other	\$0	\$707	\$0	\$0	\$0		
511232	Attendance Counselors	\$115,184	\$117,405	\$122,720	\$127,965	\$129,458		
511233	ABA Behavioral Therapist	\$1,601,575	\$1,195,278	\$1,097,106	\$1,755,992	\$1,776,252		
511234	Interpreters	\$130,840	\$142,831	\$143,874	\$199,353	\$201,986		
511236	Snow Removal	\$32,486	\$73,151	\$26,707	\$0	\$0		
511238	St. Peter & Paul	\$10,998	\$14,927	\$9,615	\$0	\$0		
511650	Non-Certified Overtime	\$435,391	\$805,517	\$1,059,509	\$640,000	\$640,000		
511653	Non-Certified Longevity	\$12,170	\$10,610	\$9,418	\$7,990	\$5,620		
511700	Extra Police Protection	\$349,637	\$735,920	\$822,344	\$686,607	\$943,423		
511800	Vacation and Sick Term Payout	\$302,275	\$209,346	\$206,866	\$120,055	\$120,055		
	Attrition/Projected Resignations-Certified					(\$2,700,000)		
	Projected Resignations - Non-certified					(\$2,500,000)		
	Alliance Grant Payroll					\$43,220,396		
Total Payroll Costs		\$101,935,768	\$96,608,154	\$91,064,960	\$101,121,423	\$153,942,857		

Account Number	DEPARTMENT OF EDUCATION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
<u>EMPLOYEE BENEFITS</u>								
522501	Health Insurance-General	\$8,000,000	\$8,000,000	\$10,000,000	\$9,000,000	\$10,000,000		
529001	Car Allowance	\$63,781	\$66,512	\$79,885	\$70,000	\$75,000		
529003	Meal Allowance	\$18,669	\$29,296	\$96,685	\$24,800	\$15,000		
<u>PURCHASED PROFESSIONAL SERVICES</u>								
533000	Professional Services	\$0	\$2,201,111	\$21,820	\$2,000,000	\$4,200,000		
533009	Evaluation	\$8,703	\$1,649	\$167	\$5,000	\$2,500		
533020	Consulting Services	\$1,232,561	\$255,311	\$244,439	\$325,000	\$406,658		
533100	Auditing	\$51,988	\$52,955	\$47,196	\$59,500	\$62,000		
539005	Sporting Officials	\$17,081	\$4,707	\$7,178	\$25,000	\$25,000		
539008	Messenger Service	\$25,418	\$31,524	\$31,950	\$30,000	\$33,600		
<u>PURCHASED PROPERTY SERVICES</u>								
543000	General Repairs & Maint.	\$1,137,815	\$1,534,324	\$1,423,851	\$1,388,000	\$1,288,000		
543011	Service Maint. Contracts	\$666,642	\$716,951	\$698,823	\$800,000	\$975,000		
544002	Building Rental	\$717,446	\$570,468	\$560,571	\$568,956	\$587,642		
545002	Water	\$178,468	\$216,673	\$289,429	\$250,000	\$250,000		
545006	Electricity	\$2,757,545	\$3,157,874	\$2,891,168	\$3,129,855	\$3,000,000		
545013	Security/Safety	\$83,784	\$412,135	\$154,189	\$125,000	\$100,000		
<u>PURCHASED OTHER SERVICES</u>								
551000	Pupil Transportation	\$12,050,230	\$14,803,665	\$19,061,884	\$17,993,587	\$18,790,000		
553001	Postage	\$70,381	\$41,205	\$42,377	\$45,000	\$45,000		
553002	Telephone	\$222,249	\$162,278	\$198,176	\$175,000	\$200,000		
553005	Wide Area Network	\$47,269	\$63,331	\$88,763	\$93,600	\$93,600		
556055	Tuition-Outside Services	\$8,905,535	\$11,957,011	\$14,576,660	\$12,100,000	\$16,000,000		
556056	Purchased Service - Outside	\$2,866,963	\$3,396,023	\$3,135,262	\$3,000,000	\$3,000,000		
557000	Tuition Reimbursement	\$3,545	\$18,398	\$54,484	\$6,000	\$10,000		
558000	Travel Expenses	\$0	\$5,877	\$112,617	\$5,000	\$5,000		
559001	Advertising	\$5,571	\$2,982	\$21,269	\$32,500	\$32,500		
559002	Printing and Binding	\$15,971	\$21,362	\$25,776	\$15,000	\$23,000		
559014	Insurance-Athletic	\$24,707	\$20,251	\$20,636	\$26,000	\$21,700		

Account Number	DEPARTMENT OF EDUCATION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
<u>SUPPLIES</u>								
561100	Instructional Supplies	\$3,786,219	\$1,448,503	\$1,278,098	\$1,620,000	\$1,620,000		
561200	Office Supplies	\$66,210	\$71,114	\$54,577	\$75,590	\$75,590		
561204	Emergency/Medical Supplies	\$2,472	\$1,875	\$0	\$2,000	\$2,000		
561210	Intake Center Supplies	\$3,279	\$16,608	\$3,205	\$3,500	\$3,500		
561211	Recruitment Supplies	\$43,324	\$46,212	\$43,034	\$50,000	\$50,000		
561212	Medicaid Supplies	\$11,038	\$6,081	\$3,974	\$8,000	\$8,000		
561501	Diesel	\$64,497	\$116,103	\$111,311	\$185,091	\$173,736		
561503	Gasoline	\$43,102	\$115,537	\$167,737	\$249,360	\$210,667		
561504	Heating Oil	\$0	\$0	\$15,883	\$0	\$0		
561505	Natural Gas	\$1,607,859	\$1,895,602	\$2,195,020	\$1,666,000	\$2,000,000		
561507	Janitorial Supplies	\$185,620	\$171,480	\$254,701	\$275,000	\$300,000		
561508	Electrical Supplies	\$34,813	\$51,996	\$47,611	\$0	\$0		
561509	Plumbing Supplies	\$82,552	\$94,138	\$131,657	\$0	\$0		
561510	Building & Grounds Supplies	\$154,969	\$231,656	\$308,332	\$370,000	\$370,000		
561511	Propane	\$169,096	\$225,471	\$133,550	\$311,188	\$404,688		
567000	Clothing	\$30,124	\$33,570	\$34,778	\$40,000	\$40,000		
567001	Crossing Guard Uniforms	\$1,639	\$2,000	\$1,236	\$2,000	\$2,000		
569010	Recreational Supplies	\$8,303	\$14,102	\$1,607	\$15,000	\$15,000		
569029	Athletic Supplies	\$126,176	\$135,483	\$139,953	\$130,000	\$130,000		
<u>PROPERTY</u>								
575008	Furniture-Misc.	\$15,854	\$7,594	\$15,058	\$15,000	\$15,000		
575200	Office Equipment	\$1,872,724	\$156,173	\$152,987	\$150,000	\$155,000		
575408	Plant Equipment	\$69,235	\$36,508	\$87,815	\$40,000	\$40,000		
<u>OTHER</u>								
589021	Mattatuck Museum	\$9,873	\$10,035	\$11,124	\$13,000	\$12,000		
589034	BOE Comm. Stipends	\$20,701	\$20,701	\$20,701	\$20,700	\$20,700		
589036	Emergency Fund	\$9,177	\$9,281	\$9,298	\$9,350	\$9,450		
589058	Waterbury Promise	\$0	\$0	\$500,000	\$500,000	\$500,000		
589201	Mileage Reimbursements	\$2,732	\$5,983	\$13,440	\$10,000	\$10,000		
589205	Coaches Reimbursements	\$987	\$1,922	\$1,352	\$5,000	\$3,000		
589900	Dues & Publications	\$56,637	\$60,825	\$59,934	\$60,000	\$65,000		

Account Number	DEPARTMENT OF EDUCATION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUESTS	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
TRANSFERS								
591001	Transfer to Capital Improvement Fund	\$0	\$0	\$0	\$0	\$0		
591002	Transfer to Sinking Fund	\$7,052,752	\$7,376,495	\$6,981,536	\$0	\$0		
591004	Contribution to Athletic Fund	\$135,000	\$135,000	\$120,000	\$135,000	\$135,000		
	New Items- Audiometrist; Menstrual Products					\$130,000		
Total Other Expense Costs		\$54,839,284	\$60,241,919	\$66,784,766	\$57,253,577	\$65,741,531		
	Alliance Grant Year 13						(\$43,220,396)	
	Alliance Year 13 (ECS/Alliance Increase for Operating Budget)						(\$14,463,991)	
	General Fund Surplus - FY15						(\$1,000,000)	
	General Fund Surplus - FY16						(\$1,000,000)	
	General Fund Surplus - FY17						(\$450,000)	
	City Non-Lapsing Account						(\$500,000)	
	Contingency Surplus						(\$675,000)	
General Fund Contribution to DOE		\$156,775,052	\$156,850,073	\$157,849,726	\$158,375,000	\$158,375,000	\$158,375,000	\$0
ALLOCATION OF BENEFITS								
	Transfer to Health Ins. Fund - Actives	\$19,567,587	\$19,333,611	\$17,702,559	\$19,055,318		\$15,553,148	
	Transfer to Health Ins. Fund - Retirees	\$24,329,142	\$24,688,679	\$22,112,028	\$21,114,968		\$20,309,608	
	Transfer to Pension Trust Fund - Actives	\$991,457	\$1,003,339	\$948,057	\$950,216		\$853,173	
	Transfer to Pension Trust Fund - Retirees	\$13,316,021	\$13,253,163	\$13,478,039	\$12,951,603		\$13,308,047	
	Transfer to Workers Comp. Fund	\$3,382,054	\$3,446,124	\$3,471,582	\$3,399,084		\$3,048,882	
	FICA Expenses	\$1,000,000	\$1,000,000	\$960,000	\$1,015,000		\$1,166,000	
	Medicare Expenses	\$2,313,000	\$2,350,000	\$2,335,000	\$2,475,000		\$2,549,000	
	Employer 401a Match - Education	\$25,000	\$33,000	\$63,000	\$74,000		\$84,000	
	Unemployment Expenses	\$365,000	\$365,000	\$365,000	\$365,000		\$300,000	
	Life Insurance Expenses	\$525,000	\$517,000	\$441,000	\$460,000		\$490,000	
Total Benefits Allocated to Department of Education		\$65,814,261	\$65,989,916	\$61,876,266	\$61,860,188	\$0	\$57,661,859	
Total Amount Earmarked on behalf of Education		\$222,589,313	\$222,839,989	\$219,725,991	\$220,235,188	\$158,375,000	\$216,036,859	

* Per State Statute local Budget Authority Boards determine the General Fund Contribution to Education but do NOT have line item authority over the Department of Education's Budget which is set by the local Boards of Education. This is the line item budget entered into the financial system for fiscal monitoring purposes.

