

# MAYOR'S PROPOSED BUDGET

FOR THE FISCAL YEAR END JUNE 30, 2026

# BUDGET 2025 - 2026

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*Submitted on March 31, 2025*



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PAUL K. PERNERESKI, JR.  
MAYOR



OFFICE OF THE MAYOR  
**THE CITY OF WATERBURY**  
CONNECTICUT

March 31, 2025

The Honorable Board of Aldermen  
The Citizens and Taxpayers of Waterbury

Mayor's Proposed Budget for Fiscal Year ending June 30, 2026

My Fellow Waterburians:

I am honored to submit a proposed budget for the City of Waterbury. This proposed budget is for the fiscal year beginning July 1, 2025. The budget development process began with the goal of responsibly funding all of our obligations and providing high-quality services without overburdening our hardworking residents and taxpayers. While it was a difficult task, I strongly believe that my proposed budget accomplishes this goal and similar to previous years, it strictly controls expenses.

My proposed spending package for next year totals \$446,627,058. This represents a \$95,000, or 0.02%, decrease in spending compared to the current year. I am pleased to report that my proposed budget reduces the real estate and personal property mill rate by 4.46 mills for a total of 44.98 mills in Fiscal Year 2026. 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 2026 implements the third 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 25% phase-in exemption in Fiscal Year 2026, compared to the 50% exemption that was provided in Fiscal Year 2025. The motor vehicle mill rate proposed for Fiscal Year 2026 is 32.46 mills, which is the same as the Fiscal Year 2025 adopted mill rate and the current State-mandated mill rate cap.

This budget prioritizes public safety with the addition of fifteen Police Officer positions. The City was awarded a grant from the U.S. Department of Justice that will fund approximately fifty percent of the salaries of these new officers. Our uniformed personnel position count will increase from 300 to 315. The additional officers will allow the Police Department to continue to foster strong relationships with the community and improve the quality of life for our residents.

State Aid accounts for 33% of the City's revenue. My proposed budget for Fiscal Year 2026 contains the State Aid figures that were included in Governor Lamont's FY26-27 Proposed Biennial Budget. The City anticipates a \$10.5 million increase in the Alliance Grant portion of the Education Cost Sharing (ECS) Grant in Fiscal Year 2026 compared to the expected Fiscal Year 2025 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. FY26 is the last year of the phase-in. The increased funding will be beneficial to the Education Department, which continues to see expenses rise in many areas such as salaries, special education and transportation. In light of the anticipated \$10.5 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 would like to thank the department heads of the City and their staffs for submitting responsible budget requests. They continue to closely monitor their budgets each year and consistently find ways to generate savings. I look forward to working together to implement this budget in the upcoming year.

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

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Paul K. Pernerewski, Jr.", written in a cursive style.

Paul K. Pernerewski, Jr.  
Mayor

# **Budget Timeline – Fiscal Year 2026**

## **Charter Requirements – Budget timeline**

**Tuesday, April 1, 2025** “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 6, 2025** “...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 Wednesday, November 20, 2024**

**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 Friday, January 3, 2025**

**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 Monday, March 31, 2025**

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

**By Monday, April 14, 2025**

**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 23, 2025**

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

**By Friday, May 30, 2025**

**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 6, 2025**

**Budget Adoption by Board of Aldermen**

**By Monday, June 9, 2025**

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

**By Thursday, June 12, 2025**

**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 2025-26  
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, 2025 through June 30, 2026 (FY26).

The Proposed Budget for FY26 is the second budget proposed by the Pernerewski Administration. This Proposed Budget appropriates approximately \$95,000, or 0.02%, less for expenses than provided for in the FY25 Adopted Budget. This reduction in spending demonstrates the Administration's strong commitment to controlling spending in an effort to minimize the impact on property tax bills. This Budget once again uses two mill rates, similar to the previous nine 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 FY26 is 44.98, which is 4.46 mills less than the FY25 adopted mill rate due to the implementation of the third year of the four-year Revaluation phase in. The motor vehicle mill rate proposed for FY26 is 32.46 mills, which is the same as the FY25 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 City's real estate and personal property mill rate. Unfortunately, this grant continues to drop significantly as the City's mill rate decreases with the phase-in of the October 1, 2022 Revaluation. The FY26 grant drops down to \$13 million compared with a grant of \$17.3 million in FY25. This budget 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. FY26 is the third year of the four-year phase-in. The Administration continues to prioritize economic development and works tirelessly to bring new businesses and jobs to Waterbury in an effort to expand the commercial portion of the Grand List. Committed efforts continue with brownfield remediation and redevelopment as part of this strategy.

In the beginning of the FY26 budget development process, the City was faced with requests for appropriations from Departments which would have necessitated a budget of \$453.3 million, representing a \$6.6 million increase in appropriations. This would have represented a 1.5% increase over the previous fiscal year and would have required a higher mill rate than the proposed 44.98 mills. Once again, in the development of the FY26 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. After reviewing all requests and considering the different options, the City arrived at a proposed Budget of \$446.6 million,



## FY26 EXECUTIVE SUMMARY

which represents a 0.02% decrease over FY25. This represents an appropriation decrease of \$95,000.

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 FY26 budget includes a Contingency account of \$2.5 million, which is \$1 million more than FY25. The Contingency account provides a budgeted appropriation for any unanticipated or emergency expenses that may arise during FY26 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. FY26 will be the first contract year for the White Collar, Fire, Management and Nurse Supervisor Union successor contracts. Any general wage increases (GWIs) awarded to these units would need to be funded from the Contingency account to the extent funds are not available through departmental savings.

The FY26 General Fund contribution to the Debt Service Fund is proposed to be reduced by \$500,000 compared to FY25, for a total of \$22 million, while the contribution to the Pension Plan is increasing by \$723,000. 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 FY26 Proposed Budget decreases by \$5.4 million compared to the FY25 budgeted amount. The Mayor's proposal includes the State Aid figures reported in Governor Lamont's FY26-27 Proposed Biennial Budget. There is a decrease of \$4.3 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.

State Aid revenues are still subject to approval by the State Legislature and it is possible that adjustments will be made. The State Legislature is currently deliberating the Governor's Proposed 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 June 4<sup>th</sup>, which is two days before the City's budget must be adopted on June 6<sup>th</sup>.

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 FY26, 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 June 4, 2025, and the Board of Aldermen needs to adopt the City's budget by June 6, 2025.

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

## FY26 EXECUTIVE SUMMARY

Development Committee for addressing these concerns. The Committee developed the FY26 Budget recommendations to the Mayor with these directives in mind:

- A commitment in FY26 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. In August 2024, Fitch Ratings downgraded the City's rating one notch from "AA-" to "A+" due to their implementation of new U.S. Local Government Rating Criteria, which added greater weighting to City demographics and Pension/OPEB liabilities. Fitch maintained a 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 FY26 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 FY26 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 FY26 Budget are as follows:

### **FY26 BUDGET POINTS**

- The Mayor's Proposed Budget for FY26 is the tenth budget to contain the use of two separate mill rates.
  - The proposed real estate and personal property mill rate is 44.98, which is 4.46 mills less than the FY25 adopted mill rate of 49.44 mills.
  - The proposed motor vehicle mill rate is 32.46, which is the same as FY25 and the cap mandated by State law.
- The Water and Sewer rates are being held at the same level as FY25.

## FY26 EXECUTIVE SUMMARY

- 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 FY25.
- The October 1, 2024 net Grand List of \$6.2 billion in assessed property values increased by approximately \$503.9 million compared to the October 1, 2023 net Grand List, which was \$5.7 billion. FY26 is the third year of the four-year phase-in of the 10/1/22 Revaluation, which means 75% of the increases in real property assessments are now included in the net grand list.
- Total Budget proposal of \$446.6 million represents a decrease of 0.02% compared to the FY25 adopted budget of \$446.7 million.
- Continued stability in the City's General Fund Balance of \$29.2 million allows the opportunity to continue to budget a \$3 million "Designated Use of Fund Balance" as a property tax burden 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 60% in Property Taxes and 33% in State Aid.
- The Mayor's Proposed Budget contains approximately \$5.4 million less in General Fund State Aid compared to the City's FY25 Adopted Budget as the City's motor vehicle mill rate cap reimbursement grant continues to decrease.
- Waterbury's Education Cost Sharing (ECS) grant is anticipated to be a total of approximately \$200.8 million in FY26, which is \$10.5 million more than the budgeted FY25 grant. The General Fund portion is expected to remain at \$113.6 million, while the increased Alliance Grant portion, which is sent directly to the Board of Education, is expected to be \$87.2 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 60% and State Aid at 33% of the total Budget.
- The grand list as of 10/1/24 has a net value of \$6.2 billion. This budget includes a reserve computation for a grand list decrease of 1.0% due to possible adjustments made by the Board of Assessment Appeals (BAA) for real estate and personal property and a decrease of 0.2% 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. FY26 is the third year of the phase-in.
- There are two mill rates in this Budget. The real estate and personal property mill rate is 44.98 mills, which is 4.46 mills less than FY25. The motor vehicle mill rate is 32.46, which is the same as FY25. These rates support service level appropriations of \$446.6 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 \$5.3 million.
- There are no proposed increases to the Water or Sewer rates in FY26.
- State Aid formula grant amounts included in the Mayor's proposal are based on the Governor's FY26-27 Proposed Biennial Budget.

## FY26 EXECUTIVE SUMMARY

- 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 \$87.2 million. Together these grants total \$200.8 million.
- The revenue to be derived from the current property tax line items amounts to \$256.7 million. In FY26, current tax collections consist of two line items, similar to FY25, due to a separate motor vehicle mill rate set in compliance with the State's motor vehicle mill rate cap. The City anticipates to receive a motor vehicle property tax grant from the State in the amount of \$13 million in FY26 to account for revenue lost due to the motor vehicle mill rate cap.
- The budget for delinquent prior year taxes is the same as FY25, for a total of \$3.65 million. The budget for the Supplemental Motor Vehicle Tax is also the same as FY25 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 FY25.
- 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 FY26 are as follows:

- The FY26 Mayor's Proposed Budget contains appropriations of \$446.6 million; \$95,000 or 0.02% less than in FY25.
- In the first compilation of the budget, the amounts shown under Department Head Requests, were in the total amount of \$453.3 million. This would have represented an increase of 1.48% over the previous fiscal year.
- The Mayor's Budget Development Committee identified reductions of approximately \$6.7 million necessary to contain budget growth and to reach a final proposed budget of \$446.6 million.
- The General Fund, non-Education budgeted position count is 1,093, which is fifteen more than FY25. The budget includes the addition of 15 Police Officer positions.
- The Contingency account has been budgeted at \$2.5 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 FY26 Budget decreases the General Financial contribution to the Health Fund by \$4.5 million compared to FY25 for a total General Financial annual funding contribution of \$65 million. The Health Fund is currently in a very stable position and also benefiting from increased investment income generated off the Fund's reserves providing for the opportunity to reduce the FY26 contribution. It is also expected that the Health Fund will benefit from an \$11 million contribution from the Education Department in FY26, which is the same amount as contributed in FY25.
- The FY26 Budget increases the contribution to the Pension Plan by \$723,000 for a total contribution of \$49.8 million.
- The FY26 Budget reduces the contribution for debt service by \$500,000 compared to FY25 for a total contribution of \$22 million, representing 4.93% of total appropriations.

## FY26 EXECUTIVE SUMMARY

- The FY26 Budget reduces the contribution to the Capital Improvement Fund by \$1 million and maintains the contribution to the Capital Vehicle Replacement Fund at the FY25 level. Combined contributions in FY26 will total \$2 million.
- The Department of Education's FY26 funding from the General Fund remains the same as FY25 at \$158.4 million. The amount the State sends directly to the Education Department, in the form of the Alliance Grant, is now approximately \$76.7 million and this grant is expected to increase by \$10.5 million for a total of \$87.2 million in FY26 based upon the Governor's FY26-27 Proposed Biennial Budget.
- The amount of Employee Benefit costs the City pays on behalf of Education is projected at \$53.3 million. Including Benefits, the City spends 47.4% of its General Fund Budget on behalf of Education.

**Narrative on the major items in the FY26 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."

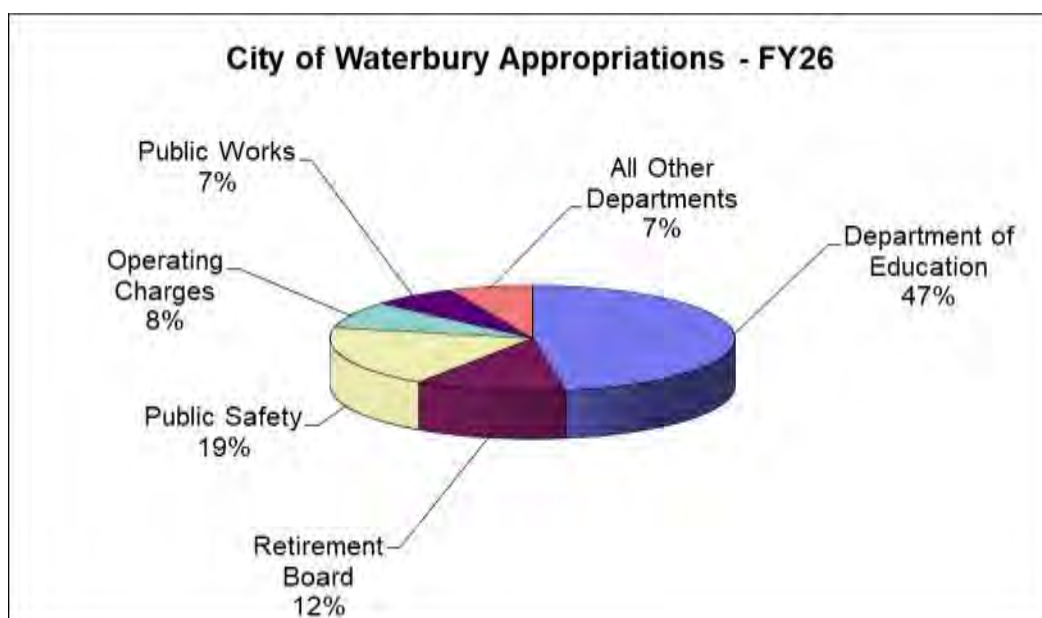
The following table is based on total costs of the departments including direct appropriation and the distribution of costs for active employees' pension cost (normal cost), active employees' health insurance, workers' compensation, heart and hypertension, life insurance, unemployment insurance, and 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.

<b><u>FY26 Departmental Costs including Pension &amp; Benefits</u></b>		<b><u>% of Budget</u></b>
Department of Education (DOE)	\$211,658,279	47.4%
Public Safety	\$83,602,237	18.7%
Retirement Board (net of DOE)	\$53,895,067	12.1%
Operating Charges	\$37,254,500	8.3%
Public Works	\$30,185,072	6.8%
Human Services	\$9,624,933	2.2%
Finance Departments	\$9,762,707	2.2%
General Government	\$8,630,709	1.9%
Planning & Development	\$2,013,554	0.5%
Total GF Expenditures	\$446,627,058	100.0%

## FY26 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 \$386.4 million or 86.5% 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 13.5% of the budget or \$60.2 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 FY26 is proposed to remain the same as FY25 at a level of \$158.4 million. The FY26 benefit allocation to Education is \$53.3 million.



The City receives grants from the State of Connecticut in support of Education. For FY26, the City expects to receive an ECS grant in the amount of \$200.8 million based upon the Governor's FY26-27 Proposed Biennial Budget. This is \$10.5 million more than the anticipated FY25 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 \$87.2 million. The City anticipates General Fund state grants towards Education of \$119.6 million or 56.5% of the \$211.7 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 \$173.7 million is included in the department's section of the FY26 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.

## FY26 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 \$114.8 million in FY26. These expenses are comprised of \$65 million contributed for health benefits and \$49.8 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 \$5.3 million. The cost of these benefits account for 21.66 mills in FY26.

<b>PENSION PLAN - FY26</b>	<b>TOTAL</b>	<b>Value of 1 mill</b>	<b># of mills</b>
Normal Cost Contribution	\$2,573,442	\$5,299,060	0.49
Accrued Liability & Debt Service Contribution	\$47,193,217	\$5,299,060	8.91
Total Pension Contribution	\$49,766,659		9.39
<b>HEALTH BENEFITS - FY26</b>	<b>TOTAL</b>	<b>Value of 1 mill</b>	<b># of mills</b>
Contribution - Active Employees	\$25,906,508	\$5,299,060	4.89
Contribution - Retirees	\$39,093,492	\$5,299,060	7.38
Total Health Contribution	\$65,000,000		12.27
<b>TOTAL PENSION &amp; HEALTH - FY26</b>	<b>\$114,766,659</b>	<b>\$5,299,060</b>	<b>21.66</b>

As may be seen below, isolating the payments made by the General Fund on behalf of retirees and their dependents indicates that \$86.3 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.

<b>Pension &amp; Retiree Health Benefits</b>	<b>TOTAL</b>	<b>Value of 1 mill</b>	<b># of mills</b>
Accrued Liability & Debt Service Contribution	\$47,193,217	\$5,299,060	8.91
Health Contribution - Retirees	\$39,093,492	\$5,299,060	7.38
<b>Total Contribution for Retirees - FY26</b>	<b>\$86,286,709</b>		<b>16.28</b>

The information above indicates that the City is now paying the equivalent of **16.28 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 28.70 mills instead of the proposed 44.98 mills for FY26.

### **REVENUE**

Below is a table illustrating the amounts included in the City's FY26 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.

## FY26 EXECUTIVE SUMMARY

In the aggregate, as the numbers and the pie chart illustrate, the two categories of property taxes and state aid account for \$416.3 million or 93.2% of the \$446.6 million in revenue needed to operate the City. Revenue associated with fees and charges at a local level amounts to 5.1% of the budget.

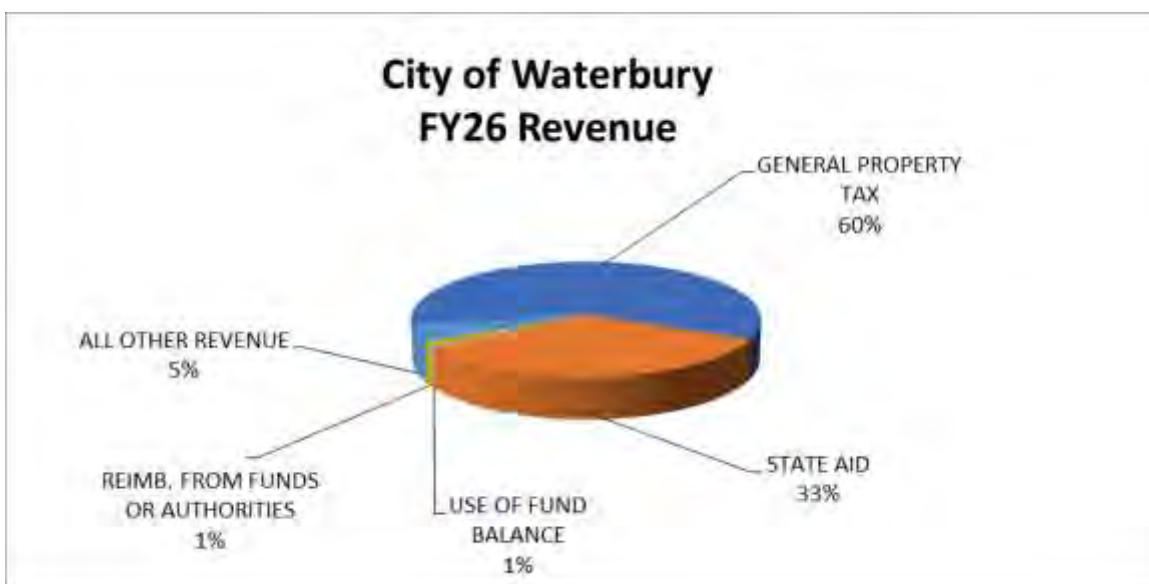
<b>FY26 REVENUE SUMMARY</b>	<b>Amount</b>	<b>% of Budget</b>
GENERAL PROPERTY TAX	\$266,207,334	59.6%
STATE AID	\$150,043,741	33.6%
USE OF FUND BALANCE	\$3,000,000	0.7%
REIMB. FROM FUNDS OR AUTHORITIES	\$4,490,233	1.0%
ALL OTHER REVENUE	\$22,885,750	5.1%
<b>TOTAL REVENUES</b>	<b>\$446,627,058</b>	<b>100.0%</b>

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 \$443.6 million from all other sources. As of 6/30/24, the Audited Financial Statements showed that the City had a General Fund Balance reserve in an amount of \$29.2 million.

We note that the Mayor's Budget Subcommittee was able to find reductions in departments' requested expenses of nearly \$6.7 million, resulting in proposed expenses decreasing by \$95,000 compared to FY25. 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 \$2.2 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 decreasing by approximately \$56,000 in FY26.

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





## FY26 EXECUTIVE SUMMARY

Below the reader will find information on the most important points related to tax component projections included in the FY26 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 the residential property tax burden 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 FY26 Budget is the third year of the phase-in. Therefore, 75% 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 44.98 mills, which is 4.46 mills less than FY25.

The grand list of October 1, 2024, forwarded by the City's Assessor, is in the net amount of \$6.2 billion. This is based on a gross grand list in the amount of \$6.96 billion with aggregate exemptions in the amount of approximately \$762 million. Approximately \$519 million 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 \$506.8 million, the personal property area increased by \$70.5 million and the motor vehicle area decreased by \$73.4 million.

The significant decrease of \$73.4 million, or 11.1%, in the net motor vehicle grand list is largely related to a change in the methodology of valuing vehicles, which is dictated by State Statute. The October 1, 2023 Grand List, along with previous years, included vehicle values based upon National Automobile Dealers Association (NADA) pricing guides. The October 1, 2024 Grand List utilizes the Manufacturer Suggested Retail Price (MSRP) of vehicles and applies a statutory depreciation schedule to calculate the values.

Details on the components of the grand list as signed by the City's Assessor on February 4, 2025 are as follows:

- The real estate portion, at \$4.97 billion accounts for 80.2% of the \$6.2 billion net taxable grand list. This portion is to be taxed at 44.98 mills in FY26.
- The personal property portion of the grand list at \$639.8 million accounts for 10.3% of the net taxable grand list. This portion is to be taxed at 44.98 mills in FY26.
- The motor vehicle portion of the grand list, at \$588.6 million accounts for 9.5% of the net taxable grand list. This portion is proposed to be taxed at 32.46 mills in FY26.

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 1.0% as a possible loss through this process for real estate and personal property and a possible loss of 0.2% for motor vehicles.

### COLLECTION RATE ON CURRENT TAXES

The FY26 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.

## FY26 EXECUTIVE SUMMARY

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 to the FARC approved collection rate and is proposing the use of a 96.0% collection rate in FY26 as has been used in previous fiscal years.

### PRIOR YEARS' TAXES & INTEREST

The FY26 Budget contains an estimate that the City will collect \$3.65 million associated with prior year delinquent collections, which is the same as the FY25 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 FY25. Revenue associated with the motor vehicle supplemental list is budgeted at the same level as FY25 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 Governor's FY26-27 Proposed Biennial Budget. The Governor proposed these amounts in February 2025. The State Legislature may adjust these amounts before the legislative session adjourns in early June.

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 Governor's proposed budget for FY26 to those included in the City's FY25 Adopted Budget. In FY26, Exhibit G shows that the City is expecting to receive \$150 million in State Aid in the General Fund, which is \$5.4 million less than the amount the City budgeted in FY25.

Exhibit G shows that the motor vehicle mill rate cap grant is proposed to decrease by \$4.3 million for a total of \$13 million in FY26. 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 FY26, which is the same as FY25. 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 \$9.1 million in FY26, 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 FY25. A municipal revenue sharing grant that was budgeted in the amount of \$2 million in FY25 is no longer budgeted in FY26 due to

## FY26 EXECUTIVE SUMMARY

the fact that the program was eliminated in the Governor's FY26-27 Proposed Biennial 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 FY26, the City also expects to receive \$87.2 million in the Alliance Grant portion of ECS, which is \$10.5 million more than the amount expected to be received in FY25. 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, June 4, 2025, 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 6<sup>th</sup> 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 33% of total revenues.

### **APPROPRIATIONS**

As previously stated, the FY26 proposed Budget is decreasing by 0.02% or \$95,000. The following table shows the major adjustments of the Budget. The largest area containing an increase in the FY26 budget is the category of Public Safety at a total increase of \$2.7 million. The Police Department budget contains a 5% General Wage Increase (GWI) for the Police Union and it also includes 15 new Police Officer positions, increasing the total uniformed position count from 300 to 315. Approximately 50% of the regular salaries of the 15 new Police Officer positions will be funded by a Community Oriented Policing Services (COPS) Hiring Grant from the U.S. Department of Justice with the other half being funded by the City. The Public Works area of the budget is increasing by \$660,000. The Public Works Department has a large number of Blue Collar Union employees and the budgets of the various bureaus contain a step increase as well as a 1% GWI for these employees in FY26. The area of municipal solid waste disposal service and bulky waste disposal fees in the Public Works budget is increasing by \$350,000. All other departments are increasing by \$1.4 million, which is related to salary expenses as well as the increasing costs of goods and services. The Internal Service Funds and Other Operating Charges portion of the budget is decreasing by \$1.5 million. This is related to decreases in the contributions to the Heart and Hypertension and Workers' Compensation Internal Service Funds as well as a decrease in the contribution to the City's Capital Improvement Fund.

The General Fund contribution to the City's Health Fund is proposed to decrease by \$4.5 million in FY26. The Health Fund is currently in a very stable position and also benefiting from increased investment income generated off the Fund's reserves providing for the opportunity to reduce the FY26 contribution. It is anticipated that the Health Fund will benefit from an \$11 million contribution from the Education Department in FY26 to cover a portion of the Department's plan participation, which is the same contribution amount as FY25.

The area of the Budget related to Pension is proposed to increase by approximately \$683,000. 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 a decrease of \$40,000 in the Retirement Board's professional service expenses.

## FY26 EXECUTIVE SUMMARY

<u>FY26 Budget Increases/(Decreases) by Category</u>	
Education	\$0
Health Insurance	(\$4,500,000)
Debt Service	(\$500,000)
Contingency	\$1,000,000
ISF and Other Operating Charges	(\$1,501,500)
Pension	\$682,550
Public Safety	\$2,709,630
Public Works	\$659,894
Other Departments	\$1,354,197
Total Decrease	(\$95,229)

The Board of Education requested a general fund contribution of \$158.4 million in FY26, which is the same as FY25. The Board of Education is expected to receive an Alliance Grant of \$87.2 million in FY26, which will assist in funding its operations and programs.

The FY26 proposed budget reduces the contribution to the Debt Service Fund by \$500,000 compared to FY25 for a total of \$22 million, representing 4.93% 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 \$2.5 million, which is \$1 million more than FY25. 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. FY26 will be the first year of successor contracts for the White Collar, Fire, Management and School Nurses Union contracts. All of these contracts expire on June 30, 2025. Since wage increases for FY26 were not known at budget development time, department budgets do not contain salary increases for employees in these unions.

### PERSONAL SERVICES – NON-EDUCATION

The FY26 proposed budget includes funding for an authorized position count of 1,093 in non-education personnel services totaling \$96.5 million. The \$96.5 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 \$3.4 million more than the amount budgeted in FY25, largely due to general wage increases previously 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 1,600 positions. This is a decrease of 201 positions compared to FY25 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.

## FY26 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	FY25 Adopted Budget	FY26 Requested	FY26 Request Changes	FY26 Proposed	Increase (Decrease)
Office of the Mayor	12	12	0	12	0
Legal Department	17	18	1	18	1
City Clerk	4	4	0	4	0
Town Clerk	11	11	0	11	0
Dept. of Human Resources	12	13	1	12	0
Registrar of Voters	5	5	0	5	0
Dept. of Finance	27	28	1	28	1
Dept. of Assessment	12	12	0	12	0
Dept. of Revenue Collection	22	19	(3)	19	(3)
Dept. of Purchasing	4	4	0	4	0
Dept. of Audit	2	3	1	2	0
Dept. of Budget Control	2	3	1	3	1
Dept. of Information Technology	14	15	1	14	0
Police Department	366	381	15	381	15
Fire Department	234	235	1	234	0
Department of Public Works	194	199	5	194	0
Office of the City Plan	7	7	0	7	0
Dept. of Inspections	14	14	0	14	0
Health Department	86	88	2	86	0
Waterbury Senior Center	3	3	0	3	0
Silas Bronson Library	30	32	2	30	0
<b>Total Non-Ed Departments</b>	<b>1,078</b>	<b>1,106</b>	<b>28</b>	<b>1,093</b>	<b>15</b>

As may be seen above, the initial requests from the departments would have increased the position count by 28 positions; the Mayor's Proposed Budget includes funding for 1,093 positions, which is 15 more than FY25. As explained previously, the budget adds 15 Police Officers to the Police Department's budget, bringing the total number of uniformed personnel from 300 to 315. Approximately half of the regular salaries of the 15 new Police Officers will be funded by a grant from the federal government, while the other half will be funded by the City.

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 51.2% of pay.

### EDUCATION

The Board of Education requested a net General Fund budget appropriation of \$158.4 million, which is the same amount as FY25. The Department of Education's budget request reports

## FY26 EXECUTIVE SUMMARY

that its gross budget is now \$235.1 million. The request would be netted out by the use of Alliance Grant funding in the amount of \$70.9 million as well as a one-time available use of \$3.6 million in Contingency funding previously allocated to the Department. The Department also needs to identify \$2.2 worth of savings in order to successfully operate with a General Fund contribution of \$158.4 million. 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 \$10.5 million increase in the Alliance Grant in FY26.

As previously mentioned, the proposed direct appropriation to the department of nearly \$158.4 million does not include the additional \$53.3 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 \$211.7 million on behalf of Education, which is 47% 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, (13 years remaining after FY26). 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 FY26 projected amount of \$6.4 million to be contributed by the employees is in addition to the \$49.8 million budgeted contribution by the City.

<b>General Fund Pension Costs</b>	<b>FY23</b>	<b>FY24</b>	<b>FY25</b>	<b>FY26</b>
Employees' Annual Required Contribution	\$6,375,686	\$6,541,454	\$6,252,772	\$6,402,839
City's projected pension contribution	\$23,545,674	\$23,100,463	\$24,709,249	\$26,282,479
Principal & Interest payments on POBs	\$26,036,220	\$25,185,540	\$24,334,860	\$23,484,180
Total CITY contributions on behalf of Pension	\$49,581,894	\$48,286,003	\$49,044,109	\$49,766,659

The Pension's Actuarial Valuation Report as of July 1, 2023 is the actuarial data that was used for budget development. The valuation indicates that the City had an accrued liability of \$674 million for which there were assets with an actuarial value of \$446.1 million. This leaves an unfunded actuarial liability of \$227.9 million at the time, being amortized over a

## FY26 EXECUTIVE SUMMARY

15-year period. Based on market value of assets, at July 1, 2023 the plan was 66.2% 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 \$49.9 million is a very significant number in the budget. In FY26, this amount is increasing by \$683,000 compared to FY25. 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 a decrease of \$40,000 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 \$3.065 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 \$2 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.

FY26 EXECUTIVE SUMMARY

<b>HEALTH INSURANCE FUND</b>	
<b><u>PROJECTED REVENUE</u></b>	<b>FY26</b>
State of CT Teacher's Co-Pay	\$2,000,000
Health Ins. Co-Share - GF Plan Participants	\$11,400,000
Health Ins. Co-Share - Retiree Participants	\$3,065,000
Medicare Part D Reimbursement	\$1,500,000
Grant Contributions	\$5,000,000
Waste Treatment Contributions	\$393,000
Public Utility Admin Contribution	\$449,870
Water Bureau Contributions	\$1,249,314
Education Department Contribution	\$11,000,000
Insurance Rebates	\$7,800,000
Use of Interest	\$4,000,000
Subrogation Recovery	\$85,000
Use of Fund Balance	\$5,000,000
<b>TOTAL REVENUES</b>	<b>\$52,942,184</b>
<b><u>PROJECTED EXPENSE</u></b>	<b>FY26</b>
Health Insurance Claims	\$72,725,000
Managed Drug Benefit	\$30,000,000
Dental Benefit	\$3,050,000
Third Party Administration	\$2,100,000
<b>Subtotal Cost of Insurance</b>	<b>\$107,875,000</b>
Professional Services	\$867,184
HSA Payments	\$3,300,000
Medicare Reimbursement	\$5,900,000
<b>TOTAL EXPENDITURES</b>	<b>\$117,942,184</b>
<b>Total General Fund Contribution Required</b>	<b>\$65,000,000</b>

As may be seen above, the City is projected to spend approximately \$117.9 million in health benefits for active and retired employees in FY26. The roughly \$52.9 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 solutions in ongoing efforts to control the contribution needed from the General Fund to support health care coverage 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 \$2.1 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 FY26, the City is also budgeting a contribution of \$11 million from the Education Department to cover a portion of the Department's plan participation. The City has included \$5 million as a contribution from



## FY26 EXECUTIVE SUMMARY

Grants on behalf of Grant funded employees. The \$65 million contributed by the General Fund is \$25.9 million on behalf of actives and \$39.1 million on behalf of retirees.

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, specialty drugs 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 2022, 2023, and 2024 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 - FY26	3 Year Avg.	% of whole
<b>Active</b>		
Health Insurance-Actives - Education	\$40,781,715	38.27%
Health Insurance-Actives - Gen. Gov.	\$18,787,419	17.63%
Total Active	\$59,569,134	55.90%
<b>Retired</b>		
Health Insurance-Retirees - Education	\$24,102,771	22.62%
Health Insurance-Retirees - Gen. Gov.	\$22,896,553	21.49%
Total Retired	\$46,999,324	44.10%
Total Combined Claim Expenses	\$106,568,458	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

## FY26 EXECUTIVE SUMMARY

will be in existence for more than twenty years. The latest audited data is available as of fiscal year-end 2024 and is included below.

Internal Service Fund	2024 Assets	2024 Liabilities	Fund Position
General Liability	\$4,270,000	\$4,066,000	105%
Workers' Comp	\$39,433,000	\$26,059,000	151%
Heart & Hypertension	\$8,780,000	\$6,295,000	139%
<b>Total</b>	<b>\$52,483,000</b>	<b>\$36,420,000</b>	<b>144%</b>

These funds are shown to have \$52.5 million in assets for \$36.4 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.

<b>Assets</b>	2021	2022	2023	2024	Prior Year Changes
General Liability	\$6,621,000	\$5,086,000	\$6,184,000	\$4,270,000	(\$1,914,000)
Workers' Comp	\$36,556,000	\$32,098,000	\$36,152,000	\$39,433,000	\$3,281,000
Heart & Hypertension	\$9,075,000	\$7,937,000	\$8,495,000	\$8,780,000	\$285,000
<b>Total</b>	<b>\$52,252,000</b>	<b>\$45,121,000</b>	<b>\$50,831,000</b>	<b>\$52,483,000</b>	<b>\$1,652,000</b>

<b>Liabilities</b>	2021	2022	2023	2024	Prior Year Changes
General Liability	\$3,392,000	\$4,077,000	\$5,754,000	\$4,066,000	(\$1,688,000)
Workers' Comp	\$26,051,000	\$26,477,000	\$26,103,000	\$26,059,000	(\$44,000)
Heart & Hypertension	\$6,065,000	\$7,121,000	\$6,948,000	\$6,295,000	(\$653,000)
<b>Total</b>	<b>\$35,508,000</b>	<b>\$37,675,000</b>	<b>\$38,805,000</b>	<b>\$36,420,000</b>	<b>(\$2,385,000)</b>

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

<b>Net Assets - Unrestricted</b>	2022	2023	2024	Prior Year Changes
General Liability	\$1,009,000	\$430,000	\$204,000	(\$226,000)
Workers' Comp	\$5,621,000	\$10,049,000	\$13,374,000	\$3,325,000
Heart & Hypertension	\$816,000	\$1,547,000	\$2,485,000	\$938,000

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

- The assets of the General Liability fund decreased by \$1.9 million and the liabilities decreased by \$1.7 million. The accrued liabilities in the fund are 105% funded.
- The Workers' Compensation assets increased by \$3.3 million in FY24, while the liabilities of the fund decreased by \$44,000. At this time, the fund's accrued liabilities are 151% funded with \$39.4 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 139% with assets of \$8.8 million available for identified liabilities of \$6.3 million.

## FY26 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 FY26 contributions are as follows:

- General Liability - \$3,050,000
- Workers Compensation - \$5,500,000
- Heart & Hypertension - \$700,000

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 FY24, based on the Audited Financial Statements, these three funds accrued liabilities were funded at the level of 144%. 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 FY26 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 \$6.6 million, which would have represented a growth factor of 1.47% over the previous year's Budget. The Committee felt that it was necessary to control expenses while maintaining services and ultimately arrived at a proposed budget for FY26 that decreased by \$95,000 compared to FY25 for a total of \$446.6 million. The Committee achieved this level by recommending reductions of expenses of nearly \$6.7 million from the Departments' requests. This provides for a FY26 mill rate of 44.98 mills for real estate and personal property, which is 4.46 mills less than FY25. 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. FY26 will be the third year of the four-year phase-in. The motor vehicle mill rate is proposed to be 32.46 mills in FY26, which is the same as FY25 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 FY26 Budget.

## FY26 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**

<b>REVENUES OTHER THAN TAXES</b>	<b>FY25 ADOPTED BUDGET</b>	<b>FY26 MAYOR'S PROPOSED BUDGET</b>	<b>FY26 BUDGETARY CHANGES</b>	<b>FY26 % DIFF.</b>
PAYMENTS BY OTHER JURISDICTIONS	\$37,370,531	\$30,696,559	(\$6,673,972)	17.86%
OTHER FINANCE DEPARTMENT REVENUE	\$12,305,000	\$14,815,000	\$2,510,000	20.40%
USE OF FUND BALANCE	\$3,000,000	\$3,000,000	\$0	0.00%
REIMB. FROM FUNDS OR AUTHORITIES	\$4,546,500	\$4,490,233	(\$56,267)	-1.24%
EDUCATION GRANTS & OTHER REVENUE	\$118,942,182	\$120,277,182	\$1,335,000	1.12%
ALL OTHER DEPARTMENTS	\$6,515,750	\$7,140,750	\$625,000	9.59%
<b>TOTAL REVENUES</b>	<b>\$182,679,963</b>	<b>\$180,419,724</b>	<b>(\$2,260,239)</b>	<b>-1.24%</b>

The portion of revenue in the General Fund not related to property taxes is projected to experience a decrease of approximately \$2.3 million, or 1.24%, in the FY26 Budget. There is a decrease of \$6.7 million in the payments by other jurisdictions category, which is largely comprised of a \$4.3 million reduction in the motor vehicle mill rate cap grant from the State. 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 FY26, which is the same as FY25. 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. Also, a \$2 million revenue sharing grant from the State that was budgeted in FY25 is not budgeted in FY26 due to the elimination of the program. The State Aid figures included in the Mayor's Proposed Budget are those that were included in the Governor's FY26-27 Proposed Biennial Budget, for those which figures are published. There are increases in revenue accounts related to investment income, rental fees, fringe benefit contributions from grants, real estate conveyance taxes and Inspection Department permit fees based on current and prior year receipted revenue increases. There is also an increase of \$1 million in the budgeted amount for the Special Education Excess Cost Grant that is received from the State, which is based upon previous receipts.

### **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**

<b>FY25 YEAR END PROJECTIONS*</b>		
<b>REVENUE</b>	<b>EXPENDITURES</b>	<b>RESULTS OF OPERATIONS</b>
\$447,251,481	\$446,677,158	\$574,322
*Source: City's Monthly Financial Status Report as of 2/28/25		

## FY26 EXECUTIVE SUMMARY

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.

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 \$574,322 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 FY26 are decreasing by \$95,000, or 0.02%, compared to FY25. Increases and decreases related to the specific areas of government expenditures are identified in the table seen below.

EXPENDITURES	FY25 ADOPTED BUDGET	FY26 MAYOR'S PROPOSED BUDGET	FY26 BUDGETARY CHANGES	FY26 % DIFF.
GENERAL GOVERNMENT	\$7,498,663	\$7,695,586	\$196,923	2.63%
FINANCE	\$7,992,889	\$8,491,283	\$498,394	6.24%
PUBLIC SAFETY	\$68,153,190	\$70,862,820	\$2,709,630	3.98%
PUBLIC WORKS	\$26,072,758	\$26,732,652	\$659,894	2.53%
PLANNING AND DEVELOPMENT	\$1,575,782	\$1,686,972	\$111,190	7.06%
HUMAN SERVICES	\$7,348,896	\$7,761,586	\$412,690	5.62%
OPERATING CHARGES	\$120,504,000	\$115,137,500	(\$5,366,500)	-4.45%
RETIREMENT BOARD	\$49,201,109	\$49,883,659	\$682,550	1.39%
EDUCATION	\$158,375,000	\$158,375,000	\$0	0.00%
<b>TOTAL EXPENDITURES</b>	<b>\$446,722,287</b>	<b>\$446,627,058</b>	<b>(\$95,229)</b>	<b>-0.02%</b>

### 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 \$7.5 million fund balance as of June 30, 2024, benefitting from the proceeds of a \$4.5 million bond premium deposited into the Fund in June 2022. This bond premium has been used to mitigate increases in the General Fund's debt service contribution. The General Fund debt service contribution requirement is \$22 million in FY26.

## FY26 EXECUTIVE SUMMARY

DEBT SERVICE REQUIREMENTS	FY26
EXISTING BOND PRINCIPAL	\$16,529,000
EXISTING INTEREST	\$8,088,331
TOTAL DEBT SERVICE REQUIREMENT	\$24,617,331
USE OF FUND BALANCE IN THE FUND	(\$2,617,331)
TOTAL CONTRIBUTION TO DEBT SERVICE FUND	\$22,000,000

- 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, 2025 through June 30, 2026.

### **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 Annual Comprehensive 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> 2022	<u>Audited</u> 2023	<u>Audited</u> 2024	<u>3 YEAR</u> <u>Average</u>	<u>Adopted</u> FY25	<u>Projected</u> 2025	<u>Proposed</u> FY26
98.59%	98.64%	95.20%	97.48%	96.00%	96.00%	96.00%

Source: Percentage of Adjusted 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, 2023 and October 1, 2024 Grand List data. The October 1, 2024 Grand List data is derived from the first compilation of the Grand List signed by the Assessor on February 4, 2025, as required by State Statute. The City has budgeted for potential Board of Assessment Appeal (BAA) adjustments of 1.0% for real estate and personal property and 0.2% for motor vehicles, for a total of \$57.3 million for potential adjustments in FY26. The October 1, 2024 Grand List reflects the third year of the four-year phase-in of the 10/1/22 Revaluation.

FY26 EXECUTIVE SUMMARY

<b>Taxable Category</b>	<b>Grand List of October 1 2023</b>	<b>Grand List of October 1 2024</b>	<b>Changes in GL 10-1-23 &amp; GL 10-1-24</b>	<b>Diff. %</b>
<b>Real Estate - Gross</b>	\$5,514,905,568	\$5,513,044,319	(\$1,861,249)	-0.03%
<u>Real Estate - Exemptions</u>				
Veterans/ Blind/ Elderly	(\$6,026,500)	(\$8,476,438)	(\$2,449,938)	40.65%
Totally Disabled (SS)	(\$260,000)	(\$251,000)	\$9,000	-3.46%
Industrial Exemptions	(\$3,251,030)	(\$1,817,380)	\$1,433,650	-44.10%
Enterprise & Stabilization	(\$8,746,929)	(\$12,880,950)	(\$4,134,021)	47.26%
Phase-In	(\$1,032,860,446)	(\$519,040,734)	\$513,819,712	-49.75%
<b>Total Exemptions</b>	<b>(\$1,051,144,905)</b>	<b>(\$542,466,502)</b>	<b>\$508,678,403</b>	<b>-48.39%</b>
<b>Real Estate - Net</b>	<b>\$4,463,760,663</b>	<b>\$4,970,577,817</b>	<b>\$506,817,154</b>	<b>11.35%</b>
<b>Personal Property - Gross</b>	\$778,275,057	\$840,028,011	\$61,752,954	7.93%
Penalty (25% on late or no PP filings)	\$12,190,458	\$16,752,417	\$4,561,959	37.42%
<u>Personal Property - Exemptions</u>				
Industrial Exemptions	(\$93,735,636)	(\$98,326,314)	(\$4,590,678)	4.90%
Enterprise & ITZ Zone	(\$2,003,585)	(\$1,314,593)	\$688,992	-34.39%
Manufacturers' Equipment Incentive	(\$125,383,131)	(\$117,000,650)	\$8,382,481	-6.69%
Miscellaneous Exemptions	(\$43,450)	(\$298,883)	(\$255,433)	587.88%
<b>Total Exemptions</b>	<b>(\$221,165,802)</b>	<b>(\$216,940,440)</b>	<b>\$4,225,362</b>	<b>-1.91%</b>
<b>Personal Property - Net</b>	<b>\$569,299,713</b>	<b>\$639,839,988</b>	<b>\$70,540,275</b>	<b>12.39%</b>
<b>Total Grand List - Net without MV</b>	<b>\$5,033,060,376</b>	<b>\$5,610,417,805</b>	<b>\$577,357,429</b>	<b>11.47%</b>
<b>Motor Vehicles - Gross</b>	\$668,845,233	\$591,334,770	(\$77,510,463)	-11.59%
<u>Motor Vehicles - Exemptions</u>				
Veterans/ Blind/ Elderly	(\$1,150,090)	(\$209,040)	\$941,050	-81.82%
Totally Disabled (SS)	(\$60,070)	(\$530)	\$59,540	-99.12%
Manufacturers' Equipment Incentive	(\$5,607,657)	(\$2,506,110)	\$3,101,547	-55.31%
<b>Total Exemptions</b>	<b>(\$6,817,817)</b>	<b>(\$2,715,680)</b>	<b>\$4,102,137</b>	<b>-60.17%</b>
<b>Motor Vehicles - Net</b>	<b>\$662,027,416</b>	<b>\$588,619,090</b>	<b>(\$73,408,326)</b>	<b>-11.09%</b>
<b>Total Grand List - Gross</b>	<b>\$6,974,216,316</b>	<b>\$6,961,159,517</b>	<b>(\$13,056,799)</b>	<b>-0.19%</b>
<b>Total Exemptions</b>	<b>(\$1,279,128,524)</b>	<b>(\$762,122,622)</b>	<b>\$517,005,902</b>	<b>-40.42%</b>
<b>Total Grand List - Net - with MV</b>	<b>\$5,695,087,792</b>	<b>\$6,199,036,895</b>	<b>\$503,949,103</b>	<b>8.85%</b>

The table above shows that Waterbury's 10/1/24 net Grand List increased by 8.85% compared to the 10/1/23 Grand List. This was a total increase of \$503.9 million in property values. The increase is largely related to the implementation of the third year of the four-year phase-in of the 10/1/22 Revaluation. The 10/1/23 Grand List, which was used for the FY25 Budget, included a 50% phase-in exemption for real property that increased in value due to the Revaluation. The 10/1/24 Grand List, which is being used for the FY26 Budget, contains a reduced phase-in exemption of 25% 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 44.98 mills.