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Requests	Department	FY24 BOA Adopted Budget Book	FY25 Dept. Requests
DEPARTMENT OF EDUCATION					
1	1	1	SUPERINTENDENT OF SCHOOLS	\$254,926	\$254,926
1	1	1	CHIEF OPERATING OFFICER & CHIEF OF STAFF	\$170,000	\$175,000
1	1	1	CHIEF FINANCIAL OFFICER	\$170,000	\$180,791
1	1	1	DEPUTY SUPERINTENDENT	\$190,000	\$199,500
66	61	67	SAW ADMINISTRATORS	\$8,274,460	\$9,707,594
11	11	11	SAW ADMINISTRATORS/SPECIAL ED	\$1,393,419	\$1,484,435
694	563	633	TEACHERS/ REGULAR ED	\$49,938,381	\$46,924,071
204	149	204	TEACHERS/SPECIAL ED	\$14,689,345	\$15,140,406
18	6	17	SCHOOL PSYCHOLOGISTS	\$1,244,266	\$1,203,749
29	27	29	SCHOOL SOCIAL WORKERS	\$2,188,529	\$2,311,147
31	25	31	SPEECH PATHOLOGISTS	\$2,375,493	\$2,462,183
1	1	1	SUPERVISOR/RESEARCH & DEVELOPMENT	\$122,559	\$126,236
1	1	1	DIRECTOR OF PERSONNEL	\$150,000	\$150,000
1	1	1	ASSISTANT SUPERINTENDENT OF HUMAN CAPITAL	\$165,000	\$173,250
1	1	1	SENIOR HR GENERALIST	\$112,360	\$115,731
3	2	3	HUMAN RESOURCE GENERALIST	\$212,737	\$217,270
1	2	2	HUMAN RESOURCE ASSISITANT	\$54,327	\$107,599
1	0	0	HRIS DATA ENTRY CLERK BOE	\$50,432	\$0
1	1	1	GRANT WRITER	\$131,404	\$135,346
3	1	3	ACCOUNTANT I	\$137,417	\$139,091
1	2	2	ACCOUNTANT II	\$62,408	\$99,954
1	2	2	ACCOUNTANT III	\$83,342	\$188,993
1	0	0	PT ACCOUNTANT	\$52,385	\$0
1	0	1	SBO ACCOUNTING MANAGER	\$107,181	\$103,807
43	29	44	ADMIN SPECIALIST I	\$1,469,809	\$1,512,815
11	8	10	ADMIN SPECIALIST II	\$423,451	\$393,626
2	2	2	ADMIN SPECIALIST III	\$106,030	\$106,030
1	1	1	PAYROLL CLERK (SIO)	\$46,119	\$46,920
1	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT CONFIDENTIAL	\$80,000	\$80,000
3	1	3	EXECUTIVE ADMINISTRATIVE SPECIALISTS	\$185,523	\$202,490
1	1	1	GRANTS SPECIALIST (50% GRANT)	\$24,597	\$23,433
3	3	3	ATTENDANCE COUNSELORS	\$127,965	\$129,458
1	1	1	TRANSPORTATION COORDINATOR	\$119,331	\$122,911
69	58	69	CROSSING GUARDS	\$361,867	\$391,528

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Requests	Department	FY24 BOA Adopted Budget Book	FY25 Dept. Requests
DEPARTMENT OF EDUCATION					
1	1	1	ATTORNEY BOE	\$120,000	\$130,000
1	1	1	INTAKE CENTER COORDINATOR	\$65,920	\$101,360
1	1	1	STUDENT REGISTRATION SPECIALIST	\$35,108	\$35,799
358	309	358	PARAPROFESSIONALS	\$10,633,662	\$10,960,536
27	15	27	ABA THERAPISTS	\$1,755,992	\$1,776,252
4	3	4	INTERPRETORS	\$199,353	\$201,986
1	1	1	SYSTEMS ADMINISTRATOR	\$154,295	\$180,791
29	29	29	SCHOOL SECRETARY	\$1,060,702	\$1,096,885
1	1	1	DATA MANAGER	\$91,790	\$105,060
0	1	1	NETWORK MANAGER	\$0	\$118,751
1	0	1	NETWORK SPECIALIST (50% GRANT)	\$15,371	\$15,371
1	1	1	AUDIOLOGIST	\$89,771	\$88,011
2	0	2	SECRETARY II	\$67,637	\$67,111
1	1	1	OFFICE MANAGER	\$37,128	\$37,219
1	0	1	SECRETARY III (50% GRANT)	\$14,560	\$14,560
1	1	1	SCHOOL INSPECTOR	\$170,000	\$180,791
1	0	1	ASSISTANT SCHOOL INSPECTOR	\$105,000	\$108,412
3	2	2	CUSTODIAN SUPERVISOR	\$197,165	\$122,054
8	8	8	CARPENTER	\$433,722	\$443,373
1	0	1	CARPENTER FOREMAN	\$55,141	\$56,763
1	1	1	ELECTRICAL FOREMAN	\$62,566	\$71,032
5	5	5	ELECTRICIAN	\$296,421	\$300,393
1	0	1	GLAZIER	\$55,141	\$56,763
0	1	2	HVAC TECHNICIAN	\$0	\$113,630
1	0	1	HVAC FOREMAN	\$55,141	\$64,459
2	3	3	GENERAL UTILITY MECHANIC	\$103,376	\$159,141
1	1	1	MASON FOREMAN	\$60,819	\$62,670
3	2	3	MASON	\$153,795	\$159,141
5	5	5	MEO	\$194,688	\$201,968
1	1	1	PAINTER FOREMAN	\$56,202	\$57,886
6	5	6	PAINTER II	\$301,496	\$311,043
4	2	5	PLUMBER	\$234,374	\$298,126
30	33	38	MAINTAINER II	\$1,308,902	\$1,707,680
121	108	120	MAINTAINER I	\$4,489,763	\$4,602,687

FY24 BOA Adopted Budget	Filled at Budget Dev.Time	FY25 Dept. Requests	Department	FY24 BOA Adopted Budget Book	FY25 Dept. Requests
DEPARTMENT OF EDUCATION					
1	1	1	STOREKEEPER	\$54,704	\$56,204
1	1	1	SCHOOL GROUNDS FOREPERSON- UNLICENSED	\$63,294	\$65,042
6	1	6	SEASONAL WORKERS	\$59,760	\$60,144
1	1	1	FAMILY COMMUNITY ENGAGEMENT MANAGER (50% GF)	\$30,000	\$30,000
1	1	1	CONTRACT MANAGER	\$85,491	\$88,056
1	0	1	LEGAL ASSISTANT	\$45,000	\$45,000
1	1	1	SUPERVISOR OF PUPIL SERVICES	\$114,901	\$175,000
1	1	1	PAYROLL CLERK II BOE	\$58,204	\$58,204
1	1	1	ASSISTANT TRANSPORTATION COORDINATOR	\$85,491	\$88,056
2	2	2	ASSISTANT DIRECTOR SPECIAL EDUCATION	\$285,000	\$285,000
0	0	1	AUDIOMETRIST	\$0	\$55,000
<u>1,849</u>	<u>1,517</u>	<u>1,801</u>	TOTAL	<u>\$108,831,909</u>	<u>\$109,623,700</u>

11	11	11	POLICE RESOURCE OFFICER*	\$626,607	\$693,423
			*(paid thru Police Dept payroll credited to Police at the end of the year)		
			LUNCH AIDES	\$80,000	\$0
			OFFICE AIDES	\$180,000	\$180,000
			EDUCATIONAL	\$450,000	\$450,000

Waterbury Board of Education

THE CITY OF WATERBURY 236 Grand Street ♦ Waterbury, CT 06702



203-574-8009

Juanita P. Hernandez
President

February 16, 2024
Via E-mail

Mrs. Doreen Biolo
Chief Financial Officer
236 Grand Street
Waterbury, CT 06702

Dear Ms. Biolo:

At its regular meeting of February 15, 2024, the Board of Education voted to approve to authorize the Superintendent of Schools to transmit the 2024-2025 Department of Education's budget request in the amount of \$158,375,000.00 to the Mayor.

Respectfully,

A handwritten signature in blue ink that reads "Carrie A. Swain". The signature is written in a cursive style.

Carrie A. Swain, Clerk
Waterbury Board of Education

CITY OF WATERBURY					
BOARD OF EDUCATION					
2024-2025 Proposed Budget					
		Expenditures	Approved Budget	Proposed Budget	
		2022-2023	2023-2024	2024-2025	
				Inc/Dec	
	Salaries	\$91,064,861	\$145,868,256	\$153,942,857	\$8,074,601
	Health Benefits Expense	\$10,176,570	\$9,094,800	\$10,090,000	\$995,200
	Instructional Expense	\$2,302,762	\$2,591,090	\$2,616,090	\$25,000
	Purchased Services Expense	\$37,690,755	\$35,936,187	\$42,950,558	\$7,014,371
	Property Expense	\$8,881,510	\$8,973,356	\$9,199,732	\$226,376
	Miscellaneous Expense	\$7,717,385	\$753,050	\$755,150	\$2,100
	New Items	\$0	\$0	\$130,000	\$130,000
	Gross Budget Proposal	\$157,833,843	\$203,216,739	\$219,684,387	\$16,467,648
	<i>Alliance Year 12 (Operating Budget)</i>		(\$41,216,739)	\$0	\$41,216,739
	<i>Alliance Year 13 (Operating Budget)</i>		\$0	(\$43,220,396)	(\$43,220,396)
	<i>Alliance Year 13 (Portion of ECS / Alliance Increase for Operating Budget)</i>			(\$14,463,991)	(\$14,463,991)
	General Fund 2016-2017 Surplus		(\$450,000)	(\$450,000)	\$0
	General Fund 2015-2016 Surplus		(\$1,000,000)	(\$1,000,000)	\$0
	General Fund 2014-2015 Surplus		(\$1,000,000)	(\$1,000,000)	\$0
	City Non Lapsing Account		(\$500,000)	(\$500,000)	\$0
	Contingency Surplus		(\$675,000)	(\$675,000)	\$0
	Total Budget Proposal	\$157,833,843	\$158,375,000	\$158,375,000	(\$0)

**CITY OF WATERBURY
 BOARD OF EDUCATION
 2024-2025 Proposed Budget**

	New Items	Proposed Budget 2024-2025
511	International (2) Teachers; English & Spanish) repurposing	\$0
511	Audiometrist (1)	\$55,000
561	Menstrual Products (unfunded mandate PA23-160)	\$75,000
	Total New Items	\$130,000

**CITY OF WATERBURY
BOARD OF EDUCATION
2024-2025 Proposed Budget**

		Expenditures	Approved Budget	Proposed Budget	
	Salaries	2022-2023	2023-2024	2024-2025	Inc/Dec
511	Instructional Regular Payroll	\$46,751,549	\$99,062,375	\$104,753,903	\$5,691,529
511	Special Education Payroll	\$29,141,862	\$35,257,453	\$36,397,469	\$1,140,015
511	Administration Payroll	\$1,311,744	\$1,368,962	\$1,448,452	\$79,490
511	Fiscal Administration Payroll	\$548,769	\$693,869	\$796,194	\$102,325
511	Operation and Maintenance Payroll	\$6,477,322	\$8,680,010	\$9,434,068	\$754,058
511	Human Resources Payroll	\$473,561	\$798,765	\$813,517	\$14,752
511	Student Transportation Payroll	\$827,850	\$831,689	\$867,495	\$35,806
511	Adult Education Payroll	\$1,189,859	\$1,350,000	\$1,350,000	\$0
511	Operation and Maintenance Overtime	\$872,738	\$600,000	\$600,000	\$0
511	Outside Activities Overtime	\$243,331	\$200,000	\$245,000	\$45,000
511	Administration Overtime	\$223,093.07	\$40,000	\$40,000	\$0
511	Athletic & Extra Compensatory	\$857,339	\$875,000	\$875,000	\$0
511	Extra Police Protection	\$283,767	\$60,000	\$250,000	\$190,000
511	Substitute Teacher Payroll	\$536,088	\$150,000	\$350,000	\$200,000
511	Education Longevity	\$9,418	\$7,990	\$5,620	(\$2,370)
511	Projected Resignations/Attrition Certified	\$0	(\$2,700,000)	(\$2,700,000)	\$0
511	Projected Resignations/Attrition Non-Certified	\$0	(\$2,440,525)	(\$2,500,000)	(\$59,475)
511	Certified Early Incentive & Vacation Sick Time Buyout	\$1,316,569	\$1,032,669	\$916,139	(\$116,530)
	Total Salaries	\$91,064,861	\$145,868,256	\$153,942,857	\$8,074,601

**CITY OF WATERBURY
BOARD OF EDUCATION
2024-2025 Proposed Budget**

		Expenditures	Approved Budget	Proposed Budget	
	Benefit Expense	2022-2023	2023-2024	2024-2025	Difference
522	Health Benefit Fund	\$10,000,000	\$9,000,000	\$10,000,000	\$1,000,000
529	Car & Meal Allowance	\$176,570	\$94,800	\$90,000	(\$4,800)
	Total Benefits	\$10,176,570	\$9,094,800	\$10,090,000	\$995,200

**CITY OF WATERBURY
BOARD OF EDUCATION
2024-2025 Proposed Budget**

		Expenditures	Approved Budget	Proposed Budget	
	Instructional Expense	2022-2023	2023-2024	2024-2025	Difference
561	Instructional Supplies	\$1,278,097	\$1,620,000	\$1,620,000	\$0
561	Office Supplies	\$54,577	\$75,590	\$75,590	\$0
561	Emergency/Medical Supplies	\$0	\$2,000	\$2,000	\$0
561	Intake Center Supplies	\$3,205	\$3,500	\$3,500	\$0
561	Recruitment Supplies	\$43,034	\$50,000	\$50,000	\$0
561	Medicaid Supplies	\$3,974	\$8,000	\$8,000	\$0
561	Janitorial Supplies	\$254,701	\$275,000	\$300,000	\$25,000
561	Buildings & Grounds Supplies	\$487,599	\$370,000	\$370,000	\$0
567	Clothing	\$34,778	\$40,000	\$40,000	\$0
567	Crossing Guard Uniforms	\$1,236	\$2,000	\$2,000	\$0
569	Recreational Supplies	\$1,607	\$15,000	\$15,000	\$0
569	Athletic Supplies	\$139,953	\$130,000	\$130,000	\$0
	Total Instructional Expense	\$2,302,762	\$2,591,090	\$2,616,090	\$25,000

**CITY OF WATERBURY
BOARD OF EDUCATION
2024-2025 Proposed Budget**

		Expenditures	Approved Budget	Proposed Budget	
	Purchased Services Expense	2022-2023	2023-2024	2024-2025	Difference
533	Professional Services	\$21,820	\$2,000,000	\$4,200,000	\$2,200,000
533	Evaluation and Testing	\$167	\$5,000	\$2,500	(\$2,500)
533	Consulting	\$244,439	\$325,000	\$406,658	\$81,658
533	Auditing	\$47,196	\$59,500	\$62,000	\$2,500
539	Sport Officials	\$7,178	\$25,000	\$25,000	\$0
539	Report Cards	\$0	\$0	\$0	\$0
539	Messenger Service	\$31,950	\$30,000	\$33,600	\$3,600
551	Pupil Transportation	\$19,061,884	\$17,993,587	\$18,790,000	\$796,413
553	Postage	\$42,377	\$45,000	\$45,000	\$0
553	Telephone	\$198,176	\$175,000	\$200,000	\$25,000
553	Wide-area Network	\$88,763	\$93,600	\$93,600	\$0
556	Out of District Tuition	\$14,576,660	\$12,100,000	\$16,000,000	\$3,900,000
556	Purchased Services - Outside Special Ed	\$3,135,262	\$3,000,000	\$3,000,000	\$0
557	Tuition Reimbursement	\$54,584	\$6,000	\$10,000	\$4,000
558	Travel Expenses	\$112,617	\$5,000	\$5,000	\$0
559	Advertising	\$21,269	\$32,500	\$32,500	\$0
559	Printing & Binding	\$25,776	\$15,000	\$23,000	\$8,000
559	Insurance - Athletics	\$20,636	\$26,000	\$21,700	(\$4,300)
	Total Purchased Services Expense	\$37,690,755	\$35,936,187	\$42,950,558	\$7,014,371

**CITY OF WATERBURY
BOARD OF EDUCATION
2024-2025 Proposed Budget**

		Expenditures	Approved Budget	Proposed Budget	
	Property Expense	2022-2023	2023-2024	2024-2025	Difference
543	General Repairs & Maintenance	\$1,423,851	\$1,388,000	\$1,288,000	(\$100,000)
543	Maintenance - Service Contracts	\$698,823	\$800,000	\$975,000	\$175,000
544	Building Rental	\$560,571	\$568,956	\$587,642	\$18,686
545	Water	\$289,429	\$250,000	\$250,000	\$0
545	Electricity	\$2,891,168	\$3,129,855	\$3,000,000	(\$129,855)
545	Security & Safety	\$154,189	\$125,000	\$100,000	(\$25,000)
561	Diesel/Propane/heating oil	\$244,861	\$591,185	\$578,424	(\$12,762)
561	Gasoline	\$167,737	\$249,360	\$210,667	(\$38,693)
561	Natural Gas	\$2,195,020	\$1,666,000	\$2,000,000	\$334,000
575	Furniture	\$15,058	\$15,000	\$15,000	\$0
575	Office Equipment	\$152,987	\$150,000	\$155,000	\$5,000
575	Plant Equipment	\$87,815	\$40,000	\$40,000	\$0
	Total Property Expense	\$8,881,510	\$8,973,356	\$9,199,732	\$226,377

**CITY OF WATERBURY
BOARD OF EDUCATION
2024-2025 Proposed Budget**

		Expenditures	Approved Budget	Proposed Budget	
	Miscellaneous Expense	2022-2023	2023-2024	2024-2025	Difference
589	Mattatuck Museum	\$11,124	\$13,000	\$12,000	(\$1,000)
589	Board of Ed Commissioners	\$20,701	\$20,700	\$20,700	\$0
589	Emergency Fund	\$9,298	\$9,350	\$9,450	\$100
589	Waterbury Promise	\$500,000	\$500,000	\$500,000	\$0
589	Mileage	\$13,440	\$10,000	\$10,000	\$0
589	Coaches Reimbursements	\$1,352	\$5,000	\$3,000	(\$2,000)
589	Dues & Publications	\$59,934	\$60,000	\$65,000	\$5,000
591	Athletic Revolving Fund	\$120,000	\$135,000	\$135,000	\$0
591	Sinking Fund	\$6,981,536	\$0	\$0	\$0
	Total Miscellaneous Expense	\$7,717,385	\$753,050	\$755,150	\$2,100

GRANT LIST 2023-2024

ACCOUNTING UNIT:	Grant Name	Fiscal Year 24 Budget	Award Period
	FEDERAL GRANTS		
20422-2223	21st Century Academic Academy & Wallace (Carry Over)	\$ 28,848.11	7/1/22 - 9/30/23
20423-2223	21st Century Bucks Hill & Chase (Carry Over)	\$ 11,821.27	7/1/22 - 9/30/23
20424-2223	21st Century Walsh & Driggs (Carry Over)	\$ 20,777.52	7/1/22 - 9/30/23
20421-2223	21st Century West Side (Carry Over)	\$ 10,992.91	7/1/22 - 9/30/23
20422-2324	21st Cent Acad Acad/WMS 23-24	\$ 200,000.00	7/1/23 - 9/30/24
20423-2324	21st Cent Bucks Hill & Chase 23-24	\$ 200,000.00	7/1/23 - 9/30/24
20420-2324	21st Cent Bunker Hill 23-24	\$ 110,000.00	7/1/23 - 9/30/24
20424-2324	21st Cent Driggs & Walsh 23-24	\$ 200,000.00	7/1/23 - 9/30/24
20419-2324	21st Cent Regan 23-24	\$ 57,000.00	7/1/23 - 9/30/24
20421-2324	21st Cent West Side 23-24	\$ 121,000.00	7/1/23 - 9/30/24
20420-2223	21st Century Bunker Hill (Carry Over)	\$ 6,216.74	7/1/22 - 9/30/23
20279-2324	ARP ESS Dual Credit Expan -23	\$ 90,000.00	7/1/23 - 1/31/25
20300-2124	ARP ESSER Funds (Carry Over)	\$ 70,141,492.49	7/1/20 - 9/30/24
20321-2224	ARP ESSER HCY I 22-24 (Carry Over)	\$ 73,907.82	7/1/22 - 9/30/24
20303-2123	ARP ESSER Homeless 21-23 (Carry Over)	\$ 31,461.08	7/1/21 - 6/30/24
20321-2224	ARP ESSER Homeless 22-24 (Carry Over)	\$ 73,907.82	7/1/21 - 9/30/24
20245-2224	ARP ESSER Innovation After School (Carrington & Duggan) (Carry Over)	\$ 169,626.63	7/1/22 - 6/30/24
20305-2224	ARP ESSER SPPT (Carry Over)	\$ 385,326.60	7/1/22 - 6/30/24
20561-2123	ARP IDEA 21-23 (Carry Over)	\$ 43,234.51	7/1/21 - 9/30/23
20541-2123	ARP IDEA 21-23 Non-Public (Carry Over)	\$ 2,689.64	7/1/21 - 9/30/23
20541-2123	ARP IDEA 21-23 Public (Carry Over)	\$ 37,969.55	7/1/21 - 6/30/23
20570-2224	ARPA - Expand Supp LEAP 22-24	\$ 718,690.88	7/1/23 - 12/31/24
20047-2324	ARPA - Right to Read FY 23-24	\$ 981,000.00	7/1/23 - 12/31/24
20248-2426	ARPA - Sch Ment Health 24-26	\$ 120,000.00	7/1/23 - 6/30/26
20277-2323	Carl Perkin Supplemental FY 23	\$ 50,000.00	7/1/22 - 9/30/23
28008-2324	Cong Access Points Block Grant	\$ 259,000.00	7/1/23 - 6/30/24
28009-2324	Cong Chromebook Block Grant	\$ 2,265,000.00	7/1/23 - 6/30/24
20243-2324	CT ED Rising Crosby 23-24	\$ 5,000.00	7/1/23 - 6/30/24
20243-2324	CT ED Rising Kennedy 23-24	\$ 5,000.00	7/1/23 - 6/30/24
20243-2324	CT ED Rising WCA 23-24	\$ 5,000.00	7/1/23 - 6/30/24
20243-2324	CT ED Rising Wilby 23-24	\$ 5,000.00	7/1/23 - 6/30/24