## FY26 EXECUTIVE SUMMARY

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 significant decrease of \$73.4 million, or 11.09%, in the net motor vehicle grand list is largely related to a change in the methodology of valuing vehicles, which is dictated by State Statute. The 10/1/23 Grand List, along with previous years, included vehicle values based upon National Automobile Dealers Association (NADA) pricing guides. The 10/1/24 Grand List utilizes the Manufacturer Suggested Retail Price (MSRP) of vehicles and applies a statutory depreciation schedule to calculate the values.

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

### **MILL RATE INFORMATION**

This will be the tenth 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 FY26 Budget proposes a mill rate for real estate and personal property of 44.98 mills, which is 4.46 mills less than FY25. 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. FY26 is the third year of the four-year phase-in. The proposed mill rate on motor vehicles is 32.46 mills, which is the same as FY25 and the cap mandated by State law. The City anticipates receipt of a State grant in the amount of \$13 million to make up for the loss of revenue due to the State-mandated motor vehicle mill rate cap. The FY26 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		FY26
OCTOBER 1, 2024 GRAND LIST - NET OF EXEMPTIONS (REAL ESTATE)		\$4,970,577,817
PROJECTION FOR LOSS THROUGH APPEALS (1.0%)		(\$49,705,778)
ESTIMATE OF TAXABLE GRAND LIST (NET OF 1.0%)		\$4,920,872,039
100% OF TAX LEVY AT 44.98 MILLS		\$221,340,824
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)		\$219,790,824
OCTOBER 1, 2024 GRAND LIST - NET OF EXEMPTIONS (PERSONAL PROPERTY)		\$639,839,988
PROJECTION FOR LOSS THROUGH APPEALS (1.0%)		(\$6,398,400)
ESTIMATE OF TAXABLE GRAND LIST (NET OF 1.0%)		\$633,441,588
100% OF TAX LEVY AT 44.98 MILLS (PERSONAL PROPERTY)		\$28,492,203
PROJECTED 96.0% COLLECTION RATE OF NET LEVY		\$238,351,706

FY26 EXECUTIVE SUMMARY

MILL RATE COMPUTATION: MOTOR VEHICLES	FY26
OCTOBER 1, 2024 GRAND LIST - NET OF EXEMPTIONS	\$588,619,090
PROJECTION FOR LOSS THROUGH APPEALS (0.2%)	(\$1,177,238)
ESTIMATE OF TAXABLE GRAND LIST (NET OF 0.2%)	\$587,441,852
100% OF TAX LEVY AT 32.46 MILLS	\$19,068,363
100% OF LEVY NET OF TAX CREDITS	\$19,068,363
<b>PROJECTED 96.0% COLLECTION RATE OF NET LEVY</b>	<b>\$18,305,628</b>

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 \$238.4 million raised from real estate and personal property accounts while another \$18.3 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 FY25 above the \$3 million being used in the budget for tax mitigation purposes.

FY25 PROJECTED RESULTS OF OPERATIONS	\$0
PROPOSED REVENUES - FY26	\$443,627,058
DESIGNATION OF FUND BALANCE	\$3,000,000
PROPOSED APPROPRIATIONS - FY26	(\$446,627,058)
<b>BALANCED BUDGET - FY26</b>	<b>\$0</b>

At this time, the City has a \$29.2 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 FY26 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 FY26 Water Pollution Control Fund (WPC) Operating Budget does not propose an increase in the sewer user rates. The department is proposing to make a contribution to the Capital Fund in the amount of \$4,500,000 to fund various projects. Large capital projects that would be funded by the issuance of bonds as well as the use of Clean Water Funds from the State, which provide for a combination of grants and low interest loans, are also proposed in the Capital Budget. 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 \$6.92 million to Jacobs, which is included in WPC's FY26 Budget.

## FY26 EXECUTIVE SUMMARY

The proposal for the FY26 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. Several large capital projects that would be funded by the issuance of bonds as well as funding from the Drinking Water State Revolving Fund, which provides for a combination of State grants and low interest loans to finance projects, are included in the Water Department's Capital Budget.

<b>FY26 BUDGET - ENTERPRISE FUNDS</b>			
<b><u>INCOME</u></b>	<b><u>WPC</u></b>	<b><u>WATER</u></b>	<b><u>TOTAL</u></b>
Current Charges	\$19,883,000	\$14,145,000	\$34,028,000
Interest & Penalties	\$766,000	\$500,000	\$1,266,000
All Other Revenues	\$1,022,912	\$723,830	\$1,746,742
Use of Fund Balance	\$0	\$4,000,000	\$4,000,000
<b>TOTAL REVENUES</b>	<b>\$21,671,912</b>	<b>\$19,368,830</b>	<b>\$41,040,742</b>
<b><u>EXPENSE</u></b>	<b><u>WPC</u></b>	<b><u>WATER</u></b>	<b><u>TOTAL</u></b>
Personal Services	\$30,000	\$3,756,518	\$3,786,518
Employee Benefits	\$1,365,000	\$3,060,700	\$4,425,700
Purchased Professional Services	\$7,020,000	\$2,960,000	\$9,980,000
Purchased Property Services	\$3,053,000	\$292,200	\$3,345,200
Purchased Other Services	\$540,000	\$580,500	\$1,120,500
Supplies	\$0	\$1,372,000	\$1,372,000
Property/Capital Outlays	\$0	\$52,000	\$52,000
Other:			
Capital Fund Contribution	\$4,500,000	\$500,000	\$5,000,000
Admin Bureau Contributions	\$1,574,912	\$1,574,912	\$3,149,824
Indirect Cost Reimbursements	\$300,000	\$800,000	\$1,100,000
Debt Service	\$2,039,000	\$900,000	\$2,939,000
Contingency	\$100,000	\$50,000	\$150,000
Debt Service Contingency	\$1,000,000	\$1,700,000	\$2,700,000
All Other Miscellaneous	\$150,000	\$1,770,000	\$1,920,000
<b>TOTAL EXPENSES</b>	<b>\$21,671,912</b>	<b>\$19,368,830</b>	<b>\$41,040,742</b>

### **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.

FY26 EXECUTIVE SUMMARY

**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

**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 FY26 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, 2025 through June 30, 2026.

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 FY26 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.

**BOARD OF ALDERMEN. FAVORABLE. SCHEDULE OF APPROPRIATIONS****RESOLUTION #1****A RESOLUTION MAKING APPROPRIATIONS FOR OPERATING DEPARTMENTS  
OF THE CITY OF WATERBURY FOR THE ENSUING 2026 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, 2025 through June 30, 2026, as follows:

<b>Appropriation By Department</b>	<b>Budget Authorized FT Positions</b>	<b>Personal Services Costs</b>	<b>All Non Personnel Costs</b>	<b>Total Dept. Appropriation</b>
<b><u>GENERAL GOVERNMENT</u></b>				
MAYOR'S OFFICE	12	\$1,226,633	\$80,500	\$1,307,133
BOARD OF ALDERMEN	0	\$64,000	\$0	\$64,000
LEGAL DEPT.	18	\$1,943,780	\$1,169,200	\$3,112,980
CITY CLERK	4	\$252,076	\$11,350	\$263,426
TOWN CLERK	11	\$553,681	\$209,000	\$762,681
HUMAN RESOURCES	12	\$1,020,567	\$346,280	\$1,366,847
REGISTRAR OF VOTERS	5	\$421,498	\$174,350	\$595,848
CITY SHERIFF	0	\$16,021	\$4,150	\$20,171
PROBATE	0	\$0	\$202,500	\$202,500
SUBTOTAL	62	\$5,498,256	\$2,197,330	\$7,695,586
<b><u>FINANCE</u></b>				
DEPT OF FINANCE	28	\$2,380,075	\$120,500	\$2,500,575
ASSESSMENT	12	\$790,120	\$145,525	\$935,645
TAX COLLECTOR	19	\$1,101,839	\$261,767	\$1,363,606
PURCHASING DEPT	4	\$315,717	\$21,400	\$337,117
AUDIT	2	\$171,933	\$16,310	\$188,243
BUDGET	3	\$292,791	\$5,650	\$298,441
INFORMATION TECHNOLOGY	14	\$1,400,440	\$1,467,216	\$2,867,656
SUBTOTAL	82	\$6,452,915	\$2,038,368	\$8,491,283
<b><u>PUBLIC SAFETY</u></b>				
POLICE SERVICES DEPT.	381	\$38,143,068	\$7,578,838	\$45,721,906
FIRE SERVICES DEPT.	234	\$23,339,079	\$1,801,835	\$25,140,914
SUBTOTAL	615	\$61,482,147	\$9,380,673	\$70,862,820
<b><u>PUBLIC WORKS</u></b>				
DEPT OF PUBLIC WORKS	194	\$14,585,777	\$12,146,875	\$26,732,652
SUBTOTAL	194	\$14,585,777	\$12,146,875	\$26,732,652
<b><u>PLANNING AND DEVELOPMENT</u></b>				
CITY PLAN	7	\$509,725	\$46,670	\$556,395
DEPT. OF INSPECTIONS	14	\$1,056,177	\$74,400	\$1,130,577
SUBTOTAL	21	\$1,565,902	\$121,070	\$1,686,972

**BOARD OF ALDERMEN. FAVORABLE. SCHEDULE OF APPROPRIATIONS**

**RESOLUTION #1**

**A RESOLUTION MAKING APPROPRIATIONS FOR OPERATING DEPARTMENTS  
OF THE CITY OF WATERBURY FOR THE ENSUING 2026 FISCAL YEAR  
PURSUANT TO §9B-3(c) OF THE CHARTER OF THE CITY OF WATERBURY.**

<b><u>HUMAN SERVICES</u></b>				
HEALTH DEPARTMENT	86	\$5,096,990	\$122,470	\$5,219,460
WATERBURY SENIOR CENTER	3	\$215,172	\$124,500	\$339,672
SILAS BRONSON LIBRARY	30	\$1,680,704	\$521,750	\$2,202,454
<b>SUBTOTAL</b>	<b>119</b>	<b>\$6,992,866</b>	<b>\$768,720</b>	<b>\$7,761,586</b>
<b><u>OPERATING CHARGES</u></b>				
DEBT AND SUNDRY	0	\$0	\$115,137,500	\$115,137,500
<b>SUBTOTAL</b>	<b>0</b>	<b>\$0</b>	<b>\$115,137,500</b>	<b>\$115,137,500</b>
<b><u>RETIREMENT BOARD</u></b>				
PENSION PLAN CONT.	0	\$0	\$49,883,659	\$49,883,659
<b>SUBTOTAL</b>	<b>0</b>	<b>\$0</b>	<b>\$49,883,659</b>	<b>\$49,883,659</b>
<b>GENERAL GOVT</b>	<b>1093</b>	<b>\$96,577,863</b>	<b>\$191,674,195</b>	<b>\$288,252,058</b>
<b><u>EDUCATION</u></b>				
DEPARTMENT OF EDUCATION*	1600	\$0	\$158,375,000	\$158,375,000
<b>SUBTOTAL</b>	<b>1600</b>	<b>\$0</b>	<b>\$158,375,000</b>	<b>\$158,375,000</b>
<b>GENERAL FUND</b>	<b>2693</b>	<b>\$96,577,863</b>	<b>\$350,049,195</b>	<b>\$446,627,058</b>

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

**BOARD OF ALDERMEN. FAVORABLE. TAX LEVY AND APPROPRIATING  
RESOLUTION FOR FISCAL YEAR 2025-26  
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, 2025 through June 30, 2026, 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, 2025 through June 30, 2026", 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, 2024 of real estate in the third year of a four-year phase-in of the October 1, 2022 Revaluation in the City of Waterbury is estimated at **\$4,970,577,817**; the Net Taxable Grand List of October 1, 2024 of personal property in the City of Waterbury is estimated at **\$639,839,988**; and, the Net Taxable Grand List of October 1, 2024 of motor vehicles in the City of Waterbury is estimated at **\$588,619,090**; 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 44.98 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, 2025 and shall be payable in two semiannual installments from that date: namely, July 1, 2025 and January 1, 2026. However, any tax of less than two hundred dollars (\$200) shall be due and payable in one single installment on July 1, 2025. Further, the tax on any motor vehicles registered with the Commissioner of Motor Vehicles subsequent to October 1, 2024 shall be due and payable in a single installment on January 1, 2026 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.



**BOARD OF ALDERMEN. FAVORABLE. TAX LEVY AND APPROPRIATING  
RESOLUTION FOR FISCAL YEAR 2025-26  
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, 2025 through June 30, 2026, 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, 2025 through June 30, 2026 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 FY26 Budget at a level of \$500, which is the same amount as FY25.

**BOARD OF ALDERMEN. FAVORABLE. SCHEDULE OF APPROPRIATIONS**

**RESOLUTION #3**

**A RESOLUTION MAKING APPROPRIATIONS FOR THE ENSUING 2026 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, 2025 through June 30, 2026, 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, 2025 and ending June 30, 2026, for the purposes and accounts set forth:

Resources	\$21,671,912
Appropriations	\$21,671,912

**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, 2025 through June 30, 2026, necessitate a rate of \$3.953 per CCF which rate and approval is set under separate process in compliance with City ordinance.

**BOARD OF ALDERMEN. FAVORABLE. SCHEDULE OF APPROPRIATIONS**

**RESOLUTION #4**

**A RESOLUTION MAKING APPROPRIATIONS FOR THE ENSUING 2026 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, 2025 through June 30, 2026, 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, 2025 and ending June 30, 2026, for the purposes and accounts set forth:

Resources	\$19,368,830
Appropriations	\$19,368,830

**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, 2025 through June 30, 2026, 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.

# BOARD OF ALDERMEN. 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, 2025 and ending June 30, 2026.

**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, 2025 and ending June 30, 2026.

**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, 2025 and ending June 30, 2026.

<b>Office of The City Clerk</b>	<b>FY26</b>
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

<b>Office of The Town Clerk</b>	
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

## BOARD OF ALDERMEN. 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 \$25 Each; Maps \$5 each  
Inspection and Administrative Fee for Bonded Improvements or Regulatory Escrow Accounts 5% of Cost of All Improvements Requiring a Bond or subject to Escrow Account

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.*) \$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

## BOARD OF ALDERMEN. 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
<b>Fine:</b> 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
<b>Fine:</b> 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
<b>Fine:</b> 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
<b>Note:</b> Fee For Re-Inspection of Supermarket or Grocery Store Equals Permit Fee	
<b>Fine:</b> 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
<b>Fine:</b> 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

## BOARD OF ALDERMEN. 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
<b>Fine:</b> 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
<b>Fine</b> 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
<b>Fine</b> 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	\$115.00 per ton
Refuse NEDA Disposal Fee- Commercial Entities and Non-Residents	\$175.00 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

## BOARD OF ALDERMEN. 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
<u>Permits:</u>	
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
<u>Blight Fines</u>	
Violation of Ordinance §150.63 (8)	\$25.00/day
Violation of Ordinance §150.63, other than subsection (8), at an occupied property	\$150.00/day
Violation of Ordinance §150.63, other than subsection (8), at a vacant property	\$250.00/day
Third or more violation of Ordinance §150.63, other than subsection (8), as defined in Conn. Gen. Stat. §7-148 (c)(7)(H)(xv)	\$1,000.00/day
<u>Parking Rates</u>	
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



# BOARD OF ALDERMEN. 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

#### 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
Buildings over 10,000 square feet	\$250.00

#### New Fire Alarm Systems

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

#### Annual Licensing Inspections

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

#### Permits

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

#### Reports

NFIRS Reports	\$10.50
Fire Investigation Reports (non-victim)	\$42.00
Copies (per page)	\$1.00
Reports for Victims	N/C

#### Bureau of Emergency Services

Utility Stand-by (per hour, 1 hour minimum)	\$262.50
False Alarm Response (greater than 1 time in 12 months)	\$52.50

## BOARD OF ALDERMEN. 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

## BOARD OF ALDERMEN. 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
<u>Tampering with Water Meter, Hydrant or Water Supply</u>	
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
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

**BOARD OF ALDERMEN. 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**

Bill research for customer accounts (Bill History)	\$20 Hour
NSF (non-sufficient funds) Charge / bank error, etc.	\$25.00
<b><u>Legal Action Charge</u></b>	
<u>Fees and Cost associated in collection action</u>	
Property Inspection	\$15.00

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

**BOARD OF ALDERMEN. 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, 2025 and ending June 30, 2026 and approved by the Board of Aldermen in the total amount of \$446,627,058.

**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 2025-26 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. FY26 is the tenth 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 10/1/24, the City's net taxable Grand List is \$5,610,417,805 for real estate and personal property and \$588,619,090 for motor vehicles, for a total of \$6.2 billion. This represents an increase of 8.85%, or \$503.9 million, over the net taxable Grand List as of 10/1/23. The increase is largely related to the implementation of the third year of the four-year phase-in of the 10/1/22 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 1.0% for real estate and personal property and 0.2% for motor vehicles through this process.
  - The 10/1/24 net motor vehicle Grand List decreased by \$73.4 million or 11.09%, largely due to a change in the methodology of valuing vehicles, which is dictated by State Statute. The 10/1/23 Grand List, along with previous years, included vehicle values based upon National Automobile Dealers Association (NADA) pricing guides. The 10/1/24 Grand List utilizes the Manufacturer Suggested Retail Price (MSRP) of vehicles and applies a statutory depreciation schedule to calculate the values.
  - The Mayor's proposed budget, including the third year of the four-year phase-in of the 10/1/22 Revaluation, necessitates a mill rate of 44.98 mills for real estate and personal property in FY26, which is a decrease of 4.46 mills compared to FY25. The proposed motor vehicle mill rate is 32.46 mills, which is the same as FY25 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 \$13 million in the form of a motor vehicle mill rate cap grant in FY26. This is \$4.3 million less than FY25. The grant is decreasing because the City's real estate and personal property mill rate has decreased due to the 10/1/22 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 of the adjusted levy is 97.48%. 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 FY25.
- Supplemental Motor Vehicles- The Mayor's proposed budget in FY26 is an amount of \$2.6 million, which is the same as FY25. This line item is based on current year collections.

## FY26 REVENUE SUMMARY

- Interest on Current and Prior Years' Taxes amounts are the same as FY25 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.

## PAYMENTS BY OTHER JURISDICTIONS

- State aid projections reflect, where estimates are available, the budgeted numbers in the Governor's FY26-27 Proposed Biennial Budget. State Aid reflected in the General Fund decreases by \$5.4 million compared to the FY25 budgeted amount. The decrease is related to the reduction in the motor vehicle mill rate cap grant and the elimination of a municipal revenue sharing grant that had been received in previous years.
- The City's motor vehicle mill rate grant is expected to be received in an amount of \$13 million in FY26. This is \$4.3 million less than FY25 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 \$9.1 million in FY26, which is \$374,000 less than FY25. 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 FY26, which is the same as FY25.
- A Municipal Revenue Sharing Grant that was budgeted in the amount of \$2 million in FY25 based upon previous year receipts is eliminated in this budget due to the program not being included in the Governor's FY26-27 Proposed Biennial Budget.
- The General Fund portion of the Education Cost Sharing (ECS) grant is budgeted at \$113.6 million in FY26, which is the same amount that is expected to be received in FY25. It is anticipated that the Alliance Grant, which is sent directly to the Board of Education, will be in the amount of \$87.2 million in FY26, which is \$10.5 million more than the amount expected in FY25.

## INTEREST, RENT, SERVICES AND MISCELLANEOUS INCOME

- Income from Investments Budgeted line item is \$3,800,000 – this is \$2 million more than FY25 and is based upon current year experience.
- Fringe Benefit Contribution Proposed budget increases this line item by \$400,000 compared to FY25 for a total of \$8.945 million in FY26. 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.

## FY26 REVENUE SUMMARY

- 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 FY26 are proposed to be \$1,633,643 for the Water Fund and \$972,000 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 \$1,249,314. 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 \$393,000 is related to health benefit coverage for retirees.
- Public Utility Administration Division — The FY13 Budget created a new Enterprise Fund to account for the administration billing and collections operations on behalf of the Water and Sewer Enterprise Funds. This account pays for benefits on behalf of the employees assigned to this Division. The FY26 Proposed General Fund Budget includes a contribution from the Division for pension and other benefits in the amount of \$584,590. The Division's contribution to the Health Insurance Fund is in the amount of \$449,870. Another \$37,839 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 \$103,243. 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 FY26, which is the same amount as FY25. This is based on prior year and current collections.
- Real Estate Conveyance - The amount budgeted for FY25 is \$1,385,000, which is \$150,000 more than FY25. The increase is based on prior year and current collections.
- Other Town Clerk Revenue – Other Revenue in this department is proposed to remain the same as FY25 based on current year level collections.



## FY26 REVENUE SUMMARY

### POLICE DEPARTMENT

- Parking Violations line item budgeted at \$375,000. This is the same as the FY25 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 FY25.
- 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 FY25.

### FIRE DEPARTMENT

- Proposed budget reflects the same level of revenue as budgeted in FY25 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 FY25 level.
- Miscellaneous Fees this line item is budgeted at \$70,000, which is the same as FY25.
- Recreational Program fees have been budgeted at \$15,000, which is the same as FY25.

### CITY PLAN

- In the aggregate, revenue for the department is budgeted at \$126,000 in FY26, which is the same as FY25.

### INSPECTIONS

- In the aggregate, revenue for the department is budgeted at \$2.622 million in FY26. This is \$475,000 more than the FY25 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 FY25.

### DEPARTMENT OF EDUCATION

- ECS/Alliance - The grant amount budgeted is based upon the figure included for Waterbury's ECS grant in the Governor's FY26-27 Proposed Biennial Budget. Waterbury's ECS grant is reported to be \$200.8 million in FY26. 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 \$87.2 million, which is \$10.5 million more than the amount expected to be received in FY25.
- Special Education/Excess Cost- reflects budget of \$4.7 million in FY26, which is \$1 million more than FY25. The State does not publish an amount for this grant and the

## FY26 REVENUE SUMMARY

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, as well as the expected receipt in FY25.

- Non-Public School Medical Services – This grant is budgeted at \$270,000 in FY26, which is \$85,000 more than FY25. The budget is based upon receipts in prior years, as well as the amount received in FY25.
- Medicaid Reimbursements – The City is budgeting \$850,000 for this grant in FY26, which is \$200,000 more than FY25 and is based on prior and current year receipts.
- Reimbursements from Other Towns are budgeted at \$500,000 in FY26, which is \$50,000 more than FY25 and is based on prior years' history.

**CITY OF WATERBURY  
FY 2025-26 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 \$110,000 more than FY25. The budget contains funding to partially fund the Education Liaison position. The Education Department also budgeted funding for this position.
- Board of Aldermen – Proposed budget includes the same salary stipends for the Aldermen as FY25.
- Legal Department – The position count increases by one position with the addition of an Administrative Associate 1. The appropriation amount is approximately \$139,000 more than FY25.
- 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 \$9,000 more than FY25.
- Office of Town Clerk – Position count remains the same as FY25. Position of Town Clerk is also mandated by Charter to be 50% of Mayoral salary. Appropriations are approximately \$11,000 more than FY25.
- Department of Human Resources – The position count remains the same as FY25. Appropriations are approximately \$21,000 less than FY25.
- Office of the Registrar of Voters – This budget includes no change to position count and appropriations decrease by \$65,000 compared to FY25. The budgeted election related expenses are based upon the occurrence of a municipal primary election and a municipal general election during FY26. 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 the 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 one additional position, an Administrative Associate II position in the Payroll/Pension & Benefits area of the Finance Department. This position took the place of a Payroll position that was previously funded by a grant. Appropriations are approximately \$86,000 more than FY25. 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.

## FY26 APPROPRIATIONS SUMMARY

- Assessor's Office – Budget makes no change to position count. The appropriations increase by \$23,000 compared to FY25.
- Revenue Collector – Budget decreases position count by three positions. The Department is restructuring and will have Delinquent Collection Associate positions assigned to the delinquent collection division of the office and Customer Service Representatives will continue to be assigned to the current tax collection division. This restructuring will allow for the elimination of vacant Customer Service Representative positions. Appropriations are \$17,000 less than FY25.
- Purchasing – Budget makes no change to position count. The appropriations increase by \$15,000 compared to FY25.
- Internal Audit – The proposed budget makes no changes to the position count in this department. The appropriations are just slightly more than FY25.
- Office of Budget Control – The proposed budget increases the position count by one with the addition of a Departmental Accounting Manager. There are also savings through vacancy budgeted in the amount of \$115,000, which results in one position remaining vacant for the fiscal year. Appropriations are \$78,000 more than FY25.
- Information Technology – Budget makes no change to position count. Appropriations increase by approximately \$313,000 compared to FY25. A significant amount of this increase, \$205,000, is related to the computer equipment maintenance contract account. This is comprised of annual maintenance fee increases for software that is currently used by the City, as well as several new programs related to cybersecurity.

## PUBLIC SAFETY

- Police Department – The proposed budget includes a staffing level of 315 uniformed personnel, which is an increase of 15 Police Officers compared to FY25. The City was awarded a Community Oriented Policing Services (COPS) Hiring Grant from the U.S. Department of Justice, which will fund approximately 50% of the regular salaries of the fifteen new Police Officers. The Department's overall appropriations increased by \$2.6 million compared to FY25. The department's budget includes a 5% GWI for the Police Union. The overtime account remains at the same level as FY25.
- Fire Department – The proposed budget makes no change to the position count in this department. The overall appropriations are \$101,000 more in FY26 compared to FY25. The overtime account remains at the same level as FY25. The Fire Union contract expires on 6/30/25 and therefore, the Department's budget does not contain a salary increase for this union.

## 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.

## FY26 APPROPRIATIONS SUMMARY

- Office of Director– The position count remains the same for this bureau. Appropriations increase by \$6,000 compared to FY25.
- Department of Engineering – The position count for this department remains the same as FY25. Overall appropriations increase by \$119,000 compared to FY25.
- Bureau of Parks – The proposed budget makes no changes to position count. Appropriations decrease by \$23,000 compared to FY25.
- Public Buildings – The position count for this bureau remains the same as FY25. The appropriations are approximately \$270,000 more than FY25. Increases to utility and service maintenance contract accounts are impacting this bureau.
- Bureau of Leisure Services – The proposed budget makes no changes to position count. Appropriations increase by \$36,000. 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 \$40,000 more than FY25.
- Refuse Collection – The proposed budget leaves the position count unchanged. The budget contains appropriation increases of approximately \$219,000 compared to FY25. A portion of this increase is related to increases in the municipal solid waste and bulky 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 \$15,000 less than FY25.
- Mark Lane Facility (formerly Northend Landfill) – The proposed budget makes no changes to the position count. The appropriations are \$7,000 more than FY25.

## PLANNING AND DEVELOPMENT

- City Planning – The proposed budget makes no changes to the position count. The appropriations increase by approximately \$28,000 in FY26 compared to FY25.
- Inspections – No changes to position count. The appropriations increase by \$84,000 in FY26 compared to FY25. Approximately \$75,000 is budgeted for temporary salaries in FY26, which will assist the department with inspecting large projects.

## HUMAN SERVICES

- Department of Public Health – The proposed budget makes no changes to position count. The appropriations increase by \$380,000 in FY26 compared to FY25. The regular salaries account now reflects three years' worth of salary increases for the School Nurses Union.
- Waterbury Senior Center – The proposed budget makes no changes to position count. Appropriations are nearly the same as FY25.
- Silas Bronson Library – The proposed budget for the Library makes no changes to positions. Appropriations increase by approximately \$32,000 compared to FY25.

## FY26 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 FY25 Adopted Budget. The Department did not request an increase in its General Fund contribution in FY26.
- 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 \$200.8 million in FY26. 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 \$87.2 million. This is \$10.5 million more than the amount the Education Department expects to receive in FY25. The amount of the grant used to assist with local operating costs is now approximately \$70.9 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 \$53.4 million, resulting in a total of \$211.7 million to be spent on behalf of Education by the City in FY26.

### OPERATING CHARGES

The Operating Charges section of the budget was requested at a level of approximately \$117.7 million. The Mayor's Proposed Budget reduced this amount by \$2.5 million to arrive at a recommended appropriation of \$115.1 million. Information on most of the major line items is seen below.

- Debt Service Fund Contribution – The Debt Service Fund contribution is \$22 million in FY26, which is \$500,000 less than FY25. The gross debt service costs in the Debt Service Fund are \$24.6 million in FY26. The Fund has an Undesignated Fund Balance derived from the deposit of bond sale premiums. It is proposed to use \$2.6 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 FY26 will be \$65 million, which is \$4.5 million less than FY25. The Health Fund is currently in a very stable position and also benefiting from increased investment income generated off the Fund's reserves providing for the opportunity to reduce the FY26 contribution. The Fund also receives contributions from the Enterprise Funds and the Education Department. The FY26 contribution from the Education Department is expected to remain the same as FY25 for a total of \$11 million.
- Health Benefits – Active Employees - Of the \$65 million total, approximately \$25.9 million or 39.9% of the contribution will be spent on behalf of current employees.
- Health Benefits – Retirees - Of the \$65 million total, approximately \$39.1 million will be spent on behalf of retired employees and dependents; this is 60.1% of the contribution.
- Contribution to General Liability Internal Service Fund – This line item is budgeted to receive a \$3.05 million contribution from the City's General Fund in FY26, which is

## FY26 APPROPRIATIONS SUMMARY

\$350,000 more than the FY25 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.

- Contribution to Heart & Hypertension Internal Service Fund – This line item is budgeted at \$700,000, which is \$500,000 less than FY25. 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 \$5.5 million, which is \$1 million less than FY25. 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 FY26 proposed General Fund contribution to the Waterbury Development Corporation (WDC) is \$1.25 million, which is the same as FY25. The contribution to the Naugatuck Valley Regional Development Corporation (NVRDC) is proposed to be reduced by \$75,000 for a total of \$25,000. There is also a contribution of \$300,000 to the Waterbury Land Bank included in FY26, which is the same amount as FY25.
- Contingency – The contingency account is proposed to be \$2.5 million, which is \$1 million more than FY25. 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. The White Collar, Fire, Management and Nurse Supervisor Union contracts expire on 6/30/25 and future possible wage increases were not known at FY26 budget development time.
- Capital Reserve/Equipment – The proposed budget includes a contribution of \$500,000 to fund project appropriations through the City's Capital Budget. This is \$1 million less than FY25. Year-end surplus funds have been used to assist with capital project funding in previous years and will be considered at the end of FY25.
- Vehicle Replacement Fund – The FY26 Proposed Budget contains a contribution of \$1.5 million to the Central Vehicle Replacement Fund (CVRF), which is the same as FY25. 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 \$49.8 million in FY26. This is approximately \$723,000 more than FY25. 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 FY26 proposed budget includes principal and interest payments in the amount of \$23.5 million, which is \$851,000 less than FY25, and an additional amount of \$26.3 million to fund the unfunded pension liability and normal plan costs still in existence, which is \$1,600,000 more than FY25.

**CITY OF WATERBURY**  
**MAYOR'S PROPOSED BUDGET FY 2025-2026**  
**SCHEDULE OF DEPARTMENTAL**  
**APPROPRIATIONS**

**EXHIBIT A**

Appropriation By Department	Budget Authorized FT Positions	Personal Services Costs	All Non Personnel Costs	Total Dept. Appropriation
<b><u>GENERAL GOVERNMENT</u></b>				
MAYOR'S OFFICE	12	\$1,226,633	\$80,500	\$1,307,133
BOARD OF ALDERMEN	0	\$64,000	\$0	\$64,000
LEGAL DEPT.	18	\$1,943,780	\$1,169,200	\$3,112,980
CITY CLERK	4	\$252,076	\$11,350	\$263,426
TOWN CLERK	11	\$553,681	\$209,000	\$762,681
HUMAN RESOURCES	12	\$1,020,567	\$346,280	\$1,366,847
REGISTRAR OF VOTERS	5	\$421,498	\$174,350	\$595,848
CITY SHERIFF	0	\$16,021	\$4,150	\$20,171
PROBATE	0	\$0	\$202,500	\$202,500
SUBTOTAL	62	\$5,498,256	\$2,197,330	\$7,695,586
<b><u>FINANCE</u></b>				
DEPT OF FINANCE	28	\$2,380,075	\$120,500	\$2,500,575
ASSESSMENT	12	\$790,120	\$145,525	\$935,645
TAX COLLECTOR	19	\$1,101,839	\$261,767	\$1,363,606
PURCHASING DEPT	4	\$315,717	\$21,400	\$337,117
AUDIT	2	\$171,933	\$16,310	\$188,243
BUDGET	3	\$292,791	\$5,650	\$298,441
INFORMATION TECHNOLOGY	14	\$1,400,440	\$1,467,216	\$2,867,656
SUBTOTAL	82	\$6,452,915	\$2,038,368	\$8,491,283
<b><u>PUBLIC SAFETY</u></b>				
POLICE SERVICES DEPT.	381	\$38,143,068	\$7,578,838	\$45,721,906
FIRE SERVICES DEPT.	234	\$23,339,079	\$1,801,835	\$25,140,914
SUBTOTAL	615	\$61,482,147	\$9,380,673	\$70,862,820
<b><u>PUBLIC WORKS*</u></b>				
DEPT OF PUBLIC WORKS	194	\$14,585,777	\$12,146,875	\$26,732,652
SUBTOTAL	194	\$14,585,777	\$12,146,875	\$26,732,652
<b><u>PLANNING AND DEVELOPMENT</u></b>				
CITY PLAN	7	\$509,725	\$46,670	\$556,395
DEPT. OF INSPECTIONS	14	\$1,056,177	\$74,400	\$1,130,577
SUBTOTAL	21	\$1,565,902	\$121,070	\$1,686,972
<b><u>HUMAN SERVICES</u></b>				
HEALTH DEPARTMENT	86	\$5,096,990	\$122,470	\$5,219,460
WATERBURY SENIOR CENTER	3	\$215,172	\$124,500	\$339,672
SILAS BRONSON LIBRARY	30	\$1,680,704	\$521,750	\$2,202,454
SUBTOTAL	119	\$6,992,866	\$768,720	\$7,761,586



**CITY OF WATERBURY**  
**MAYOR'S PROPOSED BUDGET FY 2025-2026**  
**SCHEDULE OF DEPARTMENTAL**  
**APPROPRIATIONS**

**EXHIBIT A**

<b>Appropriation By Department</b>	<b>Budget Authorized FT Positions</b>	<b>Personal Services Costs</b>	<b>All Non Personnel Costs</b>	<b>Total Dept. Appropriation</b>
<b><u>OPERATING CHARGES</u></b>				
DEBT AND SUNDRY	0	\$0	\$115,137,500	\$115,137,500
SUBTOTAL	0	\$0	\$115,137,500	\$115,137,500
<b><u>RETIREMENT BOARD</u></b>				
PENSION PLAN CONT.	0	\$0	\$49,883,659	\$49,883,659
SUBTOTAL	0	\$0	\$49,883,659	\$49,883,659
<b>GENERAL GOVT</b>	<b>1093</b>	<b>\$96,577,863</b>	<b>\$191,674,195</b>	<b>\$288,252,058</b>
<b><u>EDUCATION</u></b>				
DEPARTMENT OF EDUCATION**	1600	\$0	\$158,375,000	\$158,375,000
SUBTOTAL	1600	\$0	\$158,375,000	\$158,375,000
<b>GENERAL FUND</b>	<b>2693</b>	<b>\$96,577,863</b>	<b>\$350,049,195</b>	<b>\$446,627,058</b>

\* 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 2025-2026**  
**SCHEDULE OF DEPARTMENTAL**  
**APPROPRIATIONS**

**EXHIBIT A**

**BUREAUS OF THE DEPARTMENT OF PUBLIC WORKS**

<b>Appropriation By Department</b>	<b>Budget Authorized FT Positions</b>	<b>Personal Services Costs</b>	<b>All Non Personnel Costs</b>	<b>Total Dept. Appropriation</b>
<b><u>DEPARTMENT OF PUBLIC WORKS</u></b>				
Director of DPW	8	\$703,727	\$94,701	\$798,428
Department of Engineering*	18	\$1,654,979	\$511,927	\$2,166,906
Bureau of Parks	36	\$2,151,601	\$932,150	\$3,083,751
Bureau of Public Buildings	24	\$1,321,764	\$2,130,501	\$3,452,265
Bureau of Leisure Services	9	\$1,802,341	\$30,550	\$1,832,891
Central Vehicle Maintenance	20	\$1,445,561	\$878,316	\$2,323,877
Bureau of Refuse Collection	50	\$3,325,142	\$5,757,501	\$9,082,643
Bureau of Streets	25	\$1,929,816	\$1,691,728	\$3,621,544
North End Disposal	4	\$250,846	\$119,501	\$370,347
<b>DEPT OF PUBLIC WORKS</b>	<b>194</b>	<b>\$14,585,777</b>	<b>\$12,146,875</b>	<b>\$26,732,652</b>

\*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 FY2025-26**

DESCRIPTION & DEPARTMENT	MAYOR'S PROPOSED BUDGET	DEPT. % of TOTAL	HEALTH INS. COSTS	LIFE INS. COSTS	UNEMP. COMP. COSTS	EMPLOYER MEDICARE COSTS	DEPT. BENEFIT COSTS
Health Source Data used is from Exhibit F							
Health Insurance-Retirees - Education			\$19,231,959				
Health Insurance-Retirees - Gen. Gov.			\$19,861,533				
Health Insurance-Actives - Education			\$12,652,799				
Health Insurance-Actives - Gen. Gov.			\$13,253,709				
Life Insurance - Education				\$512,000			
Unemployment Comp. - Education					\$270,000		
Employer Medicare - Education						\$2,717,000	
Life Insurance - Gen. Gov				\$276,000			
Unemployment Comp. - Gen. Gov.					\$150,000		
Employer Medicare - General						\$1,476,000	
Department Allocation of Benefits - # of Full Time positions							
Office of the Mayor	12	1.10%	\$145,512	\$3,030	\$1,647	\$16,205	\$166,394
Legal Department	18	1.65%	\$218,268	\$4,545	\$2,470	\$24,307	\$249,591
Office of the City Clerk	4	0.37%	\$48,504	\$1,010	\$549	\$5,402	\$55,465
Office of the Town Clerk	11	1.01%	\$133,386	\$2,778	\$1,510	\$14,855	\$152,528
Human Resources	12	1.10%	\$145,512	\$3,030	\$1,647	\$16,205	\$166,394
Registrar of Voters	5	0.46%	\$60,630	\$1,263	\$686	\$6,752	\$69,331
Department of Finance	28	2.56%	\$339,528	\$7,070	\$3,843	\$37,812	\$388,252
Office of Assessment	12	1.10%	\$145,512	\$3,030	\$1,647	\$16,205	\$166,394
Office of Revenue Collection	19	1.74%	\$230,394	\$4,798	\$2,608	\$25,658	\$263,457
Purchasing Dept	4	0.37%	\$48,504	\$1,010	\$549	\$5,402	\$55,465
Internal Audit	2	0.18%	\$24,252	\$505	\$274	\$2,701	\$27,732
Office of Budget Control	3	0.27%	\$36,378	\$758	\$412	\$4,051	\$41,598
Information Technology	14	1.28%	\$169,764	\$3,535	\$1,921	\$18,906	\$194,126
Department of Police Services	381	34.86%	\$4,620,003	\$96,209	\$52,287	\$514,507	\$5,283,006
Department of Fire Services	234	21.41%	\$2,837,482	\$59,089	\$32,113	\$315,996	\$3,244,681
Dept. of Public Works	194	17.75%	\$2,352,442	\$48,988	\$26,624	\$261,980	\$2,690,034
Department of City Planning	7	0.64%	\$84,882	\$1,768	\$961	\$9,453	\$97,063
Department of Inspections	14	1.28%	\$169,764	\$3,535	\$1,921	\$18,906	\$194,126
Department of Public Health	86	7.87%	\$1,042,835	\$21,716	\$11,802	\$116,135	\$1,192,489
Waterbury Senior Center	3	0.27%	\$36,378	\$758	\$412	\$4,051	\$41,598
Silas Bronson Library	30	2.74%	\$363,780	\$7,575	\$4,117	\$40,512	\$415,985
<b>TOTAL DISTRIBUTION</b>	<b>1093</b>	<b>100%</b>	<b>\$13,253,709</b>	<b>\$276,000</b>	<b>\$150,000</b>	<b>\$1,476,000</b>	<b>\$15,155,709</b>

General Fund Contribution to Health distribution based on 3YR history		
INSURANCE COST - RETIREES	\$39,093,492	60.1%
INSURANCE COST - ACTIVES	\$25,906,508	39.9%
<b>TOTAL HEALTH GF CONTRIBUTION</b>	<b>\$65,000,000</b>	<b>100.0%</b>

General Fund Contribution to Health distribution based on 3YR history		
INSURANCE COST - EDUCATION	\$31,884,758	49.1%
INSURANCE COST - NON EDUCATION	\$33,115,242	50.9%
<b>TOTAL HEALTH GF CONTRIBUTION</b>	<b>\$65,000,000</b>	<b>100.0%</b>

**CITY OF WATERBURY**  
**DEPARTMENTAL ALLOCATION OF EMPLOYEE BENEFITS**  
**MAYOR'S PROPOSED BUDGET FY2025-26**

**EXHIBIT C**

DESCRIPTION & DEPARTMENT	MAYOR'S PROPOSED BUDGET	DEPT. % of TOTAL	WORKERS COMP COSTS	HEART & HYPERT. COSTS	DEPT. BENEFIT COSTS
General Fund Contribution			\$5,500,000	\$700,000	\$6,200,000
Department of Education	1600	45.06%	\$2,478,046		\$2,478,046
Department of Police Services	381	29.13%	\$1,602,299	\$399,246	\$2,001,545
Department of Fire Services	234	12.19%	\$670,504	\$300,754	\$971,258
Dept. of Public Works	194	10.04%	\$551,960		\$551,960
All of General Government	284	3.59%	\$197,190		\$197,190
General Gov Breakdown seen below	1093	100.00%			
<b>Department Allocation of Benefits - # of Full Time positions</b>					
Office of the Mayor	12	4.23%	\$8,332		\$8,332
Legal Department	18	6.34%	\$12,498		\$12,498
Office of the City Clerk	4	1.41%	\$2,777		\$2,777
Office of the Town Clerk	11	3.87%	\$7,638		\$7,638
Human Resources	12	4.23%	\$8,332		\$8,332
Registrar of Voters	5	1.76%	\$3,472		\$3,472
Department of Finance	28	9.86%	\$19,441		\$19,441
Office of Assessment	12	4.23%	\$8,332		\$8,332
Office of Revenue Collection	19	6.69%	\$13,192		\$13,192
Purchasing Dept	4	1.41%	\$2,777		\$2,777
Internal Audit	2	0.70%	\$1,389		\$1,389
Office of Budget Control	3	1.06%	\$2,083		\$2,083
Information Technology	14	4.93%	\$9,721		\$9,721
Department of City Planning	7	2.46%	\$4,860		\$4,860
Department of Inspections	14	4.93%	\$9,721		\$9,721
Department of Public Health	86	30.28%	\$59,712		\$59,712
Waterbury Senior Center	3	1.06%	\$2,083		\$2,083
Silas Bronson Library	30	10.56%	\$20,830		\$20,830
Subtotal for General Government	284		\$197,190		\$197,190
<b>TOTAL GENERAL FUND BUDGET</b>	<b>2693</b>	<b>100%</b>	<b>\$5,500,000</b>	<b>\$700,000</b>	<b>\$6,200,000</b>