ACCOUNTING UNIT:	Grant Name	Fiscal Year 24 Budget	Award Period
24122-2324	CT-SEDS Stipend Non-Pub 23-24	\$ 2,500.00	7/1/23 - 9/30/23
24122-2324	CT-SEDS Stipend Pub 23-24 (Carry Over)	\$ 50,000.00	7/1/23 - 9/30/23
20300-2123	ESSER II Funds (Carry Over)	\$ 12,014,096.80	7/1/21 - 9/30/23
20302-2123	ESSER II Set Aside 21-23 (Carry Over)	\$ 135,416.51	7/1/21 - 9/30/23
20278-2223	FAFSA Challenge (Crosby, Kennedy & Wilby) (Carry Over)	\$ 24,545.00	7/1/22 - 6/30/24
28003-2324	FF&V Main Funds	\$ 813,123.00	7/1/23 - 6/30/24
20540-2224	IDEA 611 22-24 Non-Public (Carry Over)	\$ 156,228.00	7/1/22 - 6/30/24
20540-2224	IDEA 611 22-24 Public (Carry Over)	\$ 3,176,649.96	7/1/22 - 6/30/24
20540-2325	IDEA 611 Part B 23-25 Non-Public	\$ 136,227.00	7/1/23 - 6/30/25
20540-2325	IDEA 611 Part B 23-25 Public	\$ 5,830,675.00	7/1/23 - 6/30/25
20560-2325	IDEA 619 - Non-Public 23-25	\$ 10,995.00	7/1/23 - 6/30/25
20560-2325	IDEA 619 - Public 23-25	\$ 160,746.00	7/1/23 - 6/30/25
20560-2224	IDEA 619 22-24 Non-Public (Carry Over)	\$ 10,595.00	7/1/22 - 6/30/24
20560-2224	IDEA 619 22-24 Public (Carry Over)	\$ 131,879.44	7/1/22 - 6/30/24
20920-2004	Impact Aid (NoEndDate)	\$ 127,110.11	NO-END
20320-2324	McKinney Vento Homeless 23-24	\$ 60,000.00	7/1/23 - 9/30/24
20260-2324	Perkins (Secondary Grant)	\$ 569,535.78	7/1/23 - 6/30/25
21409-2223	School Readiness - Priority Admin Funds Enhancement (Carry Over)	\$ 12,750.00	7/1/22 - 6/30/24
20296-2325	SIG 7 Crosby 23-25	\$ 165,944.00	7/1/23 - 6/30/25
20295-2325	SIG 7 Kennedy 23-25	\$ 127,014.00	7/1/23 - 6/30/25
20294-2325	SIG 7 North End 23-25	\$ 200,000.00	7/1/23 - 6/30/25
20292-2325	SIG 7 Wallace 23-25	\$ 200,000.00	7/1/23 - 6/30/25
20293-2325	SIG 7 West Side 23-25	\$ 200,000.00	7/1/23 - 6/30/25
20297-2325	SIG 7 Wilby 23-25	\$ 200,000.00	7/1/23 - 6/30/25
20602-2324	Smart Start Recovery Oper FY24	\$ 150,000.00	7/1/23 - 6/30/24
20220-2325	Title I Part A Districtwide 23-25 - Non-Public	\$ 643,770.04	7/1/23 - 6/30/25
20220-2325	Title I Part A Districtwide 23-25 - Public	\$ 10,565,284.54	7/1/23 - 6/30/25
20220-2224	Title I-A 22-24 Public & Non-Public (Carry Over)	\$ 500,962.29	7/1/22 - 6/30/24
20220-2224	Title I-A 22-24 Public (Carry Over)	\$ 4,105,007.89	7/1/22 - 6/30/24
20380-2224	Title II Part A 22-24 Non-Public (Carry Over)	\$ 78,676.79	7/1/22 - 6/30/24
20380-2224	Title II Part A 22-24 Public (Carry Over)	\$ 159,648.46	7/1/22 - 6/30/24
20380-2325	Title II Part A Districtwide 23-25 - Non-Public	\$ 86,339.79	7/1/23 - 6/30/25
20380-2325	Title II Part A Districtwide 23-25 - Public	\$ 971,050.21	7/1/23 - 6/30/25
20440-2325	Title III 23-25 Non-Public	\$ 1,617.17	7/1/23 - 6/30/25

ACCOUNTING UNIT:	Grant Name	Fiscal Year 24 Budget	Award Period
20440-2325	Title III 23-25 Public	\$ 456,446.83	7/1/23 - 6/30/25
20440-2224	Title III EL 22-24 Public (Carry Over)	\$ 407,369.79	7/1/22 - 6/30/24
20420-2224	Title III ImmigrantYouth 22-24	\$ 8,649.00	7/1/23 - 6/30/24
20460-2224	Title IV Part A 22-24 Non-Public (Carry Over)	\$ 52,600.60	7/1/22 - 6/30/24
20460-2224	Title IV Part A 22-24 Public (Carry Over)	\$ 822,754.43	7/1/22 - 6/30/24
20460-2325	Title IV-Student Support 23-25 - Public	\$ 57,862.17	7/1/23 - 6/30/25
20460-2325	Title IV-Student Support 23-25 - Non-Public	\$ 80,971.22	7/1/23 - 6/30/25
20298-2224	Voice4Change - KHS FY 22-24 (Carry Over)	\$ 4,276.00	7/1/22 - 6/30/24
20298-2224	Voice4Change - WAMS FY 22-24 (Carry Over)	\$ 17,613.01	7/1/22 - 6/30/24
20298-2224	Voice4Change - WCA FY 22-24 (Carry Over)	\$ 17,733.75	7/1/22 - 6/30/24
20298-2224	Voice4Change - WHS FY 22-24 (Carry Over)	\$ 17,500.00	7/1/22 - 6/30/24
20298-2224	Voice4Change (Carry Over)	\$ 57,107.60	7/1/22 - 6/30/24
	STATE GRANTS		
26200-2324	Adult Education - Cooperating Eligible Entity - CEE1	\$ 70,001.00	7/1/23 - 6/30/24
26080-2324	Adult Education - Provider	\$ 3,290,540.00	7/1/23 - 6/30/24
24115-2324	After School Grant (Hopeville)	\$ 134,014.00	7/1/23 - 6/30/24
24117-2324	After School Grant (North End)	\$ 134,014.00	7/1/23 - 6/30/24
27100-2324	Alliance District 23-24	\$ 50,491,123.00	7/1/23 - 6/30/24
20020-2324	Bilingual Grant 23-24	\$ 329,914.00	7/1/23 - 6/30/24
20251-2324	Commissioner's Network S1 (North End)	\$ 577,114.00	7/1/23 - 6/30/24
20250-2324	Commissioner's Network S2 (Wallace)	\$ 591,573.00	7/1/23 - 6/30/24
20252-2324	Commissioner's Network S3 (West Side)	\$ 577,114.00	7/1/23 - 6/30/24
20253-2324	Commissioner's Network S4 (wilby)	\$ 869,480.00	7/1/23 - 6/30/24
24122-2223	CT-SEDS Stipend 22-23 (Carry Over)	\$ 5,000.00	7/1/22 - 9/30/23
20080-2324	Extended School Hours 23-24	\$ 327,959.00	7/1/23 - 6/30/24
20001-2324	Family Resource Center (Reed & Wilson)	\$ 225,258.00	7/1/23 - 6/30/24
20180-2324	* Interdistrict Magnet (Maloney)	\$ 2,533,257.00	7/1/23 - 6/30/24
20181-2324	* Interdistrict Magnet (Rotella)	\$ 2,553,894.00	7/1/23 - 6/30/24
20182-2324	* Interdistrict Magnet (WAMS)	\$ 3,495,672.00	7/1/23 - 6/30/24
20130-2224	LPS - Crosby 22-24	\$ 273,490.00	7/1/22 - 6/30/24
20131-2224	LPS - Kennedy 22-24	\$ 204,259.00	7/1/22 - 6/30/24
20132-2224	LPS - North End 22-24	\$ 300,000.00	7/1/22 - 6/30/24

ACCOUNTING UNIT:	Grant Name	Fiscal Year 24 Budget	Award Period
20133-2224	LPS - Wallace 22-24	\$ 299,759.00	7/1/22 - 6/30/24
20134-2224	LPS - Wilby 22-24	\$ 166,467.00	7/1/22 - 6/30/24
21381-2224	Multi Media Sch Security 22-24	\$ 74,504.16	7/1/22 - 9/30/24
21180-2324	Primary Mental Health 23-24	\$ 20,000.00	7/1/23 - 6/30/24
20046-2324	Priority Schools 23-24	\$ 1,993,991.44	7/1/23 - 6/30/24
20100-2324	PSD-Summer School 23-24	\$ 384,691.00	7/1/23 - 6/30/24
21400-2324	School Readiness - Priority	\$ 9,671,947.00	7/1/23 - 6/30/24
21408-2324	School Readiness - Priority COLA	\$ 650,556.00	7/1/23 - 6/30/24
20550-2324	School Readiness - Priority Quality Enhancement	\$ 75,641.00	7/1/23 - 6/30/24
21380-2224	School Security V 22-24	\$ 27,151.53	7/1/22 - 9/30/24
21409-2324	SR Prior AdmFundsEnhan 23-24	\$ 148,719.00	7/1/23 - 6/30/24
21411-2324	SR Priority Enrollment 23-24	\$ 1,135,616.00	7/1/23 - 6/30/24
OTHER GRANTS			
26605-2324	Ad Ed Enrichment	\$ 77,242.45	NO-END
26805-2223	Ad Ed GED 22-23	\$ 2,375.00	NO-END
26205-2324	Ad Ed Nursing Asst Prog	\$ 23,740.39	NO-END
28006-2324	Central CT - Teacher Residency	\$ 4,000.00	NO-END
56205	Leavenworth Trust Fund	\$ 74,414.09	NO-END
29003-2324	Letters are Characters 2324	\$ 40,000.00	7/1/23 - 6/30/24
28010-2324	Parent Teacher Home Visit	\$ 18,000.00	7/1/23 - 6/30/24
24112-2324	PEGPETIA 23-24	\$ 44,822.00	7/1/23 - 6/30/24
28005-2324	Riverside Natural Foods Grant	\$ 5,000.00	NO-END
22100-2223	SERC Off of Student Affairs	\$ 32,500.00	NO-END
28007-2324	Ward Family Grant FY 23-24	\$ 16,600.00	NO-END
TOTAL GRANTS		\$ 202,180,648.81	

*Magnet School Award is Preliminary

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FY25 BUDGET

CITY OF WATERBURY

ENTERPRISE

FUNDS

WATER POLLUTION
CONTROL

ENTERPRISE FUND

DEPT. 42 – WATER POLLUTION CONTROL

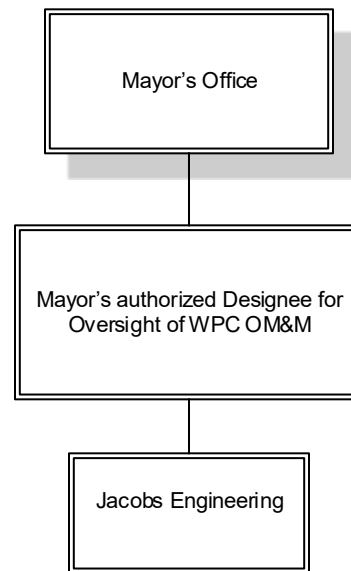
Jacobs Operations and Maintenance Goals – City of Waterbury

The City of Waterbury has established a clear mission of efficient services, public health and financial stewardship for its Water Pollution Control department.

In support of the City's mission, Jacobs will:

- Deliver attentive and high-quality O&M services, working in full partnership with City leadership to protect the environment while managing costs effectively.
- Operate the City's treatment facilities and other assets in compliance with regulatory and contractual requirements.
- Conduct a thorough and detailed condition assessment of the WPCF and collection system, and recommend a reasonable and cost-manageable approach for capital improvements.
- Assess O&M practices and identify opportunities for cost savings and greater operating efficiency. These may include changes in practice to reduce energy and chemical consumption.
- Develop and execute a plan to monitor and direct advanced maintenance activities—predictive repairs, collection-system maintenance and cleaning, closed-circuit television analysis and parts/supplies inventory.
- Administer contract relationships with key service providers, including Synagro, to assure services are delivered according to the City's and Jacobs' standards and objectives.
- Direct and sustain the operation of SEDA in compliance with applicable regulations.

Organization Chart - Water Pollution Control



REVENUE DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 BOA ADOPTED BUDGET	FY25 DEPT. REQUEST	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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WATER POLLUTION CONTROL

436000	Investment Income	\$8,145	\$8,944	\$319,219	\$10,000	\$150,000	\$150,000	\$0
441123	Sewerline Ins Program Fees	\$40,173	\$38,281	\$41,230	\$38,000	\$40,000	\$40,000	\$0
461120	Sludge Disposal Royalties-Synagro	\$229,460	\$245,002	\$190,540	\$200,000	\$200,000	\$200,000	\$0
461121	Septage Disposal Revenue	\$119,744	\$104,133	\$49,133	\$50,000	\$50,000	\$50,000	\$0
461122	Sewer Use Charges - Current Year	\$10,161,210	\$9,899,792	\$9,701,144	\$9,900,000	\$9,900,000	\$9,900,000	\$0
461124	Sewer Use Charges - CRC	\$6,073,687	\$5,917,460	\$5,798,202	\$5,900,000	\$5,900,000	\$5,900,000	\$0
461126	Sewer Charge-Watertown	\$2,325,304	\$2,715,527	\$4,294,381	\$2,700,000	\$2,700,000	\$2,700,000	\$0
461127	Sewer Charge-Naugatuck	\$4,857	\$8,467	\$8,467	\$7,000	\$7,000	\$7,000	\$0
461128	Sewer Charge-Wolcott	\$385,573	\$466,274	\$1,784,804	\$400,000	\$450,000	\$450,000	\$0
461130	Sewer Charge-Cheshire	(\$300)	\$0	\$0	\$1,000	\$1,000	\$1,000	\$0
461132	Sewer Charge - Prospect	\$54,737	\$165,187	\$0	\$35,000	\$35,000	\$35,000	\$0
461136	Interest & Penalties	\$639,453	\$682,543	\$841,989	\$525,000	\$600,000	\$600,000	\$0
461138	Sewer Permits WPC	\$49,280	\$58,700	\$61,721	\$50,000	\$50,000	\$50,000	\$0
461139	Nitrogen Credits from DEP	\$65,895	\$94,177	\$57,151	\$50,000	\$40,000	\$40,000	\$0
471010	Synagro Utilities	\$522,826	\$548,341	\$444,984	\$500,000	\$400,000	\$400,000	\$0
471011	Synagro Reimbursements	\$5,873	\$14,520	\$8,351	\$1,000	\$10,000	\$10,000	\$0
488005	Miscellaneous Sources	\$3,034	\$19,502	\$15,998	\$23,500	\$48,557	\$64,075	\$15,518
488016	Other Revenue	\$0	\$0	\$0	\$7,500	\$0	\$0	\$0
490003	Bond Premium	\$0	\$0	\$71,280	\$0	\$0	\$0	\$0
490099	Use of Fund Balance	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL MEANS OF FINANCING		\$20,688,951	\$20,986,849	\$23,688,594	\$20,398,000	\$20,581,557	\$20,597,075	\$15,518

ACCOUNT NUMBER	APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 BOA ADOPTED BUDGET	FY25 DEPT. REQUEST	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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WATER POLLUTION CONTROL

PERSONAL SERVICES

511600 Temporary Employees	\$0	\$0	\$0	\$30,000	\$30,000	\$30,000	\$0
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EMPLOYEE BENEFITS

521001 Pension Contribution	\$937,000	\$949,000	\$969,000	\$943,000	\$958,000	\$958,000	\$0
522501 Contribution to Health Ins. Fund	\$382,000	\$376,000	\$347,000	\$374,000	\$390,000	\$390,000	\$0

PURCHASED PROFESSIONAL SERVICES

533000 Professional Services	\$5,898,348	\$6,247,431	\$6,531,568	\$6,575,000	\$6,850,000	\$6,850,000	\$0
533011 Legal	\$14,980	\$0	\$0	\$25,000	\$0	\$0	\$0
533016 Engineering Services	\$54,202	\$0	\$0	\$75,000	\$0	\$0	\$0
533044 SEDA Survey	\$0	\$0	\$0	\$35,000	\$0	\$0	\$0
539012 Outside Services-Operations	\$72,758	\$26,952	\$48,068	\$200,000	\$100,000	\$100,000	\$0

PURCHASED PROPERTY SERVICES

545002 Water	\$1,343	\$5,963	\$11,151	\$50,000	\$20,000	\$20,000	\$0
545004 Waste/Sludge Disposal	\$927,150	\$920,764	\$886,320	\$1,100,000	\$1,000,000	\$1,000,000	\$0
545006 Electricity	\$1,933,637	\$2,000,105	\$1,705,830	\$2,100,000	\$1,900,000	\$1,900,000	\$0
545019 Natural Gas	\$95,731	\$111,403	\$137,252	\$125,000	\$140,000	\$140,000	\$0

PURCHASED OTHER SERVICES

559105 Property Insurance	\$276,664	\$300,000	\$366,050	\$420,000	\$500,000	\$500,000	\$0
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SUPPLIES

569501 Chemicals	\$122,225	\$117,884	\$0	\$200,000	\$0	\$0	\$0
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OTHER OBJECTS

589026 Taxes to Other Towns	\$0	\$121,672	\$129,046	\$160,000	\$140,000	\$140,000	\$0
589040 Environmental Permits	\$11,324	\$11,590	\$18,289	\$15,000	\$20,000	\$20,000	\$0

ACCOUNT NUMBER	APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 BOA ADOPTED BUDGET	FY25 DEPT. REQUEST	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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WATER POLLUTION CONTROL

TRANSFERS

591002	Transfer to Capital Sinking Fund	\$5,443,094	\$4,999,621	\$5,273,997	\$4,000,000	\$4,500,000	\$4,500,000	\$0
591009	Fund Payment - GF Indirect Costs	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$0
592002	Interest - General	\$603,429	\$331,429	\$784,556	\$753,000	\$704,882	\$704,882	\$0
592003	Principal - General	\$1,417,142	\$1,593,163	\$977,874	\$1,353,000	\$1,366,180	\$1,366,180	\$0
598000	Admin. Div. Premium	\$1,339,166	\$1,409,212	\$1,427,000	\$1,465,000	\$1,562,495	\$1,578,013	\$15,518
599001	WPC Contingency	\$0	\$0	\$0	\$100,000	\$100,000	\$100,000	\$0
TOTAL		\$19,830,193	\$19,822,188	\$19,913,000	\$20,398,000	\$20,581,557	\$20,597,075	\$15,518

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WATER & WPC
ADMINISTRATION DIVISION
INTERNAL SERVICE FUND

DEPT. 80 – BUREAU OF UTILITY ADMINISTRATION

Mission Statement

To provide accounting, billing, collections and support functions to the Bureau of Water and Water Pollution Control.