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 FY2025-26**

**EXHIBIT D**

DESCRIPTION & DEPARTMENT	MAYOR'S PROPOSED BUDGET	DEPT. % of TOTAL	PENSION PLAN CONT.	TOTAL PENSION COSTS
GENERAL FUND CONTRIBUTION TO RETIREMENT TRUST FUND	<b>\$49,766,659</b>			
Pension Contribution - General Gov. Retirees & Unfunded Liability			\$33,916,534	\$33,916,534
Pension Contribution - Education - Retiree & Unfunded Liability			\$13,276,683	\$13,276,683
Pension Contribution Actives - Normal Cost			<u>\$2,573,442</u>	
Pension Contribution - Actives - Education			\$862,792	\$862,792
Dept. of Police Services - Police BU			\$757,884	\$757,884
Dept. of Fire Services - Fire BU			\$409,360	\$409,360
Normal Cost to be distributed			\$543,406	
	APPLICABLE*			
	POSITIONS ONLY			
Office of the Mayor	0	0.00%	\$0	\$0
Legal Department	8	1.70%	\$9,249	\$9,249
Office of the City Clerk	2	0.43%	\$2,312	\$2,312
Office of the Town Clerk	10	2.13%	\$11,562	\$11,562
Human Resources	8	1.70%	\$9,249	\$9,249
Registrar of Voters	0	0.00%	\$0	\$0
Department of Finance	17	3.62%	\$19,655	\$19,655
Office of Assessment	12	2.55%	\$13,874	\$13,874
Office of Revenue Collection	22	4.68%	\$25,436	\$25,436
Purchasing Dept	4	0.85%	\$4,625	\$4,625
Internal Audit	0	0.00%	\$0	\$0
Office of Budget Control	0	0.00%	\$0	\$0
Information Technology	12	2.55%	\$13,874	\$13,874
Department of Police Services	55	11.70%	\$63,590	\$63,590
Department of Fire Services	7	1.49%	\$8,093	\$8,093
Dept. of Public Works	182	38.72%	\$210,425	\$210,425
Department of City Planning	5	1.06%	\$5,781	\$5,781
Department of Inspections	13	2.77%	\$15,030	\$15,030
Department of Public Health	82	17.45%	\$94,807	\$94,807
Waterbury Senior Center	1	0.21%	\$1,156	\$1,156
Silas Bronson Library	30	6.38%	\$34,686	\$34,686
<b>TOTAL GENERAL FUND BUDGET</b>	<b>470</b>	<b>100%</b>	<b>\$543,406</b>	<b>\$49,766,659</b>

\* 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, 2023, which includes a recommendation for FY26

**CITY OF WATERBURY**  
**MAYOR'S PROPOSED BUDGET FY2025-26**  
**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
<b><u>GENERAL GOVERNMENT</u></b>							
10 MAYOR'S OFFICE	\$1,226,633	\$80,500	\$1,307,133	\$166,394	\$8,332	\$0	\$1,481,859
16 BOARD OF ALDERMAN	\$64,000	\$0	\$64,000	\$0	\$0	\$0	\$64,000
30 LEGAL DEPT.	\$1,943,780	\$1,169,200	\$3,112,980	\$249,591	\$12,498	\$9,249	\$3,384,318
35 CITY CLERK	\$252,076	\$11,350	\$263,426	\$55,465	\$2,777	\$2,312	\$323,980
36 TOWN CLERK	\$553,681	\$209,000	\$762,681	\$152,528	\$7,638	\$11,562	\$934,408
14 HUMAN RESOURCES	\$1,020,567	\$346,280	\$1,366,847	\$166,394	\$8,332	\$9,249	\$1,550,822
35 REGISTRAR OF VOTERS	\$421,498	\$174,350	\$595,848	\$69,331	\$3,472	\$0	\$668,650
34 CITY SHERIFF	\$16,021	\$4,150	\$20,171	\$0	\$0	\$0	\$20,171
33 PROBATE	\$0	\$202,500	\$202,500	\$0	\$0	\$0	\$202,500
SUBTOTAL	\$5,498,256	\$2,197,330	\$7,695,586	\$859,702	\$43,049	\$32,373	\$8,630,709
<b><u>FINANCE</u></b>							
20 DEPT OF FINANCE	\$2,380,075	\$120,500	\$2,500,575	\$388,252	\$19,441	\$19,655	\$2,927,924
23 ASSESSMENT	\$790,120	\$145,525	\$935,645	\$166,394	\$8,332	\$13,874	\$1,124,245
24 TAX COLLECTOR	\$1,101,839	\$261,767	\$1,363,606	\$263,457	\$13,192	\$25,436	\$1,665,691
28 PURCHASING DEPT	\$315,717	\$21,400	\$337,117	\$55,465	\$2,777	\$4,625	\$399,984
25 AUDIT	\$171,933	\$16,310	\$188,243	\$27,732	\$1,389	\$0	\$217,364
12 BUDGET	\$292,791	\$5,650	\$298,441	\$41,598	\$2,083	\$0	\$342,122
26 INFORMATION SERVICES	\$1,400,440	\$1,467,216	\$2,867,656	\$194,126	\$9,721	\$13,874	\$3,085,377
SUBTOTAL	\$6,452,915	\$2,038,368	\$8,491,283	\$1,137,025	\$56,935	\$77,464	\$9,762,707
<b><u>PUBLIC SAFETY</u></b>							
50 POLICE DEPT	\$38,143,068	\$7,578,838	\$45,721,906	\$5,283,006	\$2,001,545	\$821,474	\$53,827,931
55 FIRE DEPARTMENT	\$23,339,079	\$1,801,835	\$25,140,914	\$3,244,681	\$971,258	\$417,453	\$29,774,306
SUBTOTAL	\$61,482,147	\$9,380,673	\$70,862,820	\$8,527,686	\$2,972,803	\$1,238,927	\$83,602,237
<b><u>PUBLIC WORKS</u></b>							
DEPT OF PUBLIC WORKS	\$14,585,777	\$12,146,875	\$26,732,652	\$2,690,034	\$551,960	\$210,425	\$30,185,072
SUBTOTAL	\$14,585,777	\$12,146,875	\$26,732,652	\$2,690,034	\$551,960	\$210,425	\$30,185,072

**CITY OF WATERBURY**  
**MAYOR'S PROPOSED BUDGET FY2025-26**  
**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
<b><u>PLANNING AND DEVELOPMENT</u></b>							
47 CITY PLAN	\$509,725	\$46,670	\$556,395	\$97,063	\$4,860	\$5,781	\$664,099
56 DEPT. OF INSPECTIONS	\$1,056,177	\$74,400	\$1,130,577	\$194,126	\$9,721	\$15,030	\$1,349,454
SUBTOTAL	\$1,565,902	\$121,070	\$1,686,972	\$291,189	\$14,581	\$20,811	\$2,013,554
<b><u>HUMAN SERVICES</u></b>							
60 HEALTH DEPARTMENT	\$5,096,990	\$122,470	\$5,219,460	\$1,192,489	\$59,712	\$94,807	\$6,566,469
63 WATERBURY SENIOR CENTER	\$215,172	\$124,500	\$339,672	\$41,598	\$2,083	\$1,156	\$384,510
73 SILAS BRONSON LIBRARY	\$1,680,704	\$521,750	\$2,202,454	\$415,985	\$20,830	\$34,686	\$2,673,954
SUBTOTAL	\$6,992,866	\$768,720	\$7,761,586	\$1,650,073	\$82,625	\$130,649	\$9,624,933
<b><u>OPERATING CHARGES</u></b>							
21 DEBT AND SUNDRY	\$0	\$115,137,500	\$115,137,500	(\$71,683,000)	(\$6,200,000)	\$0	\$37,254,500
SUBTOTAL	\$0	\$115,137,500	\$115,137,500	(\$71,683,000)	(\$6,200,000)	\$0	\$37,254,500
<b><u>RETIREMENT BOARD</u></b>							
PENSION PLAN CONT. (net of DOE)*	\$0	\$49,883,659	\$49,883,659	\$39,093,492	\$0	(\$35,082,085)	\$53,895,067
SUBTOTAL	\$0	\$49,883,659	\$49,883,659	\$39,093,492	\$0	(\$35,082,085)	\$53,895,067
<b>GENERAL GOVT</b>	<b>\$96,577,863</b>	<b>\$191,674,195</b>	<b>\$288,252,058</b>	<b>(\$17,433,799)</b>	<b>(\$2,478,046)</b>	<b>(\$33,371,434)</b>	<b>\$234,968,779</b>
<b><u>EDUCATION</u></b>							
70 BOARD OF ED.	\$0	\$158,375,000	\$158,375,000	\$36,665,758	\$2,478,046	\$14,139,475	\$211,658,279
SUBTOTAL	\$0	\$158,375,000	\$158,375,000	\$36,665,758	\$2,478,046	\$14,139,475	\$211,658,279
<b>GENERAL FUND</b>	<b>\$96,577,863</b>	<b>\$350,049,195</b>	<b>\$446,627,058</b>	<b>\$19,231,959</b>	<b>(\$0)</b>	<b>(\$19,231,959)</b>	<b>\$446,627,058</b>

\*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 - FY26**

**EXHIBIT F**

HEALTH INSURANCE FUND	
<b>PROJECTED REVENUE</b>	<b>FY26</b>
State of CT Teacher's Co-Pay	\$2,000,000
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	\$3,000,000
Health Ins. Co-Share - Plan Participants-Cobra	\$65,000
Health Ins. Co-Share - Plan Participants- DOE Grants	\$450,000
Grant Fringe Contributions	\$5,000,000
Medicare Part D & Other Fed. Reimbursement	\$1,500,000
Insurance Rebates & Misc.	\$7,800,000
Use of Interest	\$4,000,000
Subrogation Recovery	\$85,000
Use of Available Fund Balance	\$5,000,000
Public Utility Admin Contribution	\$449,870
Water Bureau Contributions	\$1,249,314
WPCF Waste Treatment Contributions	\$393,000
Education Department Contribution	\$11,000,000
<b>TOTAL REVENUES</b>	<b>\$52,942,184</b>
<b>PROJECTED EXPENSE*</b>	<b>FY26</b>
Health Insurance Claims	\$72,725,000
Managed Drug Benefit	\$30,000,000
Dental Benefit	\$3,050,000
Third Party Administration	\$2,100,000
<b>Subtotal Cost of Insurance</b>	<b>\$107,875,000</b>
Change in IBNR	\$0
Professional & Other Services	\$867,184
HSA Payments	\$3,300,000
Medicare Reimbursement	\$5,900,000
<b>TOTAL EXPENDITURES</b>	<b>\$117,942,184</b>
<b>Total General Fund Contribution Required</b>	<b>\$65,000,000</b>

Active EMP-DOE	RETIRED-DOE	Active EMP-GG	RETIRED-GG
\$0	\$2,000,000	\$0	\$0
\$5,450,000	\$0	\$0	\$0
\$2,475,000	\$0	\$3,025,000	\$0
\$0	\$1,800,000	\$0	\$1,200,000
\$32,500	\$0	\$32,500	\$0
\$450,000	\$0	\$0	\$0
\$4,750,000	\$0	\$250,000	\$0
\$0	\$769,248	\$0	\$730,752
\$2,984,911	\$1,764,139	\$1,375,096	\$1,675,853
\$1,530,724	\$904,687	\$705,177	\$859,412
\$32,528	\$19,225	\$14,985	\$18,263
\$1,913,405	\$1,130,859	\$881,472	\$1,074,265
\$0	\$0	\$337,403	\$112,468
\$0	\$0	\$936,986	\$312,329
\$0	\$0	\$0	\$393,000
\$11,000,000	\$0	\$0	\$0
<b>\$30,619,067</b>	<b>\$8,388,158</b>	<b>\$7,558,618</b>	<b>\$6,376,340</b>
<b>Percentage of Total</b>	<b>Percentage of Total</b>	<b>Percentage of Total</b>	<b>Percentage of Total</b>
<b>38.27%</b>	<b>22.62%</b>	<b>17.63%</b>	<b>21.49%</b>
\$27,830,469	\$16,448,338	\$12,821,008	\$15,625,184
\$11,480,427	\$6,785,151	\$5,288,831	\$6,445,590
\$1,167,177	\$689,824	\$537,698	\$655,302
\$803,630	\$474,961	\$370,218	\$451,191
<b>\$41,281,703</b>	<b>\$24,398,274</b>	<b>\$19,017,755</b>	<b>\$23,177,267</b>
\$0	\$0	\$0	\$0
\$331,855	\$196,132	\$152,880	\$186,317
\$2,259,218	\$0	\$1,040,782	\$0
\$0	\$3,025,711	\$0	\$2,874,289
<b>\$43,872,776</b>	<b>\$27,620,117</b>	<b>\$20,211,417</b>	<b>\$26,237,874</b>
<b>\$13,253,709</b>	<b>\$19,231,959</b>	<b>\$12,652,799</b>	<b>\$19,861,533</b>

Active Costs	\$25,906,508
Retiree Costs	\$39,093,492
<b>Required General Fund Contribution</b>	<b>\$65,000,000</b>

Department of Education Costs	\$32,485,668
General Government Costs	\$32,514,332
<b>Required General Fund Contribution</b>	<b>\$65,000,000</b>

\* 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 FY22, FY23, & FY24



**City of Waterbury**  
**STATE AID SCHEDULE - FY26**

**EXHIBIT G**

REVENUE DESCRIPTION	FY22 CITY RECEIPTS	FY23 CITY RECEIPTS	FY24 CITY RECEIPTS	FY25 CITY ADOPTED BUDGET	FY26 STATE PROPOSED BUDGET	FY26 INCREASE (DECREASE)
<b>STATE AID - FORMULA GRANTS - CITY</b>						
P.I.L.O.T. -- Tiered Reimbursement	\$9,388,171	\$9,388,276	\$9,951,338	\$9,460,476	\$9,086,395	(\$374,081)
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	\$7,025,110	\$5,067,662	\$2,000,000	\$0	(\$2,000,000)
Municipal Revenue Sharing- MRSA Motor Vehicles	\$7,747,981	\$15,620,824	\$21,996,223	\$17,305,061	\$13,005,170	(\$4,299,891)
Municipal Stabilization Grant	\$2,298,414	\$2,298,414	\$0	\$0	\$0	\$0
Supplemental Revenue Sharing Grant	\$0	\$0	\$11,082,559	\$5,582,559	\$5,582,559	\$0
Subtotal	\$25,356,146	\$36,970,059	\$50,735,217	\$36,985,531	\$30,311,559	(\$6,673,972)
<b>STATE AID - FORMULA GRANTS - EDUCATION</b>						
ECS - Education Equalization Grant (without Alliance)	\$114,085,905	\$113,929,148	\$114,035,542	\$113,617,182	\$113,617,182	\$0
Subtotal	\$114,085,905	\$113,929,148	\$114,035,542	\$113,617,182	\$113,617,182	\$0
<b>STATE AID - REIMBURSEMENTS</b>						
Exemptions for the Elderly	\$17,477	\$18,236	\$16,200	\$20,000	\$20,000	\$0
Veterans Additional Exemption	\$89,471	\$84,117	\$61,844	\$100,000	\$100,000	\$0
Special Education - Excess Cost & Agency Placements	\$2,746,797	\$4,017,980	\$5,503,301	\$3,700,000	\$4,700,000	\$1,000,000
Non-Public School Nurse Services	\$283,458	\$260,494	\$342,562	\$185,000	\$270,000	\$85,000
Special Education - Medicaid Grant	\$922,536	\$386,857	\$1,040,780	\$650,000	\$850,000	\$200,000
State Grants - Education - Other	\$169,089	\$146,228	\$196,374	\$175,000	\$175,000	\$0
Subtotal	\$4,228,828	\$4,913,912	\$7,161,061	\$4,830,000	\$6,115,000	\$1,285,000
Total	\$143,670,879	\$155,813,119	\$171,931,820	\$155,432,713	\$150,043,741	(\$5,388,972)

**EXHIBIT G**

REVENUE DESCRIPTION	FY22 CITY RECEIPTS	FY23 CITY RECEIPTS	FY24 CITY RECEIPTS	FY25 CITY ADOPTED BUDGET	FY26 STATE PROPOSED BUDGET	FY26 INCREASE (DECREASE)
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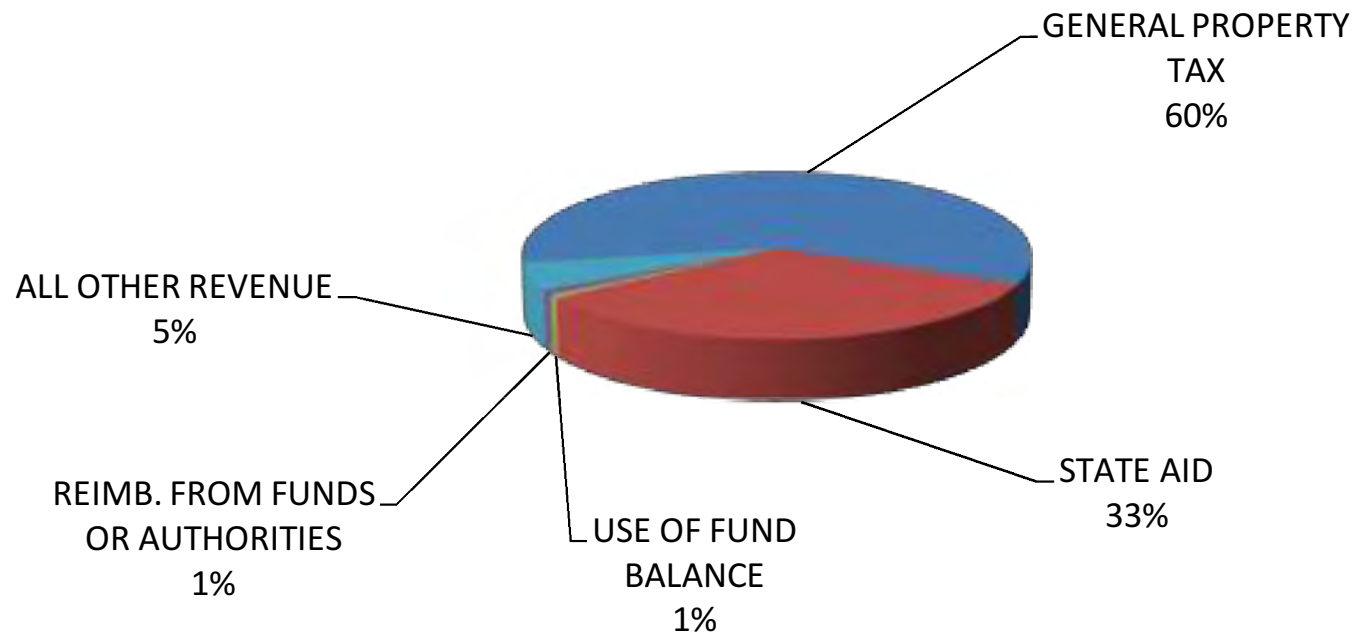
**STATE AID - ECS GRANT**

ECS - Education Equalization Grant - GF Portion				\$113,617,182	\$113,617,182	\$0
ECS - Education Equalization Grant - Alliance Portion				\$76,743,882	\$87,199,139	\$10,455,257
Subtotal				\$190,361,064	\$200,816,321	\$10,455,257

**STATE AID CAPITAL IMPROVEMENT GRANTS - AMOUNTS NOT IN THE GENERAL FUND BUDGET**

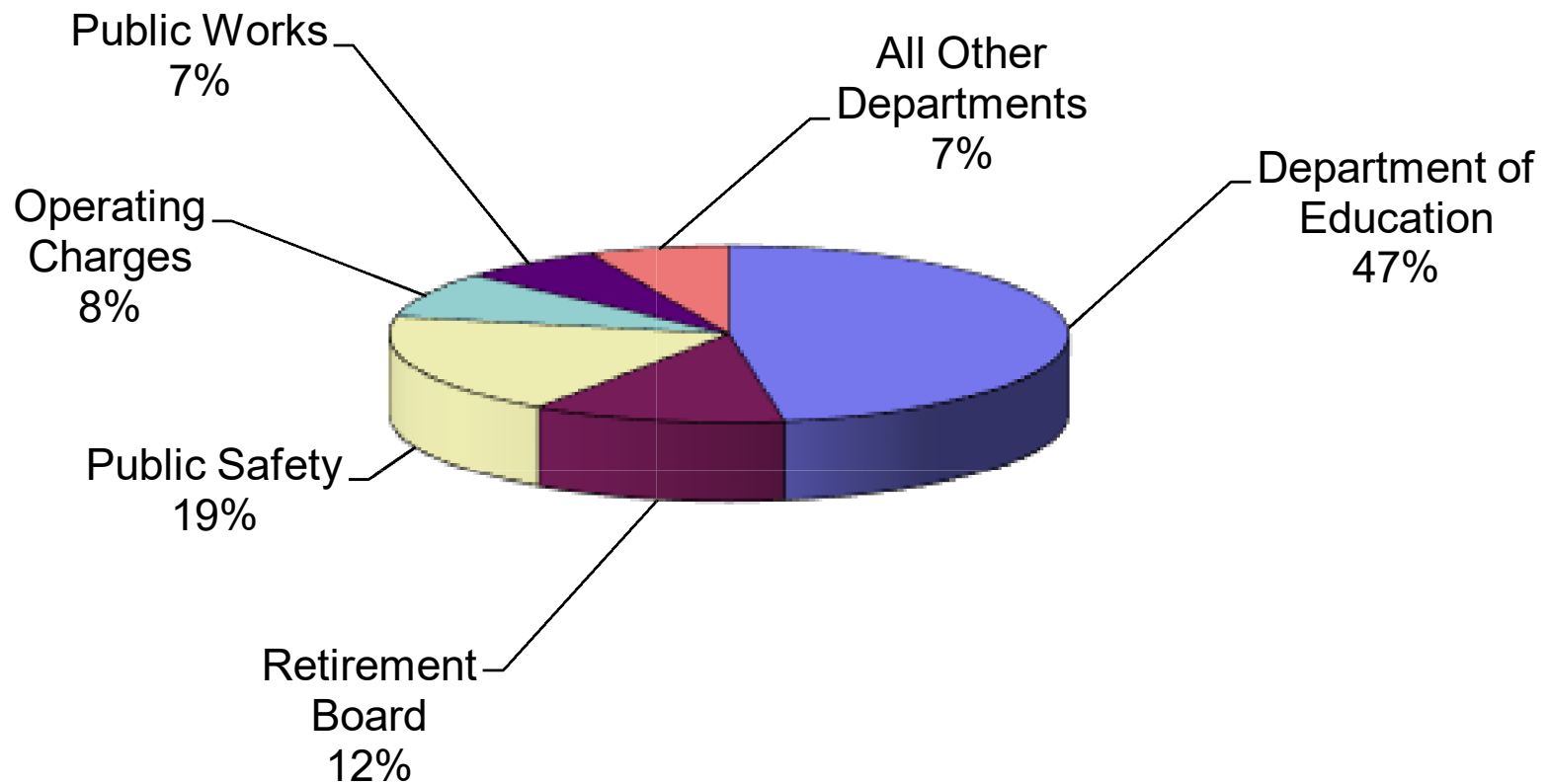
TAR - Town Aid Road				\$1,107,236	\$1,107,237	\$1
LOCIP - Local Capital Improvement Fund				\$2,092,564	\$2,092,741	\$177
MRSA - Municipal Revenue Sharing				\$4,435,497	\$4,435,497	\$0
Subtotal				\$7,635,297	\$7,635,475	\$178

## City of Waterbury FY26 Revenue



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

## City of Waterbury Appropriations - FY26



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

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FY26

BUDGET  
SUMMARY

**CITY OF WATERBURY**  
**MAYOR'S PROPOSED BUDGET**  
**FYE JUNE 30, 2026**  
**SUMMARY**

DESCRIPTION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>REVENUE</b>							
GENERAL PROPERTY TAX	\$259,868,360	\$255,168,412	\$251,278,326	\$264,042,324	\$264,042,324	\$266,207,334	\$2,165,010
PAYMENTS BY OTHER JURISDICTIONS	\$25,658,128	\$37,307,468	\$51,154,058	\$37,370,531	\$37,370,531	\$30,696,559	(\$6,673,972)
OTHER FINANCE DEPARTMENT REVENUE	\$7,640,824	\$6,291,963	\$5,929,283	\$12,305,000	\$12,305,000	\$14,815,000	\$2,510,000
USE OF FUND BALANCE	\$0	\$0	\$0	\$3,000,000	\$3,000,000	\$3,000,000	\$0
REIMB. FROM FUNDS OR AUTHORITIES	\$4,115,132	\$4,240,897	\$4,005,725	\$4,546,500	\$4,546,500	\$4,490,233	(\$56,267)
EDUCATION GRANTS & OTHER REVENUE	\$118,777,550	\$119,449,218	\$121,913,552	\$118,942,182	\$118,942,182	\$120,277,182	\$1,335,000
ALL OTHER DEPARTMENTS	\$7,906,535	\$7,949,740	\$8,206,620	\$6,515,750	\$6,515,750	\$7,140,750	\$625,000
<b>TOTAL REVENUES</b>	<b>\$423,966,530</b>	<b>\$430,407,697</b>	<b>\$442,487,564</b>	<b>\$446,722,287</b>	<b>\$446,722,287</b>	<b>\$446,627,058</b>	<b>(\$95,229)</b>
<b>EXPENDITURES</b>							
GENERAL GOVERNMENT	\$4,813,777	\$5,621,426	\$6,213,819	\$7,498,663	\$7,852,760	\$7,695,586	(\$157,174)
FINANCE	\$6,185,871	\$6,399,250	\$6,992,603	\$7,992,889	\$8,674,858	\$8,491,283	(\$183,575)
PUBLIC SAFETY	\$57,005,731	\$60,782,553	\$64,298,624	\$68,153,190	\$71,765,441	\$70,862,820	(\$902,621)
PUBLIC WORKS	\$19,527,154	\$20,454,688	\$22,643,511	\$26,072,758	\$29,364,253	\$26,732,652	(\$2,631,601)
PLANNING AND DEVELOPMENT	\$1,222,308	\$1,267,030	\$1,206,181	\$1,575,782	\$1,734,436	\$1,686,972	(\$47,464)
HUMAN SERVICES	\$6,190,972	\$7,057,437	\$7,094,606	\$7,348,896	\$8,003,890	\$7,761,586	(\$242,304)
OPERATING CHARGES	\$122,558,456	\$120,283,867	\$125,470,974	\$120,504,000	\$117,662,500	\$115,137,500	(\$2,525,000)
RETIREMENT BOARD	\$48,603,354	\$49,675,425	\$48,330,694	\$49,201,109	\$49,883,659	\$49,883,659	\$0
EDUCATION	\$156,850,073	\$157,849,726	\$158,116,454	\$158,375,000	\$158,375,000	\$158,375,000	\$0
<b>TOTAL EXPENDITURES</b>	<b>\$422,957,697</b>	<b>\$429,391,402</b>	<b>\$440,367,466</b>	<b>\$446,722,287</b>	<b>\$453,316,797</b>	<b>\$446,627,058</b>	<b>(\$6,689,739)</b>
Surplus - (Deficit)	\$1,008,832	\$1,016,295	\$2,120,098	\$0	(\$6,594,510)	\$0	\$6,594,510

DEPARTMENT REQUESTS 2026 BUDGET - The Revenues included in this column are those Adopted by the BOA in FY2025

DEPARTMENT REQUESTS 2026 BUDGET - The Expenditures included in this column are those reflected in the Department Head budget requests

FY26 PROPOSED CHANGES - Reflects the reductions or other changes included in the FY26 Mayor's Proposed Budget compared to the Department Request column

**CITY OF WATERBURY**  
**MAYOR'S PROPOSED BUDGET**  
**FYE JUNE 30, 2026**  
**REVENUE SUMMARY**

REVENUE DESCRIPTION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 REVENUE PROJECTION	FY26 MAYOR'S PROPOSED BUDGET	FY26 CHANGES FROM FY25 ADOPTED
Revenue Collector - Taxes	\$259,868,360	\$255,168,412	\$251,278,326	\$264,042,324	\$264,042,324	\$266,207,334	\$2,165,010
Payments by Other Jurisdictions	\$25,658,128	\$37,307,468	\$51,154,058	\$37,370,531	\$37,370,531	\$30,696,559	(\$6,673,972)
Transfers from other Funds	\$4,115,132	\$4,240,897	\$4,005,725	\$4,546,500	\$4,546,500	\$4,490,233	(\$56,267)
Use of Fund Balance	\$0	\$0	\$0	\$3,000,000	\$3,000,000	\$3,000,000	\$0
Finance Dept.--Other	\$7,640,824	\$6,291,963	\$5,929,283	\$12,305,000	\$12,305,000	\$14,815,000	\$2,510,000
Legal Department	\$15,782	\$30,434	\$31,002	\$20,500	\$20,500	\$20,500	\$0
City Clerk	\$0	\$0	\$0	\$250	\$250	\$250	\$0
Town Clerk	\$4,594,576	\$3,734,480	\$3,245,821	\$2,266,500	\$2,266,500	\$2,416,500	\$150,000
Human Resources	\$24,240	\$0	\$0	\$1,000	\$1,000	\$1,000	\$0
Registrar of Voters	\$0	\$0	\$0	\$250	\$250	\$250	\$0
Assessment Department	\$1,644	\$2,031	\$1,598	\$1,500	\$1,500	\$1,500	\$0
Information Technology Dept.	\$0	\$0	\$0	\$250	\$250	\$250	\$0
Police Department	\$935,670	\$1,016,964	\$939,808	\$1,265,000	\$1,265,000	\$1,265,000	\$0
Fire Department	\$108,582	\$61,264	\$100,984	\$110,250	\$110,250	\$110,250	\$0
Dept. of Public Works	\$375,776	\$319,264	\$271,917	\$386,250	\$386,250	\$386,250	\$0
City Plan	\$59,600	\$92,315	\$93,155	\$126,000	\$126,000	\$126,000	\$0
Dept. of Inspection	\$1,667,015	\$2,562,888	\$3,384,416	\$2,147,000	\$2,147,000	\$2,622,000	\$475,000
Health Department	\$123,650	\$130,100	\$137,920	\$191,000	\$191,000	\$191,000	\$0
Dept. of Education	\$118,777,550	\$119,449,218	\$121,913,552	\$118,942,182	\$118,942,182	\$120,277,182	\$1,335,000
<b>TOTAL</b>	<b>\$423,966,530</b>	<b>\$430,407,697</b>	<b>\$442,487,564</b>	<b>\$446,722,287</b>	<b>\$446,722,287</b>	<b>\$446,627,058</b>	<b>(\$95,229)</b>

FY26 REVENUE PROJECTION - The Revenues included in this column are the same as those adopted by the Board of Aldermen as the FY25 Budget

FY26 MAYOR'S PROPOSED BUDGET - The Revenues in this column are considered to be the best estimates for FY26 Revenue at budget development time

FY26 PROPOSED CHANGES - Reflects the increases or decreases included in the Mayor's FY26 Proposed Budget compared to the FY25 Adopted Budget



**CITY OF WATERBURY**  
**MAYOR'S PROPOSED BUDGET**  
**FYE JUNE 30, 2026**  
**EXPENDITURE SUMMARY**

APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 MAYOR'S PROPOSED CHANGES	FY26 CHANGES \$	FY26 CHANGES %
<b><u>GENERAL GOVERNMENT</u></b>									
MAYOR'S OFFICE	\$668,027	\$799,675	\$957,604	\$1,197,161	\$1,307,133	\$1,307,133	\$0	\$109,972	9.19%
BOARD OF ALDERMAN	\$64,000	\$63,999	\$61,999	\$64,000	\$64,000	\$64,000	\$0	\$0	0.00%
LEGAL DEPARTMENT	\$1,748,074	\$2,026,302	\$2,484,265	\$2,973,924	\$3,112,980	\$3,112,980	\$0	\$139,056	4.68%
CITY CLERK	\$261,131	\$267,469	\$247,659	\$254,297	\$268,600	\$263,426	(\$5,174)	\$9,129	3.59%
TOWN CLERK	\$614,040	\$606,540	\$621,202	\$751,930	\$762,681	\$762,681	\$0	\$10,751	1.43%
DEPT OF HUMAN RESOURCES	\$962,143	\$1,326,533	\$1,232,295	\$1,388,132	\$1,446,847	\$1,366,847	(\$80,000)	(\$21,285)	-1.53%
REGISTRAR OF VOTERS	\$359,089	\$394,243	\$466,759	\$660,348	\$667,848	\$595,848	(\$72,000)	(\$64,500)	-9.77%
CITY SHERIFF	\$17,784	\$17,783	\$19,161	\$20,171	\$20,171	\$20,171	\$0	\$0	0.00%
PROBATE	\$119,489	\$118,881	\$122,873	\$188,700	\$202,500	\$202,500	\$0	\$13,800	7.31%
SUBTOTAL	\$4,813,777	\$5,621,426	\$6,213,819	\$7,498,663	\$7,852,760	\$7,695,586	(\$157,174)	\$196,923	2.63%
<b><u>FINANCE</u></b>									
DEPARTMENT OF FINANCE	\$1,928,862	\$2,092,344	\$2,238,335	\$2,414,365	\$2,501,075	\$2,500,575	(\$500)	\$86,210	3.57%
ASSESSMENT	\$747,365	\$542,591	\$729,663	\$912,254	\$1,020,645	\$935,645	(\$85,000)	\$23,391	2.56%
TAX COLLECTOR	\$1,042,166	\$1,062,747	\$1,081,398	\$1,381,010	\$1,361,112	\$1,363,606	\$2,494	(\$17,404)	-1.26%
PURCHASING DEPT	\$270,384	\$313,741	\$314,739	\$321,785	\$337,117	\$337,117	\$0	\$15,332	4.76%
AUDIT	\$97,543	\$106,268	\$141,010	\$188,183	\$238,835	\$188,243	(\$50,592)	\$60	0.03%
BUDGET	\$138,684	\$159,645	\$181,870	\$220,441	\$298,441	\$298,441	\$0	\$78,000	35.38%
INFORMATION SERVICES	\$1,960,867	\$2,121,913	\$2,305,588	\$2,554,851	\$2,917,633	\$2,867,656	(\$49,977)	\$312,805	12.24%
SUBTOTAL	\$6,185,871	\$6,399,250	\$6,992,603	\$7,992,889	\$8,674,858	\$8,491,283	(\$183,575)	\$498,394	6.24%
<b><u>PUBLIC SAFETY</u></b>									
POLICE DEPARTMENT	\$35,212,972	\$37,776,604	\$39,953,982	\$43,113,423	\$46,240,283	\$45,721,906	(\$518,377)	\$2,608,483	6.05%
FIRE DEPARTMENT	\$21,792,759	\$23,005,949	\$24,344,642	\$25,039,767	\$25,525,158	\$25,140,914	(\$384,244)	\$101,147	0.40%
SUBTOTAL	\$57,005,731	\$60,782,553	\$64,298,624	\$68,153,190	\$71,765,441	\$70,862,820	(\$902,621)	\$2,709,630	3.98%

APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 MAYOR'S PROPOSED CHANGES	FY26 CHANGES \$	FY26 CHANGES %
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#### **PUBLIC WORKS**

##### **DPW BREAKDOWN**

DIRECTOR OF DPW	\$686,177	\$709,662	\$741,834	\$792,065	\$801,454	\$798,428	(\$3,026)	\$6,363	0.80%
ENGINEERING	\$1,274,074	\$1,537,966	\$1,593,137	\$2,047,724	\$2,283,283	\$2,166,906	(\$116,377)	\$119,182	5.82%
BUREAU OF PARKS	\$2,366,352	\$2,551,127	\$2,685,102	\$3,106,403	\$3,190,053	\$3,083,751	(\$106,302)	(\$22,652)	-0.73%
PUBLIC BUILDINGS	\$2,173,104	\$2,381,741	\$2,511,563	\$3,182,717	\$3,683,203	\$3,452,265	(\$230,938)	\$269,548	8.47%
BUREAU OF LEISURE SERVICES	\$637,145	\$845,205	\$1,603,594	\$1,796,601	\$2,220,214	\$1,832,891	(\$387,323)	\$36,290	2.02%
CENTRAL VEHICLE MAINT.	\$2,028,546	\$2,069,772	\$2,157,582	\$2,283,476	\$2,333,877	\$2,323,877	(\$10,000)	\$40,401	1.77%
REFUSE COLLECTION	\$7,574,825	\$7,512,311	\$8,212,560	\$8,864,007	\$9,348,604	\$9,082,643	(\$265,961)	\$218,636	2.47%
BUREAU OF STREETS	\$2,508,104	\$2,526,443	\$2,846,912	\$3,636,681	\$5,127,068	\$3,621,544	(\$1,505,524)	(\$15,137)	-0.42%
NORTH END DISPOSAL	\$278,829	\$320,463	\$291,226	\$363,084	\$376,497	\$370,347	(\$6,150)	\$7,263	2.00%
SUBTOTAL	\$19,527,154	\$20,454,688	\$22,643,511	\$26,072,758	\$29,364,253	\$26,732,652	(\$2,631,601)	\$659,894	2.53%

#### **PLANNING AND DEVELOPMENT**

CITY PLANNING	\$370,673	\$423,189	\$346,272	\$528,783	\$556,395	\$556,395	\$0	\$27,612	5.22%
DEPT OF INSPECTIONS	\$851,636	\$843,841	\$859,908	\$1,046,999	\$1,178,041	\$1,130,577	(\$47,464)	\$83,578	7.98%
SUBTOTAL	\$1,222,308	\$1,267,030	\$1,206,181	\$1,575,782	\$1,734,436	\$1,686,972	(\$47,464)	\$111,190	7.06%

#### **HUMAN SERVICES**

HEALTH DEPARTMENT	\$4,233,490	\$5,015,957	\$4,893,068	\$4,839,022	\$5,349,778	\$5,219,460	(\$130,318)	\$380,438	7.86%
WATERBURY SENIOR CENTER	\$221,734	\$208,999	\$263,766	\$338,931	\$339,672	\$339,672	\$0	\$741	0.22%
SILAS BRONSON LIBRARY	\$1,735,747	\$1,832,481	\$1,937,772	\$2,170,943	\$2,314,440	\$2,202,454	(\$111,986)	\$31,511	1.45%
SUBTOTAL	\$6,190,972	\$7,057,437	\$7,094,606	\$7,348,896	\$8,003,890	\$7,761,586	(\$242,304)	\$412,690	5.62%

APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 MAYOR'S PROPOSED CHANGES	FY26 CHANGES \$	FY26 CHANGES %
<b>OPERATING CHARGES</b>									
<b>CONTRIBUTIONS TO INTERNAL SERVICE FUNDS</b>									
HEALTH INSURANCE	\$74,000,000	\$70,000,000	\$72,000,000	\$69,500,000	\$65,000,000	\$65,000,000	\$0	(\$4,500,000)	-6.47%
WORKERS COMPENSATION	\$7,000,000	\$7,000,000	\$7,000,000	\$6,500,000	\$6,000,000	\$5,500,000	(\$500,000)	(\$1,000,000)	-15.38%
HEART & HYPERTENSION	\$1,000,000	\$1,000,000	\$1,000,000	\$1,200,000	\$1,200,000	\$700,000	(\$500,000)	(\$500,000)	-41.67%
GENERAL LIABILITY	\$1,000,000	\$1,750,000	\$2,500,000	\$2,700,000	\$3,050,000	\$3,050,000	\$0	\$350,000	12.96%
SUBTOTAL	\$83,000,000	\$79,750,000	\$82,500,000	\$79,900,000	\$75,250,000	\$74,250,000	(\$1,000,000)	(\$5,650,000)	-7.07%
<b>CONTRIBUTIONS TO DEBT SERVICE &amp; CAPITAL FUNDS</b>									
DEBT SERVICE	\$22,000,000	\$21,000,000	\$22,500,000	\$22,500,000	\$22,000,000	\$22,000,000	\$0	(\$500,000)	-2.22%
CAPITAL RESERVE/ EQUIPMENT	\$2,765,000	\$2,450,000	\$3,375,000	\$1,500,000	\$1,500,000	\$500,000	(\$1,000,000)	(\$1,000,000)	-66.67%
CAPITAL VEHICLE REPLACEMENT	\$2,200,000	\$3,300,000	\$2,550,000	\$1,500,000	\$1,500,000	\$1,500,000	\$0	\$0	0.00%
SPECIAL PROJECT FUNDS	\$1,725,000	\$2,450,000	\$1,950,000	\$600,000	\$600,000	\$600,000	\$0	\$0	0.00%
SUBTOTAL	\$28,690,000	\$29,200,000	\$30,375,000	\$26,100,000	\$25,600,000	\$24,600,000	(\$1,000,000)	(\$1,500,000)	-5.75%
<b>OTHER SUNDRY SERVICES</b>									
CONTRACTUAL SERVICES	\$1,196,967	\$1,569,991	\$1,858,743	\$2,170,000	\$2,319,000	\$2,319,000	\$0	\$149,000	6.87%
OTHER EMPLOYEE BENEFITS	\$6,760,923	\$6,638,627	\$7,408,542	\$7,655,000	\$7,939,000	\$7,939,000	\$0	\$284,000	3.71%
MUNICIPAL GROUPS	\$1,210,566	\$1,775,249	\$1,978,690	\$1,829,000	\$2,219,500	\$2,119,500	(\$100,000)	\$290,500	15.88%
ECONOMIC DEV CONTRIBUTIONS	\$950,000	\$1,350,000	\$1,350,000	\$1,350,000	\$1,700,000	\$1,275,000	(\$425,000)	(\$75,000)	-5.56%
COMMUNITY DEV CONTRIBUTION	\$0	\$0	\$0	\$0	\$135,000	\$135,000	\$0	\$135,000	0.00%
CONTINGENCY ACCOUNT	\$0	\$0	\$0	\$1,500,000	\$2,500,000	\$2,500,000	\$0	\$1,000,000	66.67%
SALARY ACCRUALS	\$750,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
SUBTOTAL	\$10,868,456	\$11,333,867	\$12,595,974	\$14,504,000	\$16,812,500	\$16,287,500	(\$525,000)	\$1,783,500	12.30%
TOTAL OPERATING CHARGES	\$122,558,456	\$120,283,867	\$125,470,974	\$120,504,000	\$117,662,500	\$115,137,500	(\$2,525,000)	(\$5,366,500)	-4.45%
<b>RETIREMENT BOARD</b>									
PENSION CONT. & OTHER EXP.	\$48,603,354	\$49,675,425	\$48,330,694	\$49,201,109	\$49,883,659	\$49,883,659	\$0	\$682,550	1.39%
SUBTOTAL	\$48,603,354	\$49,675,425	\$48,330,694	\$49,201,109	\$49,883,659	\$49,883,659	\$0	\$682,550	1.39%
<b>GENERAL GOV. TOTAL</b>	<b>\$266,107,625</b>	<b>\$271,541,676</b>	<b>\$282,251,012</b>	<b>\$288,347,287</b>	<b>\$294,941,797</b>	<b>\$288,252,058</b>	<b>(\$6,689,739)</b>	<b>(\$95,229)</b>	<b>-0.03%</b>
<b>EDUCATION</b>									
BOARD OF EDUCATION	\$156,850,073	\$157,849,726	\$158,116,454	\$158,375,000	\$158,375,000	\$158,375,000	\$0	\$0	0.00%
SUBTOTAL	\$156,850,073	\$157,849,726	\$158,116,454	\$158,375,000	\$158,375,000	\$158,375,000	\$0	\$0	0.00%
<b>TOTAL GENERAL FUND</b>	<b>\$422,957,697</b>	<b>\$429,391,402</b>	<b>\$440,367,466</b>	<b>\$446,722,287</b>	<b>\$453,316,797</b>	<b>\$446,627,058</b>	<b>(\$6,689,739)</b>	<b>(\$95,229)</b>	<b>-0.02%</b>

FY26 MAYOR'S PROPOSED CHANGES - The changes made in the Mayor's Proposed Budget from the original Department Requests

FY26 CHANGES \$ - The changes included in the FY26 Mayor's Proposed Budget as compared to the FY25 Adopted Budget in monetary values

FY26 CHANGES % - The changes included in the FY26 Mayor's Proposed Budget as compared to the FY25 Adopted Budget in percentage values

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FY26  
REVENUE  
DETAIL

**CITY OF WATERBURY**  
**MAYOR'S PROPOSED BUDGET**  
**FYE JUNE 30, 2026**  
**REVENUE DETAIL**

Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 INITIAL PROJECTIONS	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b><u>GENERAL PROPERTY TAX</u></b>								
<b><u>COLLECTION OF TAX ASSESSMENT PRINCIPAL</u></b>								
414000	CURRENT PROPERTY TAXES - Real Estate & P.P.*	\$233,982,161	\$232,814,609	\$230,204,011	\$233,945,010	\$233,945,010	\$238,351,706	\$4,406,696
414003	CURRENT PROPERTY TAXES - Motor Vehicles**	\$19,275,010	\$17,752,209	\$18,807,592	\$20,547,314	\$20,547,314	\$18,305,628	(\$2,241,686)
414001	PRIOR YEARS' PROPERTY TAXES	(\$484,402)	(\$1,289,795)	(\$4,514,831)	\$3,650,000	\$3,650,000	\$3,650,000	\$0
414002	SUPPLEMENTAL AUTOMOBILE LIST	\$3,898,411	\$2,550,409	\$2,651,945	\$2,600,000	\$2,600,000	\$2,600,000	\$0
<b><u>COLLECTION OF INTEREST &amp; PENALTIES</u></b>								
414004	CURRENT PROPERTY TAXES	\$1,222,814	\$1,310,244	\$1,358,175	\$1,100,000	\$1,100,000	\$1,100,000	\$0
414005	PRIOR YEARS' PROPERTY TAXES	\$1,974,366	\$2,030,737	\$2,771,434	\$2,200,000	\$2,200,000	\$2,200,000	\$0
<b><u>TOTAL - GENERAL PROPERTY TAX</u></b>		<b>\$259,868,360</b>	<b>\$255,168,412</b>	<b>\$251,278,326</b>	<b>\$264,042,324</b>	<b>\$264,042,324</b>	<b>\$266,207,334</b>	<b>\$2,165,010</b>
<b><u>GRANTS &amp; CONTRIBUTIONS</u></b>								
425000	EXEMPTIONS FOR THE ELDERLY-PAID BY STATE	\$17,477	\$18,236	\$16,200	\$20,000	\$20,000	\$20,000	\$0
425001	ADDITIONAL VETERANS EXEMPTION	\$89,471	\$84,117	\$61,844	\$100,000	\$100,000	\$100,000	\$0
488005	MISCELLANEOUS	\$640	\$424	\$0	\$5,000	\$5,000	\$5,000	\$0
<b><u>TOTAL - GENERAL TAX GRANTS</u></b>		<b>\$107,588</b>	<b>\$102,777</b>	<b>\$78,044</b>	<b>\$125,000</b>	<b>\$125,000</b>	<b>\$125,000</b>	<b>\$0</b>
<b><u>TOTAL - TAX AND GRANTS</u></b>		<b>\$259,975,948</b>	<b>\$255,271,189</b>	<b>\$251,356,371</b>	<b>\$264,167,324</b>	<b>\$264,167,324</b>	<b>\$266,332,334</b>	<b>\$2,165,010</b>