Core Function

The 'core function' of the Utility Administration Division is to:

1. Provide accounting functions to the Bureau of Water and Water Pollution Control
2. Provide billing and customer service for all Water and Water Pollution
3. Assist in City interface with Jacobs Engineering

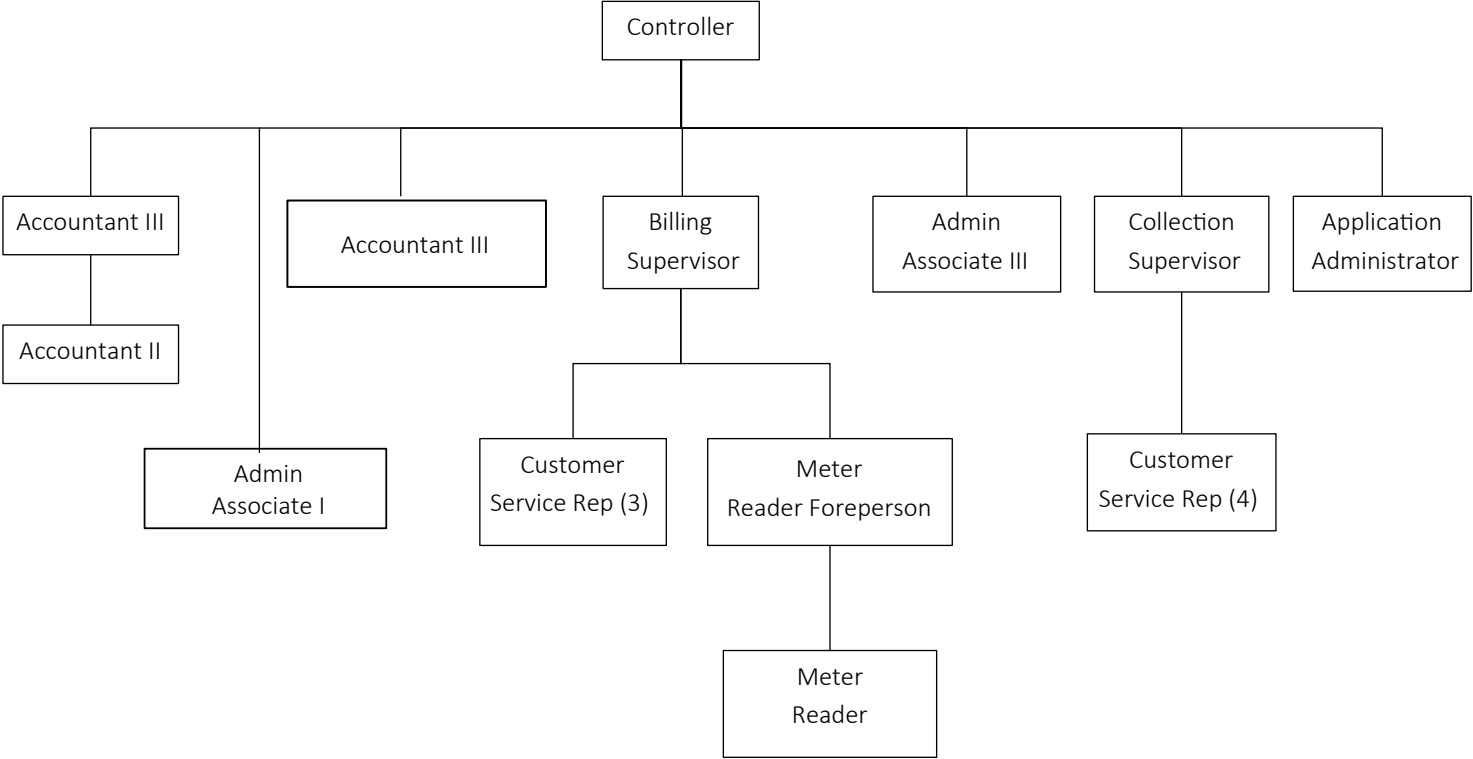
Departmental Goals – Fiscal Year 2024-25

1. Work with Customers with delinquent balances due to the lingering effects of Covid19
2. To review internal accounting functions to increase efficiency
3. Further assist the Water Department's ongoing meter and radio replacements citywide
4. Update Munis Billing Software Forms

Key Performance Measures

1. To reduce the outstanding utility receivables owed to the Bureau of Water and Water Pollution Control through continued delinquent account collections by June 30, 2025; while being mindful of the difficulties in our community.

Organization Chart—Utility Admin



ACCOUNT NUMBER	REVENUE DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 BOA ADOPTED BUDGET	FY25 DEPT. REQUEST	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
PUBLIC UTILITIES - ADMINISTRATION								
436000	Investment Income	\$0	\$0	\$30,705	\$0	\$0	\$0	\$0
490006	Transfers In	\$0	\$2,619	\$0	\$0	\$0	\$0	\$0
499001	Inter Departmental Transfers Water	\$1,339,166	\$1,409,212	\$1,427,000	\$1,465,000	\$1,598,501	\$1,578,013	(\$20,488)
499003	Inter Departmental Transfers WPC	\$1,339,166	\$1,409,212	\$1,427,000	\$1,465,000	\$1,598,501	\$1,578,013	(\$20,488)
TOTAL MEANS OF FINANCING		<u>\$2,678,332</u>	<u>\$2,821,043</u>	<u>\$2,884,705</u>	<u>\$2,930,000</u>	<u>\$3,197,002</u>	<u>\$3,156,026</u>	<u>(\$40,976)</u>

ACCOUNT NUMBER	APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 BOA ADOPTED BUDGET	FY25 DEPT. REQUEST	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
PUBLIC UTILITIES - ADMINISTRATION								
<u>PERSONAL SERVICES</u>								
511500	Regular Salaries	\$1,061,698	\$944,979	\$892,408	\$1,090,565	\$1,163,560	\$1,122,584	(\$40,976)
511550	Part Time Salaries	\$0	\$0	\$0	\$50,000	\$0	\$0	\$0
511600	Temporary Salaries	\$44,439	\$39,280	\$39,355	\$20,000	\$40,000	\$40,000	\$0
511650	Overtime	\$2,537	\$7,703	\$7,789	\$3,000	\$8,000	\$8,000	\$0
511653	Longevity	\$1,155	\$1,300	\$0	\$1,155	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$4,211	\$43,052	\$0	\$0	\$0	\$0	\$0
<u>EMPLOYEE BENEFITS</u>								
520101	ER FICA - General	\$25,313	\$23,686	\$25,777	\$15,451	\$17,379	\$17,379	\$0
521001	Benefits - Pension	\$396,266	\$437,483	\$499,270	\$476,827	\$610,067	\$610,067	\$0
521501	Benefits - Workers Comp	\$47,430	\$33,431	\$17,697	\$41,983	\$30,204	\$30,204	\$0
522001	Benefits - Life Insurance	\$3,750	\$4,127	\$4,164	\$4,049	\$4,315	\$4,315	\$0
522501	Contribution to Health Ins. Fund	\$413,084	\$432,849	\$439,305	\$477,160	\$513,583	\$513,583	\$0
523001	Unemployment	\$1,997	\$3,921	\$521	\$2,451	\$360	\$360	\$0
529001	Car Allowance	\$9,103	\$8,867	\$1,495	\$15,000	\$15,000	\$15,000	\$0
529002	Uniforms - Meter Readers	\$701	\$817	\$433	\$900	\$900	\$900	\$0
<u>PURCHASED PROFESSIONAL SERVICES</u>								
533011	Legal Fees	(\$9)	\$2,786	\$15,800	\$33,000	\$50,000	\$50,000	\$0
533032	Bank and Investment Services	\$86,215	\$90,000	\$86,278	\$95,000	\$80,000	\$80,000	\$0
533100	Auditing/Financial Services	\$26,213	\$26,700	\$30,000	\$30,000	\$31,000	\$31,000	\$0
539009	Training Misc. Services	\$0	\$0	\$0	\$2,000	\$2,000	\$2,000	\$0
<u>PURCHASED PROPERTY SERVICES</u>								
543011	Service/Maintenance Contracts	\$71,258	\$67,461	\$70,264	\$95,500	\$105,000	\$105,000	\$0
543013	Motor Vehicle Repair	\$0	\$0	\$0	\$3,000	\$3,000	\$3,000	\$0
543021	Office Equipment Maintenance	\$0	\$0	\$3,043	\$4,000	\$5,000	\$5,000	\$0
<u>PURCHASED OTHER SERVICES</u>								
553001	Postage	\$77,227	\$68,788	\$43,596	\$89,000	\$80,000	\$80,000	\$0
553002	Telephone	\$4,288	\$4,200	\$4,200	\$4,400	\$4,400	\$4,400	\$0
553003	Cell Phone	\$1,920	\$1,983	\$1,517	\$2,500	\$2,500	\$2,500	\$0
559002	Printing	\$18,982	\$18,777	\$22,173	\$36,000	\$36,000	\$36,000	\$0
559008	Other Purchased Services	\$0	\$0	\$0	\$1,100	\$1,300	\$1,300	\$0

ACCOUNT NUMBER	APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 BOA ADOPTED BUDGET	FY25 DEPT. REQUEST	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
PUBLIC UTILITIES - ADMINISTRATION								
<u>SUPPLIES</u>								
561200	Office Supplies	\$8,095	\$9,240	\$8,192	\$14,000	\$14,000	\$14,000	\$0
561503	Gasoline	\$189	\$172	\$600	\$1,200	\$2,000	\$2,000	\$0
<u>PROPERTY</u>								
575200	Office Equipment	\$5,408	\$10,219	\$9,785	\$12,000	\$33,000	\$33,000	\$0
<u>OTHER OBJECTS & OTHER USES</u>								
589000	Miscellaneous	\$5,564	\$1,386	\$6,248	\$8,009	\$7,184	\$7,184	\$0
591002	Transfer to Sinking Fund	\$0	\$0	\$335,278	\$0	\$40,000	\$40,000	\$0
591007	Transfer to General Fund - Indirect	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$0
592002	Interest Long Term	\$25,550	\$22,313	\$18,813	\$15,750	\$12,250	\$12,250	\$0
592003	Principal	\$70,000	\$70,000	\$70,000	\$70,000	\$70,000	\$70,000	\$0
599001	Contingent Appropriation	\$0	\$0	\$0	\$15,000	\$15,000	\$15,000	\$0
TOTAL		\$2,612,584	\$2,575,518	\$2,854,000	\$2,930,000	\$3,197,002	\$3,156,026	(\$40,976)

FY24 BOA Adopted Budget	Filled at Budget Dev. Time	FY25 Div. Request	FY25 Mayor's Proposed Budget	Division	FY24 BOA Adopted Budget	FY25 Div. Request	FY25 Mayor's Proposed Budget
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Public Utility - Administration

1	1	1	1	CONTROLLER	\$120,987	\$124,617	\$124,617
1	1	1	1	COLLECTIONS SUPERVISOR	\$93,181	\$95,976	\$95,976
1	1	1	1	BILLING SUPERVISOR	\$86,426	\$89,019	\$89,019
1	1	1	1	APPLICATION ADMINISTRATOR	\$77,471	\$79,794	\$79,794
3	2	3	2	ACCOUNTANT III	\$239,146	\$246,321	\$169,272
1	1	1	1	ACCOUNTANT II	\$62,408	\$63,908	\$63,908
0	1	1	1	LEAD CUSTOMER BILLING COLLECTION ANALYST	\$0	\$54,017	\$55,091
7	7	7	7	CUSTOMER SERVICE REPS	\$267,904	\$280,295	\$280,295
1	1	1	1	METER READER FOREPERSON	\$47,484	\$48,266	\$48,266
1	1	1	1	METER READER	\$31,431	\$45,348	\$45,348
1	0	1	1	ADMINISTRATIVE ASSOCIATE III	\$48,522	\$39,075	\$39,075
1	0	1	1	ADMINISTRATIVE ASSOCIATE I	\$30,248	\$31,923	\$31,923
				SAVINGS THROUGH VACANCY/TURNOVER	(\$14,643)	(\$35,000)	\$0
19	17	20	19	TOTAL	\$1,090,565	\$1,163,560	\$1,122,584

BUREAU OF WATER

ENTERPRISE FUND

DEPT. 80 – BUREAU OF WATER

Mission Statement

The Waterbury Water Department's mission is to provide safe, pure drinking water to the City of Waterbury, its residents and bordering town customers.