\*CURRENT PROPERTY TAXES BASED ON GRAND LIST OF \$4,970,577,817 (NET GRAND LIST UNDER 3rd YEAR OF 4-YEAR PHASE-IN OF 10/1/22 REVALUATION) FOR REAL ESTATE LESS EXEMPTIONS & GL EROSION OF 1.0% @ 44.98 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 \$639,839,988 FOR PERSONAL PROPERTY LESS EXEMPTIONS & GL EROSION OF 1.0% @ 44.98 MILLS AND CURRENT TAX COLLECTION RATE OF 96%

\*\*MOTOR VEHICLE TAXES BASED ON GRAND LIST OF \$588,619,090 LESS EXEMPTIONS & GL EROSION OF 0.2% @ 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 FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 INITIAL PROJECTIONS	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**DEPARTMENT OF FINANCE**

**PAYMENTS BY OTHER JURISDICTIONS**

422028	FEDERAL GRANT- PASS THRU	\$0	\$0	\$0	\$0	\$0	\$0	\$0
425008	P.I.L.O.T. -- TIERED REIMBURSEMENT	\$9,388,171	\$9,388,276	\$9,951,338	\$9,460,476	\$9,460,476	\$9,086,395	(\$374,081)
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	\$7,025,110	\$5,067,662	\$2,000,000	\$2,000,000	\$0	(\$2,000,000)
425014	MUNICIPAL REVENUE SHARING-MRSA MV GRANT	\$7,747,981	\$15,620,824	\$21,996,223	\$17,305,061	\$17,305,061	\$13,005,170	(\$4,299,891)
425015	SUPPLEMENTAL REVENUE SHARING GRANT	\$0	\$0	\$11,082,559	\$5,582,559	\$5,582,559	\$5,582,559	\$0
425016	MUNICIPAL STABILIZATION GRANT	\$2,298,414	\$2,298,414	\$0	\$0	\$0	\$0	\$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	\$24,663	\$28,872	\$26,200	\$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	\$169,731	\$205,761	\$314,597	\$200,000	\$200,000	\$200,000	\$0

<b><u>TOTAL - PAYMENTS BY OTHER JURISDICTIONS</u></b>	<b>\$25,550,540</b>	<b>\$37,204,692</b>	<b>\$51,076,014</b>	<b>\$37,245,531</b>	<b>\$37,245,531</b>	<b>\$30,571,559</b>	<b>(\$6,673,972)</b>
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**INTEREST, RENT, SERVICES AND MISCELLANEOUS  
INCOME**

436000	INCOME FROM INVESTMENTS	\$336,388	\$1,174,849	\$2,088,958	\$1,800,000	\$1,800,000	\$3,800,000	\$2,000,000
441088	RENTAL OF PROPERTY FEES	\$1,550,439	\$1,605,973	\$1,914,855	\$1,700,000	\$1,700,000	\$1,800,000	\$100,000
441147	ONE EXCHANGE PLACE PARKING GARAGE	\$0	\$0	(\$13,089)	\$0	\$0	\$0	\$0
445009	PROCEEDS -- OFF TRACK BETTING	\$123,007	\$123,420	\$119,476	\$180,000	\$180,000	\$180,000	\$0
445020	OTHER CITY OWNED PROPERTY	\$98,577	\$90,649	\$74,555	\$55,000	\$55,000	\$65,000	\$10,000
472001	FRINGE BENEFIT CONTRIBUTION FROM GRANTS	\$5,525,759	\$3,289,748	\$1,661,632	\$8,545,000	\$8,545,000	\$8,945,000	\$400,000
480001	USE OF FUND BALANCE	\$0	\$0	\$0	\$3,000,000	\$3,000,000	\$3,000,000	\$0
488005	MISCELLANEOUS	\$6,654	\$7,324	\$82,896	\$25,000	\$25,000	\$25,000	\$0

<b><u>TOTAL - INTEREST, RENT, SERVICES AND MISC. INCOME</u></b>	<b>\$7,640,824</b>	<b>\$6,291,963</b>	<b>\$5,929,283</b>	<b>\$15,305,000</b>	<b>\$15,305,000</b>	<b>\$17,815,000</b>	<b>\$2,510,000</b>
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Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 INITIAL PROJECTIONS	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b><u>REIMBURSEMENT FROM OTHER FUNDS OR AUTHORITIES</u></b>								
499008	WATER FUND -- PENSIONFRINGE BENEFITS	\$1,396,915	\$1,442,165	\$1,263,947	\$1,656,379	\$1,656,379	\$1,633,643	(\$22,736)
499001	WATER FUND-INDIRECT SERVICE CHARGES	\$800,000	\$800,000	\$800,000	\$800,000	\$800,000	\$800,000	\$0
499009	WPC - PENSIONFRINGE BENEFITS	\$949,000	\$969,000	\$943,000	\$958,000	\$958,000	\$972,000	\$14,000
499003	WPC - INDIRECT SERVICE CHARGES	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$0
499011	PUBLIC UTILITY -- PENSIONFRINGE BENEFITS	\$469,217	\$529,732	\$498,778	\$632,121	\$632,121	\$584,590	(\$47,531)
499002	PUBLIC UTILITY - INDIRECT SERVICE CHARGES	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$0
<b><u>TOTAL - REIMBURSEMENT FROM OTHER FUNDS OR AUTHORITIES</u></b>		<b>\$4,115,132</b>	<b>\$4,240,897</b>	<b>\$4,005,725</b>	<b>\$4,546,500</b>	<b>\$4,546,500</b>	<b>\$4,490,233</b>	<b>(\$56,267)</b>
<b>TOTAL -- FINANCE DEPARTMENT REVENUE</b>		<b>\$37,306,496</b>	<b>\$47,737,552</b>	<b>\$61,011,022</b>	<b>\$57,097,031</b>	<b>\$57,097,031</b>	<b>\$52,876,792</b>	<b>(\$4,220,239)</b>
<b><u>LEGAL DEPARTMENT</u></b>								
<b><u>SERVICES AND MISCELLANEOUS INCOME</u></b>								
488005	MISCELLANEOUS	\$15,782	\$30,434	\$31,002	\$20,000	\$20,000	\$20,000	\$0
488017	LEGAL CLAIMS RECOVERY	\$0	\$0	\$0	\$500	\$500	\$500	\$0
<b>TOTAL -- LEGAL DEPARTMENT</b>		<b>\$15,782</b>	<b>\$30,434</b>	<b>\$31,002</b>	<b>\$20,500</b>	<b>\$20,500</b>	<b>\$20,500</b>	<b>\$0</b>



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 INITIAL PROJECTIONS	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b><u>CITY CLERK</u></b>								
<b><u>SERVICES AND MISCELLANEOUS INCOME</u></b>								
488005	MISCELLANEOUS	\$0	\$0	\$0	\$250	\$250	\$250	\$0
	<b>TOTAL -- CITY CLERK</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$250</b>	<b>\$250</b>	<b>\$250</b>	<b>\$0</b>
<b><u>TOWN CLERK</u></b>								
<b><u>SERVICES AND MISCELLANEOUS INCOME</u></b>								
441000	DEED RECORDING FEES	\$514,719	\$416,402	\$380,930	\$400,000	\$400,000	\$400,000	\$0
441001	DEED TRANSFERS	\$4,698	\$3,934	\$3,040	\$3,000	\$3,000	\$3,000	\$0
441006	LANDLORD REGISTRATIONS	\$50	\$80	\$75	\$500	\$500	\$500	\$0
441010	REAL ESTATE CONVEYANCE	\$3,450,128	\$2,746,879	\$2,320,149	\$1,235,000	\$1,235,000	\$1,385,000	\$150,000
441014	VITAL STATISTICS FEES	\$441,602	\$403,460	\$378,605	\$395,000	\$395,000	\$395,000	\$0
441018	RECORD COPY & MAP REPRODUCTION FEES	\$91,614	\$74,134	\$69,228	\$110,000	\$110,000	\$110,000	\$0
441042	BURIAL AND TRANSIT PERMITS	\$12,045	\$11,765	\$10,730	\$6,000	\$6,000	\$6,000	\$0
441046	DOG LICENSES	\$5,957	\$1,828	\$6,281	\$7,000	\$7,000	\$7,000	\$0
441052	MARRIAGE LICENSES	\$10,000	\$9,548	\$11,162	\$7,000	\$7,000	\$7,000	\$0
441084	OTHER TOWNS -- VITAL STATISTICS	\$922	(\$184)	\$46	\$3,000	\$3,000	\$3,000	\$0
488005	MISCELLANEOUS FEES	\$22,667	\$22,896	\$24,128	\$20,000	\$20,000	\$20,000	\$0
488014	DEPARTMENTAL CHARGES (Photostat Dept)	\$40,175	\$43,738	\$41,446	\$80,000	\$80,000	\$80,000	\$0
	<b>TOTAL -- TOWN CLERK</b>	<b>\$4,594,576</b>	<b>\$3,734,480</b>	<b>\$3,245,821</b>	<b>\$2,266,500</b>	<b>\$2,266,500</b>	<b>\$2,416,500</b>	<b>\$150,000</b>
<b><u>DEPARTMENT OF HUMAN RESOURCES</u></b>								
<b><u>SERVICES AND MISCELLANEOUS INCOME</u></b>								
488014	DEPARTMENTAL CHARGES	\$24,240	\$0	\$0	\$1,000	\$1,000	\$1,000	\$0
	<b>TOTAL -- HUMAN RESOURCES REVENUE</b>	<b>\$24,240</b>	<b>\$0</b>	<b>\$0</b>	<b>\$1,000</b>	<b>\$1,000</b>	<b>\$1,000</b>	<b>\$0</b>

Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 INITIAL PROJECTIONS	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b><u>REGISTRAR OF VOTERS</u></b>								
<b><u>SERVICES AND MISCELLANEOUS INCOME</u></b>								
488005	MISCELLANEOUS	\$0	\$0	\$0	\$250	\$250	\$250	\$0
	<b>TOTAL -- ROV REVENUE</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$250</b>	<b>\$250</b>	<b>\$250</b>	<b>\$0</b>
<b><u>ASSESSMENT DEPARTMENT</u></b>								
<b><u>SERVICES AND MISCELLANEOUS INCOME</u></b>								
441134	RECORD COPIES	\$1,644	\$2,031	\$1,598	\$1,500	\$1,500	\$1,500	\$0
	<b>TOTAL -- ASSESSMENT REVENUE</b>	<b>\$1,644</b>	<b>\$2,031</b>	<b>\$1,598</b>	<b>\$1,500</b>	<b>\$1,500</b>	<b>\$1,500</b>	<b>\$0</b>
<b><u>PURCHASING DEPARTMENT</u></b>								
<b><u>SERVICES AND MISCELLANEOUS INCOME</u></b>								
488005	MISCELLANEOUS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	<b>TOTAL - PURCHASING REVENUE</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b><u>INFORMATION TECHNOLOGY DEPARTMENT</u></b>								
<b><u>SERVICES AND MISCELLANEOUS INCOME</u></b>								
488005	MISCELLANEOUS	\$0	\$0	\$0	\$250	\$250	\$250	\$0
	<b>TOTAL -- INFORMATION SERVICES REVENUE</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$250</b>	<b>\$250</b>	<b>\$250</b>	<b>\$0</b>

Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 INITIAL PROJECTIONS	FY26 MAYOR'S PROPOSED BUDGET	FY26 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	\$37,928	\$40,395	\$34,507	\$20,000	\$20,000	\$20,000	\$0
441002	DOG POUND FEES	\$4,270	\$4,869	\$4,533	\$10,000	\$10,000	\$10,000	\$0
441003	FALSE ALARMS -- FINES	\$26,928	\$28,478	\$22,150	\$40,000	\$40,000	\$40,000	\$0
441008	PARKING VIOLATIONS	\$253,527	\$234,638	\$254,307	\$375,000	\$375,000	\$375,000	\$0
441018	RECORD COPY FEES	\$34,858	\$37,532	\$42,538	\$15,000	\$15,000	\$15,000	\$0
441056	MISCELLANEOUS LICENSES & PERMITS	\$79,145	\$70,691	\$59,706	\$40,000	\$40,000	\$40,000	\$0
441110	RAMPGARAGES - SPRING ST.	\$48,193	\$50,886	\$37,958	\$65,000	\$65,000	\$65,000	\$0
441115	RAMPGARAGES - BUCKINGHAM ST.	\$272,691	\$361,149	\$279,241	\$350,000	\$350,000	\$350,000	\$0
441116	SURFACE PARKING LOTS	\$21,210	\$18,667	\$12,825	\$25,000	\$25,000	\$25,000	\$0
441117	ON STREET PARKING METERS	\$6,757	\$2,605	\$885	\$30,000	\$30,000	\$30,000	\$0
441143	SURFACE LOT KIOSKS	\$21,587	\$29,165	\$44,462	\$55,000	\$55,000	\$55,000	\$0
441144	ON STREET KIOSKS	\$124,675	\$131,619	\$144,709	\$225,000	\$225,000	\$225,000	\$0
488005	MISCELLANEOUS	\$3,902	\$6,270	\$1,986	\$15,000	\$15,000	\$15,000	\$0
<b>TOTAL -- POLICE DEPARTMENT</b>		<b>\$935,670</b>	<b>\$1,016,964</b>	<b>\$939,808</b>	<b>\$1,265,000</b>	<b>\$1,265,000</b>	<b>\$1,265,000</b>	<b>\$0</b>

**FIRE DEPARTMENT**

**SERVICES AND MISCELLANEOUS INCOME**

422028	FEDERAL GRANT- PASS THRU	\$51,327	\$0	\$47,128	\$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	\$42,020	\$61,264	\$53,856	\$60,000	\$60,000	\$60,000	\$0
488005	MISCELLANEOUS	\$15,235	\$0	\$0	\$250	\$250	\$250	\$0
<b>TOTAL -- FIRE DEPARTMENT</b>		<b>\$108,582</b>	<b>\$61,264</b>	<b>\$100,984</b>	<b>\$110,250</b>	<b>\$110,250</b>	<b>\$110,250</b>	<b>\$0</b>

Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 INITIAL PROJECTIONS	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**PUBLIC WORKS DEPARTMENT**

**SERVICES AND MISCELLANEOUS INCOME**

422019	FEDERAL GRANT - OTHER	\$25,132	\$5,026	\$0	\$0	\$0	\$0	\$0
441018	RECORD COPY FEES	\$258	\$66	\$60	\$250	\$250	\$250	\$0
441062	REFUSE DISPOSAL CHARGE	\$142,998	\$39,042	\$44,181	\$175,000	\$175,000	\$175,000	\$0
441068	SEWER PERMITS	\$20,960	\$21,400	\$14,975	\$40,000	\$40,000	\$40,000	\$0
441088	BUILDING RENTAL FEES	\$17,499	\$8,206	\$15	\$18,000	\$18,000	\$18,000	\$0
441092	EVICIONS	\$4,200	\$7,800	\$3,900	\$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	\$115,919	\$205,106	\$176,130	\$50,000	\$50,000	\$50,000	\$0
488005	MISCELLANEOUS	\$48,810	\$32,617	\$32,655	\$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
<b>TOTAL -- PUBLIC WORKS REVENUE</b>		<b>\$375,776</b>	<b>\$319,264</b>	<b>\$271,917</b>	<b>\$386,250</b>	<b>\$386,250</b>	<b>\$386,250</b>	<b>\$0</b>

**OFFICE OF THE CITY PLAN**

**SERVICES AND MISCELLANEOUS INCOME**

441021	ZONING FEES SURCHARGE	\$6,600	\$6,780	\$7,200	\$10,000	\$10,000	\$10,000	\$0
441076	ADMINISTRATIVE REVIEW FEES	\$45,000	\$48,035	\$46,480	\$45,000	\$45,000	\$45,000	\$0
441138	CITY PLAN COMMISSION FEES	\$600	\$2,400	\$5,325	\$5,000	\$5,000	\$5,000	\$0
441139	ZONING COMMISSION FEES	\$8,050	\$8,050	\$8,050	\$25,000	\$25,000	\$25,000	\$0
441140	ZONING BOARD OF APPEALS FEES	\$26,700	\$19,600	\$16,150	\$15,000	\$15,000	\$15,000	\$0
441141	INLAND WETLAND FEES	\$2,250	\$1,250	\$2,250	\$5,000	\$5,000	\$5,000	\$0
441150	STATE SIGN OFFS	\$5,900	\$5,200	\$6,700	\$5,000	\$5,000	\$5,000	\$0
488005	MISCELLANEOUS	(\$35,500)	\$1,000	\$1,000	\$16,000	\$16,000	\$16,000	\$0
<b>TOTAL -- CITY PLAN</b>		<b>\$59,600</b>	<b>\$92,315</b>	<b>\$93,155</b>	<b>\$126,000</b>	<b>\$126,000</b>	<b>\$126,000</b>	<b>\$0</b>

Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 INITIAL PROJECTIONS	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**DEPARTMENT OF INSPECTION**

**SERVICES AND MISCELLANEOUS INCOME**

441041	BUILDING PERMITS	\$840,193	\$1,245,744	\$1,177,419	\$1,325,000	\$1,325,000	\$1,325,000	\$0
441045	DEMOLITION PERMITS	\$22,450	\$29,950	\$13,600	\$25,000	\$25,000	\$25,000	\$0
441047	ELECTRICAL WORK PERMITS	\$436,834	\$654,829	\$911,052	\$435,000	\$435,000	\$610,000	\$175,000
441049	HEATING PERMITS, ETC.	\$219,250	\$422,079	\$1,028,045	\$200,000	\$200,000	\$500,000	\$300,000
441054	OCCUPANCY	\$63,428	\$75,891	\$73,025	\$50,000	\$50,000	\$50,000	\$0
441057	PLUMBING PERMITS	\$70,570	\$105,825	\$160,443	\$100,000	\$100,000	\$100,000	\$0
441073	STREET SIGN	\$13,345	\$27,205	\$19,355	\$10,000	\$10,000	\$10,000	\$0
441083	STATE BUILDING FEE	\$846	\$1,278	\$1,354	\$0	\$0	\$0	\$0
488005	MISCELLANEOUS	\$101	\$87	\$124	\$2,000	\$2,000	\$2,000	\$0

<b>TOTAL -- DEPARTMENT OF INSPECTION</b>		<b>\$1,667,015</b>	<b>\$2,562,888</b>	<b>\$3,384,416</b>	<b>\$2,147,000</b>	<b>\$2,147,000</b>	<b>\$2,622,000</b>	<b>\$475,000</b>
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**HEALTH DEPARTMENT**

**SERVICES AND MISCELLANEOUS INCOME**

441059	PRIVATE SEWAGE DISPOSAL	\$0	\$750	\$0	\$1,500	\$1,500	\$1,500	\$0
441063	RESTAURANT LICENSES	\$103,900	\$108,750	\$107,450	\$145,000	\$145,000	\$145,000	\$0
441065	ROOMING HOUSE	\$2,200	\$2,300	\$3,000	\$5,000	\$5,000	\$5,000	\$0
441080	PUBLIC POOLS	\$1,000	\$1,650	\$1,800	\$5,000	\$5,000	\$5,000	\$0
441081	TEMP FOOD PERMITS	\$0	\$0	\$0	\$5,000	\$5,000	\$5,000	\$0
441142	COSMETOLOGY FEES	\$4,700	\$8,800	\$10,300	\$15,000	\$15,000	\$15,000	\$0
488005	MISCELLANEOUS	\$6,000	\$4,250	\$9,620	\$4,500	\$4,500	\$4,500	\$0
488014	DEPARTMENT CHARGES	\$0	\$0	\$0	\$2,000	\$2,000	\$2,000	\$0
488022	APPLICATIONS	\$5,850	\$3,600	\$5,750	\$8,000	\$8,000	\$8,000	\$0

<b>TOTAL -- HEALTH DEPARTMENT</b>		<b>\$123,650</b>	<b>\$130,100</b>	<b>\$137,920</b>	<b>\$191,000</b>	<b>\$191,000</b>	<b>\$191,000</b>	<b>\$0</b>
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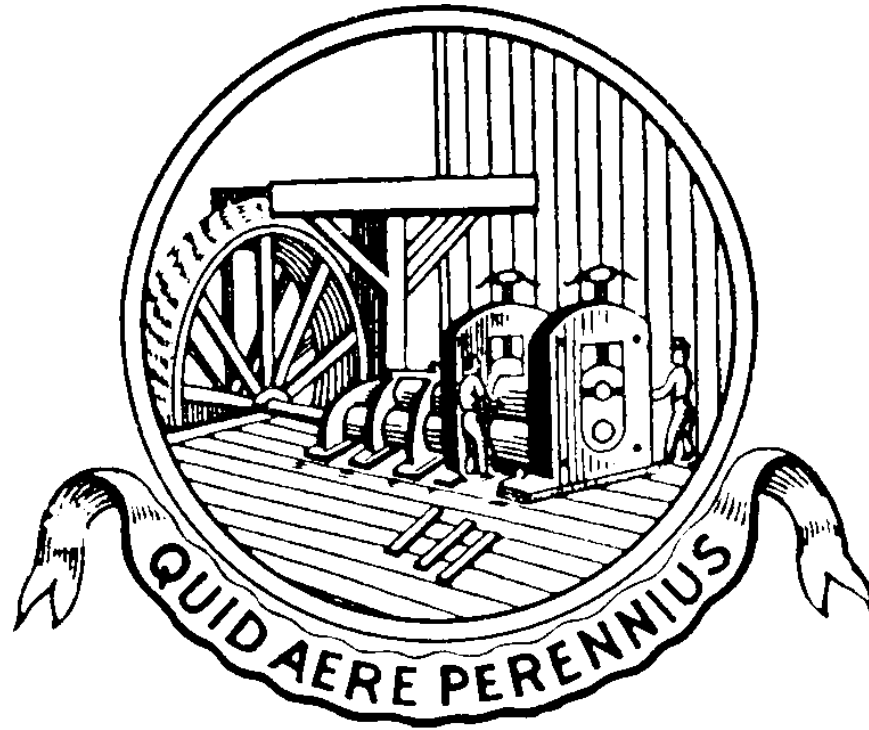
Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 INITIAL PROJECTIONS	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b><u>DEPARTMENT OF EDUCATION</u></b>								
<b><u>STATE GRANTS IN AID OF SPECIFIC PROGRAMS</u></b>								
422010	EDUCATION EQUALIZATION	\$114,085,905	\$113,929,148	\$114,035,542	\$113,617,182	\$113,617,182	\$113,617,182	\$0
422014	NON PUBLIC SCHOOL MEDICAL SERVICES	\$283,458	\$260,494	\$342,562	\$185,000	\$185,000	\$270,000	\$85,000
422017	SPECIAL EDUCATION - EXCESS COST & AGENCY PLACEMENTS	\$2,746,797	\$4,017,980	\$5,503,301	\$3,700,000	\$3,700,000	\$4,700,000	\$1,000,000
422018	SPECIAL EDUCATION - MEDICAID REIMBURSEMENTS	\$922,536	\$386,857	\$1,040,780	\$650,000	\$650,000	\$850,000	\$200,000
422020	STATE GRANTS - OTHER	\$169,089	\$146,228	\$196,374	\$175,000	\$175,000	\$175,000	\$0
<b><u>SERVICES AND MISCELLANEOUS INCOME</u></b>								
472007	REIMBURSEMENT FROM OTHER TOWNS	\$500,342	\$643,076	\$748,860	\$450,000	\$450,000	\$500,000	\$50,000
488005	MISCELLANEOUS	\$11,668	\$4,556	\$11,511	\$50,000	\$50,000	\$50,000	\$0
488014	DEPARTMENTAL CHARGES	\$57,755	\$60,879	\$34,623	\$115,000	\$115,000	\$115,000	\$0
<b>TOTAL DEPARTMENT OF EDUCATION</b>		<b>\$118,777,550</b>	<b>\$119,449,218</b>	<b>\$121,913,552</b>	<b>\$118,942,182</b>	<b>\$118,942,182</b>	<b>\$120,277,182</b>	<b>\$1,335,000</b>
<b>TOTAL GENERAL FUND REVENUE</b>		<b>\$423,966,530</b>	<b>\$430,407,697</b>	<b>\$442,487,564</b>	<b>\$446,722,287</b>	<b>\$446,722,287</b>	<b>\$446,627,058</b>	<b>(\$95,229)</b>

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FY26

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**

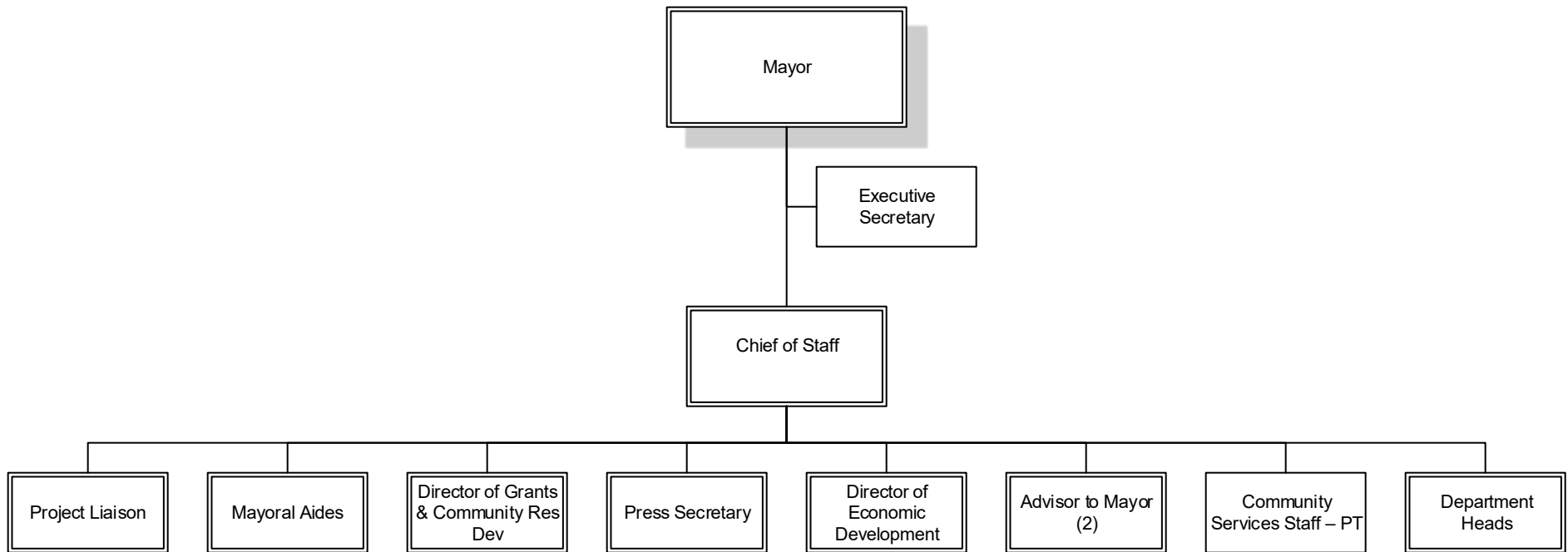
As CEO of the City, the Mayor works to streamline government, create efficiencies through re-organization, demand professionalism from City employees and provide leadership throughout the city. The Mayor's Office performs several functional activities, which include the following:

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 FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**OFFICE OF THE MAYOR**  
**DEPT.# 1010001**

**PERSONAL SERVICES**

511500	Regular Salaries	\$595,710	\$730,156	\$883,777	\$1,116,661	\$1,226,633	\$1,226,633	\$0
511650	Overtime	\$0	\$0	\$0	\$0	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$8,711	\$0	\$0	\$0	\$0	\$0	\$0

**PURCHASED PROPERTY SERVICES**

543000	Service/Maintenance Contracts	\$0	\$482	\$2,276	\$4,500	\$4,500	\$4,500	\$0
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**PURCHASED OTHER SERVICES**

553001	Postage	\$389	\$1,440	\$1,500	\$1,500	\$1,500	\$1,500	\$0
559002	Printing Services	\$894	\$1,544	\$1,940	\$2,000	\$2,000	\$2,000	\$0

**SUPPLIES**

561200	Office	\$6,735	\$6,519	\$7,450	\$7,500	\$7,500	\$7,500	\$0
569022	Operations	\$7,515	\$7,359	\$7,888	\$8,000	\$8,000	\$8,000	\$0

**OTHER**

589005	Municipal Groups	\$41,715	\$43,995	\$43,402	\$45,000	\$45,000	\$45,000	\$0
589206	Travel and Official Expenses	\$6,360	\$8,182	\$9,372	\$12,000	\$12,000	\$12,000	\$0

<b>TOTAL</b>		<b>\$668,027</b>	<b>\$799,675</b>	<b>\$957,604</b>	<b>\$1,197,161</b>	<b>\$1,307,133</b>	<b>\$1,307,133</b>	<b>\$0</b>
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**ALLOCATION OF BENEFITS**

Health Ins. Cost - Actives	\$143,745	\$149,419	\$169,019	\$155,706		\$145,512
Pension Cost - Actives	\$0	\$0	\$0	\$0		\$0
Workers Comp. Costs	\$9,918	\$10,402	\$9,572	\$8,429		\$8,332
Life Insurance Costs	\$3,842	\$3,480	\$3,704	\$3,729		\$3,030
Unemployment Costs	\$1,808	\$1,796	\$1,796	\$1,336		\$1,647
Medicare Costs	\$13,785	\$14,032	\$14,818	\$15,462		\$16,205
<b>Total Benefits Allocated to Department</b>	<b>\$173,098</b>	<b>\$179,129</b>	<b>\$198,909</b>	<b>\$184,662</b>	<b>\$0</b>	<b>\$174,726</b>

<b>Total Amount Earmarked for Department</b>	<b>\$841,125</b>	<b>\$978,804</b>	<b>\$1,156,514</b>	<b>\$1,381,823</b>	<b>\$1,307,133</b>	<b>\$1,481,859</b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**OFFICE OF THE MAYOR**

**Mayor's Staff**

1	1	1	1	MAYOR	\$160,201	\$160,201	\$160,201
1	1	1	1	CHIEF OF STAFF	\$150,000	\$150,000	\$150,000
1	1	1	1	DIRECTOR OF GRANTS & COMMUNITY RESOURCE DEVELOPMENT	\$100,000	\$100,000	\$100,000
1	1	1	1	DIRECTOR OF ECONOMIC DEVELOPMENT	\$83,000	\$85,075	\$85,075
3	2	3	3	MAYORAL AIDE	\$200,000	\$245,000	\$245,000
2	2	2	2	ADVISOR TO THE MAYOR	\$180,000	\$184,500	\$184,500
1	1	1	1	EXECUTIVE SECRETARY	\$80,000	\$88,000	\$88,000
0	1	1	1	CLERK- MAYOR'S OFFICE	\$0	\$37,310	\$37,310
1	0	0	0	PRESS SECRETARY	\$40,000	\$0	\$0
1	1	1	1	PROJECT LIAISON- MIX MASTER PROJECT	\$40,000	\$41,000	\$41,000
12	11	12	12	Total - Mayor's Staff	\$1,033,201	\$1,091,086	\$1,091,086

**Citizen Service Center/Constituent Services**

COMMUNITY SERVICES STAFF (PT positions)	\$83,460	\$85,547	\$85,547
Total - Community Services	\$83,460	\$85,547	\$85,547

**Education**

Education Liaison (50% Funding)	\$0	\$50,000	\$50,000
Total - Education	\$0	\$50,000	\$50,000

12	11	12	12	TOTAL MAYOR'S OFFICE BUDGET	\$1,116,661	\$1,226,633	\$1,226,633
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## **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 FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## BOARD OF ALDERMEN

DEPT.# 1030001

	<u>PERSONAL SERVICES</u>							
511500	Regular Salaries	\$64,000	\$63,999	\$61,999	\$64,000	\$64,000	\$64,000	\$0
<b>TOTAL</b>		<b>\$64,000</b>	<b>\$63,999</b>	<b>\$61,999</b>	<b>\$64,000</b>	<b>\$64,000</b>	<b>\$64,000</b>	<b>\$0</b>

FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 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
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TOTAL	\$64,000	\$64,000	\$64,000
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## **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 events, occurrences, and contracts entered into by the City and its departments.
6. Provide efficient and timely quality legal services by utilizing best practices.
7. Provide advice and counsel to City departments, administrators, boards, and commissions.

## **DEPT. 107 – LEGAL DEPARTMENT (continued)**

### **Recent Highlights**

1. The Department opened 1195 new matters in Fiscal Year 2024 (“FY24”). As of 1/2/25, 1232 matters are open and active. It is expected that total file openings in FY25 will surpass FY24 totals. Of the Department’s total file openings in FY24, 302 matters (25.3%) were opened on behalf of the Education Department, providing in-kind legal services of approximately \$605,998.46.
2. The Department continues to aggressively pursue collections and property recovery matters on behalf of the City. Critically, over the past thirteen fiscal years (FY12-FY24) the Department has successfully collected and returned over \$12,831,380 million to the General Fund.
3. In Fiscal 2024, seven cases were tried to juries. A total of 32 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. The Department successfully prosecuted the Town of Watertown for outstanding water and sewer charges resulting in a judgment in favor of the City in the amount of \$18,800,445.37.
4. In Fiscal Year 2024, the Legal Department opened 597 new transactional matters, representing 50% of all new matters opened by the Department. The Department also assists in the City’s purchase of real property, with 4 real estate closings being completed in Fiscal Year 2024, namely, the Exchange Place, Sacred Heart, Saint Mary’s, and former Bristol Babcock 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.

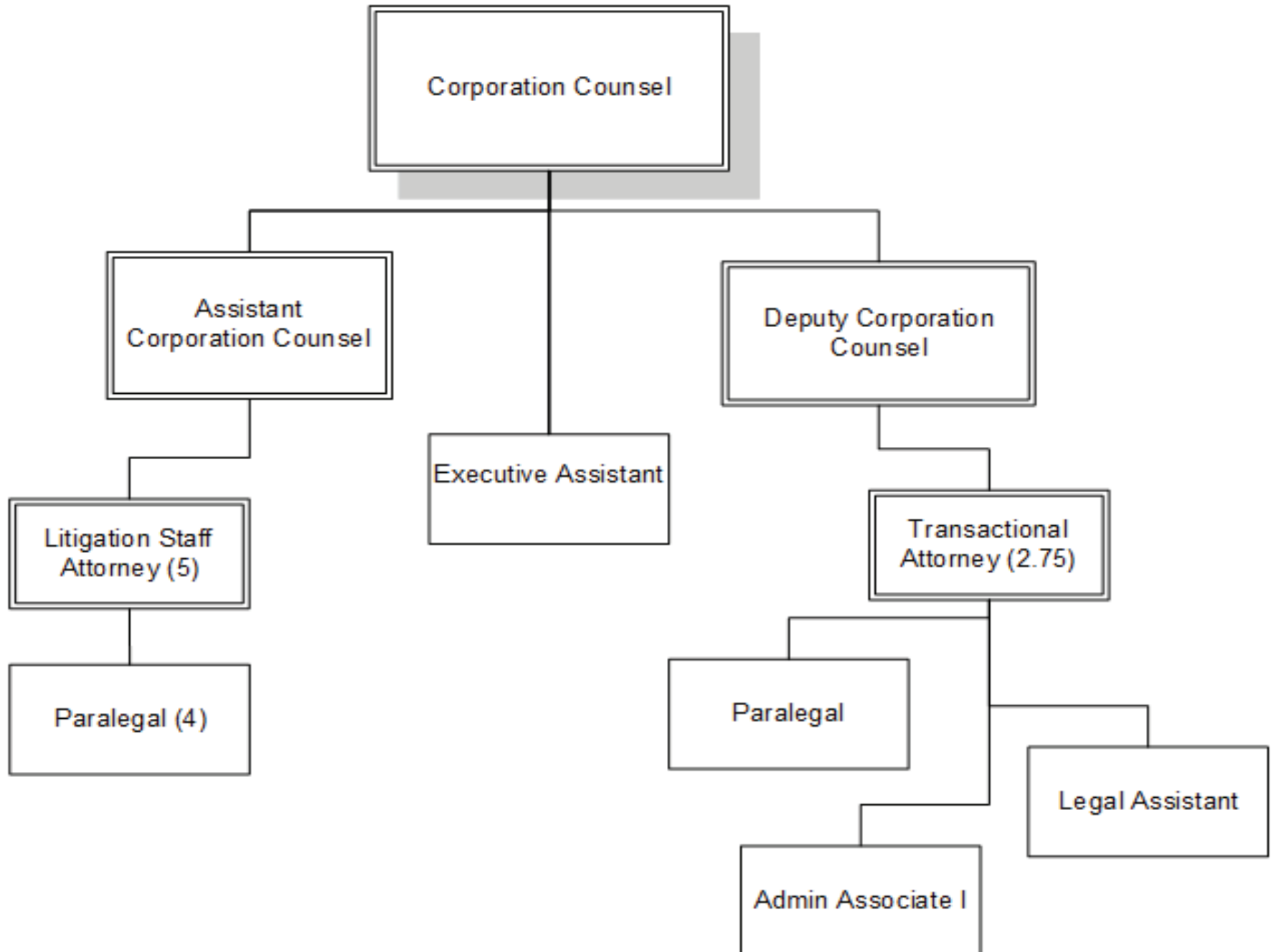
## **DEPT. 107 – LEGAL DEPARTMENT (continued)**

### **Department Goals**

The Department will continue to:

1. Handle the majority of 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 minimize losses to the City.
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. 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.
7. Continue to provide legal counsel to City departments, administration, bonds and commissions.

# Organization Chart- Legal



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## LEGAL DEPARTMENT

DEPT.# 1070001

### PERSONAL SERVICES

511500	Regular Salaries	\$1,105,530	\$1,230,370	\$1,333,409	\$1,715,663	\$1,772,760	\$1,772,760	\$0
511600	Temporary Salaries	\$98,453	\$102,208	\$201,543	\$159,561	\$171,020	\$171,020	\$0
511650	Overtime	\$13,498	\$14,220	\$28,659	\$0	\$0	\$0	\$0
511653	Longevity	\$0	\$0	\$0	\$0	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$1,538	\$0	\$2,126	\$0	\$0	\$0	\$0

### PURCHASED PROFESSIONAL SERVICES

533000	Professional Services	\$0	\$0	\$0	\$0	\$70,000	\$70,000	\$0
533005	Arbitration Costs	\$0	\$1,200	\$4,875	\$30,000	\$30,000	\$30,000	\$0
533011	Legal Supplies	\$1,693	\$605	\$435	\$6,500	\$6,500	\$6,500	\$0
533027	Financial	\$34,129	\$24,024	\$32,308	\$35,000	\$35,000	\$35,000	\$0
533029	Legal	\$314,463	\$232,325	\$512,257	\$700,000	\$700,000	\$700,000	\$0
533043	Tax Appeal Legal Costs	\$116,529	\$365,926	\$307,701	\$250,000	\$250,000	\$250,000	\$0

### PURCHASED PROPERTY SERVICES

543020	Repair and Maintenance	\$0	\$0	\$0	\$400	\$400	\$400	\$0
543036	Maint. Contracts-Copy Equip.	\$5,908	\$6,620	\$7,816	\$8,500	\$9,000	\$9,000	\$0

### PURCHASED OTHER SERVICES

553001	Postage	\$2,628	\$2,228	\$2,420	\$3,000	\$3,000	\$3,000	\$0
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### SUPPLIES

561206	Office Supplies	\$20,395	\$23,708	\$24,220	\$30,000	\$30,000	\$30,000	\$0
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### SUPPLIES

570501	Hardware	\$8,651	\$3,675	\$3,504	\$5,000	\$5,000	\$5,000	\$0
570504	Software	\$2,335	\$3,012	\$1,506	\$5,000	\$5,000	\$5,000	\$0

### OTHER

589200	Reimbursements	\$1,224	\$729	\$359	\$1,300	\$1,300	\$1,300	\$0
589800	Registration & Course Fees	\$1,644	\$299	\$1,339	\$2,000	\$2,000	\$2,000	\$0
589900	Dues & Publications	\$19,454	\$15,154	\$19,789	\$22,000	\$22,000	\$22,000	\$0

<b>TOTAL</b>		<b>\$1,748,074</b>	<b>\$2,026,302</b>	<b>\$2,484,265</b>	<b>\$2,973,924</b>	<b>\$3,112,980</b>	<b>\$3,112,980</b>	<b>\$0</b>
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Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## LEGAL DEPARTMENT (Continued)

### ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$203,638	\$211,677	\$239,444	\$220,584			\$218,268
Pension Cost - Actives	\$10,525	\$9,124	\$9,744	\$8,852			\$9,249
Workers Comp. Costs	\$14,050	\$14,736	\$13,561	\$11,941			\$12,498
Life Insurance Costs	\$5,443	\$4,930	\$5,248	\$5,283			\$4,545
Unemployment Costs	\$2,561	\$2,544	\$2,544	\$1,892			\$2,470
Medicare Costs	\$19,529	\$19,878	\$20,992	\$21,904			\$24,307
<b>Total Benefits Allocated to Department</b>	<b><u>\$255,747</u></b>	<b><u>\$262,890</u></b>	<b><u>\$291,532</u></b>	<b><u>\$270,457</u></b>		<b><u>\$0</u></b>	<b><u>\$271,338</u></b>
<b>Total Amount Earmarked for Department</b>	<b><u>\$2,003,821</u></b>	<b><u>\$2,289,192</u></b>	<b><u>\$2,775,797</u></b>	<b><u>\$3,244,381</u></b>	<b><u>\$3,112,980</u></b>		<b><u>\$3,384,318</u></b>

FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**LEGAL DEPARTMENT**

1	1	1	1	CORPORATION COUNSEL	\$175,000	\$175,000	\$175,000
1	0	1	1	DEPUTY CORPORATION COUNSEL	\$130,000	\$130,000	\$130,000
1	0	1	1	ASSISTANT CORPORATION COUNSEL	\$139,050	\$143,250	\$143,250
7	6	7	7	ATTORNEY-APPOINTED LITIGATORS	\$814,310	\$832,000	\$832,000
5	4	5	5	PARALEGAL	\$323,576	\$329,320	\$329,320
1	1	1	1	LEGAL ASSISTANT	\$49,267	\$49,267	\$49,267
0	1	1	1	ADMINISTRATIVE ASSOCIATE I	\$0	\$31,923	\$31,923
1	1	1	1	EXECUTIVE ASSISTANT TO CORPORATION COUNSEL	\$84,460	\$82,000	\$82,000
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17	14	18	18	TOTAL	\$1,715,663	\$1,772,760	\$1,772,760
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ATTORNEY-Part-time	\$96,561	\$107,620	\$107,620
Other Part-time Salaries	\$50,000	\$40,000	\$40,000
Fair Rent Coordinator	\$13,000	\$23,400	\$23,400
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TOTAL	\$159,561	\$171,020	\$171,020
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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**

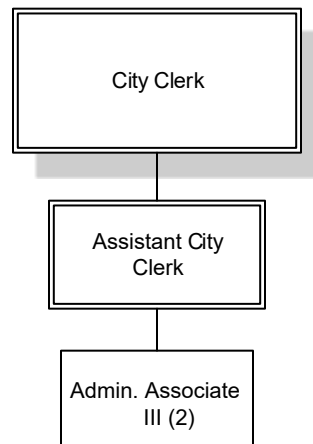
The Office of the City Clerk of the City of Waterbury, which receives all correspondence for the Board of Aldermen, and most Municipal boards and commissions, is the keeper of records for the Board of Aldermen, municipal boards and commissions, is the public agency providing access to records of all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

### **Departmental Goals—Fiscal Year 2025-2026**

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 FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**OFFICE OF THE CITY CLERK**  
**DEPT.# 1100001**

**PERSONAL SERVICES**

511500	Regular Salaries	\$234,205	\$234,873	\$215,616	\$225,892	\$238,250	\$233,076	(\$5,174)
511650	Overtime	\$19,477	\$22,047	\$22,924	\$19,000	\$19,000	\$19,000	\$0
511653	Longevity	\$405	\$405	\$405	\$405	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$0	\$2,354	\$716	\$0	\$0	\$0	\$0

**PURCHASED PROPERTY SERVICES**

543033	Service/Maintenance Contracts	\$343	\$0	\$0	\$0	\$0	\$0	\$0
544007	Office Equipment Rent and Lease	\$1,454	\$2,049	\$2,056	\$2,150	\$2,150	\$2,150	\$0

**PURCHASED OTHER SERVICES**

553001	Postage	\$254	\$188	\$99	\$350	\$200	\$200	\$0
559001	Advertising	\$2,578	\$3,488	\$3,782	\$2,500	\$5,000	\$5,000	\$0
559002	Printing and Binding	\$226	\$608	\$368	\$500	\$500	\$500	\$0

**SUPPLIES**

561206	Office Supplies	\$2,189	\$1,457	\$1,694	\$3,500	\$3,500	\$3,500	\$0
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<b>TOTAL</b>		<b>\$261,131</b>	<b>\$267,469</b>	<b>\$247,659</b>	<b>\$254,297</b>	<b>\$268,600</b>	<b>\$263,426</b>	<b>(\$5,174)</b>
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**ALLOCATION OF BENEFITS**

Health Ins. Cost - Actives	\$47,915	\$49,806	\$56,340	\$51,902		\$48,504
Pension Cost - Actives	\$2,631	\$2,281	\$2,436	\$2,213		\$2,312
Workers Comp. Costs	\$3,306	\$3,467	\$3,191	\$2,810		\$2,777
Life Insurance Costs	\$1,281	\$1,160	\$1,235	\$1,243		\$1,010
Unemployment Costs	\$603	\$599	\$599	\$445		\$549
Medicare Costs	\$4,595	\$4,677	\$4,939	\$5,154		\$5,402
<b>Total Benefits Allocated to Department</b>	<b>\$60,331</b>	<b>\$61,991</b>	<b>\$68,739</b>	<b>\$63,767</b>	<b>\$0</b>	<b>\$60,554</b>

<b>Total Amount Earmarked for Department</b>	<b>\$321,462</b>	<b>\$329,460</b>	<b>\$316,398</b>	<b>\$318,064</b>	<b>\$268,600</b>	<b>\$323,980</b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**CITY CLERK**

1	1	1	1	CITY CLERK	\$80,100	\$80,100	\$80,100
1	1	0	0	EXECUTIVE ADMIN. ASSISTANT/ASSISTANT CITY CLERK	\$67,642	\$0	\$0
0	0	1	1	ASSISTANT CITY CLERK	\$0	\$75,000	\$74,825
2	1	2	2	ADMIN. ASSOCIATE III	\$78,150	\$83,150	\$78,151
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4	3	4	4	TOTAL	\$225,892	\$238,250	\$233,076
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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.

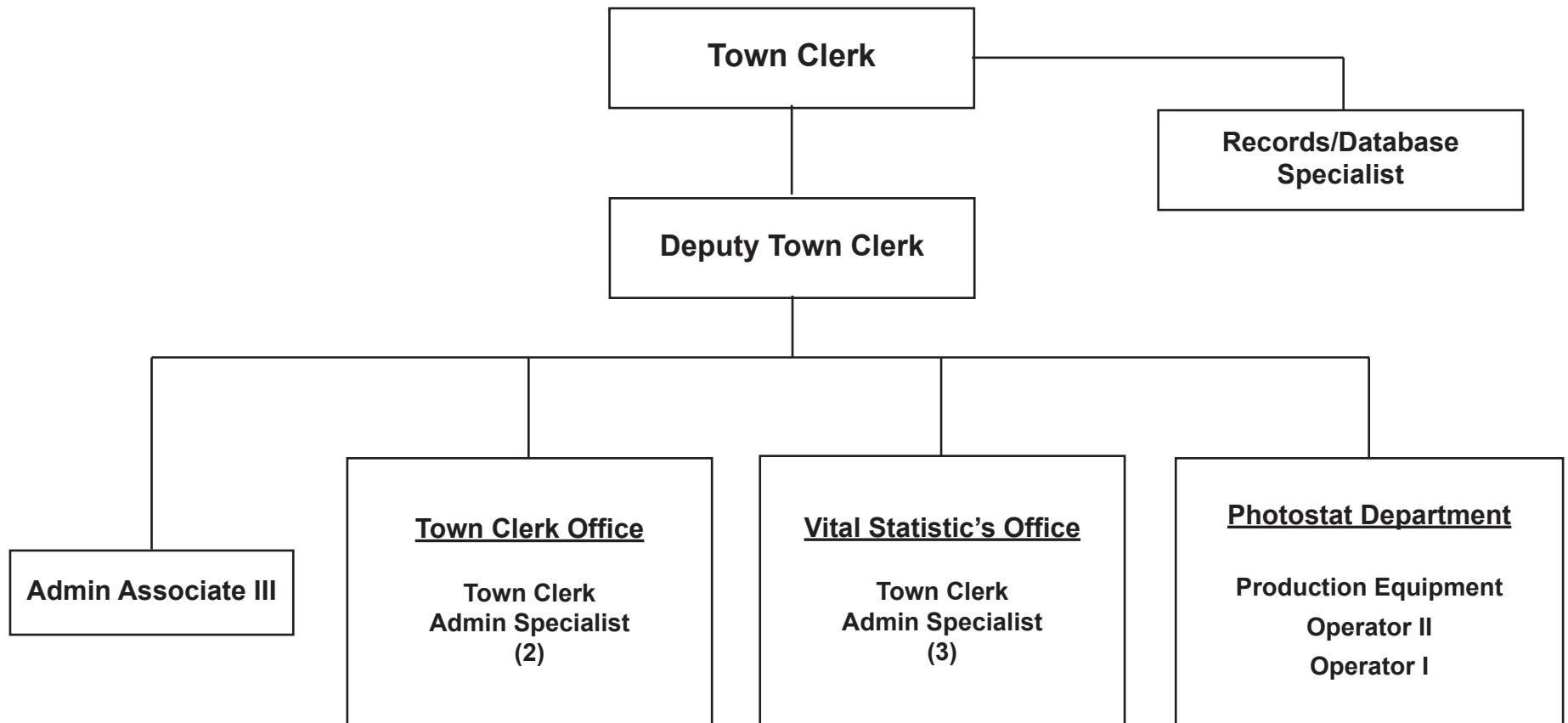
### **Core Functions**

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 2025-26**

- Continue improving land record, vital record and election databases and their related systems for better speed, functionality and ease of use.
- Provide training and information regarding changes in election law and election management systems.
- Expand online services to the public and update web pages.
- Continue 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 FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**OFFICE OF THE TOWN CLERK**  
**DEPT.# 1130001**

**PERSONAL SERVICES**

511500	Regular Salaries	\$421,616	\$399,178	\$451,342	\$535,930	\$536,681	\$536,681	\$0
511600	Temporary Salaries	\$8,624	\$0	\$0	\$2,000	\$2,000	\$2,000	\$0
511650	Overtime	\$18,103	\$26,133	\$14,506	\$15,000	\$15,000	\$15,000	\$0
511800	Vacation and Sick Term Payout	\$4,183	\$13,444	\$0	\$0	\$0	\$0	\$0

**PURCHASED PROPERTY SERVICES**

543033	Service/Maintenance Contracts	\$3,785	\$4,526	\$3,728	\$5,000	\$5,000	\$5,000	\$0
544007	Rent/Lease	\$34,773	\$35,392	\$35,002	\$50,000	\$60,000	\$60,000	\$0

**PURCHASED OTHER SERVICES**

553001	Postage	\$9,657	\$11,403	\$10,808	\$15,000	\$15,000	\$15,000	\$0
559001	Advertising	\$6,989	\$4,337	\$6,664	\$6,000	\$6,000	\$6,000	\$0
559002	Printing	\$74,981	\$81,841	\$69,550	\$87,000	\$87,000	\$87,000	\$0

**SUPPLIES**

561206	Office Supplies	\$30,335	\$29,497	\$29,015	\$35,000	\$35,000	\$35,000	\$0
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**OTHER**

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

<b>TOTAL</b>		<b>\$614,040</b>	<b>\$606,540</b>	<b>\$621,202</b>	<b>\$751,930</b>	<b>\$762,681</b>	<b>\$762,681</b>	<b>\$0</b>
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**ALLOCATION OF BENEFITS**

Health Ins. Cost - Actives	\$119,787	\$124,516	\$140,849	\$142,731		\$133,386
Pension Cost - Actives	\$13,157	\$11,405	\$12,180	\$11,065		\$11,562
Workers Comp. Costs	\$8,265	\$8,668	\$7,977	\$7,726		\$7,638
Life Insurance Costs	\$3,202	\$2,900	\$3,087	\$3,418		\$2,778
Unemployment Costs	\$1,507	\$1,497	\$1,497	\$1,224		\$1,510
Medicare Costs	\$11,488	\$11,693	\$12,348	\$14,173		\$14,855
<b>Total Benefits Allocated to Department</b>	<b>\$157,405</b>	<b>\$160,679</b>	<b>\$177,938</b>	<b>\$180,339</b>	<b>\$0</b>	<b>\$171,727</b>

<b>Total Amount Earmarked for Department</b>		<b>\$771,445</b>	<b>\$767,219</b>	<b>\$799,140</b>	<b>\$932,269</b>	<b>\$762,681</b>	<b>\$934,408</b>	
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
<b>TOWN CLERK</b>							
1	1	1	1	TOWN CLERK	\$80,100	\$80,100	\$80,100
0	1	1	1	DEPUTY TOWN CLERK	\$0	\$75,838	\$75,838
1	1	1	1	RECORDS/DATABASE SPECIALIST	\$73,130	\$75,838	\$75,838
2	0	0	0	ASSISTANT REGISTRAR- VITAL STATISTICS	\$106,762	\$0	\$0
0	0	1	1	ADMIN. ASSOCIATE III	\$0	\$39,075	\$39,075
5	0	0	0	CUSTOMER SERVICE REP	\$195,876	\$0	\$0
0	5	5	5	TOWN CLERK ADMINISTRATIVE SPECIALIST	\$0	\$185,767	\$185,767
1	1	1	1	PRODUCTION EQUIPMENT OPERATOR II	\$44,954	\$44,954	\$44,954
1	1	1	1	PRODUCTION EQUIPMENT OPERATOR	\$35,108	\$35,108	\$35,108
11	10	11	11	TOTAL	\$535,930	\$536,681	\$536,681

## 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 26**

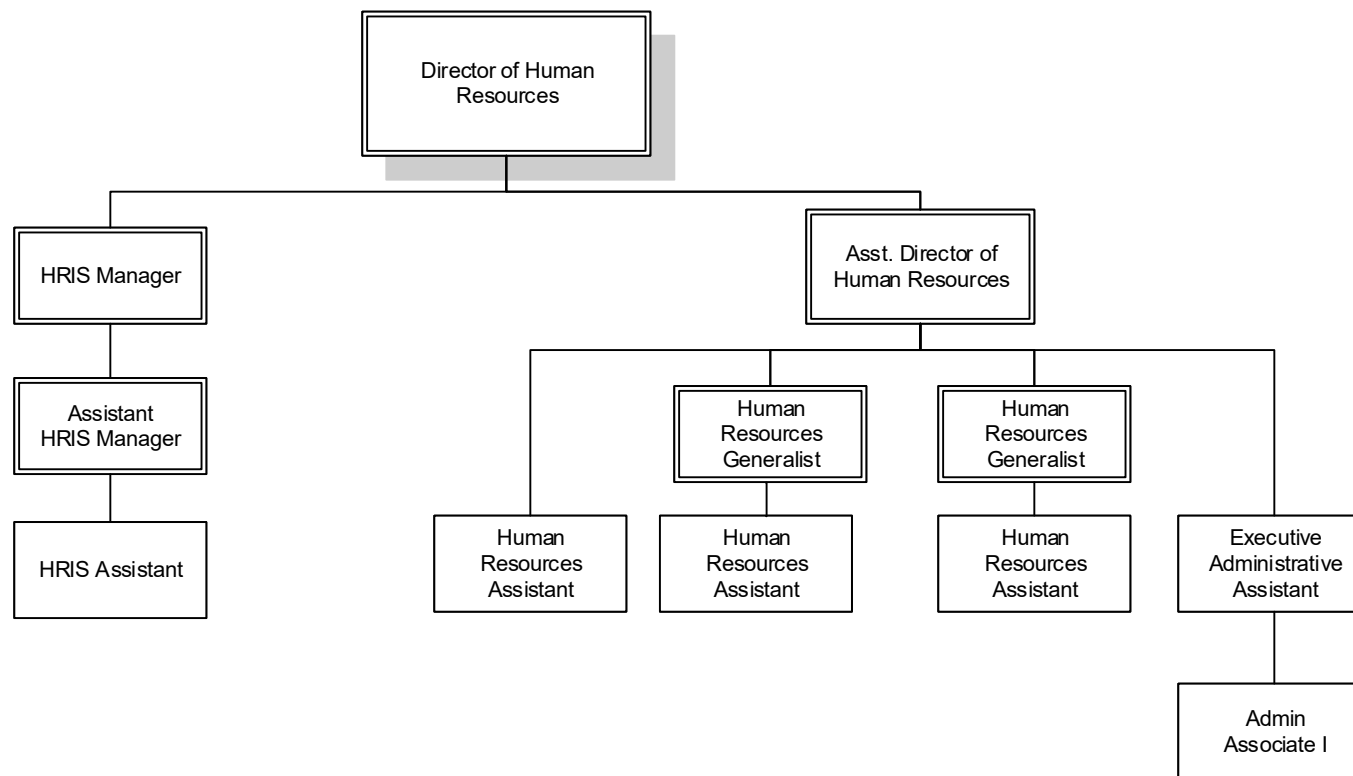
- Utilize technology to align HR systems and streamline/automate HR operations and processes; minimizing time on administrative tasks and increasing efficiency.
- Implement cloud based applicant tracking system and roll out/train HR staff.
- Utilize data analytics to measure success in advertising and outreach efforts in order to continue to build online presence.
- Enhance employee professional development and promote training through various sources, 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.
- Conduct biennial and/or quarterly HRIS audits including: Retired Employees Actively Working audit, Concurrent/Acting Position audit, and Personnel Requisition audit.



## **DEPT. 116 – DEPARTMENT OF HUMAN RESOURCES (Continued)**

- 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 additional HRIS Training Videos for use.
- 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.
- Improve the average timeline from personnel requisition to date of hire.
- Continue to focus on developing workforce diversity initiatives, including continued work to diversify applicant pool reflective of the Waterbury Community.
- Build and strengthen relationships with stakeholders and community partners such as, but not limited to, the Bureau of Rehabilitative Services (BRS) and the Northwest Regional Investment Board (NWRIB).
- Continue to work on educational and professional development opportunities for new supervisors.

# Organization Chart - Human Resources



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>DEPARTMENT OF HUMAN RESOURCES</b>								
<b>DEPT.# 1160001</b>								
<b><u>PERSONAL SERVICES</u></b>								
511500	Regular Salaries	\$720,147	\$875,504	\$970,982	\$1,050,102	\$1,080,567	\$1,000,567	(\$80,000)
511600	Temporary Salaries	\$8,939	\$14,405	\$6,933	\$5,000	\$5,000	\$5,000	\$0
511650	Overtime	\$21,911	\$15,778	\$2,787	\$15,000	\$15,000	\$15,000	\$0
511800	Vacation and Sick Term Payout	\$3,220	\$64,862	\$4,964	\$0	\$0	\$0	\$0
<b><u>PURCHASED PROFESSIONAL SERVICES</u></b>								
533022	Professional Services	\$124,763	\$243,956	\$117,151	\$195,000	\$195,000	\$195,000	\$0
539002	Pre-Employment Physicals	\$62,248	\$84,845	\$106,464	\$75,000	\$100,000	\$100,000	\$0
539003	Training Fees	\$1,176	\$3,094	\$4,052	\$4,000	\$6,000	\$6,000	\$0
<b><u>PURCHASED PROPERTY SERVICES</u></b>								
543033	Service/Maintenance Contracts	\$2,553	\$2,510	\$2,679	\$2,880	\$2,880	\$2,880	\$0
<b><u>PURCHASED OTHER SERVICES</u></b>								
553001	Postage	\$1,917	\$1,963	\$2,308	\$2,250	\$1,500	\$1,500	\$0
557000	Tuition Reimbursement	\$0	\$0	\$0	\$5,000	\$5,000	\$5,000	\$0
559001	Advertising	\$7,115	\$1,894	\$2,022	\$20,000	\$20,000	\$20,000	\$0
559002	Printing Services	\$2,926	\$4,164	\$1,695	\$2,900	\$2,900	\$2,900	\$0
<b><u>SUPPLIES</u></b>								
561200	Office	\$5,091	\$13,300	\$10,259	\$9,000	\$10,000	\$10,000	\$0
<b><u>PROPERTY</u></b>								
575008	Furniture and Furnishings	\$0	\$165	\$0	\$0	\$0	\$0	\$0
<b><u>OTHER</u></b>								
589206	Travel and Official Expenses	\$138	\$93	\$0	\$1,000	\$1,000	\$1,000	\$0
589900	Dues & Publications	\$0	\$0	\$0	\$1,000	\$2,000	\$2,000	\$0
<b>TOTAL</b>		<b>\$962,143</b>	<b>\$1,326,533</b>	<b>\$1,232,295</b>	<b>\$1,388,132</b>	<b>\$1,446,847</b>	<b>\$1,366,847</b>	<b>(\$80,000)</b>

Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## DEPARTMENT OF HUMAN RESOURCES (Continued)

### ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$107,809	\$136,968	\$154,934	\$155,706			\$145,512
Pension Cost - Actives	\$10,525	\$9,124	\$9,744	\$8,852			\$9,249
Workers Comp. Costs	\$7,438	\$9,535	\$8,774	\$8,429			\$8,332
Life Insurance Costs	\$2,881	\$3,190	\$3,396	\$3,729			\$3,030
Unemployment Costs	\$1,356	\$1,646	\$1,646	\$1,336			\$1,647
Medicare Costs	\$10,339	\$12,862	\$13,583	\$15,462			\$16,205
<b><u>Total Benefits Allocated to Department</u></b>	<b><u>\$140,349</u></b>	<b><u>\$173,326</u></b>	<b><u>\$192,078</u></b>	<b><u>\$193,514</u></b>		<b><u>\$0</u></b>	<b><u>\$183,975</u></b>

<b><u>Total Amount Earmarked for Department</u></b>	<b><u>\$1,102,492</u></b>	<b><u>\$1,499,859</u></b>	<b><u>\$1,424,373</u></b>	<b><u>\$1,581,646</u></b>	<b><u>\$1,446,847</u></b>		<b><u>\$1,550,822</u></b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**DEPARTMENT OF HUMAN RESOURCES**

1	1	1	1	DIRECTOR OF HUMAN RESOURCES	\$175,000	\$175,000	\$175,000
1	1	1	1	ASSISTANT HUMAN RESOURCES DIRECTOR	\$132,934	\$132,934	\$132,934
2	1	3	2	HR GENERALISTS	\$185,459	\$246,913	\$166,913
3	3	3	3	HR ASSISTANTS	\$162,308	\$162,308	\$162,308
1	1	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$55,128	\$55,128	\$55,128
1	1	1	1	HRIS MANAGER	\$132,934	\$132,934	\$132,934
1	0	1	1	ASSISTANT HRIS MANAGER	\$118,450	\$80,000	\$80,000
1	1	1	1	HRIS ASSISTANT	\$55,965	\$55,965	\$55,965
1	1	1	1	ADMIN ASSOCIATE I	\$31,923	\$39,385	\$39,385
12	10	13	12	TOTAL	\$1,050,102	\$1,080,567	\$1,000,567

## **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.

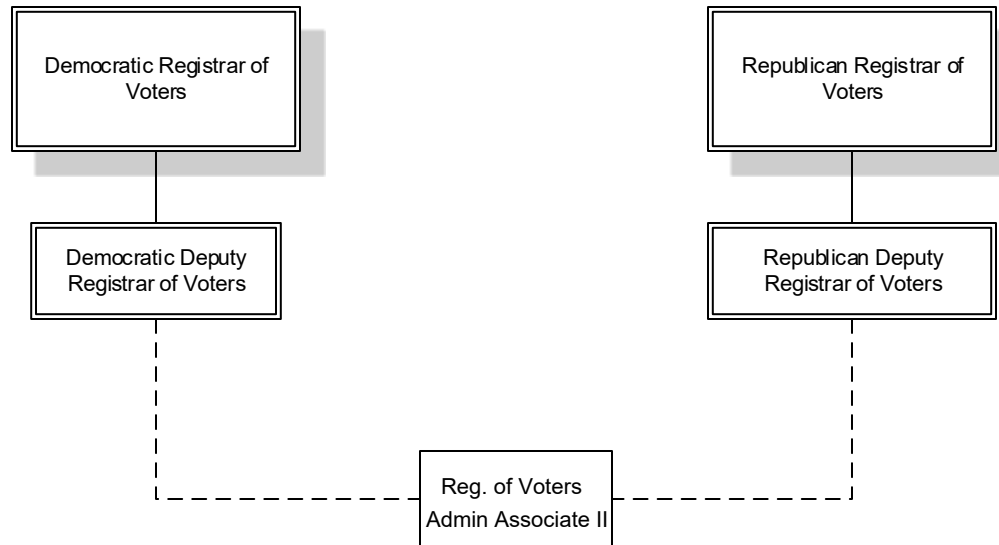
### **Core Function**

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 2025-26**

- 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 Same Day Registration program (SDR) 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) programs as well as any changes to the system that are provided by the Secretary of the State's Office for the 2025 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 Educate Election Day workers as well as voters on how the new voting tabulators work and how they will affect Election Day.
- 7 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 FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>OFFICE OF THE REGISTRAR OF VOTERS</b>								
<b>DEPT.# 1190001</b>								
<b><u>PERSONAL SERVICES</u></b>								
511500	Regular Salaries	\$241,322	\$215,820	\$225,865	\$265,998	\$270,998	\$268,998	(\$2,000)
511600	Temporary Salaries	\$62,655	\$90,480	\$134,481	\$200,000	\$200,000	\$150,000	(\$50,000)
511650	Overtime	\$493	\$536	\$0	\$2,500	\$2,500	\$2,500	\$0
511800	Vacation and Sick Term Payout	\$618	\$5,587	\$9,849	\$0	\$0	\$0	\$0
<b><u>EMPLOYEE BENEFITS</u></b>								
529003	Meal Allowance	\$136	\$318	\$370	\$500	\$500	\$500	\$0
<b><u>PURCHASED PROPERTY SERVICES</u></b>								
543033	Service Contract	\$18,026	\$22,352	\$21,953	\$27,550	\$27,550	\$27,550	\$0
544002	Building Rental/Lease	\$1,016	\$577	\$834	\$2,000	\$2,000	\$2,000	\$0
<b><u>PURCHASED OTHER SERVICES</u></b>								
553001	Postage	\$14,360	\$17,692	\$37,601	\$70,000	\$70,000	\$60,000	(\$10,000)
559001	Advertising	\$181	\$406	\$450	\$1,000	\$1,000	\$1,000	\$0
559002	Printing Services	\$14,418	\$29,487	\$21,181	\$70,000	\$70,000	\$60,000	(\$10,000)
559009	Transportation	\$2,500	\$5,000	\$8,359	\$12,000	\$12,000	\$12,000	\$0
<b><u>SUPPLIES</u></b>								
561206	Office Supplies	\$2,464	\$2,762	\$1,851	\$3,000	\$3,000	\$3,000	\$0
<b><u>OTHER</u></b>								
589200	Reimbursements	\$79	\$118	\$796	\$1,500	\$1,500	\$1,500	\$0
589206	Travel and Official Expenses	\$0	\$29	\$0	\$1,500	\$1,500	\$1,500	\$0
589800	Registration & Course Fees	\$660	\$2,920	\$3,000	\$2,500	\$5,000	\$5,000	\$0
589900	Dues & Publications	\$160	\$160	\$170	\$300	\$300	\$300	\$0
<b>TOTAL</b>		<b>\$359,089</b>	<b>\$394,243</b>	<b>\$466,759</b>	<b>\$660,348</b>	<b>\$667,848</b>	<b>\$595,848</b>	<b>(\$72,000)</b>



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## OFFICE OF THE REGISTRAR OF VOTERS (Continued)

### ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$59,894	\$62,258	\$70,425	\$64,878		\$60,630
Pension Cost - Actives	\$0	\$0	\$0	\$0		\$0
Workers Comp. Costs	\$4,132	\$4,334	\$3,988	\$3,512		\$3,472
Life Insurance Costs	\$1,601	\$1,450	\$1,544	\$1,554		\$1,263
Unemployment Costs	\$753	\$748	\$748	\$557		\$686
Medicare Costs	\$5,744	\$5,847	\$6,174	\$6,442		\$6,752
<b><u>Total Benefits Allocated to Department</u></b>	<b><u>\$72,124</u></b>	<b><u>\$74,637</u></b>	<b><u>\$82,879</u></b>	<b><u>\$76,942</u></b>	<b><u>\$0</u></b>	<b><u>\$72,802</u></b>

<b><u>Total Amount Earmarked for Department</u></b>	<b><u>\$431,213</u></b>	<b><u>\$468,880</u></b>	<b><u>\$549,638</u></b>	<b><u>\$737,290</u></b>	<b><u>\$667,848</u></b>	<b><u>\$668,650</u></b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**REGISTRAR OF VOTERS**

1	1	1	1	REGISTRAR OF VOTERS	\$65,445	\$65,445	\$65,445
1	1	1	1	REGISTRAR OF VOTERS	\$65,445	\$65,445	\$65,445
1	1	1	1	DEPUTY REGISTRAR OF VOTERS	\$50,000	\$52,500	\$51,500
1	1	1	1	DEPUTY REGISTRAR OF VOTERS	\$50,000	\$52,500	\$51,500
1	1	1	1	REGISTRAR OF VOTERS ADMIN ASSOCIATE II (FORMERLY ADMIN II)	\$35,108	\$35,108	\$35,108
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5	5	5	5	TOTAL	\$265,998	\$270,998	\$268,998
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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 FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**OFFICE OF THE CITY SHERIFF**  
**DEPT.# 1220001**

**PERSONAL SERVICES**

511500	Regular Salaries	\$13,634	\$13,634	\$15,011	\$16,021	\$16,021	\$16,021	\$0
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**EMPLOYEE BENEFITS**

529001	Car Allowance	\$4,150	\$4,149	\$4,150	\$4,150	\$4,150	\$4,150	\$0
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<b>TOTAL</b>		<b>\$17,784</b>	<b>\$17,783</b>	<b>\$19,161</b>	<b>\$20,171</b>	<b>\$20,171</b>	<b>\$20,171</b>	<b>\$0</b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 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 2025-26**

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 FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 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	\$7,749	\$5,675	\$13,146	\$15,500	\$22,000	\$22,000	\$0
545009	Monitor and Detection	\$1,200	\$1,200	\$1,200	\$10,000	\$10,000	\$10,000	\$0

### PURCHASED OTHER SERVICES

553001	Postage	\$12,448	\$12,434	\$13,204	\$13,500	\$15,000	\$15,000	\$0
553002	Telephone	\$1,275	\$1,389	\$1,440	\$2,200	\$3,000	\$3,000	\$0
559108	Miscellaneous-Insurance	\$2,800	\$3,165	\$3,572	\$5,500	\$6,000	\$6,000	\$0

### SUPPLIES

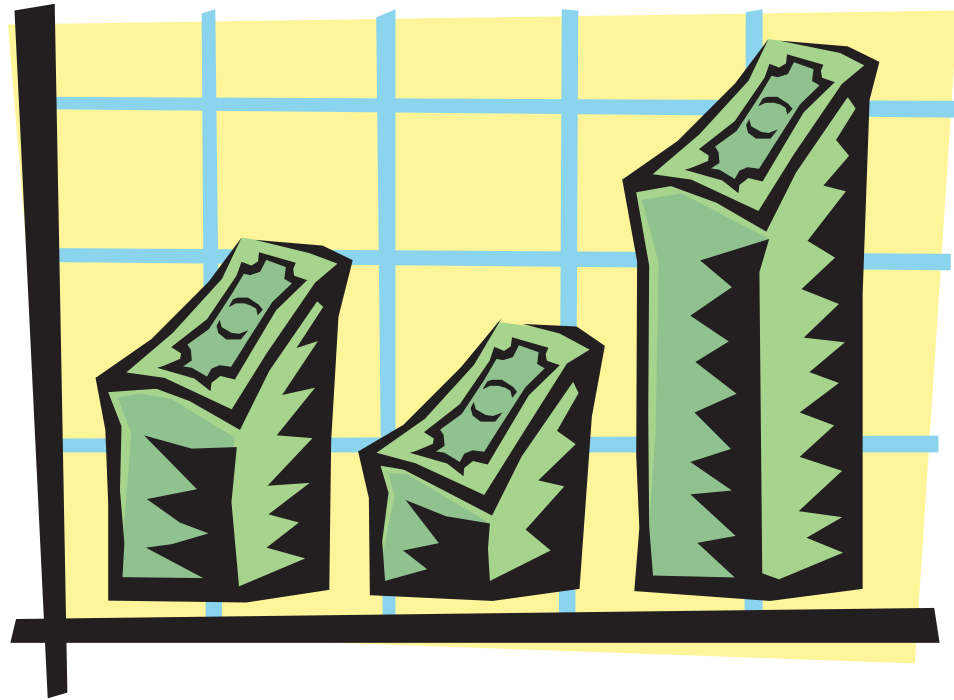
561200	Office Supplies	\$10,754	\$12,013	\$11,082	\$17,500	\$18,500	\$18,500	\$0
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### PROPERTY

575200	Office Equipment	\$4,033	\$3,775	\$0	\$4,500	\$8,000	\$8,000	\$0
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### **TOTAL**

<b>\$119,489</b>	<b>\$118,881</b>	<b>\$122,873</b>	<b>\$188,700</b>	<b>\$202,500</b>	<b>\$202,500</b>	<b>\$0</b>
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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 2025-2026**

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. Having met the required 12/31/2024 deadline to commit all of the City's \$75.4 million in American Rescue Plan Act (ARPA) awarded funds, the focus for the remainder of FY2025 and FY2026 will shift to timely close-out of all projects, ideally by December 31, 2025, a year in advance of the 12/31/2026 expenditure deadline.
3. Begin the preparation stage to modernize the Finance Department's enterprise resource planning (ERP) system transitioning to the Infor CloudSuite platform. This move is part of a strategic initiative to enhance operational efficiency, streamline workflows, and improve data accessibility across all departments. Key stakeholders from the City will be engaged in planning sessions to ensure the new system aligns with Waterbury's specific needs. The implementation plan will include phased rollouts, comprehensive staff training, and rigorous testing to minimize disruptions and ensure a smooth transition. By adopting Infor CloudSuite, Waterbury aims to leverage cutting-edge cloud technology to support its growing needs and deliver better services to departments, users and residents.
4. 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.
5. 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.
6. 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.
7. Administer retirement plans, life insurance coverage and health benefit plans for employees, retirees and their families. Implement a comprehensive employee voluntary benefits access program.
8. Administer the 10-year horizon debt management financing plan to provide the framework for the timing of future debt issuances and evaluating the feasibility of new capital bond authorizations.
9. 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. The Chase Building Rehabilitation Project and the One-Exchange Fit-out Project for swing space and leased office space will continue to be priority projects along with several other redevelopment projects.

## DEPT. 201 - DEPARTMENT OF FINANCE (Continued)

### **Significant Highlights**

1. 2024 Annual Comprehensive Financial Statements: The Finance Department issued the City's Annual Comprehensive Financial Report (ACFR) for the fiscal year ended June 30, 2024 on December 2, 2024. 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, 2024". The Independent Auditor did not identify any deficiencies in the City's internal controls over financial reporting.
2. 2023 Annual Comprehensive Financial Statements – GFOA Certification: The Finance Department submitted the City's Annual Comprehensive Financial Report for the fiscal year ending June 30, 2023 to the Government Finance Officers Association (GFOA) for certification. For the seventeenth (17) 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 2024 Annual Comprehensive Financial Report satisfies both accounting principles generally accepted in the United States of America and applicable legal requirements.

## DEPT. 201 - DEPARTMENT OF FINANCE (Continued)

### 3. 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 continued to be implemented over the past year resulting in the full commitment of funds in advance of the December 31, 2024 obligation deadline. The following is a summary of activity through June 30, 2024:

❖ ARPA Transfer Allocations approved by the Board of Aldermen	\$72,600,074
❖ ARPA Funds Committed	\$66,774,386
❖ ARPA Funds Expended	\$49,595,539

Having met the required 12/31/2024 deadline to commit all of the City's \$75.4 million in American Rescue Plan Act (ARPA) awarded funds, the focus for the remainder of FY2025 and most of FY2026 will shift to timely close-out of all projects and ideally have all funds expended prior to December 31, 2025, a year in advance of the 12/31/2026 expenditure deadline.

## DEPT. 201 - DEPARTMENT OF FINANCE (Continued)

4. Sustaining Long-Term Financial Stability: The City's General Fund recorded a \$2.2 million surplus for the fiscal year ending June 30, 2024 following the posting of \$3.8 million in year-end surplus transfers to other reserve accounts. The General Fund's total fund balance as of June 30, 2024 has now grown to \$29.4 million, representing 6.6% of the City's FY2025 \$446.7 million adopted budget. For more than 20-plus 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 of current & past administrations, the Finance Director, the Manager of Budget Development & Oversight and the Cost Containment & Oversight Committee. There is recognition of the need to adhere to a City practice of adopting an annual budget based on sound principals and reasonable expectations along with not being reliant upon one-time revenues.

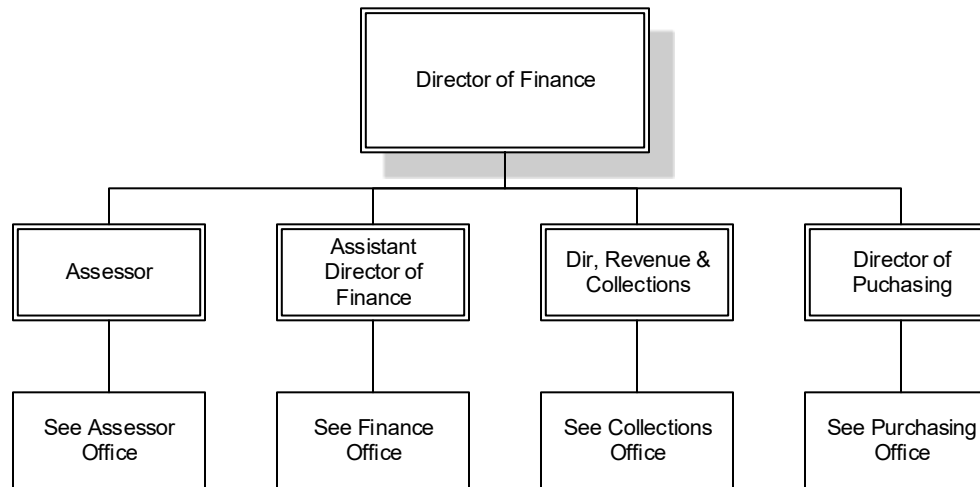
The City has an adopted Fund Balance Policy designed to balance the concerns of the bond rating agencies, bond investors, and financial institutions to maintain sufficient resources to meet unexpected emergencies with the taxpayers' desire to have a reasonable tax levy. The policy's general goals include maintaining an unreserved general fund balance equal to 5% to 8% of budgetary expenditures and a limitation to designate no more than 1% of prior year's budgetary based actual expenditures as a revenue source during the budget development and approval process for the subsequent budget year. The City complied with the adopted policy in setting the \$3 million designation from Fund Balance for tax relief as part of the fiscal 2025 adopted budget.

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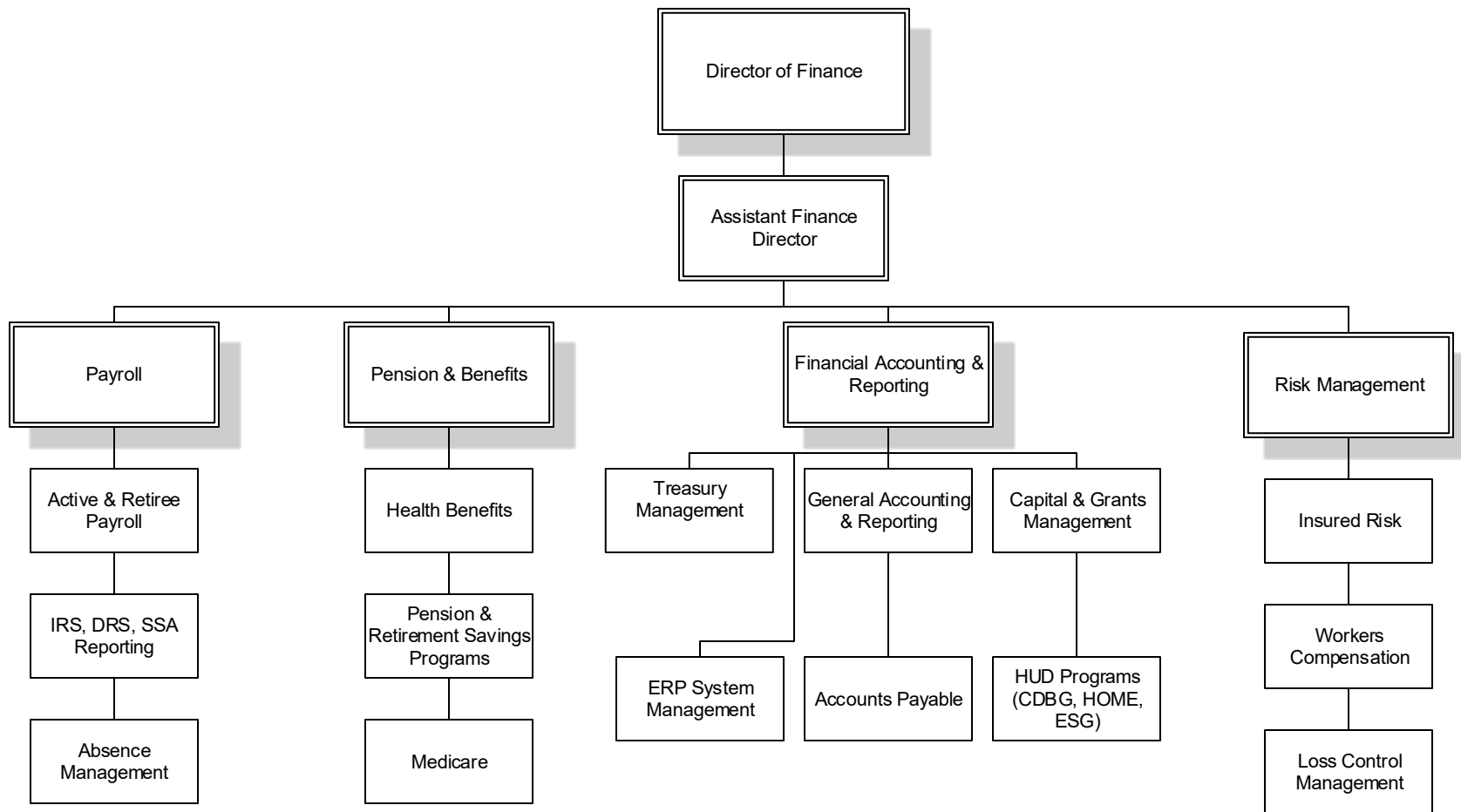
*For additional information, please refer to the Department of Finance, Fiscal Year 2023-2024 Annual Report available on the City's Website. The Annual Report includes overviews and updates on a variety of additional topics including financial management, risk management, pension and other significant 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, 2023 – June 30, 2024, issued on December 2, 2024 and available on the City's Website for additional content on the overall financial condition of the City.*

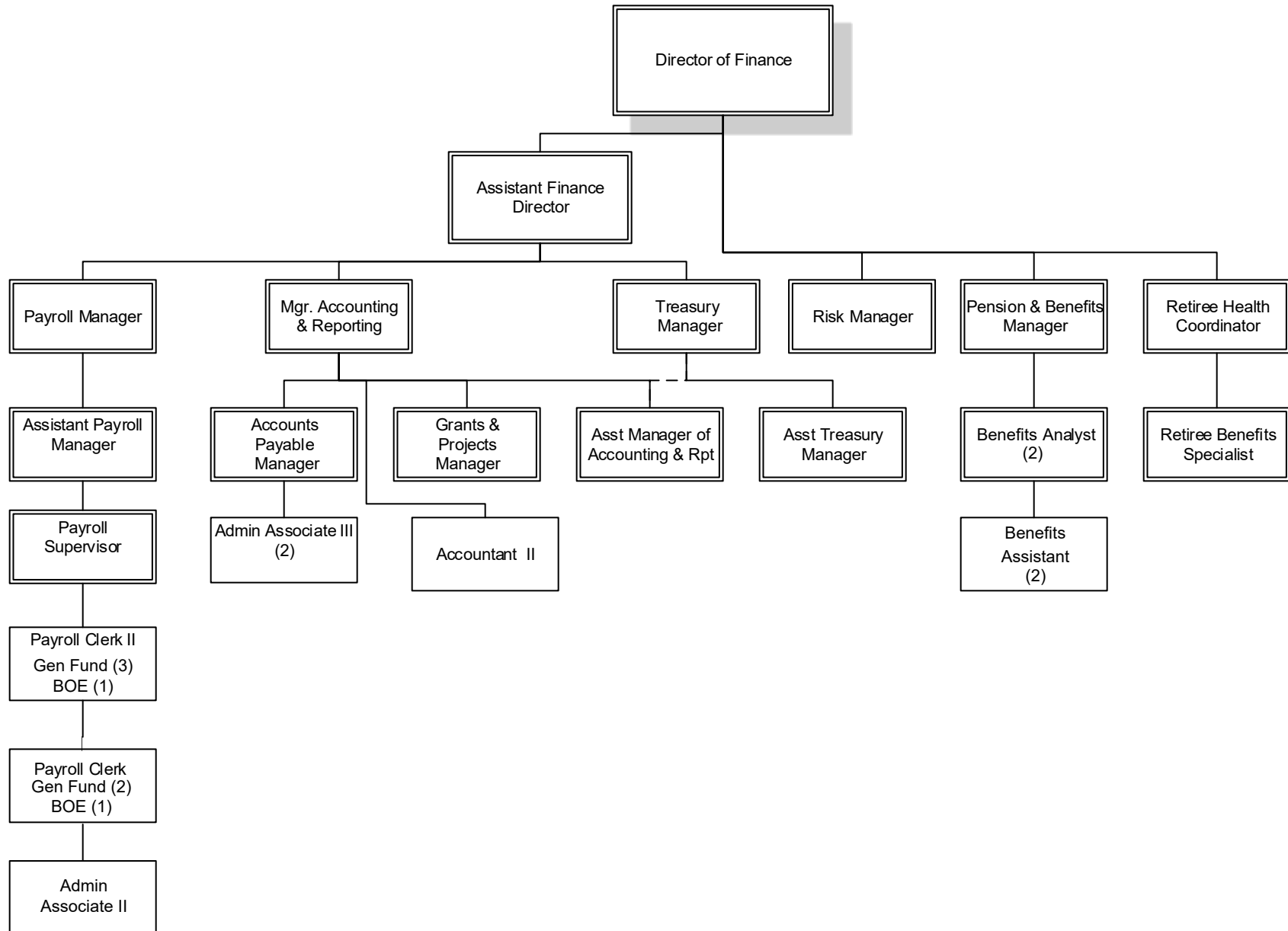
# Organization Chart - Finance



# Organization Chart - Finance



# Organization Chart - Finance





Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**DEPARTMENT OF FINANCE**  
**DEPT.# 2010001**

**PERSONAL SERVICES**

511500	Regular Salaries	\$1,850,227	\$1,995,097	\$2,090,891	\$2,280,440	\$2,354,425	\$2,354,425	\$0
511600	Temporary Salaries	\$2,873	\$0	\$0	\$3,000	\$5,000	\$5,000	\$0
511650	Overtime	\$15,851	\$19,401	\$13,840	\$20,000	\$20,000	\$20,000	\$0
511653	Longevity	\$650	\$650	\$650	\$650	\$650	\$650	\$0
511800	Vacation and Sick Term Payout	\$0	\$2,720	\$58,766	\$0	\$0	\$0	\$0

**PROFESSIONAL SERVICES**

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

543020	Repair and Maintenance	\$0	\$0	\$200	\$0	\$0	\$0	\$0
543034	Office Equipment-Maint Contract	\$4,624	\$4,958	\$4,880	\$5,775	\$6,000	\$6,000	\$0

**PURCHASED OTHER SERVICES**

553001	Postage	\$24,707	\$31,597	\$30,670	\$35,000	\$35,000	\$35,000	\$0
559001	Advertising	\$58	\$58	\$0	\$500	\$500	\$500	\$0
559002	Printing Services	\$1,168	\$1,764	\$3,336	\$3,000	\$3,500	\$3,500	\$0
559008	Other Purchase Services	\$0	\$0	\$0	\$25,000	\$25,000	\$25,000	\$0

**SUPPLIES**

561206	Office Supplies	\$16,460	\$21,401	\$29,580	\$25,000	\$35,000	\$35,000	\$0
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**PROPERTY**

575200	Office Equipment	\$3,915	\$9,503	\$3,450	\$7,500	\$7,500	\$7,500	\$0
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**OTHER**

589200	Reimbursements	\$7,196	\$3,130	\$712	\$5,000	\$5,000	\$5,000	\$0
589900	Dues & Publications	\$880	\$1,364	\$1,360	\$2,500	\$2,500	\$2,000	(\$500)

<b>TOTAL</b>		<b>\$1,928,862</b>	<b>\$2,092,344</b>	<b>\$2,238,335</b>	<b>\$2,414,365</b>	<b>\$2,501,075</b>	<b>\$2,500,575</b>	<b>(\$500)</b>
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Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## DEPARTMENT OF FINANCE (CONTINUED)

### ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$323,426	\$336,194	\$380,293	\$350,339			\$339,528
Pension Cost - Actives	\$22,367	\$19,389	\$20,706	\$18,811			\$19,655
Workers Comp. Costs	\$22,315	\$23,404	\$21,537	\$18,964			\$19,441
Life Insurance Costs	\$8,644	\$7,830	\$8,335	\$8,391			\$7,070
Unemployment Costs	\$4,068	\$4,041	\$4,041	\$3,006			\$3,843
Medicare Costs	\$31,017	\$31,572	\$33,340	\$34,789			\$37,812
<b><u>Total Benefits Allocated to Department</u></b>	<b><u>\$411,836</u></b>	<b><u>\$422,429</u></b>	<b><u>\$468,252</u></b>	<b><u>\$434,300</u></b>		<b><u>\$0</u></b>	<b><u>\$427,349</u></b>

<b><u>Total Amount Earmarked for Department</u></b>	<b><u>\$2,340,699</u></b>	<b><u>\$2,514,772</u></b>	<b><u>\$2,706,587</u></b>	<b><u>\$2,848,665</u></b>	<b><u>\$2,501,075</u></b>		<b><u>\$2,927,924</u></b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**DEPARTMENT OF FINANCE**

1	1	1	1	DIRECTOR OF FINANCE	\$250,000	\$250,000	\$250,000
1	0	1	1	ASSISTANT FINANCE DIRECTOR	\$145,091	\$145,091	\$145,091
1	1	1	1	MANAGER OF ACCOUNTING & REPORTING	\$137,587	\$137,587	\$137,587
1	1	1	1	TREASURY MANAGER	\$121,077	\$121,077	\$121,077
1	1	1	1	GRANTS & PROJECTS ACCOUNTING MANAGER	\$74,160	\$72,000	\$72,000
1	1	1	1	RISK MANAGER	\$114,660	\$114,660	\$114,660
1	1	1	1	ACCOUNTS PAYABLE SPECIALIST	\$82,249	\$82,249	\$82,249
1	0	1	1	ACCOUNTS PAYABLE SUPERVISOR/MANAGER	\$99,063	\$99,063	\$99,063
2	2	2	2	ACCOUNTANT III	\$181,039	\$181,039	\$181,039
1	0	0	0	ASSISTANT MANAGER OF ACCOUNTING & REPORTING	\$99,062	\$0	\$0
0	0	1	1	ACCOUNTING & FINANCIAL SYSTEMS MANAGER	\$0	\$99,062	\$99,062
1	0	1	1	ASSISTANT TREASURY MANAGER	\$99,062	\$99,062	\$99,062
1	1	1	1	ACCOUNTANT II	\$58,822	\$49,977	\$49,977
1	1	1	1	PAYROLL MANAGER	\$96,923	\$105,163	\$105,163
1	1	1	1	ASSISTANT PAYROLL MANAGER	\$92,700	\$95,790	\$95,790
1	1	1	1	PAYROLL SUPERVISOR	\$88,291	\$88,291	\$88,291
3	3	3	3	PAYROLL CLERK II	\$193,128	\$179,452	\$179,452
3	2	2	2	PAYROLL CLERK	\$136,573	\$91,437	\$91,437
1	1	1	1	PENSION AND BENEFITS MANAGER	\$116,294	\$118,000	\$118,000
1	2	2	2	BENEFITS ANALYST	\$99,062	\$172,379	\$172,379
3	2	2	2	PENSION AND BENEFITS ASSISTANT	\$158,323	\$104,942	\$104,942
2	2	2	2	ADMIN ASSOCIATE III	\$80,134	\$80,134	\$80,134
0	1	1	1	ADMIN ASSOCIATE II	\$0	\$39,749	\$39,749
1	1	1	1	RETIREE HEALTH COORDINATOR	\$139,050	\$139,050	\$139,050
1	1	1	1	RETIREE BENEFITS SPECIALIST	\$92,459	\$92,459	\$92,459
(4)		(3)	(3)	SAVINGS THROUGH VACANCY/TURNOVER	(\$334,294)	(\$263,288)	(\$263,288)
				WPC PRIMARY REPRESENTATIVE REIMBURSEMENT	(\$30,000)	(\$30,000)	(\$30,000)
				CDBG REIMBURSEMENT	(\$110,075)	(\$110,000)	(\$110,000)
27	27	28	28	TOTAL	\$2,280,440	\$2,354,425	\$2,354,425

## **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.

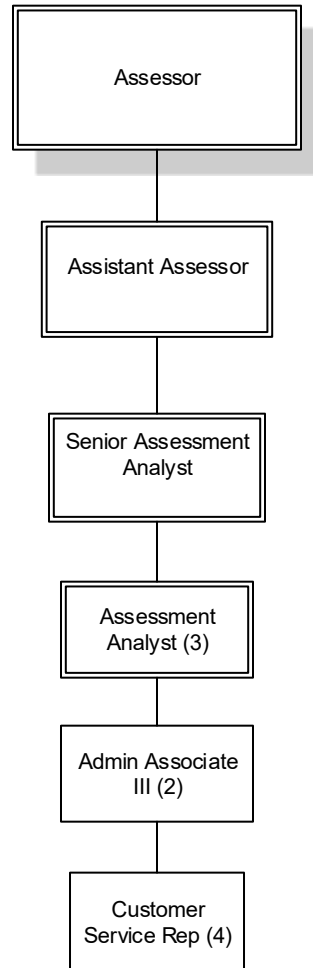
### **Departmental Goals—Fiscal Year 2025-2026**

1. Implement new technology to allow for superior data collection using Aerial Imaging for Real Estate and Personal Property Assessment.
2. Implement electronic filing of Personal Property Declarations.
3. Update all existing and new permits.
4. File all State Reports on time.
5. Continue to support Corporation Counsel with the settlement of court cases.
6. Implement RFP process to choose a provider in preparation for the 2027 Revaluation.
7. Improve storage options and file security for Personal Property files and Homeowner and Veteran's Exemption programs.