Core Function

The 'core functions' of the Waterbury Bureau of Water is to:

1. Provide outstanding customer service in all facets of Operations and Administration.
2. Preserve the watershed areas with responsible environmental compliance, stewardship and proper maintenance.
3. Improve the aging infrastructure of the Distribution System by installing new mains, gate valves and hydrants.
4. Develop a work force that is skilled, diverse, team-oriented and works safely.

Departmental Goals – Fiscal Year 2024-25

1. Utilize ARPA & Water Capital Funding for major infrastructure replacements & improvements to the water treatment plant, storage tanks, transmission mains, pump stations, equipment and technology.
2. Enhance GIS and expand its capabilities to improve maintenance plans for hydrant flushing, gate valve operation, work orders and inventory control.
3. Utilize AMI technology for meter reading/billing that provides automation and efficiency for the purpose of moving to monthly billing to better serve our customers.
4. Install ultrasonic water meters for commercial customers for improved accuracy of water consumption & billing.
5. Improve the preventative maintenance on all mechanical equipment at the Water Treatment Plant.
6. Continue to improve the water distribution infrastructure by installing new fire hydrants, gate valves and water mains.

DEPT. 80 – BUREAU OF WATER (Continued)

7. Improve the water supply maintenance at the Shepaug and Wigwam Watershed areas
8. Maintain the collection rate on accounts above 97.5% through improved customer service outreach
9. Continue to seek funding for qualifying capital projects under the CT DPH Drinking Water State Revolving Fund and any other regional, State or Federal programs.
10. Provide the best and safest equipment, tools and resources for the WWD staff so they can work safely and efficiently during planned and unplanned water emergencies
11. Work cooperatively with other City departments to reduce costs, be more efficient and strengthen our partnership for the good of our customers
12. Establish an accelerated water main replacement program with 1 mile per year as the goal that provides cost savings, improved water quality and overall customer satisfaction

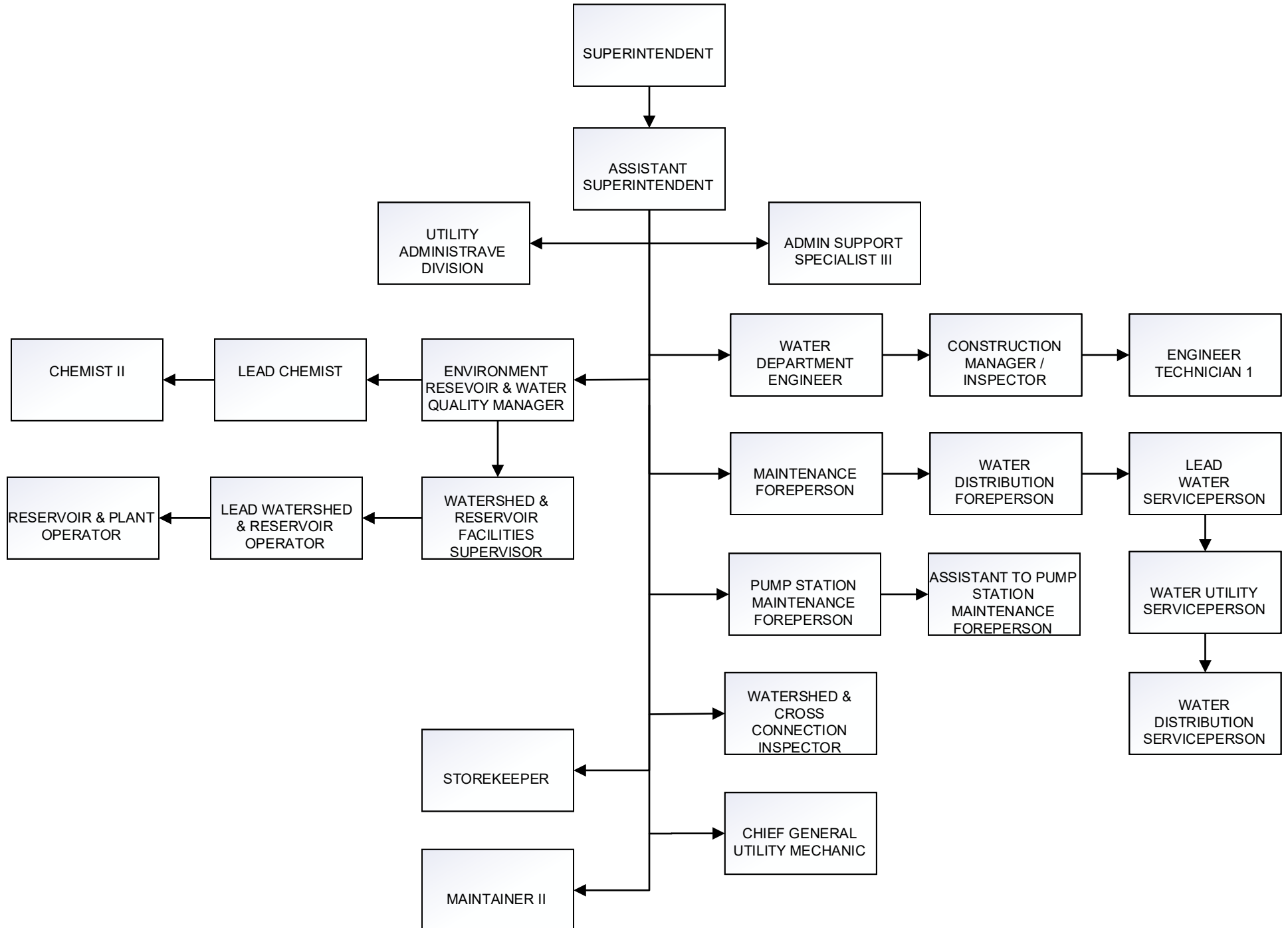
Key Performance Measures

1. Enhance the improvements to the Upper Shepaug and Wigwam Reservoirs by implementing a sustainable maintenance program
2. Successfully complete Pumps & Mixing Improvements at the Water Treatment Plant
3. Expand GIS mapping to field staff with real time data
4. Utilize ARPA & Water Capital funding to complete major water projects and infrastructure improvements

Recent Highlights

1. Made repairs at Water Treatment Plant to existing piping infrastructure
2. Replaced one pump at the Progress Pump Station
3. Installed commercial ultrasonic water meters for to improve billing accuracy and reduce unaccounted water loss
4. Continued the utility paving restoration program to better serve Waterbury residents

Organizational Chart – Bureau of Water



ACCOUNT NUMBER	REVENUE DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUEST	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
WATER ENTERPRISE FUND								
436000	Investment Income	\$0	\$0	\$12,330	\$0	\$0	\$0	\$0
441108	Water Service Permits	\$22,014	\$32,333	\$50,796	\$30,000	\$50,000	\$50,000	\$0
441120	Lien Fees	\$45,552	\$64,296	\$71,112	\$50,000	\$50,000	\$50,000	\$0
441121	Reconnect Fees	\$0	(\$115)	\$17,265	\$0	\$0	\$0	\$0
441122	Water Line Ins Prog Fees	\$165,706	\$114,982	\$57,265	\$150,000	\$150,000	\$150,000	\$0
461106	Current Year's Water Rents	\$11,617,973	\$12,350,521	\$12,555,042	\$12,300,000	\$12,500,000	\$12,500,000	\$0
461108	Wolcott	\$241,587	\$226,612	\$232,741	\$225,000	\$225,000	\$225,000	\$0
461109	Watertown	\$1,292,825	\$1,360,312	\$1,412,484	\$1,300,000	\$1,400,000	\$1,400,000	\$0
461110	Fire District	\$2,482	\$3,210	\$1,767	\$3,000	\$3,000	\$3,000	\$0
461111	Middlebury	\$10,765	\$8,365	\$4,075	\$10,000	\$10,000	\$10,000	\$0
461112	CT Water	\$17,284	\$15,678	\$18,882	\$20,000	\$20,000	\$20,000	\$0
461136	Interest & Penalties on Water Rents	\$406,785	\$404,414	\$556,709	\$407,759	\$500,000	\$500,000	\$0
488005	Miscellaneous Revenue	\$324,850	\$367,153	\$228,428	\$360,000	\$467,662	\$467,662	\$0
490003	Bond Premium	\$63,636	\$63,636	\$63,636	\$0	\$0	\$0	\$0
490099	Use of Fund Balance	\$0	\$0	\$0	\$1,500,000	\$2,200,000	\$2,179,512	(\$20,488)
TOTAL MEANS OF FINANCING		\$14,211,459	\$15,011,396	\$15,282,532	\$16,355,759	\$17,575,662	\$17,555,174	(\$20,488)

ACCOUNT NUMBER	APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUEST	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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WATER ENTERPRISE FUND

PERSONAL SERVICES

511500 Regular Salaries	\$2,258,052	\$2,419,001	\$2,455,714	\$2,988,871	\$3,112,695	\$3,112,695	\$0
511650 Overtime	\$433,990	\$423,411	\$470,089	\$445,000	\$515,000	\$515,000	\$0
511600 Temporary	\$45,248	\$9,912	\$19,896	\$20,000	\$20,000	\$20,000	\$0
511653 Longevity	\$2,575	\$610	\$770	\$610	\$610	\$610	\$0
511800 Vacation and Sick Term Payout	\$51,643	\$22,981	\$17,143	\$25,000	\$25,000	\$25,000	\$0