### **Recent Highlights**

1. In process of completing October 1, 2024 Grand List without extension.
2. Timely filed all state reports.
3. Provided support to Corporation Counsel to settle several outstanding court cases.
4. Hired full-time Assessor.

# Organization Chart - Assessor



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**OFFICE OF ASSESSMENT**  
**DEPT.# 2040001**

**PERSONAL SERVICES**

511500	Regular Salaries	\$589,934	\$442,790	\$544,205	\$759,599	\$772,665	\$772,665	\$0
511550	Hourly Payroll	\$319	\$3,486	\$1,700	\$5,000	\$5,000	\$5,000	\$0
511600	Temporary Salaries	\$0	\$0	\$95,250	\$0	\$0	\$0	\$0
511650	Overtime	\$1,805	\$16,950	\$9,104	\$5,000	\$12,000	\$12,000	\$0
511653	Longevity	\$3,765	\$1,365	\$1,465	\$960	\$455	\$455	\$0
511800	Vacation and Sick Term Payout	\$97,479	\$20,045	\$4,303	\$0	\$0	\$0	\$0

**EMPLOYEE BENEFITS**

529001	Car Allowance	\$4,708	\$1,581	\$1,065	\$13,700	\$13,700	\$13,700	\$0
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**PURCHASED PROFESSIONAL SERVICES**

533000	Professional	\$21,166	\$28,101	\$34,694	\$47,540	\$133,740	\$48,740	(\$85,000)
539003	Training	\$2,018	\$2,690	\$5,723	\$9,200	\$9,200	\$9,200	\$0

**PURCHASED PROPERTY SERVICES**

543000	Service/Maintenance Contracts	\$5,059	\$5,059	\$5,657	\$8,000	\$8,000	\$8,000	\$0
543020	Repair and Maintenance	(\$36)	\$0	\$61	\$0	\$0	\$0	\$0

**PURCHASED OTHER SERVICES**

553001	Postage	\$8,359	\$6,921	\$9,822	\$28,620	\$30,820	\$30,820	\$0
559001	Advertising	\$278	\$325	\$311	\$500	\$1,000	\$1,000	\$0
559002	Printing Services	\$6,556	\$5,636	\$8,533	\$23,200	\$23,200	\$23,200	\$0

**SUPPLIES**

561206	Office Supplies	\$4,612	\$5,926	\$5,469	\$8,300	\$8,300	\$8,300	\$0
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**OTHER**

589900	Dues & Publications	\$1,342	\$1,716	\$2,302	\$2,635	\$2,565	\$2,565	\$0
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<b>TOTAL</b>		<b>\$747,365</b>	<b>\$542,591</b>	<b>\$729,663</b>	<b>\$912,254</b>	<b>\$1,020,645</b>	<b>\$935,645</b>	<b>(\$85,000)</b>
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Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## OFFICE OF ASSESSMENT (Continued)

### ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$143,745	\$149,419	\$169,019	\$155,706		\$145,512
Pension Cost - Actives	\$15,788	\$13,686	\$14,616	\$13,278		\$13,874
Workers Comp. Costs	\$9,918	\$10,402	\$9,572	\$8,429		\$8,332
Life Insurance Costs	\$3,842	\$3,480	\$3,704	\$3,729		\$3,030
Unemployment Costs	\$1,808	\$1,796	\$1,796	\$1,336		\$1,647
Medicare Costs	\$13,785	\$14,032	\$14,818	\$15,462		\$16,205
<b><u>Total Benefits Allocated to Department</u></b>	<b><u>\$188,886</u></b>	<b><u>\$192,815</u></b>	<b><u>\$213,525</u></b>	<b><u>\$197,940</u></b>	<b><u>\$0</u></b>	<b><u>\$188,600</u></b>

<b><u>Total Amount Earmarked for Department</u></b>	<b><u>\$936,251</u></b>	<b><u>\$735,407</u></b>	<b><u>\$943,189</u></b>	<b><u>\$1,110,194</u></b>	<b><u>\$1,020,645</u></b>	<b><u>\$1,124,245</u></b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**DEPARTMENT OF ASSESSMENT**

1	1	1	1	ASSESSOR	\$125,000	\$140,000	\$140,000
1	1	1	1	ASST. ASSESSOR	\$101,030	\$101,030	\$101,030
1	0	1	1	SENIOR ASSESSMENT ANALYST	\$89,320	\$89,320	\$89,320
3	3	3	3	ASSESSMENT ANALYST	\$195,721	\$195,723	\$195,723
2	1	2	2	ADMIN. ASSOCIATE III	\$86,759	\$86,323	\$86,323
4	4	4	4	CUSTOMER SERVICE REP	\$161,769	\$160,269	\$160,269
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12	10	12	12	TOTAL	\$759,599	\$772,665	\$772,665
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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.

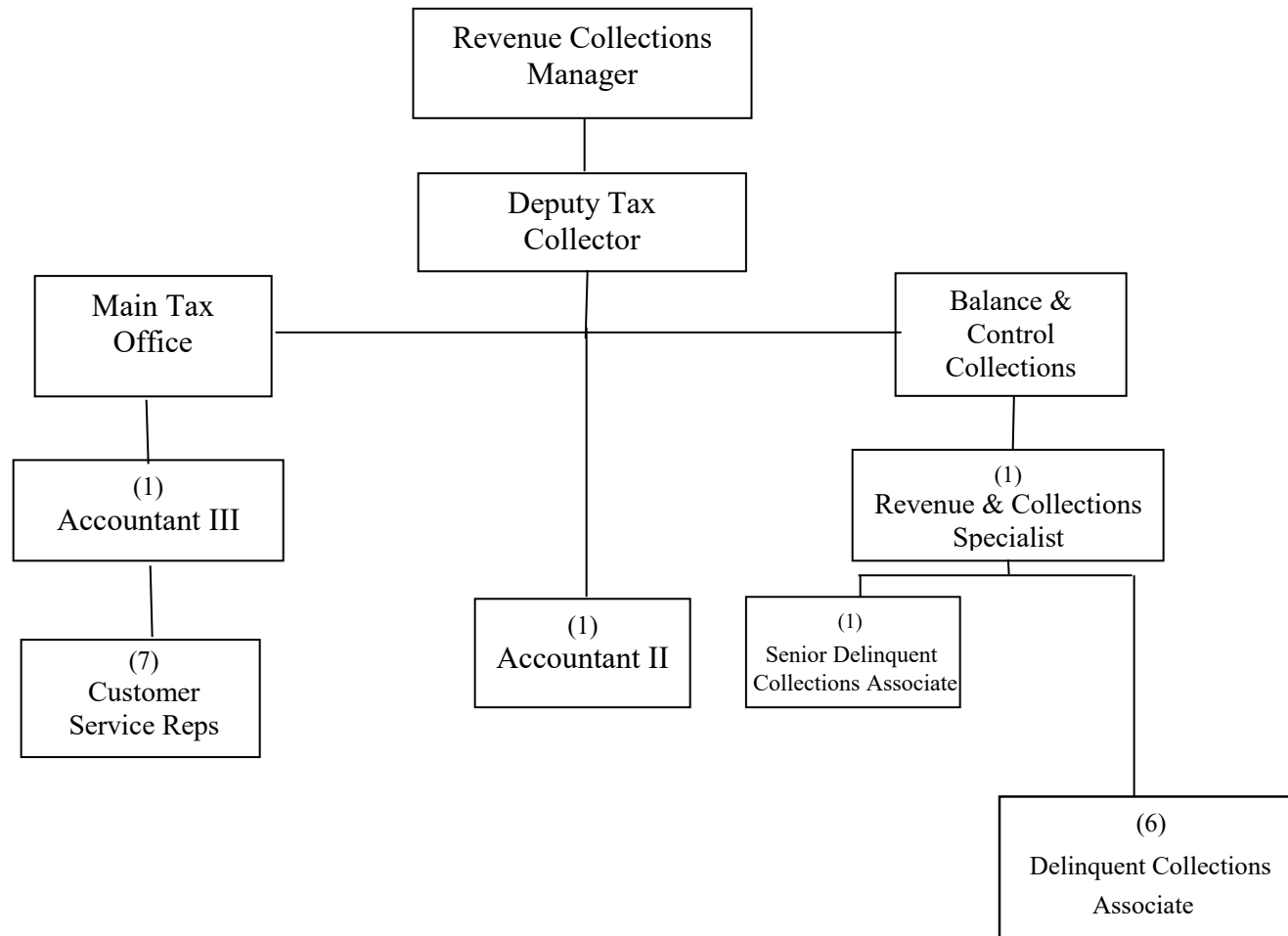
### **Departmental Goals—Fiscal Year 2025-26**

1. Establish a policy for the periodic write-off of outdated, uncollectible parking tickets.
2. Make improvements to the Tax Auction process.
3. 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. Motor Vehicle Leasing Companies are being billed electronically.

# Organization Chart – Revenue and Collection



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## OFFICE OF REVENUE COLLECTION

DEPT.# 2070001

### PERSONAL SERVICES

511500	Regular Salaries	\$853,167	\$881,047	\$866,715	\$1,129,685	\$1,064,345	\$1,066,839	\$2,494
511650	Overtime	\$7,065	\$8,103	\$10,334	\$10,000	\$10,000	\$10,000	\$0
511800	Vacation and Sick Term Payout	\$11,173	\$0	\$6,705	\$0	\$25,000	\$25,000	\$0

### PURCHASED PROFESSIONAL SERVICES

533007	Computer Services	\$10,808	\$11,349	\$11,852	\$14,700	\$14,800	\$14,800	\$0
533029	Legal Advisor	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$0

### PURCHASED PROPERTY SERVICES

543033	Service/Maintenance Contracts	\$3,524	\$5,432	\$6,722	\$12,150	\$12,750	\$12,750	\$0
545013	Security/Safety	\$993	\$780	\$780	\$7,000	\$7,000	\$7,000	\$0

### PURCHASED OTHER SERVICES

553001	Postage	\$76,090	\$74,880	\$88,754	\$103,350	\$115,192	\$115,192	\$0
559001	Advertising	\$1,128	\$1,302	\$1,400	\$2,000	\$2,000	\$2,000	\$0
559002	Printing Services	\$60,767	\$62,270	\$66,576	\$79,100	\$84,300	\$84,300	\$0

### SUPPLIES

561206	Office Supplies	\$7,916	\$9,174	\$12,318	\$12,600	\$14,700	\$14,700	\$0
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### PROPERTY

575200	Office Equipment	\$2,736	\$2,128	\$2,824	\$3,000	\$3,000	\$3,000	\$0
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### OTHER

589206	Travel and Official-Misc	\$995	\$805	\$641	\$1,500	\$1,500	\$1,500	\$0
589900	Dues & Publications	\$806	\$477	\$777	\$925	\$1,525	\$1,525	\$0

<b>TOTAL</b>		<b>\$1,042,166</b>	<b>\$1,062,747</b>	<b>\$1,081,398</b>	<b>\$1,381,010</b>	<b>\$1,361,112</b>	<b>\$1,363,606</b>	<b>\$2,494</b>
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Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## OFFICE OF REVENUE COLLECTION (Continued)

### ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$263,532	\$273,936	\$309,868	\$285,462			\$230,394
Pension Cost - Actives	\$28,945	\$25,091	\$26,797	\$24,344			\$25,436
Workers Comp. Costs	\$18,183	\$19,070	\$17,549	\$15,452			\$13,192
Life Insurance Costs	\$7,043	\$6,380	\$6,791	\$6,837			\$4,798
Unemployment Costs	\$3,315	\$3,293	\$3,293	\$2,449			\$2,608
Medicare Costs	\$25,273	\$25,725	\$27,166	\$28,347			\$25,658
<b><u>Total Benefits Allocated to Department</u></b>	<b><u>\$346,291</u></b>	<b><u>\$353,494</u></b>	<b><u>\$391,463</u></b>	<b><u>\$362,890</u></b>		<b><u>\$0</u></b>	<b><u>\$302,085</u></b>

<b><u>Total Amount Earmarked for Department</u></b>	<b><u>\$1,388,456</u></b>	<b><u>\$1,416,242</u></b>	<b><u>\$1,472,861</u></b>	<b><u>\$1,743,900</u></b>	<b><u>\$1,361,112</u></b>		<b><u>\$1,665,691</u></b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**REVENUE COLLECTION**

1	1	1	1	COLLECTOR OF REVENUE	\$133,875	\$135,000	\$135,000
1	1	1	1	DEPUTY TAX COLLECTOR	\$116,302	\$116,302	\$116,302
1	1	1	1	REVENUE AND COLLECTIONS SPECIALIST	\$72,611	\$77,611	\$77,611
1	1	1	1	ACCOUNTANT III	\$72,611	\$77,611	\$77,611
2	0	1	0	ACCOUNTANT II	\$105,705	\$49,977	\$0
0	0	1	2	SENIOR DELINQUENT COLLECTION ASSOCIATE	\$0	\$52,471	\$104,942
1	0	0	0	ACCOUNTANT I	\$43,152	\$0	\$0
15	10	10	10	CUSTOMER SERVICE REP	\$585,429	\$394,776	\$394,776
0	0	6	6	DELINQUENT COLLECTION ASSOCIATE	\$0	\$271,908	\$271,908
		(3)	(3)	SAVINGS THROUGH VACANCY/TURNOVER	\$0	(\$111,311)	(\$111,311)
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22	14	19	19	TOTAL	\$1,129,685	\$1,064,345	\$1,066,839
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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 FY24:

	<b><u>PO'S</u></b>	<b><u>Dollar Value</u></b>
Purchase Orders issued for Education	6,424	\$160,890,749
Purchase Orders issued for General Government	6,294	\$154,541,109
TOTAL	12,718	\$315,431,858

The above represents a 7% increase in the volume of purchase orders and a 35% increase in spending compared to the previous fiscal year.

### **Departmental Goals—Fiscal Year 2025-26**

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.

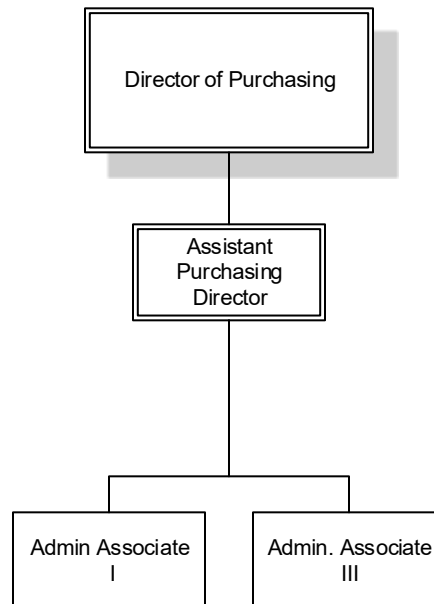
## **DEPT. 210 – PURCHASING (Continued)**

5. Continual update of the ProcureWare contact list. Defunct companies were deactivated in ProcureWare. Continually send invitations to sign up for ProcureWare to Waterbury Regional Chamber members not already signed up for ProcureWare.
6. Continue to be vigilant in verifying vendor changes through vendor contact, web searches and obtaining valid paper back-up to prevent fraudulent practices.

### **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 FY24 it dropped to \$1,671, (while the cost of a stamp has increased from 0.58 cents to 0.73 cents) a savings of 61%.
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 Invitation to Bid (ITB) and Request for Proposal (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 FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**OFFICE OF PURCHASING**  
**DEPT.# 2100001**

**PERSONAL SERVICES**

511500	Regular Salaries	\$255,840	\$295,754	\$297,223	\$300,735	\$315,717	\$315,717	\$0
511800	Vacation and Sick Term Payout	\$0	\$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	\$1,657	\$1,800	\$1,800	\$1,800	\$0

**PURCHASED OTHER SERVICES**

553001	Postage	\$1,442	\$2,474	\$1,671	\$3,000	\$3,000	\$3,000	\$0
559001	Advertising	\$9,473	\$11,930	\$11,295	\$12,500	\$12,500	\$12,500	\$0
559002	Printing Services	\$176	\$166	\$916	\$1,000	\$1,100	\$1,100	\$0

**SUPPLIES**

561206	Office Supplies	\$1,696	\$1,659	\$1,978	\$2,000	\$2,250	\$2,250	\$0
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<b>TOTAL</b>		<b>\$270,384</b>	<b>\$313,741</b>	<b>\$314,739</b>	<b>\$321,785</b>	<b>\$337,117</b>	<b>\$337,117</b>	<b>\$0</b>
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**ALLOCATION OF BENEFITS**

Health Ins. Cost - Actives	\$47,915	\$49,806	\$56,340	\$51,902		\$48,504
Pension Cost - Actives	\$5,263	\$4,562	\$4,872	\$4,426		\$4,625
Workers Comp. Costs	\$3,306	\$3,467	\$3,191	\$2,810		\$2,777
Life Insurance Costs	\$1,281	\$1,160	\$1,235	\$1,243		\$1,010
Unemployment Costs	\$603	\$599	\$599	\$445		\$549
Medicare Costs	\$4,595	\$4,677	\$4,939	\$5,154		\$5,402
<b>Total Benefits Allocated to Department</b>	<b>\$62,962</b>	<b>\$64,272</b>	<b>\$71,175</b>	<b>\$65,980</b>	<b>\$0</b>	<b>\$62,867</b>

<b>Total Amount Earmarked for Department</b>	<b>\$333,346</b>	<b>\$378,013</b>	<b>\$385,914</b>	<b>\$387,765</b>	<b>\$337,117</b>	<b>\$399,984</b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**PURCHASING**

1	1	1	1	PURCHASING DIRECTOR	\$120,000	\$135,000	\$135,000
1	1	1	1	ASSISTANT PURCHASING DIRECTOR	\$104,567	\$104,567	\$104,567
1	1	1	1	ADMIN. ASSOCIATE III	\$41,060	\$41,060	\$41,060
1	1	1	1	ADMIN. ASSOCIATE I	\$35,108	\$35,090	\$35,090
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4	4	4	4	TOTAL	\$300,735	\$315,717	\$315,717
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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 2025-2026**

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.

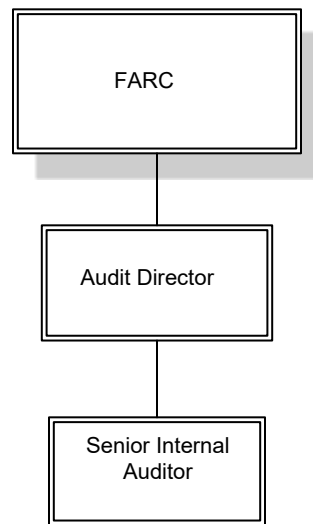
Review and answer all inquiries from the Finance and Audit Review Commission, the Administration and the Board of Aldermen.

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 FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**OFFICE OF INTERNAL AUDIT  
DEPT.# 2130001**

**PERSONAL SERVICES**

511500	Regular Salaries	\$87,891	\$103,403	\$123,463	\$171,933	\$215,085	\$171,933	(\$43,152)
511600	Temporary Salaries	\$7,901	\$1,380	\$6,854	\$0	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$0	\$0	\$0	\$0	\$0	\$0	\$0

**PERSONAL PROFESSIONAL SERVICES**

539003	Training Fees	\$1,164	\$0	\$1,336	\$2,000	\$2,000	\$2,000	\$0
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**SUPPLIES**

561200	Office Supplies	\$152	\$357	\$522	\$1,500	\$1,500	\$1,500	\$0
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**PROPERTY**

570504	Software	\$0	\$0	\$7,150	\$7,500	\$15,000	\$7,560	(\$7,440)
575200	Office Equipment	\$0	\$0	\$0	\$3,000	\$3,000	\$3,000	\$0

**OTHER**

589200	Reimbursements	\$0	\$128	\$0	\$250	\$250	\$250	\$0
589900	Dues & Publications	\$435	\$1,000	\$1,685	\$2,000	\$2,000	\$2,000	\$0

<b>TOTAL</b>		<b>\$97,543</b>	<b>\$106,268</b>	<b>\$141,010</b>	<b>\$188,183</b>	<b>\$238,835</b>	<b>\$188,243</b>	<b>(\$50,592)</b>
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**ALLOCATION OF BENEFITS**

Health Ins. Cost - Actives	\$23,957	\$24,903	\$28,170	\$25,951		\$24,252
Pension Cost - Actives	\$0	\$0	\$0	\$0		\$0
Workers Comp. Costs	\$1,653	\$1,734	\$1,595	\$1,405		\$1,389
Life Insurance Costs	\$640	\$580	\$617	\$622		\$505
Unemployment Costs	\$301	\$299	\$299	\$223		\$274
Medicare Costs	\$2,298	\$2,339	\$2,470	\$2,577		\$2,701
<b>Total Benefits Allocated to Department</b>	<b>\$28,850</b>	<b>\$29,855</b>	<b>\$33,152</b>	<b>\$30,777</b>	<b>\$0</b>	<b>\$29,121</b>

<b>Total Amount Earmarked for Department</b>	<b>\$126,393</b>	<b>\$136,123</b>	<b>\$174,162</b>	<b>\$218,960</b>	<b>\$238,835</b>	<b>\$217,364</b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 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 INTERNAL AUDITOR	\$77,250	\$77,250	\$77,250
0	0	1	0	ACCOUNTANT I	\$0	\$43,152	\$0
2	2	3	2	TOTAL	\$171,933	\$215,085	\$171,933

## **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

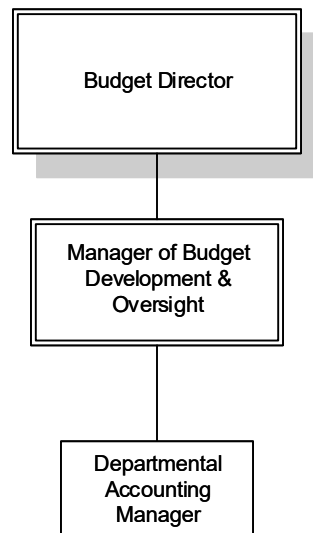
### **Departmental Goals — Fiscal Year 2025-2026**

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<sup>h</sup> 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 FY24 year-end.

# Organization Chart - Budget





Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**OFFICE OF BUDGET CONTROL**  
**DEPT.# 2190001**

**PERSONAL SERVICES**

511500	Regular Salaries	\$135,640	\$157,379	\$175,525	\$215,791	\$292,791	\$292,791	\$0
511800	Vacation and Sick Term Payout	\$0	\$0	\$3,375	\$0	\$0	\$0	\$0

**PURCHASED OTHER SERVICES**

559002	Printing Services	\$2,052	\$1,344	\$2,246	\$2,500	\$2,500	\$2,500	\$0
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**SUPPLIES**

561200	Office	\$993	\$923	\$724	\$2,000	\$3,000	\$3,000	\$0
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**OTHER**

589900	Dues & Publications	\$0	\$0	\$0	\$150	\$150	\$150	\$0
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<b>TOTAL</b>		<b>\$138,684</b>	<b>\$159,645</b>	<b>\$181,870</b>	<b>\$220,441</b>	<b>\$298,441</b>	<b>\$298,441</b>	<b>\$0</b>
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**ALLOCATION OF BENEFITS**

Health Ins. Cost - Actives	\$23,957	\$24,903	\$28,170	\$25,951		\$36,378
Pension Cost - Actives	\$0	\$0	\$0	\$0		\$0
Workers Comp. Costs	\$1,653	\$1,734	\$1,595	\$1,405		\$2,083
Life Insurance Costs	\$640	\$580	\$617	\$622		\$758
Unemployment Costs	\$301	\$299	\$299	\$223		\$412
Medicare Costs	\$2,298	\$2,339	\$2,470	\$2,577		\$4,051
<b>Total Benefits Allocated to Department</b>	<b>\$28,850</b>	<b>\$29,855</b>	<b>\$33,152</b>	<b>\$30,777</b>	<b>\$0</b>	<b>\$43,681</b>

<b>Total Amount Earmarked for Department</b>		<b>\$167,534</b>	<b>\$189,500</b>	<b>\$215,021</b>	<b>\$251,218</b>	<b>\$298,441</b>	<b>\$342,122</b>	
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 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	\$180,791	\$180,791	\$180,791
0	0	1	1	DEPARTMENTAL ACCOUNTING MANAGER	\$0	\$112,000	\$112,000
				SAVINGS THROUGH VACANCY/TURNOVER	(\$80,000)	(\$115,000)	(\$115,000)
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2	1	3	3	TOTAL	\$215,791	\$292,791	\$292,791
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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 2025-26**

- Complete migration of on-premise SharePoint sites to SharePoint Online
- Add cloud replica for backup system
- Deploy new Azure Stack HCI cluster in backup DR 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
- Upgrade core network switch
- Upgrade all Windows 10 operating systems to Windows 11 before October 2025 end of support date
- Begin migration of Exchange on-premise mailboxes to Exchange Online
- Complete phase 2 of replacing 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 to all employees
- Complete move of all on premise SharePoint to SharePoint online

## DEPT. 222 – DEPARTMENT OF INFORMATION TECHNOLOGY- Continued

Expand cross-training of staff Applications Administrators on core software management  
Introduce additional mobile management applications to better track/patch/manage laptop  
Migrate current telephone system to SIP  
Implement new fax management software to replace aging fax equipment  
Complete MASC server deployment

### **Recent Highlights**

Implemented Albert network monitoring and intrusion detection system from the Center for Internet Security  
Network expanded to new sites: Hamilton Park Pool, Hamilton Stone Pavilion, Fulton Park Pool, Town Plot Park, Scovill Garage, MASC  
Added 18 new Milestone recording servers and over 150 cameras to the network at remote sites such as parks and fire stations  
Network design and build at East Mountain golf course, Hamilton Pool and Pavilion, Fulton Pool, Washington Pool  
Deployed new Azure Stack HCI cluster in primary datacenter, increasing back-end storage communication to 100Gbps, uplink speed to 40Gbps, and client communications to 25Gbps  
Implemented new Cohesity backup system with greater backup/restore speeds and capacity and enhanced security features  
Migrated several departments from on-premise SharePoint to SharePoint Online  
Upgraded Chase Park, Washington Park, River Baldwin, and Fulton Warming Hut VPN sites to fiber  
Upgraded Fire Stations 7 to 10 Gbps dark fiber circuit  
Began migration of VPN sites from old ASA to new FortiGate ADVPN – 5 sites currently migrated  
Desktop computer upgrades to eliminate all operating systems prior to Windows 10  
Migrated all department's unstructured data shares to new virtual 5-node server cluster  
Expanded use of MS Teams  
Upgraded City Hall telephones – Increasing desktop network speeds for most users  
Expanded the use of Microsoft Teams within departments, making collaboration more efficient

Continued expanding "Waterbury Open" Wi-Fi coverage throughout public buildings and parks  
Commenced project to convert internal SharePoint sites to SharePoint online  
Migrating EDR to new platform with stricter government compliance  
Added IPS for a more robust public facing security posture  
Complete rewire of MASC facility for networked equipment

<b>DEPT. 222 – DEPARTMENT OF INFORMATION TECHNOLOGY- Continued</b>
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Deployed new computers at MASC

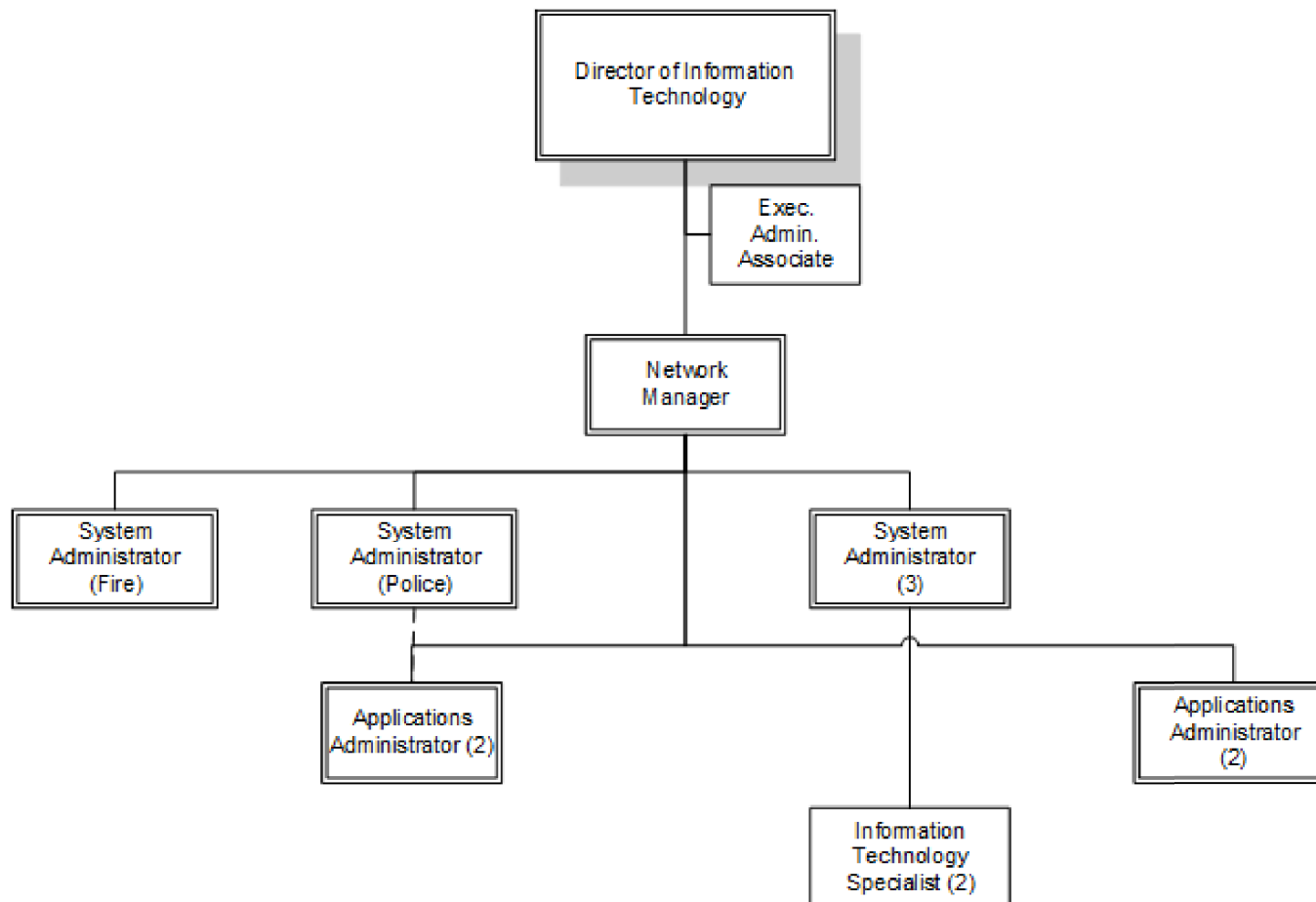
Began initial deployment of servers, switches and firewall at MASC

Upgraded phones at MASC

Deployed new backup solution

Added Waterbury Land Bank to our managed network

# Organization Chart - Information Technology



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**DEPARTMENT OF INFORMATION TECHNOLOGY**  
**DEPT.# 2220001**

**PERSONAL SERVICES**

511500	Regular Salaries	\$1,146,977	\$1,241,835	\$1,304,276	\$1,320,809	\$1,446,417	\$1,396,440	(\$49,977)
511650	Overtime	\$7,695	\$2,967	\$3,125	\$4,000	\$4,000	\$4,000	\$0
511800	Vacation and Sick Term Payout	\$0	\$0	\$5,261	\$0	\$0	\$0	\$0

**PURCHASED PROFESSIONAL SERVICES**

533000	Professional Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
539003	Training Fees	\$670	\$670	\$2,906	\$0	\$16,875	\$16,875	\$0

**PURCHASED PROPERTY SERVICES**

543000	Service/Maintenance Contracts	\$0	\$0	\$0	\$0	\$0	\$0	\$0
543020	Repairs and Maint - Misc.	\$2,700	\$4,009	\$1,394	\$2,500	\$2,500	\$2,500	\$0
543031	Computer Equipment Maint. Contracts	\$504,012	\$558,387	\$650,565	\$834,763	\$1,039,339	\$1,039,339	\$0

**PURCHASED OTHER SERVICES**

553002	Telephone	\$237,694	\$233,237	\$263,101	\$248,929	\$245,872	\$245,872	\$0
553005	Wide Area Network (SBC)	\$35,791	\$47,459	\$50,729	\$104,400	\$123,180	\$123,180	\$0
557000	Tuition Reimbursement	\$5,353	\$3,693	\$3,885	\$6,000	\$6,000	\$6,000	\$0

**SUPPLIES**

561206	Office Supplies	\$3,274	\$2,976	\$1,463	\$5,000	\$5,000	\$5,000	\$0
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**PROPERTY**

570501	Hardware	\$6,352	\$7,126	\$5,450	\$7,500	\$7,500	\$7,500	\$0
570504	Software	\$2,873	\$2,750	\$1,113	\$3,000	\$3,000	\$3,000	\$0
575200	Office Equipment	\$6,998	\$8,859	\$5,896	\$8,900	\$8,900	\$8,900	\$0

**OTHER**

589206	Travel and Official-Misc	\$478	\$7,945	\$6,424	\$9,050	\$9,050	\$9,050	\$0
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		<b>\$1,960,867</b>	<b>\$2,121,913</b>	<b>\$2,305,588</b>	<b>\$2,554,851</b>	<b>\$2,917,633</b>	<b>\$2,867,656</b>	<b>(\$49,977)</b>
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Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## DEPARTMENT OF INFORMATION TECHNOLOGY (Continued)

### ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$179,681	\$186,774	\$211,274	\$181,657		\$169,764
Pension Cost - Actives	\$15,788	\$13,686	\$14,616	\$13,278		\$13,874
Workers Comp. Costs	\$12,397	\$13,002	\$11,965	\$9,833		\$9,721
Life Insurance Costs	\$4,802	\$4,350	\$4,631	\$4,351		\$3,535
Unemployment Costs	\$2,260	\$2,245	\$2,245	\$1,558		\$1,921
Medicare Costs	\$17,232	\$17,540	\$18,522	\$18,039		\$18,906
<b><u>Total Benefits Allocated to Department</u></b>	<b><u>\$232,160</u></b>	<b><u>\$237,597</u></b>	<b><u>\$263,253</u></b>	<b><u>\$228,717</u></b>	<b><u>\$0</u></b>	<b><u>\$217,721</u></b>

<b><u>Total Amount Earmarked for Department</u></b>	<b><u>\$2,193,027</u></b>	<b><u>\$2,359,510</u></b>	<b><u>\$2,568,840</u></b>	<b><u>\$2,783,568</u></b>	<b><u>\$2,917,633</u></b>	<b><u>\$3,085,377</u></b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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#### INFORMATION TECHNOLOGY

1	1	1	1	DIRECTOR OF INFORMATION TECHNOLOGY	\$150,000	\$172,500	\$172,500
1	1	1	1	NETWORK MANAGER	\$137,587	\$137,587	\$137,587
4	5	5	5	SYSTEM ADMINISTRATORS	\$471,098	\$592,175	\$592,175
4	4	4	4	APPLICATIONS ADMINISTRATOR	\$352,223	\$340,005	\$340,005
3	2	3	2	INFORMATION TECHNOLOGY SPECIALISTS	\$157,430	\$151,679	\$101,702
1	1	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$52,471	\$52,471	\$52,471
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14	14	15	14	TOTAL	\$1,320,809	\$1,446,417	\$1,396,440
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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 2025-2026**

1. To bring the sworn staffing level to 315 officers.
2. To reduce the overall crime rate and improve quality of life in our City.

### **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**

The Police Department continues to bring staffing to full capacity. The department currently has 284 sworn members with continuing recruitment efforts for 2025. Throughout calendar year the department hired six lateral officers to assist filling our ranks. In April 2024, we graduated twenty one recruits from our Waterbury Police Academy. In December, we graduated 10 recruits from our academy. The department continues to utilize both the Harford and New Haven satellite academies. Fall 2024, we graduated two recruits from the Hartford Police Academy. Currently, we have one recruit in the Harford Police Academy and three in the New Haven Police Academy. We anticipate commencing our first academy class of 2025 this March. The department was recently awarded the COPS Grant which will allow us to increase our staffing to 315 sworn officers.

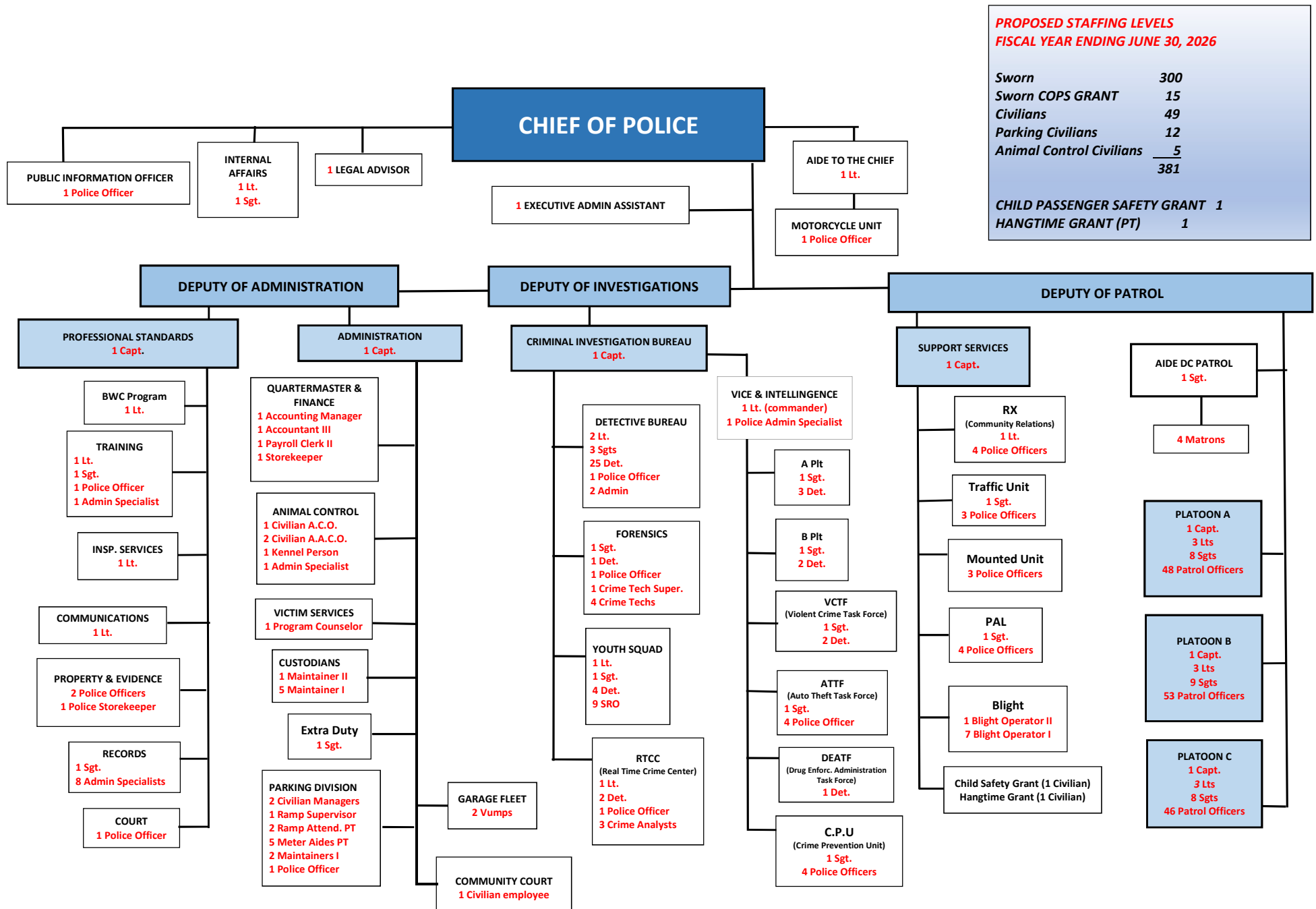
The Police Department completed several projects within our building at Police Headquarters this year. The Prep Room was completely remodeled to include new paint, flooring, lighting and ceiling. The staircase from the second floor garage to the first floor garage was replaced and skylights throughout the building were replaced and upgraded. The fuel system at Police Headquarters was replaced with a new above ground holding tank and pump. The Forensic Lab was expanded this year to include the addition of the new NIBIN / Rapid DNA room. This allows officers to process both DNA and cartridge casings on site.