EMPLOYEE BENEFITS

521001 Benefits - Pension	\$1,206,529	\$1,329,727	\$1,391,329	\$1,189,868	\$1,556,367	\$1,556,367	\$0
521008 Retiree Benefit - Other	\$67,075	\$54,720	\$37,422	\$67,075	\$38,000	\$38,000	\$0
521501 Benefits - Workers Comp	\$109,289	\$87,711	\$45,486	\$106,713	\$77,054	\$77,054	\$0
522001 Benefits - Life Insurance	\$8,946	\$10,828	\$10,702	\$10,292	\$11,008	\$11,008	\$0
522501 Contribution to Health Ins. Fund	\$1,013,339	\$1,135,639	\$1,129,117	\$1,212,843	\$1,310,223	\$1,310,223	\$0
523001 Benefits- Unemployment	\$4,836	\$10,287	\$1,338	\$6,229	\$917	\$917	\$0
523501 Benefits - Medicare	\$35,059	\$46,073	\$38,796	\$57,558	\$88,087	\$88,087	\$0
529001 Car Allowance	\$0	\$0	\$0	\$500	\$500	\$500	\$0
529002 Uniform Allowance	\$13,889	\$12,833	\$13,862	\$20,000	\$20,000	\$20,000	\$0
529003 Meal Allowance	\$13,762	\$13,296	\$12,302	\$15,000	\$16,000	\$16,000	\$0

PURCHASED PROFESSIONAL SERVICES

533000 Professional	\$17,730	\$28,666	\$38,538	\$40,000	\$50,000	\$50,000	\$0
533011 Legal	\$14,984	\$0	\$5,038	\$20,000	\$20,000	\$20,000	\$0
533016 Engineering	\$16,063	\$9,800	\$36,970	\$100,000	\$100,000	\$100,000	\$0
533018 Water-Contractual	\$1,522,536	\$1,578,864	\$1,669,199	\$2,500,000	\$2,500,000	\$2,500,000	\$0
539009 Training Misc. Services	\$1,768	\$2,518	\$8,311	\$10,000	\$15,000	\$15,000	\$0

PURCHASED PROPERTY SERVICES

543000 General Repairs & Maintenance	\$55,487	\$27,233	\$23,509	\$35,000	\$65,000	\$65,000	\$0
543002 Extermination Services	\$1,072	\$836	\$912	\$1,200	\$1,200	\$1,200	\$0
543004 Building and Grounds	\$11,255	\$37,165	\$45,029	\$45,000	\$60,000	\$60,000	\$0
543011 Service/Maintenance Contracts	\$40,816	\$33,661	\$44,171	\$60,000	\$70,000	\$70,000	\$0
543014 Maint-Equipment	\$4,331	\$14,184	\$26,889	\$20,000	\$30,000	\$30,000	\$0
544003 Hydrants	\$24,687	\$16,589	\$17,279	\$23,000	\$35,000	\$35,000	\$0
545001 Sewer	\$636	\$882	\$763	\$1,000	\$1,000	\$1,000	\$0
545013 Security/Safety	\$22,842	\$15,122	\$22,952	\$20,000	\$30,000	\$30,000	\$0

ACCOUNT NUMBER	APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUEST	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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WATER ENTERPRISE FUND

PURCHASED OTHER SERVICES

553000 Printing (Communications)	\$5,026	\$3,665	\$857	\$5,000	\$7,500	\$7,500	\$0
553001 Postage	\$393	\$214	\$1,551	\$1,000	\$2,000	\$2,000	\$0
553002 Telephone	\$22,234	\$21,390	\$25,342	\$35,000	\$35,000	\$35,000	\$0
558000 Travel and Official Expenses	\$0	\$0	\$94	\$4,000	\$4,000	\$4,000	\$0
559101 General Liability Insurance	\$107,000	\$67,000	\$67,000	\$122,000	\$163,000	\$163,000	\$0
559105 Property Insurance	\$159,673	\$175,000	\$215,404	\$240,000	\$300,000	\$300,000	\$0

SUPPLIES

561200 Office Supplies	\$9,134	\$7,839	\$9,877	\$11,000	\$13,000	\$13,000	\$0
561501 Diesel	\$52,937	\$40,243	\$47,414	\$60,000	\$60,000	\$60,000	\$0
561502 Electricity	\$719,257	\$720,523	\$702,156	\$850,000	\$850,000	\$850,000	\$0
561503 Gasoline	\$46,171	\$51,231	\$40,286	\$50,000	\$50,000	\$50,000	\$0
561504 Heating Oil	\$35,890	\$53,570	\$60,284	\$80,000	\$80,000	\$80,000	\$0
561505 Natural Gas	\$31,606	\$31,724	\$37,761	\$40,000	\$40,000	\$40,000	\$0
561507 Janitorial Supplies	\$2,491	\$4,272	\$4,404	\$6,000	\$9,000	\$9,000	\$0
561511 Propane	\$4,054	\$0	\$0	\$1,000	\$5,000	\$5,000	\$0
569000 Operations-Other Supplies	\$186,271	\$155,672	\$215,371	\$250,000	\$280,000	\$280,000	\$0
569031 Automotive Parts	\$20,119	\$16,614	\$23,563	\$35,000	\$45,000	\$45,000	\$0

PROPERTY

570504 Software	\$0	\$0	\$15,774	\$25,000	\$30,000	\$30,000	\$0
571010 Operations Equip. Misc	\$6,534	\$5,255	\$11,742	\$11,000	\$15,000	\$15,000	\$0
575008 Furniture	\$0	\$1,577	\$600	\$3,000	\$4,000	\$4,000	\$0
575200 Office Equipment	\$13,615	\$8,315	\$11,599	\$14,000	\$18,000	\$18,000	\$0

OTHER OBJECTS

589022 Water System Extension & Renewal	\$667,254	\$816,666	\$858,794	\$1,020,000	\$1,225,000	\$1,225,000	\$0
589026 Taxes to Other Towns	\$640,761	\$640,237	\$640,082	\$675,000	\$675,000	\$675,000	\$0
589900 Dues & Publications	\$17,021	\$13,372	\$13,338	\$15,000	\$20,000	\$20,000	\$0

ACCOUNT NUMBER	APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY21	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	FY24 ADOPTED BUDGET	FY25 DEPT. REQUEST	FY25 MAYOR'S PROPOSED BUDGET	FY25 PROPOSED CHANGES
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WATER ENTERPRISE FUND

OTHER USES

591002	Transfer to Water Sinking Fund	\$1,218,122	\$1,892,405	\$1,632,173	\$500,000	\$500,000	\$500,000	\$0
591007	Transfer to General Fund-Indirect	\$800,000	\$800,000	\$800,000	\$800,000	\$800,000	\$800,000	\$0
592002	Interest - Long Term	\$408,354	\$366,659	\$348,293	\$335,000	\$315,000	\$315,000	\$0
592003	Principal	\$520,274	\$553,163	\$610,234	\$612,000	\$613,000	\$613,000	\$0
598000	Admin. Division Premium	\$1,339,166	\$1,409,212	\$1,427,000	\$1,465,000	\$1,598,501	\$1,578,013	(\$20,488)
599001	Contingency	\$0	\$0	\$0	\$50,000	\$50,000	\$50,000	\$0
599009	Debt Service Contingency	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL		\$14,031,796	\$15,198,365	\$15,404,519	\$16,355,759	\$17,575,662	\$17,555,174	(\$20,488)

FY24 BOA Adopted	Filled at Budget Dev. Time	FY25 Dept. Requests	FY25 Mayor's Proposed Budget	Department	FY24 BOA Adopted Budget	FY25 Dept. Request	FY25 Mayor's Proposed Budget
WATER ENTERPRISE FUND							
1	1	1	1	WATER SUPERINTENDENT	\$156,825	\$171,825	\$171,825
1	1	1	1	ASSISTANT SUPERINTENDENT	\$126,126	\$127,720	\$127,720
1	1	1	1	ENVIR. RES. & WATER QTY. MANAGER	\$95,601	\$102,897	\$102,897
1	1	1	1	WATER DEPARTMENT ENGINEER	\$98,100	\$105,060	\$105,060
1	1	1	1	CONSTRUCTION MANAGER/INSPECTOR	\$80,156	\$92,700	\$92,700
0	0	1	1	FORESTER	\$0	\$80,000	\$80,000
1	1	1	1	ENGINNERING TECHNICIAN 1	\$66,165	\$67,142	\$67,142
2	2	2	2	ADMIN. ASSOCIATE III	\$108,064	\$109,564	\$109,564
1	1	1	1	LEAD CHEMIST	\$71,453	\$72,264	\$72,264
2	2	2	2	CHEMIST (2)	\$122,231	\$123,432	\$123,432
1	0	0	0	STOREKEEPER	\$43,784	\$0	\$0
0	0	1	1	LEAD INVENTORY CONTROL SPECIALIST	\$0	\$58,781	\$58,781
1	1	1	1	MAINTENANCE FOREPERSON	\$109,720	\$110,822	\$110,822
1	1	1	1	PUMP STATION MAINT. FOREPERSON	\$60,611	\$64,621	\$64,621
1	0	1	1	ASST. PUMP STATION MAINT. FOREPERSON	\$52,998	\$55,692	\$55,692
1	1	1	1	CHIEF GENERAL UTILITY MECHANIC	\$50,606	\$71,574	\$71,574
1	1	1	1	WATER DISTRIBUTION SUPERVISOR	\$78,083	\$79,643	\$79,643
2	2	2	2	LEAD WATER SERVICEPERSON	\$112,736	\$133,863	\$133,863
15	15	15	15	WATER DISTRIBUTION SERVICEPERSON	\$765,690	\$831,872	\$831,872
3	3	3	3	WATER UTILITY SERVICEPERSON	\$154,232	\$167,181	\$167,181
1	1	1	1	MAINTAINER I	\$32,323	\$36,218	\$36,218
1	1	1	1	WATERSHED & RESERVOIR FACILITIES SUPERVISOR	\$61,116	\$61,716	\$61,716
1	1	1	1	LEAD WATERSHED & RESERVOIR OPERATOR	\$53,290	\$56,764	\$56,764
4	4	4	4	RESERVOIR AND PLANT OPERATOR	\$194,604	\$207,538	\$207,538
1	1	1	1	WATERSHED & CROSS CONNECT. INSPECT	\$71,947	\$68,806	\$68,806
45	43	46	46	TOTAL OPERATIONS	\$2,766,461	\$3,057,695	\$3,057,695
				B/C BEEPER ON-CALL	\$48,100	\$55,000	\$55,000
				SALARY CONTINGENCY	\$174,310	\$0	\$0
45	43	46	46	TOTAL	\$2,988,871	\$3,112,695	\$3,112,695