## **DEPT. 301 - POLICE DEPARTMENT (Continued)**

Throughout 2024, all members of the department were issued a new firearm. The firearm is now equipped with a light and red dot optic. The Training Division led this transition with a three day training course. We will be replacing our patrol rifles during 2025 as well.

The RTCC continues to add cameras and LPR's throughout the city. These cameras and LPR's are utilized by all divisions of the Police Department. The cameras are used to assist in solving crimes of violence, property crimes and motor vehicle accidents. The department will continue to add to this robust program.

# ORGANIZATIONAL CHART- POLICE DEPARTMENT FY26



## PROPOSED STAFFING LEVELS FISCAL YEAR ENDING JUNE 30, 2026

Sworn	300
Sworn COPS GRANT	15
Civilians	49
Parking Civilians	12
Animal Control Civilians	5
	<b>381</b>

CHILD PASSENGER SAFETY GRANT 1  
HANGTIME GRANT (PT) 1

Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## DEPARTMENT OF POLICE SERVICES

DEPT.# 3010001

### PERSONAL SERVICES

511500	Regular Salaries	\$25,039,264	\$25,019,253	\$27,215,433	\$31,156,133	\$33,479,994	\$33,324,156	(\$155,838)
511650	Overtime	\$3,088,161	\$4,362,622	\$4,394,146	\$3,200,000	\$3,360,000	\$3,200,000	(\$160,000)
511651	Holiday Pay	\$1,195,824	\$1,127,977	\$1,134,760	\$1,410,249	\$1,547,672	\$1,547,672	\$0
511653	Longevity	\$32,065	\$28,220	\$18,160	\$13,275	\$9,740	\$9,740	\$0
511654	Educational	\$61,100	\$55,900	\$51,300	\$61,500	\$61,500	\$61,500	\$0
511800	Vacation and Sick Term Payout	\$301,141	\$700,341	\$443,803	\$0	\$0	\$0	\$0
511804	Seasonal Wages	\$127,559	\$152,170	\$153,406	\$0	\$0	\$0	\$0

### EMPLOYEE BENEFITS

529002	Uniform Allowance	\$371,816	\$400,082	\$546,806	\$532,645	\$547,270	\$520,000	(\$27,270)
529003	Meal Allowance	\$925	\$918	\$1,394	\$2,500	\$3,000	\$3,000	\$0

### PURCHASED PROFESSIONAL SERVICES

533000	Professional Services	\$94,260	\$109,305	\$74,041	\$137,100	\$137,700	\$135,000	(\$2,700)
539003	Training Fees	\$0	\$0	\$63	\$0	\$0	\$0	\$0
539004	Towing	\$700	\$597	\$527	\$1,000	\$1,000	\$1,000	\$0
539009	Training	\$46,555	\$95,794	\$94,174	\$112,000	\$133,535	\$126,000	(\$7,535)
539012	Outside Services	\$2,841,982	\$2,841,982	\$2,959,086	\$2,990,416	\$2,989,740	\$2,989,740	\$0

### PURCHASED PROPERTY SERVICES

543000	Service/Maintenance Contracts	\$652,986	\$1,391,341	\$1,138,845	\$1,490,000	\$1,745,720	\$1,735,000	(\$10,720)
543020	Repairs and Maintenance	\$84,394	\$104,841	\$124,257	\$135,250	\$147,750	\$145,000	(\$2,750)
543022	Custodial	\$14,059	\$19,583	\$31,186	\$26,500	\$28,000	\$28,000	\$0
544004	Telephone Alarm System	\$7,320	\$8,700	\$8,145	\$10,560	\$12,090	\$12,090	\$0
545001	Sewer	\$2,362	\$6,269	\$12,393	\$9,000	\$12,000	\$12,000	\$0
545002	Water	\$3,919	\$6,613	\$11,015	\$8,000	\$11,000	\$11,000	\$0
545006	Electricity	\$264,948	\$239,211	\$263,533	\$350,000	\$350,000	\$350,000	\$0
545013	Security/Safety	\$71,490	\$78,194	\$93,017	\$110,000	\$110,000	\$110,000	\$0

### PURCHASED OTHER SERVICES

553001	Postage	\$8,816	\$8,186	\$11,064	\$13,000	\$60,000	\$60,000	\$0
553002	Telephone	\$38,544	\$38,924	\$41,950	\$44,000	\$194,000	\$44,000	(\$150,000)
557000	Tuition Reimbursement	\$21,720	\$4,590	\$37,303	\$43,000	\$40,000	\$40,000	\$0
559001	Advertising	\$3,603	\$2,613	\$3,756	\$4,000	\$4,200	\$4,200	\$0
559002	Printing Services	\$18,845	\$20,193	\$29,491	\$24,415	\$24,815	\$24,815	\$0



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**DEPARTMENT OF POLICE SERVICES**  
**DEPT.# 3010001**

**SUPPLIES**

561204	Emergency/Medical Supplies	\$35,343	\$32,753	\$34,033	\$44,669	\$44,670	\$44,670	\$0
561206	Office Supplies	\$46,177	\$48,941	\$54,505	\$53,550	\$56,050	\$56,050	\$0
561501	Diesel	\$0	\$0	\$0	\$0	\$8,000	\$8,000	\$0
561503	Gasoline	\$270,270	\$317,723	\$386,957	\$448,804	\$421,374	\$421,374	\$0
561505	Natural Gas	\$108,100	\$119,742	\$82,362	\$140,000	\$120,000	\$120,000	\$0
561507	Janitorial	\$29,574	\$30,926	\$38,559	\$36,700	\$36,700	\$36,700	\$0
561510	Buildings & Ground Supplies	\$2,946	\$3,317	\$1,523	\$3,300	\$3,300	\$3,300	\$0
569009	Photograph/Fingerprinting	\$12,690	\$14,899	\$15,010	\$15,782	\$15,782	\$15,782	\$0
569022	Operations	\$218,285	\$280,351	\$340,794	\$371,350	\$394,086	\$392,522	(\$1,564)

**PROPERTY**

571010	Operations Equipment	\$44,047	\$43,875	\$45,695	\$47,000	\$56,050	\$56,050	\$0
575200	Office Equipment	\$42,932	\$49,609	\$52,198	\$54,980	\$60,400	\$60,400	\$0

**OTHER**

589000	Miscellaneous	\$230	\$400	(\$759)	\$0	\$0	\$0	\$0
589200	Reimbursements	\$892	\$3,782	\$2,403	\$5,000	\$5,000	\$5,000	\$0
589900	Dues & Publications	\$7,129	\$5,866	\$7,650	\$7,745	\$8,145	\$8,145	\$0

<b>TOTAL</b>		<b>\$35,212,972</b>	<b>\$37,776,604</b>	<b>\$39,953,982</b>	<b>\$43,113,423</b>	<b>\$46,240,283</b>	<b>\$45,721,906</b>	<b>(\$518,377)</b>
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**ALLOCATION OF BENEFITS**

Health Ins. Cost - Actives	\$4,336,300	\$4,507,485	\$5,098,738	\$4,749,045		\$4,620,003
Pension Cost - Actives	\$676,026	\$834,885	\$859,224	\$800,980		\$821,474
Workers Comp. Costs	\$1,795,115	\$1,791,117	\$1,948,391	\$1,960,863		\$1,602,299
Heart & Hypertension Costs	\$606,232	\$596,003	\$596,397	\$706,349		\$399,246
Life Insurance Costs	\$115,895	\$104,977	\$111,749	\$113,738		\$96,209
Unemployment Costs	\$54,539	\$54,181	\$54,181	\$40,742		\$52,287
Medicare Costs	\$415,857	\$423,293	\$446,997	\$471,590		\$514,507
<b>Total Benefits Allocated to Police Department</b>	<b>\$7,999,963</b>	<b>\$8,311,942</b>	<b>\$9,115,679</b>	<b>\$8,843,308</b>	<b>\$0</b>	<b>\$8,106,025</b>

<b>Total Earmarked on behalf of Police Services</b>	<b>\$43,212,935</b>	<b>\$46,088,546</b>	<b>\$49,069,661</b>	<b>\$51,956,731</b>	<b>\$46,240,283</b>	<b>\$53,827,931</b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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# DEPARTMENT OF POLICE SERVICES

## UNIFORMED PERSONNEL

1	1	1	1	CHIEF	\$160,000	\$160,000	\$160,000
2	3	3	3	DEPUTY CHIEF	\$270,000	\$425,000	\$425,000
1	0	0	0	ASSISTANT DEPUTY CHIEF	\$137,111	\$0	\$0
6	7	7	7	CAPTAINS	\$727,743	\$891,483	\$891,483
21	21	21	21	LIEUTENANTS	\$2,342,220	\$2,459,337	\$2,459,337
40	40	40	40	SERGEANTS	\$4,097,517	\$4,302,376	\$4,302,376
40	40	40	40	DETECTIVES	\$3,849,664	\$4,042,147	\$4,042,147
99	110	110	110	POLICE OFFICERS A	\$9,020,800	\$10,519,967	\$10,519,967
22	20	20	20	POLICE OFFICERS B	\$1,913,536	\$1,832,256	\$1,832,256
17	28	28	28	POLICE OFFICERS C	\$1,424,416	\$2,471,126	\$2,471,126
25	14	14	14	POLICE OFFICERS D	\$2,022,630	\$1,194,407	\$1,194,407
26	0	16	16	POLICE OFFICERS E	\$1,981,442	\$1,310,891	\$1,310,891
				CREDIT FROM BOE FOR SCHOOL OFFICERS	(\$646,449)	(\$745,778)	(\$745,778)
300	284	300	300	TOTAL UNIFORM PERSONNEL	\$27,300,630	\$28,863,213	\$28,863,213

## 15 POLICE OFFICERS E

0	0	15	15	15 Officers to be hired under the 2024 COPS Hiring Grant (49.15 % covered by the City, 50.85% covered by the Federal Gov. with a cap of \$125,000 per position	\$0	\$1,228,960	\$1,228,960
				****Officers above 300	\$0	(\$624,926)	(\$624,926)
300	284	315	315		\$27,300,630	\$29,467,247	\$29,467,247

## PARKING AUTHORITY PERSONNEL

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	\$51,706	\$51,706
1	1	1	1	RAMP SUPERVISOR	\$61,444	\$61,441	\$61,441
5	5	5	5	METER AIDES (PART TIME)	\$91,219	\$90,449	\$90,449
2	2	2	2	RAMP ATTENDANTS (PART TIME)	\$32,691	\$33,847	\$33,847
2	2	2	2	MAINTAINER I	\$84,740	\$86,946	\$86,946
12	12	12	12	TOTAL PARKING AUTHORITY PERSONNEL	\$359,904	\$364,949	\$364,949

FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**DEPARTMENT OF POLICE SERVICES**

				<u>ADMINISTRATIVE PERSONNEL</u>			
1	0	0	0	ADMINISTRATIVE OFFICER	\$107,821	\$0	\$0
0	1	1	1	DEPARTMENTAL ACCOUNTING MANAGER	\$0	\$120,000	\$120,000
1	1	1	1	ACCOUNTANT III	\$79,250	\$90,898	\$88,250
1	0	0	0	ACCOUNTANT II	\$62,408	\$0	\$0
0	1	1	1	PAYROLL CLERK II	\$0	\$57,830	\$57,830
1	1	1	1	ATTORNEY (PART TIME )	\$75,000	\$75,000	\$75,000
1	1	1	1	VICTIM SERVICES COUNSELOR	\$58,240	\$62,400	\$62,400
6	5	6	6	ADMIN. ASSOCIATE I	\$212,271	\$211,616	\$211,616
4	3	4	4	ADMIN. ASSOCIATE II	\$151,813	\$142,623	\$142,623
1	0	1	1	ADMIN. ASSOCIATE III	\$49,366	\$39,075	\$39,075
1	1	1	1	POLICE ADMIN SPECIALIST	\$52,971	\$52,971	\$52,971
1	1	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$55,628	\$55,628	\$55,628
4	4	4	4	MATRON	\$168,960	\$177,593	\$177,593
1	1	1	1	MAINTAINER II	\$43,993	\$45,657	\$45,657
5	4	5	5	MAINTAINER I	\$190,820	\$195,772	\$195,772
2	2	2	2	VUMP	\$96,928	\$101,379	\$101,379
1	1	1	1	CRIME SCENE TECHNICIAN SUPERVISOR	\$106,348	\$109,538	\$106,348
2	2	3	3	CRIME ANALYST	\$120,411	\$181,657	\$181,657
5	4	4	4	CRIME SCENE TECHNICIANS	\$398,367	\$321,318	\$321,318
2	2	2	2	STOREKEEPER	\$112,115	\$112,115	\$112,115
1	1	1	1	COMM. COURT ASSISTANT	\$38,056	\$38,056	\$38,056
				<u>BLIGHT</u>			
1	1	1	1	BLIGHT OPERATOR II	\$56,930	\$58,636	\$58,636
7	5	7	7	BLIGHT OPERATOR I	\$320,988	\$332,761	\$332,761
49	42	49	49	TOTAL ADMINISTRATION	\$2,558,683	\$2,582,523	\$2,576,685

FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**DEPARTMENT OF POLICE SERVICES**

				<u>DOG WARDEN PERSONNEL</u>			
1	1	1	1	ANIMAL CONTROL OFFICER	\$63,003	\$63,003	\$63,003
2	2	2	2	ASSISTANT ANIMAL CONTROL OFFICER	\$85,093	\$85,093	\$85,093
1	1	1	1	KENNEL PERSON	\$39,438	\$40,810	\$40,810
1	1	1	1	ADMIN SPEC. III	\$40,959	\$40,959	\$40,959
5	5	5	5	TOTAL DOG WARDEN	\$228,492	\$229,865	\$229,865
				COURT PAYMENTS	\$52,060	\$53,071	\$53,071
				SHIFT AND RATE DIFFERENTIAL	\$351,970	\$403,097	\$403,097
				ANNUAL SICK TIME PAYMENTS	\$370,000	\$395,710	\$395,710
				WORKING HOLIDAY PAY	\$209,393	\$258,532	\$258,532
				SAVINGS THROUGH WC CREDITS	(\$275,000)	(\$275,000)	(\$275,000)
				SAVINGS THROUGH VACANCY/TURNOVER	\$0	\$0	(\$150,000)
366	343	381	381	TOTAL REGULAR SALARIES	\$31,156,133	\$33,479,994	\$33,324,156

## **DEPT. 310 – DEPARTMENT OF FIRE SERVICES**

### **Mission Statement**

The Waterbury Fire Department is 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 114,000 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 2026**

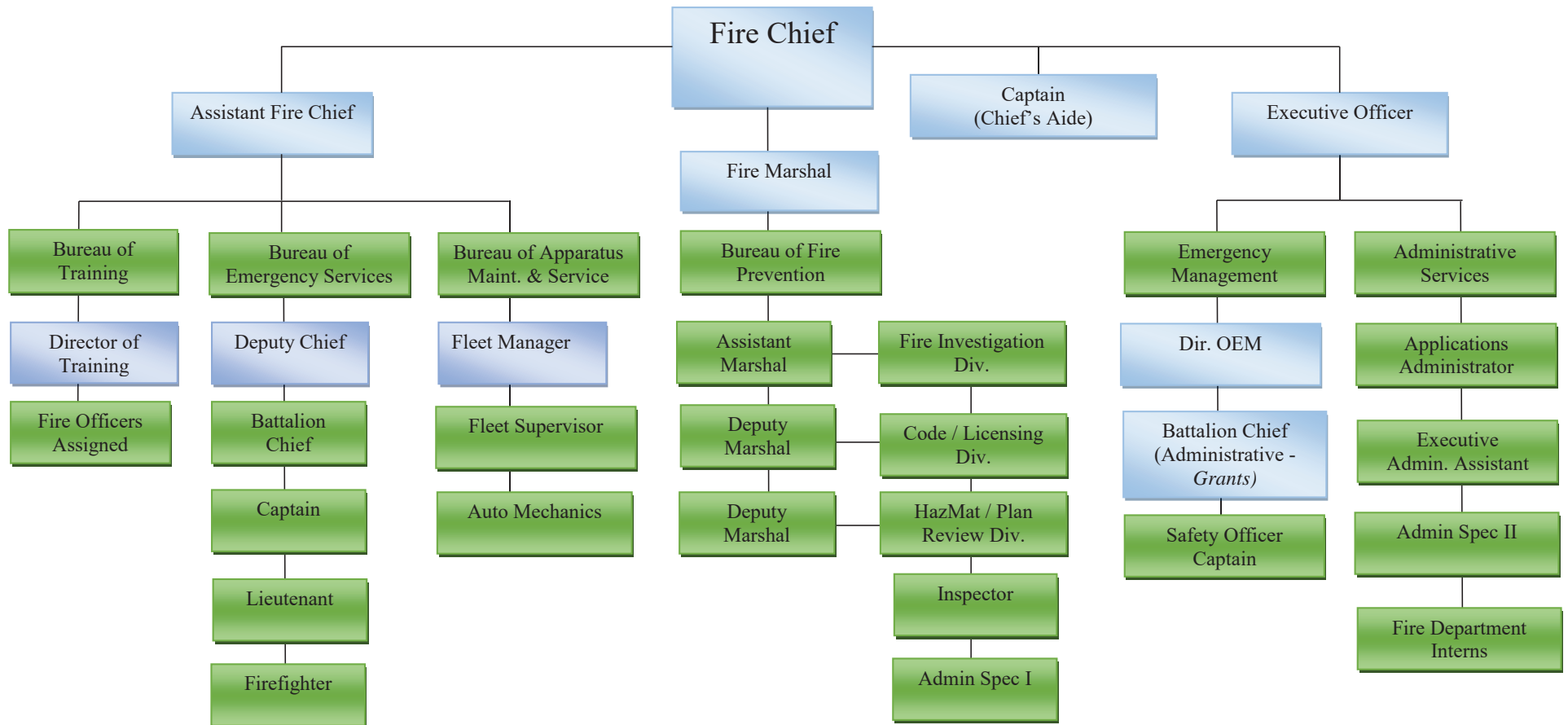
1. Construction of new fire station. The Waterbury Fire Department seeks to replace current Fire Station 5 located at 1956 East Main Street with a new structure.
2. Renovation of Station 1. The Waterbury Fire Department seeks to continue renovation efforts due to deferred maintenance with a complete update to Station 1.
3. Procurement of new aerial apparatus. The department will seek to begin the procurement process for the purchase of a new aerial apparatus to replace the current Truck 3 (2008 Seagrave) with the understanding that build-out times are currently two to four years out.
4. Installation of digital access security pads. WFD seeks to upgrade security to all Firehouses with installation of digital access keypad to ensure authorized entry at all man doors. Installation to include Station 2, Station 4, Station 6, Station 8, Station 10, and Station 11. Station 10 access limited to single south entry man door.
5. Replacement of problematic overhead doors. \$The Waterbury Fire Department seeks to replace four overhead doors at Station 10 (Field Street) with quick-opening bi-fold doors. The current doors are in constant need of repair due to excessive weight on the building frame and poor engineered design.
6. Replacement of Station 6 roof and repointing of masonry. Both systems are compromised and remain sources of continued water infiltration. Lack of repair will lead to further failure.
7. Continue with grant funding opportunities where ever present.

## DEPT. 310 – DEPARTMENT OF FIRE SERVICES (Continued)

### Recent Highlights

1. After a two-and-one-half year renovation, took control of and re-opened Station 7 at 315 Walnut Street. This effort represents the first major renovation to this structure since construction in 1919 and ensures continued protection of the Walsh-Orange-Walnut neighborhood.
2. Took delivery of two HME pumpers which are currently undergoing final outfit for service. Expect delivery of one Spartan pumper in June/July of 2025. These three units will replace current Engine 2, Engine 5, and Engine 11.
3. Purchased a used utility vehicle for retrofit and implementation as a mobile cascade unit (air bottle truck).
4. Received approval for a \$300K grant for EMS turnout gear which is currently on order. This will allow personnel to reserve structural turnout gear for firefighting operations, extending the useful life of this more expensive ensemble.
5. Hosted and conducted trench training class during summer of 2024. This allowed for 9 department members and 3 Naugatuck personnel to certify for this discipline. Conducted two aerial operator and four pump operator classes, four EVOC (Emergency Vehicle Operator Course) department wide refresher classes to bolster driver numbers and overall operator safety, department wide mayday training, live burn training, and extrication training. This is in addition to year-round EMS training and re-certification. These efforts total 38,264 man-hours of internal department training.

# Waterbury Fire Department Table of Organization



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## DEPARTMENT OF FIRE SERVICES

DEPT.# 3100001

### PERSONAL SERVICES

511500	Regular Salaries	\$16,952,339	\$18,109,869	\$19,255,966	\$20,095,002	\$20,184,062	\$20,065,454	(\$118,608)
511600	Temporary Employees	\$0	\$0	\$0	\$0	\$30,000	\$30,000	\$0
511650	Overtime	\$2,404,885	\$2,142,063	\$1,974,090	\$2,050,000	\$2,300,000	\$2,050,000	(\$250,000)
511651	Holiday Pay	\$791,260	\$945,077	\$937,345	\$1,097,375	\$1,097,375	\$1,097,375	\$0
511654	Training Pay	\$25,175	\$28,575	\$26,725	\$0	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$369,438	\$352,284	\$587,712	\$0	\$0	\$0	\$0
511802	Educational Incentive-College	\$0	\$0	\$19,450	\$96,250	\$96,250	\$96,250	\$0

### EMPLOYEE BENEFITS

529002	Uniform Allowance	\$83,497	\$115,238	\$127,660	\$136,700	\$147,636	\$143,000	(\$4,636)
529003	Meal Allowance	\$0	\$0	\$1,000	\$1,000	\$2,500	\$2,000	(\$500)

### PURCHASED PROFESSIONAL SERVICES

533000	Professional Services	\$6,375	\$0	\$2,497	\$10,010	\$20,000	\$18,000	(\$2,000)
539003	Training	\$47,795	\$58,388	\$61,202	\$65,000	\$70,000	\$68,000	(\$2,000)

### PURCHASED PROPERTY SERVICES

543000	Service/Maintenance Contracts	\$163,609	\$222,760	\$232,287	\$254,000	\$292,000	\$292,000	\$0
543020	Repairs & Maintenance	\$96,548	\$103,178	\$113,696	\$125,092	\$135,000	\$135,000	\$0
545001	Sewer	\$5,285	\$4,635	\$4,594	\$6,318	\$6,318	\$6,318	\$0
545002	Water	\$3,899	\$3,897	\$3,290	\$4,792	\$4,792	\$4,792	\$0
545006	Electricity	\$71,733	\$66,965	\$65,628	\$92,000	\$92,000	\$92,000	\$0
545014	Buildings and Grounds Services	\$38,829	\$42,001	\$38,395	\$49,500	\$49,500	\$49,500	\$0

### PURCHASED OTHER SERVICES

553000	Communications	\$36,772	\$32,755	\$38,512	\$43,000	\$50,000	\$48,000	(\$2,000)
553001	Postage	\$2,315	\$2,216	\$2,014	\$3,000	\$3,000	\$3,000	\$0
553002	Telephone Services	\$27,950	\$28,179	\$36,276	\$35,900	\$38,000	\$38,000	\$0
559002	Printing Services	\$3,195	\$4,629	\$3,677	\$5,000	\$5,000	\$5,000	\$0



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**DEPARTMENT OF FIRE SERVICES**  
**DEPT.# 3100001**

**SUPPLIES**

561204	Emergency/Medical Supplies	\$44,472	\$48,657	\$51,487	\$54,128	\$54,125	\$54,125	\$0
561206	Office Supplies	\$6,518	\$7,368	\$7,300	\$8,250	\$12,000	\$10,500	(\$1,500)
561501	Diesel	\$77,562	\$100,683	\$150,771	\$135,000	\$135,000	\$135,000	\$0
561503	Gasoline	\$21,931	\$31,344	\$50,236	\$36,000	\$36,000	\$36,000	\$0
561505	Natural Gas	\$67,855	\$76,892	\$66,087	\$80,000	\$80,000	\$80,000	\$0
561507	Janitorial	\$11,335	\$19,567	\$18,558	\$22,000	\$22,000	\$22,000	\$0
561510	Buildings & Ground Supplies	\$9,817	\$13,791	\$12,570	\$18,000	\$18,000	\$18,000	\$0
569009	Photographic Supplies	\$0	\$0	\$479	\$500	\$500	\$500	\$0
569017	Fire Safety	\$5,716	\$6,492	\$5,438	\$11,000	\$15,000	\$15,000	\$0
569022	Operations	\$61,649	\$63,559	\$68,523	\$76,800	\$85,000	\$82,000	(\$3,000)
569031	Auto Parts	\$244,496	\$271,573	\$293,110	\$300,000	\$300,000	\$300,000	\$0

**PROPERTY**

575008	Furniture	\$847	\$509	\$991	\$5,000	\$10,000	\$10,000	\$0
575200	Office Equipment	\$7,056	\$12,647	\$6,935	\$14,100	\$14,100	\$14,100	\$0
575405	Firefighting Equipment	\$47,986	\$57,096	\$51,877	\$70,000	\$75,000	\$75,000	\$0
575501	Building Improvements	\$27,568	\$27,836	\$24,746	\$30,000	\$30,000	\$30,000	\$0

**OTHER**

589200	Reimbursements	\$0	\$1,250	\$300	\$5,000	\$5,000	\$5,000	\$0
589900	Dues & Publications	\$1,911	\$3,976	\$3,215	\$4,050	\$10,000	\$10,000	\$0
591014	Transfer to Special Rev - Grant Match	\$25,140	\$0	\$0	\$0	\$0	\$0	\$0

<b>TOTAL</b>		<b>\$21,792,759</b>	<b>\$23,005,949</b>	<b>\$24,344,642</b>	<b>\$25,039,767</b>	<b>\$25,525,158</b>	<b>\$25,140,914</b>	<b>(\$384,244)</b>
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**ALLOCATION OF BENEFITS**

Health Ins. Cost - Actives	\$2,803,023	\$2,913,678	\$3,295,869	\$3,036,275		\$2,837,482
Pension Cost - Actives	\$653,987	\$560,778	\$575,692	\$407,511		\$417,453
Workers Comp. Costs	\$1,076,368	\$1,024,960	\$923,511	\$759,813		\$670,504
Heart & Hypertension Costs	\$393,768	\$403,997	\$403,603	\$493,651		\$300,754
Life Insurance Costs	\$74,915	\$67,858	\$72,236	\$72,718		\$59,089
Unemployment Costs	\$35,254	\$35,023	\$35,023	\$26,048		\$32,113
Medicare Costs	\$268,814	\$273,620	\$288,943	\$301,508		\$315,996
<b>Total Benefits Allocated to Fire Department</b>	<b>\$5,306,128</b>	<b>\$5,279,914</b>	<b>\$5,594,877</b>	<b>\$5,097,524</b>	<b>\$0</b>	<b>\$4,633,392</b>

<b>Total Earmarked on behalf of Fire Services</b>	<b>\$27,098,887</b>	<b>\$28,285,864</b>	<b>\$29,939,519</b>	<b>\$30,137,291</b>	<b>\$25,525,158</b>	<b>\$29,774,306</b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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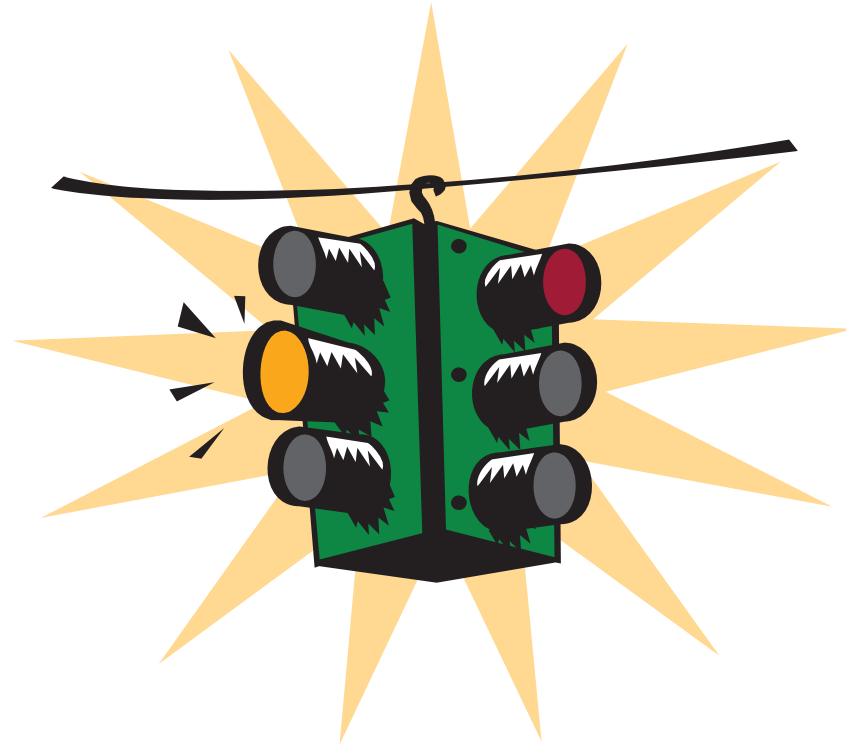
**DEPARTMENT OF FIRE SERVICES**

				<u>ADMINISTRATION</u>			
1	1	1	1	FIRE CHIEF	\$160,000	\$160,000	\$160,000
1	1	1	1	ASSISTANT FIRE CHIEF	\$135,000	\$145,000	\$145,000
1	1	1	1	BATTALION CHIEF (ADMINISTRATIVE)	\$113,786	\$113,786	\$113,786
2	2	2	2	CAPTAIN (CHIEF'S AID)	\$209,165	\$209,165	\$209,165
1	1	1	1	EXECUTIVE OFFICER-FIRE	\$138,916	\$138,916	\$138,916
1	1	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$52,471	\$52,471	\$52,471
1	1	1	1	ADMIN ASSOCIATE II	\$35,108	\$35,108	\$35,108
8	8	8	8	TOTAL ADMIN	\$844,445	\$854,446	\$854,446
				<u>FIRE AND RESCUE OPERATIONS</u>			
4	4	4	4	DEPUTY FIRE CHIEF	\$488,528	\$488,528	\$488,528
4	4	4	4	BATTALION CHIEFS	\$429,903	\$429,903	\$429,903
11	11	11	11	CAPTAINS	\$1,086,686	\$1,086,686	\$1,086,686
33	33	33	33	LIEUTENANTS	\$2,992,550	\$2,992,550	\$2,992,550
44	44	44	44	DRIVERS	\$3,722,301	\$3,722,301	\$3,722,301
40	26	59	59	FIREFIGHTERS, Step D	\$3,244,738	\$3,244,738	\$3,244,738
35	34	16	16	FIREFIGHTERS, Step C	\$2,696,749	\$2,696,749	\$2,696,749
17	16	23	23	FIREFIGHTERS, Step B	\$1,260,549	\$1,260,549	\$1,260,549
24	23	24	24	FIREFIGHTERS, Step A, (6 Mos.)	\$1,710,284	\$1,710,284	\$1,710,284
0	0	0	0	FIREFIGHTERS, Step P, (6 Mos.)	\$0	\$0	\$0
(7)	0	(13)	(13)	SAVINGS THROUGH ATTRITION	(\$568,291)	(\$568,293)	(\$710,366)
205	195	205	205	TOTAL FIRE AND RESCUE OPERATIONS	\$17,063,995	\$17,063,995	\$16,921,922

FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**DEPARTMENT OF FIRE SERVICES**

				<u>FIRE PREVENTION</u>			
1	1	1	1	FIRE MARSHAL, (Bureau Head)	\$129,315	\$129,315	\$129,315
1	1	1	1	ASSISTANT FIRE MARSHAL	\$113,786	\$113,786	\$113,786
2	2	2	2	DEPUTY FIRE MARSHAL	\$104,582	\$104,582	\$209,165
1	1	1	1	LT. INSPEC	\$95,994	\$95,994	\$95,994
1	0	0	0	F/F INSPEC FD	\$91,091	\$0	\$0
6	6	7	7	F/F INSPEC	\$546,546	\$611,818	\$611,818
0	0	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$0	\$52,471	\$52,471
1	1	1	1	ADMIN. ASSOCIATE II	\$35,108	\$35,108	\$35,108
1	1	1	1	ADMIN. ASSOCIATE I	\$36,145	\$36,145	\$36,145
		(1)	(1)	SAVINGS THROUGH VACANCY/TURNOVER	\$0	(\$36,145)	(\$36,145)
14	13	14	14	TOTAL FIRE PREVENTION	\$1,152,568	\$1,143,074	\$1,247,657
				<u>TRAINING AND INSTRUCTION</u>			
1	1	1	1	DIRECTOR OF TRAINING	\$129,315	\$129,315	\$129,315
2	2	2	2	TRAINING DIVISION OFFICER (CAPTAIN)	\$209,165	\$209,165	\$209,165
0	0	1	0	EMS COORDINATOR	\$0	\$81,118	\$0
3	3	4	3	TOTAL TRAINING AND INSTRUCTION	\$338,480	\$419,598	\$338,480
				<u>BUREAU OF AUTOMOTIVE REPAIR</u>			
1	1	1	1	FLEET SUPERVISOR	\$104,566	\$112,000	\$112,000
3	3	3	3	AUTOMOTIVE TECHNICIANS	\$190,940	\$190,940	\$190,940
4	4	4	4	TOTAL BUREAU OF AUTOMOTIVE REPAIR	\$295,506	\$302,940	\$302,940
				SAVINGS THROUGH VACANCY/ WC CREDITS	(\$100,000)	(\$100,000)	(\$100,000)
				SHIFT AND RATE DIFFERENTIAL	\$167,556	\$167,556	\$167,556
				ANNUAL SICK TIME PAYMENTS	\$332,453	\$332,453	\$332,453
234	223	235	234	TOTAL	\$20,095,002	\$20,184,062	\$20,065,454



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 citywide 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 2025-2026**

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. Develop and implement a Succession Plan program to train and prepare qualified Public Works employees to advance within the department
3. Complete analysis of building maintenance responsibilities and develop revised schedule.
4. Continue to pursue the opportunities, benefits and challenges of the enhanced recycling program implemented during FY18.
5. Expand recycling efforts to include City Schools. Continue presentations in all school and community clubs/neighborhood associations to promote recycling education and awareness.
6. Continue educational efforts related to MSW/Recycling to non-compliant residents.
7. Implement pilot program for recycling of food scraps.
8. Work with other City agencies on Downtown Development projects.
9. Complete construction of projects identified in the Capital Budget.

## **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 (GIS); 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.

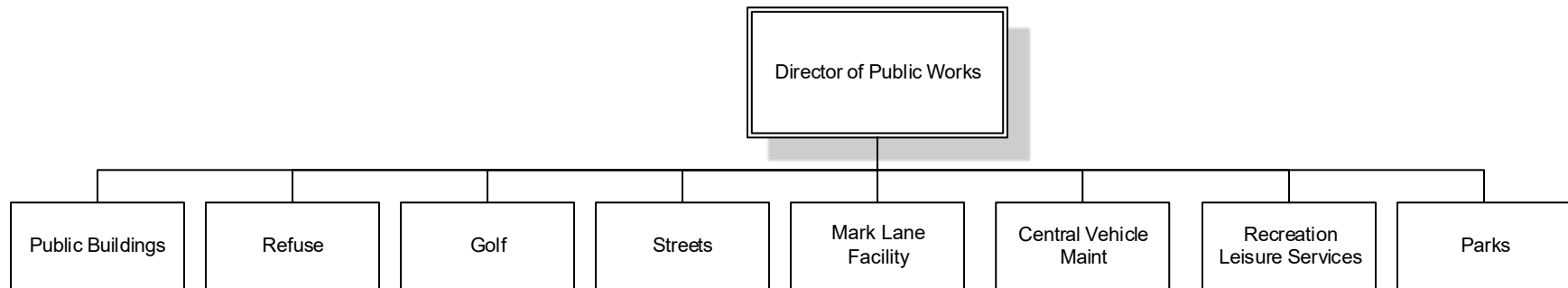
## **DEPT. 404 - DEPARTMENT OF ENGINEERING (Continued)**

### **Departmental Goals—Fiscal Year 2025-2026**

1. Work with other City agencies on Downtown Development projects. Finalize the Greenway project construction that began in 2021 and continue the Mad River Greenway Project and in conjunction with the Naugatuck Valley Council of Governments, complete the rest of the Naugatuck River Greenway segments in Waterbury.
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, file management, 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 expectance.
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.
11. Continue modernization of City traffic signal system, street signage, pavement markings, traffic signal preemption program and traffic signal relamping program. Develop and implement a Traffic Center.
12. Continue to aggressively pursue non-City funding opportunities for infrastructure rehabilitation and improvements.



# Organization Chart - Public Works

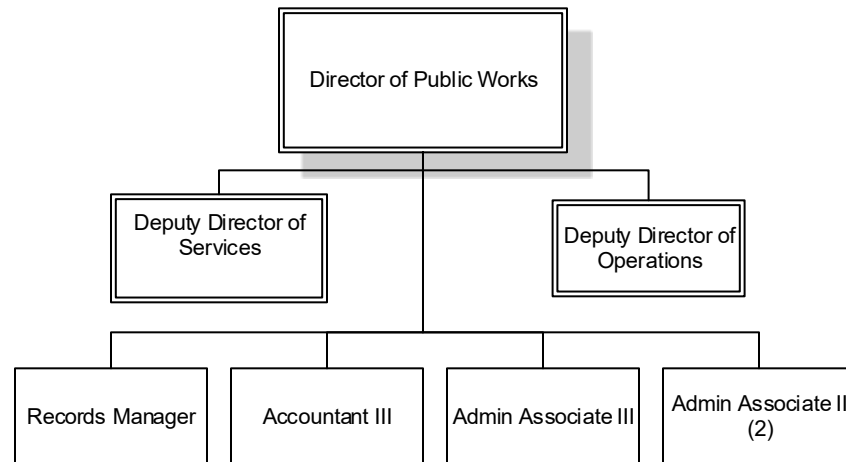


Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>DEPARTMENT OF PUBLIC WORKS</b>								
<b><u>PERSONAL SERVICES</u></b>								
511500	Regular Salaries	\$8,447,782	\$8,897,758	\$9,814,290	\$11,472,437	\$11,994,752	\$11,748,124	(\$246,628)
511600	Temporary Employees	\$276,822	\$302,086	\$218,683	\$386,394	\$397,706	\$397,706	\$0
511650	Overtime	\$1,157,475	\$1,131,569	\$1,027,621	\$887,000	\$965,312	\$889,000	(\$76,312)
511653	Longevity	\$5,925	\$3,425	\$4,375	\$2,525	\$1,950	\$1,950	\$0
511800	Vacation and Sick Term Payout	\$103,464	\$101,754	\$138,969	\$0	\$71,098	\$0	(\$71,098)
511804	Seasonal Wages	\$424,743	\$506,014	\$1,315,592	\$1,492,760	\$1,961,012	\$1,548,997	(\$412,015)
<b><u>EMPLOYEE BENEFITS</u></b>								
529001	Car Allowance	\$8,964	\$13,988	\$16,120	\$19,800	\$23,760	\$19,800	(\$3,960)
529002	Uniform Allowance	\$39,332	\$37,471	\$47,008	\$61,532	\$65,260	\$62,758	(\$2,502)
529003	Meal Allowance	\$9,239	\$7,826	\$6,040	\$22,000	\$22,000	\$22,000	\$0
<b><u>PURCHASED PROFESSIONAL SERVICES</u></b>								
533000	Professional Services	\$112,359	\$97,465	\$130,490	\$106,445	\$135,000	\$106,445	(\$28,555)
533016	Engineering Services	\$82,624	\$152,037	\$147,594	\$199,075	\$260,895	\$214,075	(\$46,820)
539009	Training Misc. Services	\$3,781	\$4,176	\$6,482	\$19,200	\$23,200	\$22,500	(\$700)
<b><u>PURCHASED PROPERTY SERVICES</u></b>								
543002	Extermination Services	\$2,698	\$2,622	\$190	\$9,288	\$11,648	\$11,648	\$0
543020	Repairs and Maintenance	\$435,698	\$502,075	\$512,950	\$595,500	\$728,000	\$625,000	(\$103,000)
543033	Service/Maintenance Contracts	\$258,136	\$409,959	\$499,634	\$724,421	\$860,306	\$777,204	(\$83,102)
545001	Sewer	\$212,628	\$210,980	\$168,214	\$224,000	\$224,000	\$224,000	\$0
545002	Water	\$1,036	\$946	\$1,131	\$1,500	\$1,500	\$1,500	\$0
545003	Recycling Services	\$537,803	\$543,103	\$593,525	\$695,000	\$656,215	\$656,215	\$0
545004	Waste Removal Services	\$3,169,624	\$3,209,127	\$3,430,236	\$3,800,000	\$4,104,088	\$4,000,000	(\$104,088)
545005	Snow Removal Services	\$0	\$0	\$0	\$5,000	\$605,000	\$0	(\$605,000)
545006	Electricity	\$794,155	\$749,835	\$860,363	\$895,000	\$910,500	\$1,045,500	\$135,000
545008	Municipal Solid Waste	\$751,888	\$670,688	\$679,114	\$800,000	\$976,975	\$950,000	(\$26,975)
545013	Security/Safety	\$44,228	\$40,042	\$32,135	\$77,310	\$86,290	\$76,390	(\$9,900)
545014	Buildings and Grounds Services	\$19,445	\$36,161	\$28,026	\$47,975	\$49,475	\$49,475	\$0
545021	Closed Loop Payment	\$336,400	\$336,400	\$336,400	\$168,200	\$0	\$0	\$0

Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>DEPARTMENT OF PUBLIC WORKS</b>								
<b><u>PURCHASED OTHER SERVICES</u></b>								
553000	Communications	\$29,747	\$35,944	\$36,037	\$48,437	\$50,859	\$48,437	(\$2,422)
559002	Printing Services	\$1,347	\$1,619	\$1,521	\$5,800	\$5,800	\$5,800	\$0
<b><u>SUPPLIES</u></b>								
561204	Emergency/Medical Supplies	\$2,987	\$3,430	\$2,883	\$4,100	\$4,100	\$4,100	\$0
561206	Office Supplies	\$11,813	\$13,061	\$14,635	\$19,750	\$23,250	\$23,250	\$0
561501	Diesel	\$268,444	\$328,676	\$445,128	\$545,000	\$503,280	\$475,000	(\$28,280)
561503	Gasoline	\$63,089	\$69,437	\$77,084	\$100,000	\$115,794	\$105,000	(\$10,794)
561504	Heating Oil	\$23,105	\$26,079	\$30,428	\$47,305	\$105,254	\$103,254	(\$2,000)
561505	Natural Gas	\$388,294	\$508,988	\$371,534	\$587,000	\$575,000	\$552,000	(\$23,000)
561506	Street Lighting	\$429,914	\$355,307	\$392,901	\$500,000	\$511,750	\$500,000	(\$11,750)
561510	Buildings & Ground Supplies	\$77,561	\$76,572	\$77,686	\$92,090	\$94,370	\$94,370	\$0
569001	Sand & Salt	\$0	\$0	\$0	\$5,000	\$770,000	\$0	(\$770,000)
569004	Oils & Lubricants	\$37,877	\$49,379	\$50,593	\$63,000	\$65,000	\$65,000	\$0
569006	Agricultural and Horticultural	\$4,949	\$5,929	\$6,422	\$9,000	\$9,000	\$9,000	\$0
569010	Recreational	\$11,813	\$17,346	\$15,437	\$18,000	\$18,500	\$18,500	\$0
569002	Cleaning Supplies	\$0	\$8	\$0	\$0	\$0	\$0	\$0
569017	Fire Safety	\$2,190	\$0	\$2,126	\$12,000	\$3,000	\$3,000	\$0
561507	Janitorial	\$48,700	\$49,532	\$69,590	\$86,450	\$90,950	\$90,950	\$0
569022	Operations	\$296,785	\$368,656	\$435,009	\$573,100	\$673,100	\$581,400	(\$91,700)
569031	Auto Parts	\$478,599	\$452,093	\$475,530	\$480,800	\$498,000	\$496,000	(\$2,000)
<b><u>PROPERTY</u></b>								
571010	Operations Equipment	\$5,101	\$4,799	\$4,917	\$7,000	\$8,000	\$8,000	\$0
575200	Office Equipment	\$0	\$1,926	\$2,998	\$12,000	\$12,000	\$8,000	(\$4,000)

Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>DEPARTMENT OF PUBLIC WORKS</b>								
<b><u>OTHER</u></b>								
589200	Reimbursements	\$1,798	\$5,647	\$4,625	\$22,990	\$18,240	\$18,240	\$0
589700	Licenses & Certificates	\$0	\$0	\$2,768	\$0	\$0	\$0	\$0
589900	Dues & Publications	\$9,300	\$8,355	\$9,701	\$18,074	\$19,064	\$19,064	\$0
589023	Evictions	\$42,900	\$51,900	\$48,000	\$48,000	\$48,000	\$48,000	\$0
589016	Culture/Youth Activities	\$4,590	\$2,500	\$775	\$5,500	\$6,000	\$6,000	\$0
<b><u>TRANSFERS</u></b>								
591017	Transfer to Golf Courses	\$50,000	\$50,000	\$50,000	\$50,000	\$0	\$0	\$0
<b>TOTAL</b>		<b>\$19,527,154</b>	<b>\$20,454,688</b>	<b>\$22,643,511</b>	<b>\$26,072,758</b>	<b>\$29,364,253</b>	<b>\$26,732,652</b>	<b>(\$2,631,601)</b>
<b><u>ALLOCATION OF BENEFITS</u></b>								
Health Ins. Cost - Actives		\$2,252,001	\$2,378,259	\$2,676,133	\$2,517,253		\$2,352,442	
Pension Cost - Actives		\$239,455	\$207,574	\$221,680	\$201,388		\$210,425	
Workers Comp. Costs		\$452,629	\$467,898	\$503,271	\$530,964		\$551,960	
Life Insurance Costs		\$60,188	\$55,388	\$58,653	\$60,288		\$48,988	
Unemployment Costs		\$28,324	\$28,587	\$28,438	\$21,596		\$26,624	
Medicare Costs		\$215,970	\$223,340	\$234,612	\$249,968		\$261,980	
<b><u>Total Benefits Allocated to Department</u></b>		<b><u>\$3,248,567</u></b>	<b><u>\$3,361,046</u></b>	<b><u>\$3,722,787</u></b>	<b><u>\$3,581,457</u></b>	<b><u>\$0</u></b>	<b><u>\$3,452,420</u></b>	
<b><u>Total Earmarked on behalf of Public Works</u></b>		<b><u>\$22,775,722</u></b>	<b><u>\$23,815,734</u></b>	<b><u>\$26,366,298</u></b>	<b><u>\$29,654,215</u></b>	<b><u>\$29,364,253</u></b>	<b><u>\$30,185,072</u></b>	

# Organization Chart - Public Works Director



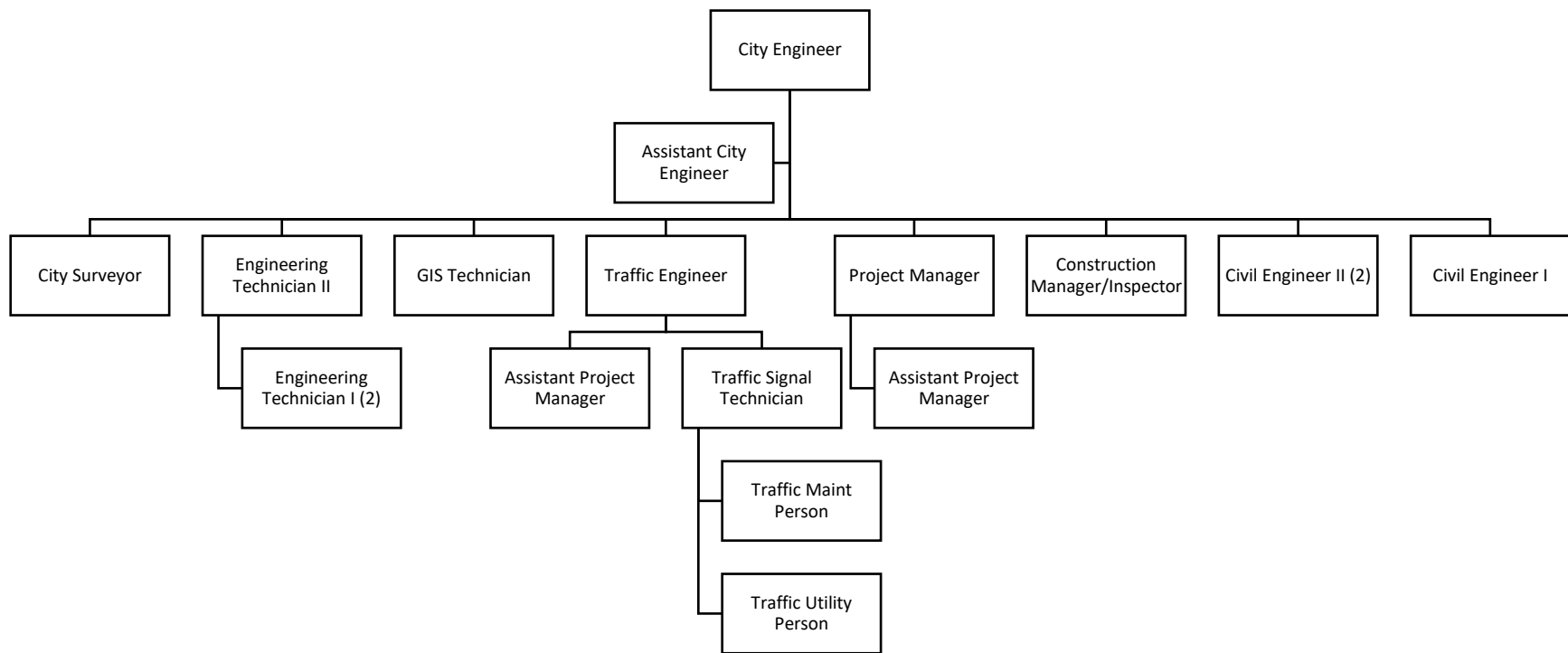
Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>PUBLIC WORKS DIRECTOR</b>								
<b>DEPT.# 4010001</b>								
<b><u>PERSONAL SERVICES</u></b>								
511500	Regular Salaries	\$622,854	\$629,683	\$670,687	\$692,614	\$701,727	\$701,727	\$0
511650	Overtime	\$101	\$474	\$254	\$0	\$2,000	\$2,000	\$0
511653	Longevity	\$550	\$550	\$0	\$0	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$9,874	\$12,772	\$3,771	\$0	\$0	\$0	\$0
<b><u>PURCHASED PROF.SERVICE</u></b>								
539009	Training Misc. Services	\$0	\$396	\$1,777	\$2,500	\$2,500	\$2,500	\$0
<b><u>PURCHASED PROPERTY SERVICES</u></b>								
543033	Service Maintenance Contracts	\$12,140	\$12,627	\$12,193	\$14,039	\$14,643	\$14,039	(\$604)
<b><u>PURCHASED OTHER SERVICES</u></b>								
553000	Communications	\$29,747	\$35,944	\$36,037	\$48,437	\$50,859	\$48,437	(\$2,422)
559002	Printing Services	\$471	\$891	\$575	\$1,000	\$1,000	\$1,000	\$0
<b><u>SUPPLIES</u></b>								
561206	Office Supplies	\$9,337	\$9,899	\$10,719	\$13,500	\$13,500	\$13,500	\$0
<b><u>PROPERTY</u></b>								
575200	Office Equipment	\$0	\$1,926	\$502	\$2,000	\$2,000	\$2,000	\$0
<b><u>OTHER</u></b>								
589200	Reimbursements	\$408	\$4,213	\$1,955	\$16,250	\$11,500	\$11,500	\$0
589700	Licenses & Certificates	\$0	\$0	\$2,768	\$0	\$0	\$0	\$0
589900	Dues & Publications	\$695	\$286	\$595	\$1,725	\$1,725	\$1,725	\$0
<b>TOTAL</b>		<b>\$686,177</b>	<b>\$709,662</b>	<b>\$741,834</b>	<b>\$792,065</b>	<b>\$801,454</b>	<b>\$798,428</b>	<b>(\$3,026)</b>

<b>FY25 BOA</b>	<b>Filled</b>	<b>FY26</b>	<b>FY26</b>		<b>FY25 BOA</b>	<b>FY26</b>	<b>FY26</b>
<b>Adopted</b>	<b>at Budget</b>	<b>Dept.</b>	<b>Mayor's</b>	<b>Department</b>	<b>Adopted</b>	<b>Dept.</b>	<b>Mayor's</b>
<b>Budget</b>	<b>Dev.Time</b>	<b>Request</b>	<b>Proposed</b>		<b>Budget</b>	<b>Requests</b>	<b>Proposed</b>

**OFFICE OF THE DIRECTOR OF PUBLIC WORKS**

1	1	1	1	DIRECTOR OF PUBLIC WORKS	\$144,189	\$154,803	\$154,803
1	1	1	1	DEPUTY DIRECTOR - OPERATIONS	\$129,179	\$129,179	\$129,179
1	1	1	1	DEPUTY DIRECTOR - SERVICES	\$129,179	\$129,179	\$129,179
1	1	1	1	ACCOUNTANT III	\$78,791	\$78,791	\$78,791
1	1	1	1	ADMINISTRATIVE ASSOCIATE III	\$50,403	\$48,903	\$48,903
2	2	2	2	ADMINISTRATIVE ASSOCIATE II	\$77,988	\$77,987	\$77,987
1	1	1	1	RECORDS MANAGER	\$82,884	\$82,884	\$82,884
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8	8	8	8	TOTAL	\$692,614	\$701,727	\$701,727
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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 FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>DEPARTMENT OF ENGINEERING</b>								
<b>DEPT.# 4040001</b>								
<b><u>PERSONAL SERVICES</u></b>								
511500	Regular Salaries	\$919,864	\$1,052,336	\$1,143,279	\$1,463,210	\$1,551,441	\$1,551,441	\$0
511600	Temporary Employees	\$63,383	\$115,225	\$60,611	\$88,538	\$88,538	\$88,538	\$0
511650	Overtime	\$9,201	\$14,874	\$17,255	\$15,000	\$15,000	\$15,000	\$0
511800	Vacation and Sick Term Payout	\$1,145	\$8,133	\$0	\$0	\$0	\$0	\$0
<b><u>EMPLOYEE BENEFITS</u></b>								
529002	Uniform Allowance	\$1,300	\$1,244	\$1,115	\$4,500	\$5,802	\$4,500	(\$1,302)
<b><u>PURCHASED PROFESSIONAL SERVICES</u></b>								
533000	Professional Services	\$112,359	\$97,465	\$130,490	\$106,445	\$135,000	\$106,445	(\$28,555)
533016	Engineering	\$63,190	\$134,312	\$129,094	\$180,000	\$241,820	\$195,000	(\$46,820)
539009	Training Misc. Services	\$1,175	\$2,965	\$3,985	\$10,700	\$12,700	\$12,000	(\$700)
<b><u>PURCHASED PROPERTY SERVICES</u></b>								
543020	Repairs and Maintenance	\$4,107	\$17,929	\$4,993	\$23,000	\$68,000	\$35,000	(\$33,000)
543033	Service/Maintenance Contracts	\$26,360	\$25,037	\$25,914	\$38,072	\$36,493	\$36,493	\$0
545006	Electricity - Traffic Signals	\$49,574	\$44,730	\$49,131	\$61,000	\$61,000	\$61,000	\$0
<b><u>PURCHASED OTHER SERVICES</u></b>								
559002	Printing Services	\$0	\$0	\$0	\$3,500	\$3,500	\$3,500	\$0
<b><u>SUPPLIES</u></b>								
561204	Emergency/Medical Supplies	\$0	\$0	\$0	\$500	\$500	\$500	\$0
561206	Office Supplies	\$0	\$0	\$1,404	\$2,500	\$6,000	\$6,000	\$0
569022	Operations	\$17,488	\$20,037	\$19,669	\$30,000	\$36,000	\$34,000	(\$2,000)
<b><u>PROPERTY</u></b>								
571010	Operations Equipment	\$2,916	\$2,363	\$1,568	\$3,000	\$4,000	\$4,000	\$0
575200	Office Equipment	\$0	\$0	\$2,496	\$10,000	\$10,000	\$6,000	(\$4,000)
<b><u>OTHER</u></b>								
589200	Reimbursements	\$111	\$460	\$1,205	\$3,500	\$3,500	\$3,500	\$0
589900	Dues & Publications	\$1,900	\$855	\$928	\$4,259	\$3,989	\$3,989	\$0
<b>TOTAL</b>		<b>\$1,274,074</b>	<b>\$1,537,966</b>	<b>\$1,593,137</b>	<b>\$2,047,724</b>	<b>\$2,283,283</b>	<b>\$2,166,906</b>	<b>(\$116,377)</b>

FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Requests	FY26 Mayor's Proposed
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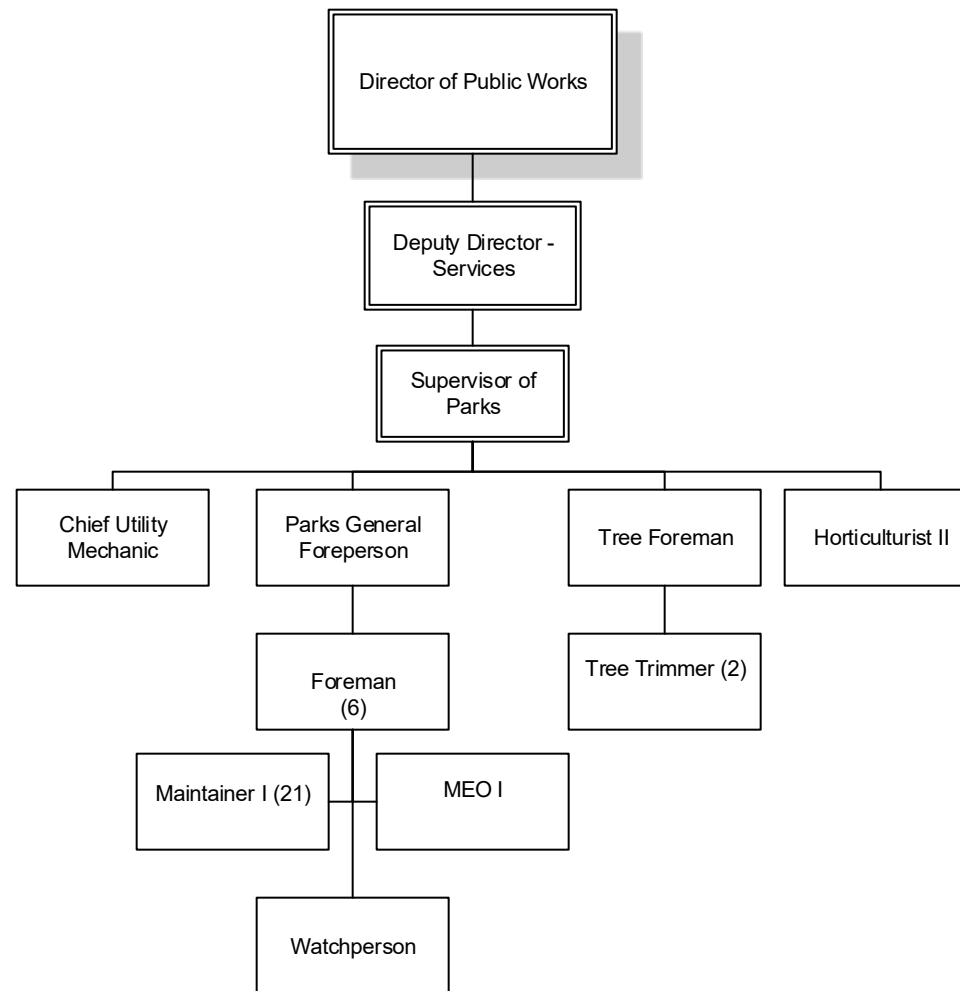
#### DEPARTMENT OF ENGINEERING

1	1	1	1	CITY ENGINEER	\$140,000	\$147,194	\$147,194
1	1	1	1	ASSISTANT CITY ENGINEER	\$117,775	\$117,775	\$117,775
1	0	1	1	TRAFFIC ENGINEER	\$96,199	\$96,199	\$96,199
1	1	1	1	PROJECT MANAGER ENGINEER	\$114,628	\$114,628	\$114,628
2	2	2	2	ASSISTANT PROJECT MANAGER	\$151,346	\$162,350	\$162,350
1	1	1	1	CONSTRUCTION MANAGER/INSPECTOR	\$85,000	\$95,000	\$95,000
1	1	1	1	GIS TECHNICIAN	\$113,048	\$113,048	\$113,048
2	1	2	2	CIVIL ENGINEER II	\$181,334	\$183,581	\$183,581
1	1	1	1	CIVIL ENGINEER I	\$81,598	\$81,598	\$81,598
1	1	1	1	CITY SURVEYOR	\$82,326	\$82,326	\$82,326
1	1	1	1	ENGINEERING TECH II	\$75,858	\$75,858	\$75,858
2	2	2	2	ENGINEERING TECH I	\$124,697	\$125,923	\$125,923
1	1	1	1	TRAFFIC SIGNAL TECHNICIAN	\$58,786	\$62,985	\$62,985
1	1	1	1	TRAFFIC UTILITY PERSON	\$51,667	\$51,459	\$51,459
1	1	1	1	TRAFFIC MAINTENANCE PERSON	\$40,394	\$41,517	\$41,517
				SAVINGS THROUGH VACANCY/TURNOVER	(\$51,445)	\$0	\$0
18	16	18	18	TOTAL	\$1,463,210	\$1,551,441	\$1,551,441

#### PART TIME SALARIES

CIVIL ENGINEER II	\$55,589	\$55,589	\$55,589
INTERNS (3)	\$32,949	\$32,949	\$32,949
TOTAL PART TIME	\$88,538	\$88,538	\$88,538

# Organization Chart Bureau of Parks



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## BUREAU OF PARKS

DEPT.# 4070001

### PERSONAL SERVICES

511500	Regular Salaries	\$1,230,155	\$1,385,095	\$1,495,707	\$1,670,053	\$1,713,349	\$1,688,349	(\$25,000)
511600	Temporary Employees	\$0	\$0	\$0	\$0	\$0	\$0	\$0
511650	Overtime	\$264,812	\$292,929	\$277,968	\$195,000	\$195,000	\$195,000	\$0
511653	Longevity	\$1,550	\$700	\$1,050	\$700	\$700	\$700	\$0
511800	Vacation and Sick Term Payout	\$27,107	\$9,957	\$17,866	\$0	\$0	\$0	\$0
511804	Seasonal Wages	\$134,309	\$102,551	\$154,507	\$257,760	\$312,144	\$267,552	(\$44,592)

### EMPLOYEE BENEFITS

529002	Uniform Allowance	\$5,654	\$7,310	\$7,304	\$8,550	\$8,850	\$8,850	\$0
529003	Meal Allowance	\$305	\$96	\$264	\$600	\$600	\$600	\$0

### PURCHASED PROPERTY SERVICES

543020	Repairs and Maintenance	\$29,165	\$33,104	\$29,998	\$45,000	\$45,000	\$45,000	\$0
543033	Service/Maintenance Contracts	\$12,337	\$60,505	\$66,831	\$120,000	\$159,710	\$115,000	(\$44,710)
545001	Sewer	\$174,886	\$169,036	\$130,813	\$180,000	\$180,000	\$180,000	\$0
545006	Electricity	\$202,236	\$173,791	\$199,431	\$230,000	\$230,000	\$230,000	\$0
545013	Security/Safety	\$22,068	\$22,478	\$17,235	\$34,740	\$32,700	\$32,700	\$0
545014	Buildings and Grounds Services	\$13,308	\$21,511	\$20,987	\$30,000	\$30,000	\$30,000	\$0

### SUPPLIES

561504	Heating Oil	\$11,640	\$13,881	\$13,983	\$30,000	\$32,000	\$30,000	(\$2,000)
561505	Natural Gas	\$45,685	\$51,439	\$39,113	\$58,000	\$46,000	\$58,000	\$12,000
561507	Janitorial	\$18,307	\$26,390	\$36,686	\$37,000	\$40,000	\$40,000	\$0
561510	Buildings & Ground Supplies	\$59,100	\$60,972	\$58,182	\$70,000	\$70,000	\$70,000	\$0
569006	Agricultural and Horticultural	\$4,949	\$5,929	\$6,422	\$9,000	\$9,000	\$9,000	\$0
569010	Recreational Supplies	\$6,816	\$11,964	\$10,488	\$12,000	\$12,000	\$12,000	\$0
569022	Operations	\$42,005	\$43,703	\$37,506	\$50,000	\$50,000	\$50,000	\$0
569031	Auto Parts	\$8,680	\$6,809	\$11,293	\$15,000	\$20,000	\$18,000	(\$2,000)

### OTHER

589200	Reimbursements	\$1,280	\$974	\$1,465	\$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	\$0	\$0
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<b>TOTAL</b>		<b>\$2,366,352</b>	<b>\$2,551,127</b>	<b>\$2,685,102</b>	<b>\$3,106,403</b>	<b>\$3,190,053</b>	<b>\$3,083,751</b>	<b>(\$106,302)</b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Requests	FY26 Mayor's Proposed
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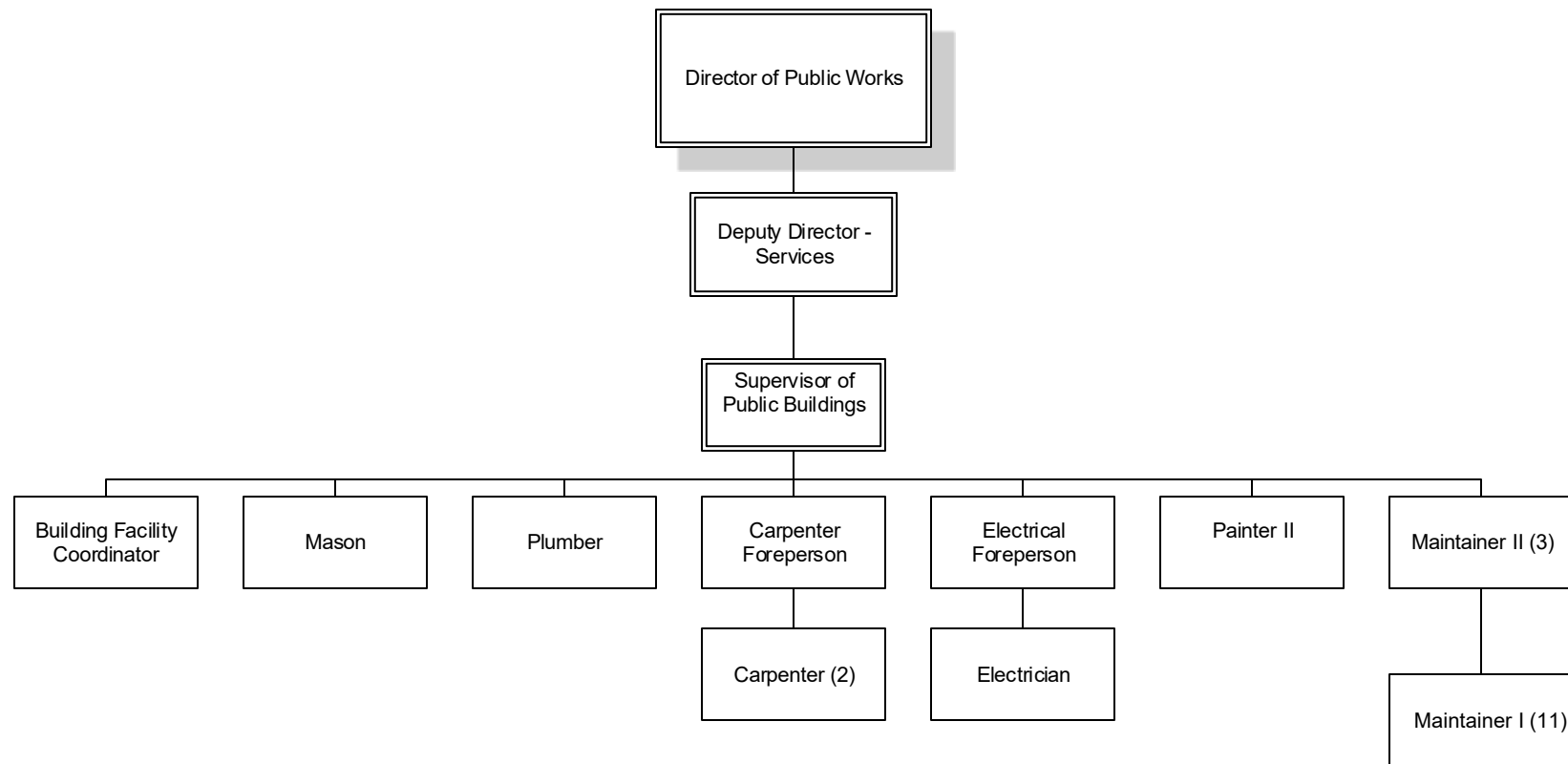
#### BUREAU OF PARKS

1	1	1	1	SUPERVISOR OF PARKS	\$94,215	\$100,390	\$100,390
1	1	1	1	HORTICULTURIST II	\$48,651	\$48,630	\$48,630
1	1	1	1	CHIEF UTILITY MECHANIC	\$68,453	\$69,347	\$69,347
1	1	1	1	TREE FOREMAN	\$60,216	\$60,840	\$60,840
2	2	2	2	TREE TRIMMER	\$100,797	\$104,375	\$104,375
1	1	1	1	PARK GENERAL FOREMAN	\$69,472	\$69,451	\$69,451
6	5	6	6	PARK FOREMAN	\$327,871	\$326,437	\$326,437
1	1	1	1	MEO I	\$50,814	\$52,354	\$52,354
21	20	21	21	MAINTAINER I	\$805,031	\$835,328	\$835,328
1	0	1	1	WATCHPERSON	\$44,533	\$46,197	\$46,197
				SAVINGS THROUGH VACANCY/TURNOVER	\$0	\$0	(\$25,000)
36	33	36	36	TOTAL FULL TIME PERSONNEL	\$1,670,053	\$1,713,349	\$1,688,349

#### SEASONAL SALARIES

Maintainer I (for Parks)	\$257,760	\$312,144	\$267,552
TOTAL SEASONAL WAGES	\$257,760	\$312,144	\$267,552

# Organization Chart - Bureau of Public Buildings



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**BUREAU OF PUBLIC BUILDINGS**  
**DEPT.# 4070002**

**PERSONAL SERVICES**

511500	Regular Salaries	\$898,194	\$877,564	\$959,210	\$1,216,094	\$1,468,042	\$1,246,414	(\$221,628)
511600	Temporary Employees	\$21,859	\$4,466	\$0	\$0	\$0	\$0	\$0
511650	Overtime	\$73,801	\$122,726	\$91,547	\$75,000	\$75,000	\$75,000	\$0
511653	Longevity	\$700	\$350	\$350	\$350	\$350	\$350	\$0
511800	Vacation and Sick Term Payout	\$14,918	\$10,708	\$0	\$0	\$0	\$0	\$0

**EMPLOYEE BENEFITS**

529001	Car Allowance	\$8,950	\$13,988	\$16,120	\$19,800	\$23,760	\$19,800	(\$3,960)
529002	Uniform Allowance	\$3,886	\$4,063	\$4,860	\$6,800	\$7,200	\$6,000	(\$1,200)
529003	Meal Allowances	\$36	\$0	\$0	\$0	\$0	\$0	\$0

**PURCHASED PROPERTY SERVICES**

543002	Extermination Services	\$2,698	\$2,584	\$0	\$8,818	\$11,166	\$11,166	\$0
543020	Repairs and Maintenance	\$101,331	\$140,737	\$214,689	\$225,000	\$310,000	\$240,000	(\$70,000)
543033	Service/Maintenance Contracts	\$51,218	\$94,319	\$160,886	\$300,000	\$380,950	\$350,000	(\$30,950)
545001	Sewer	\$37,742	\$41,944	\$37,401	\$44,000	\$44,000	\$44,000	\$0
545006	Electricity	\$539,437	\$528,236	\$607,731	\$600,000	\$615,000	\$750,000	\$135,000
545013	Security/Safety Services	\$13,728	\$13,080	\$12,480	\$22,840	\$25,960	\$25,960	\$0
545014	Building and Grounds Services	\$3,117	\$12,440	\$4,126	\$13,475	\$14,475	\$14,475	\$0

**SUPPLIES**

561504	Heating Oil	\$0	\$0	\$0	\$0	\$57,230	\$57,230	\$0
561505	Natural Gas	\$342,609	\$457,549	\$332,421	\$529,000	\$529,000	\$494,000	(\$35,000)
561507	Janitorial	\$29,989	\$22,711	\$32,418	\$48,950	\$48,950	\$48,950	\$0
561510	Buildings & Ground Supplies	\$17,561	\$14,887	\$18,373	\$20,590	\$22,370	\$22,370	\$0
569022	Cleaning Supplies	\$0	\$8	\$0	\$0	\$0	\$0	\$0
569017	Fire Safety	\$2,190	\$0	\$2,126	\$12,000	\$3,000	\$3,000	\$0
569022	Operations	\$9,141	\$19,385	\$16,827	\$40,000	\$46,750	\$43,550	(\$3,200)

<b>TOTAL</b>		<b>\$2,173,104</b>	<b>\$2,381,741</b>	<b>\$2,511,563</b>	<b>\$3,182,717</b>	<b>\$3,683,203</b>	<b>\$3,452,265</b>	<b>(\$230,938)</b>
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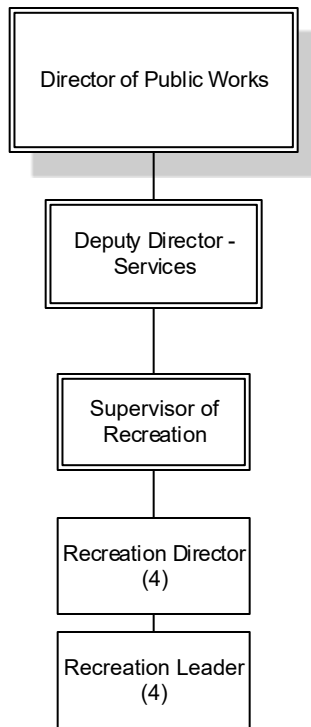
FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Requests	FY26 Mayor's Proposed
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**BUREAU OF PUBLIC BUILDINGS**

1	1	1	1	SUPERVISOR-PUBLIC FACILITIES	\$110,072	\$111,000	\$111,000
1	1	1	1	BUILDING FACILITY COORDINATOR	\$66,301	\$66,310	\$66,310
1	1	1	1	CARPENTER FOREPERSON	\$70,408	\$72,010	\$72,010
2	1	2	2	CARPENTER	\$105,227	\$110,594	\$110,594
1	0	1	1	ELECTRICIAN FOREPERSON	\$80,798	\$66,414	\$66,414
1	1	1	1	ELECTRICIAN	\$59,051	\$60,837	\$60,837
0	0	1	1	PLUMBER FOREPERSON	\$0	\$66,414	\$66,414
1	1	1	1	PLUMBER	\$56,763	\$58,469	\$58,469
1	1	1	1	PAINTER II	\$50,398	\$52,187	\$52,187
1	1	1	1	MASON	\$59,904	\$61,714	\$61,714
3	3	4	3	MAINTAINER II	\$132,933	\$184,145	\$137,968
11	11	12	11	MAINTAINER I	\$424,239	\$479,613	\$440,966
0	0	2	0	WATCHPERSON	\$0	\$78,334	\$0
0	0	1	0	HVAC TECHNICIAN	\$0	\$58,469	\$0
		(1)	(1)	SAVINGS THROUGH VACANCY/TURNOVER	\$0	(\$58,469)	(\$58,469)
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24	22	29	24	TOTAL	\$1,216,094	\$1,468,042	\$1,246,414
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# Organization Chart - Bureau of Leisure



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## BUREAU OF LEISURE SERVICES

DEPT.# 4070003

### PERSONAL SERVICES

511500	Regular Salaries	\$298,951	\$353,723	\$402,871	\$512,051	\$500,896	\$500,896	\$0
511650	Overtime	\$22,097	\$28,309	\$31,565	\$20,000	\$30,000	\$20,000	(\$10,000)
511800	Vacation and Sick Term Payout	\$8,366	\$48,220	\$0	\$0	\$0	\$0	\$0
511804	Seasonal Wages	\$290,434	\$403,463	\$1,161,085	\$1,235,000	\$1,648,868	\$1,281,445	(\$367,423)

### PURCHASED PROFESSIONAL SERVICES

545013	Security/Safety Services	\$4,335	\$0	\$0	\$10,950	\$20,850	\$10,950	(\$9,900)
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### SUPPLIES

561204	Emergency/Medical Supplies	\$987	\$1,010	\$492	\$1,100	\$1,100	\$1,100	\$0
561206	Office Supplies	\$2,387	\$2,599	\$1,858	\$3,000	\$3,000	\$3,000	\$0
569010	Recreational	\$4,998	\$5,381	\$4,949	\$6,000	\$6,500	\$6,500	\$0

### OTHER

589016	Culture/Youth Activities	\$4,590	\$2,500	\$775	\$5,500	\$6,000	\$6,000	\$0
589900	Dues & Publications	\$0	\$0	\$0	\$3,000	\$3,000	\$3,000	\$0

<b>TOTAL</b>		<b>\$637,145</b>	<b>\$845,205</b>	<b>\$1,603,594</b>	<b>\$1,796,601</b>	<b>\$2,220,214</b>	<b>\$1,832,891</b>	<b>(\$387,323)</b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Requests	FY26 Mayor's Proposed
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#### BUREAU OF LEISURE SERVICES

1	1	1	1	SUPERVISOR OF RECREATION	\$110,396	\$82,400	\$82,400
4	4	4	4	RECREATION DIRECTOR	\$239,863	\$239,866	\$239,866
4	4	4	4	RECREATION LEADER	\$181,792	\$178,630	\$178,630
				21st CENTURY GRANT REIMBURSEMENT	(\$20,000)	\$0	\$0
9	9	9	9	TOTAL FULL TIME PERSONNEL	\$512,051	\$500,896	\$500,896

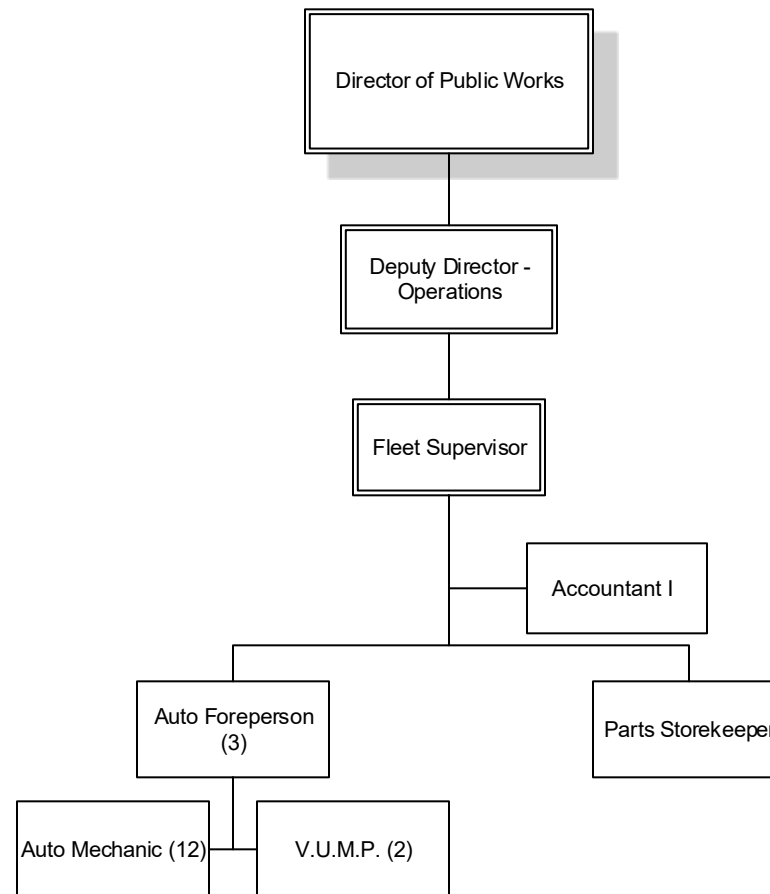
#### SUMMER PROGRAM

SUMMER REC SEASONALS	\$710,000	\$994,868	\$732,085
TOTAL SUMMER PROGRAM	\$710,000	\$994,868	\$732,085

#### WINTER PROGRAM

WINTER REC SEASONALS (@40 WEEKS)	\$525,000	\$654,000	\$549,360
TOTAL WINTER PROGRAM	\$525,000	\$654,000	\$549,360
TOTAL SEASONAL WAGES	\$1,235,000	\$1,648,868	\$1,281,445

# Organization Chart -Central Vehicle Maintenance



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## BUREAU OF CENTRAL VEHICLE MAINTENANCE

DEPT.# 4100001

### PERSONAL SERVICES

511500	Regular Salaries	\$1,078,361	\$1,147,417	\$1,282,733	\$1,341,220	\$1,365,561	\$1,365,561	\$0
511600	Temporary Employees	\$0	\$0	\$0	\$0	\$0	\$0	\$0
511650	Overtime	\$118,062	\$92,804	\$71,938	\$80,000	\$80,000	\$80,000	\$0
511800	Vacation and Sick Term Payout	\$0	\$1,302	\$0	\$0	\$10,000	\$0	(\$10,000)

### EMPLOYEE BENEFITS

529002	Uniform Allowance	\$5,552	\$6,665	\$7,291	\$7,366	\$7,466	\$7,466	\$0
529003	Meal Allowance	\$0	\$0	\$0	\$0	\$0	\$0	\$0

### PURCHASED PROFESSIONAL SERVICES

539009	Training Misc. Services	\$2,606	\$815	\$320	\$4,000	\$4,000	\$4,000	\$0
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### PURCHASED PROPERTY SERVICES

543020	Repairs and Maintenance	\$300,205	\$310,305	\$261,497	\$300,000	\$300,000	\$300,000	\$0
545013	Security/Safety	\$0	\$498	\$500	\$1,000	\$1,000	\$1,000	\$0
545014	Building and Grounds Services	\$2,273	\$1,399	\$2,643	\$3,500	\$3,500	\$3,500	\$0

### PURCHASED OTHER SERVICES

559002	Printing Services	\$618	\$729	\$945	\$1,000	\$1,000	\$1,000	\$0
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### SUPPLIES

561204	Emergency/Medical Supplies	\$2,000	\$1,998	\$1,996	\$2,000	\$2,000	\$2,000	\$0
569004	Oils & Lubricants	\$37,877	\$49,379	\$50,593	\$63,000	\$65,000	\$65,000	\$0
569022	Operations	\$2,491	\$2,531	\$2,360	\$2,500	\$3,000	\$3,000	\$0
569031	Automotive Parts	\$469,612	\$444,282	\$463,237	\$464,800	\$477,000	\$477,000	\$0

### PROPERTY

571010	Operations Equipment	\$2,185	\$2,436	\$3,349	\$4,000	\$4,000	\$4,000	\$0
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### OTHER

589900	Dues & Publications	\$6,705	\$7,213	\$8,179	\$9,090	\$10,350	\$10,350	\$0
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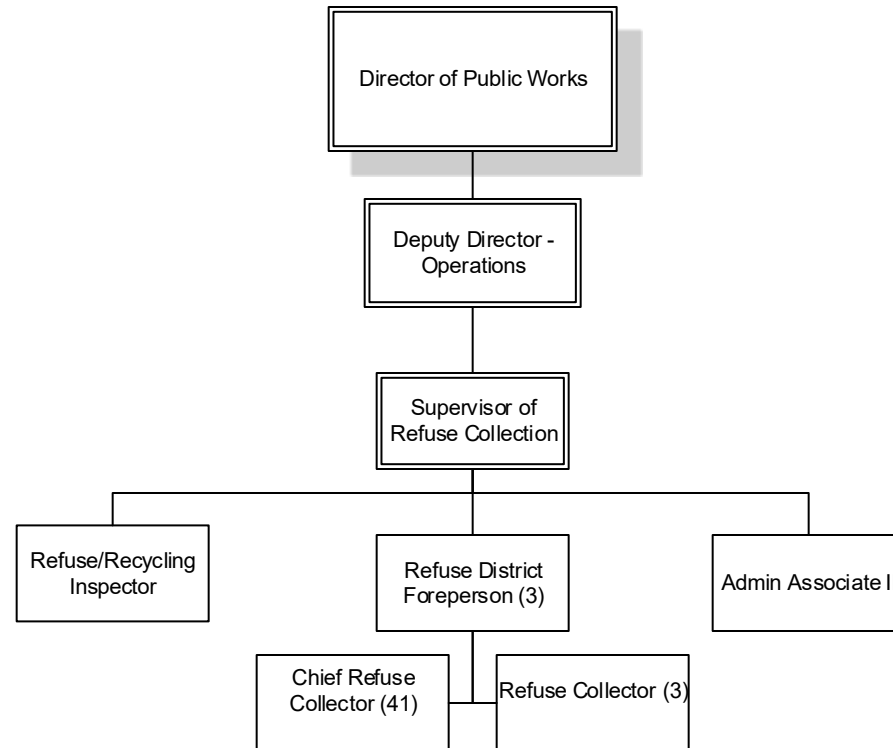
<b>TOTAL</b>		<b>\$2,028,546</b>	<b>\$2,069,772</b>	<b>\$2,157,582</b>	<b>\$2,283,476</b>	<b>\$2,333,877</b>	<b>\$2,323,877</b>	<b>(\$10,000)</b>
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<b>FY25 BOA</b>	<b>Filled</b>	<b>FY26</b>	<b>FY26</b>		<b>FY25 BOA</b>	<b>FY26</b>	<b>FY26</b>
<b>Adopted</b>	<b>at Budget</b>	<b>Dept.</b>	<b>Mayor's</b>	<b>Department</b>	<b>Adopted</b>	<b>Dept.</b>	<b>Mayor's</b>
<b>Budget</b>	<b>Dev.Time</b>	<b>Request</b>	<b>Proposed</b>		<b>Budget</b>	<b>Requests</b>	<b>Proposed</b>

**BUREAU OF CENTRAL VEHICLE MAINTENANCE**

1	1	1	1	FLEET SUPERVISOR	\$105,062	\$105,063	\$105,063
3	3	3	3	AUTO FOREPERSON	\$227,115	\$229,133	\$229,133
12	10	12	12	AUTO MECHANIC	\$811,512	\$830,465	\$830,465
2	2	2	2	V.U.M.P.	\$95,493	\$98,863	\$98,863
1	1	1	1	PARTS STOREKEEPER	\$58,885	\$58,885	\$58,885
1	1	1	1	ACCOUNTANT I	\$43,152	\$43,152	\$43,152
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20	18	20	20	TOTAL	\$1,341,220	\$1,365,561	\$1,365,561
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# Organization Chart - Bureau of Refuse



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>BUREAU OF REFUSE COLLECTION</b>								
<b>DEPT.# 4100002</b>								
<b><u>PERSONAL SERVICES</u></b>								
511500	Regular Salaries	\$2,195,117	\$2,144,713	\$2,587,278	\$2,836,054	\$2,902,366	\$2,902,366	\$0
511600	Temporary Employees	\$146,946	\$180,137	\$138,886	\$223,392	\$231,876	\$231,876	\$0
511650	Overtime	\$338,861	\$330,513	\$265,512	\$190,000	\$252,800	\$190,000	(\$62,800)
511653	Longevity	\$2,775	\$1,475	\$2,625	\$1,475	\$900	\$900	\$0
511800	Vacation and Sick Term Payout	\$25,698	\$10,519	\$60,364	\$0	\$51,098	\$0	(\$51,098)
<b><u>EMPLOYEE BENEFITS</u></b>								
529002	Uniform Allowance	\$18,428	\$15,328	\$20,289	\$23,314	\$24,714	\$24,714	\$0
529003	Meal Allowance	\$96	\$96	\$0	\$1,400	\$1,400	\$1,400	\$0
<b><u>PURCHASED PROPERTY SERVICES</u></b>								
543033	Service/Maintenance Contracts	\$3,456	\$1,920	\$2,325	\$5,172	\$3,672	\$3,672	\$0
545003	Recycling	\$537,803	\$543,103	\$593,525	\$695,000	\$656,215	\$656,215	\$0
545004	Sludge Disposal	\$3,169,624	\$3,209,127	\$3,430,236	\$3,800,000	\$4,104,088	\$4,000,000	(\$104,088)
545008	Bulky Waste	\$751,888	\$670,688	\$679,114	\$800,000	\$976,975	\$950,000	(\$26,975)
545021	Closed Loop Payment	\$336,400	\$336,400	\$336,400	\$168,200	\$0	\$0	\$0
<b><u>SUPPLIES</u></b>								
561507	Janitorial Supplies	\$0	\$0	\$0	\$0	\$1,500	\$1,500	\$0
569022	Operations	\$47,732	\$68,292	\$96,008	\$120,000	\$141,000	\$120,000	(\$21,000)
<b>TOTAL</b>		<b>\$7,574,825</b>	<b>\$7,512,311</b>	<b>\$8,212,560</b>	<b>\$8,864,007</b>	<b>\$9,348,604</b>	<b>\$9,082,643</b>	<b>(\$265,961)</b>



<b>FY25 BOA</b>	<b>Filled</b>	<b>FY26</b>	<b>FY26</b>		<b>FY25 BOA</b>	<b>FY26</b>	<b>FY26</b>
<b>Adopted</b>	<b>at Budget</b>	<b>Dept.</b>	<b>Mayor's</b>	<b>Department</b>	<b>Adopted</b>	<b>Dept.</b>	<b>Mayor's</b>
<b>Budget</b>	<b>Dev.Time</b>	<b>Request</b>	<b>Proposed</b>		<b>Budget</b>	<b>Requests</b>	<b>Proposed</b>

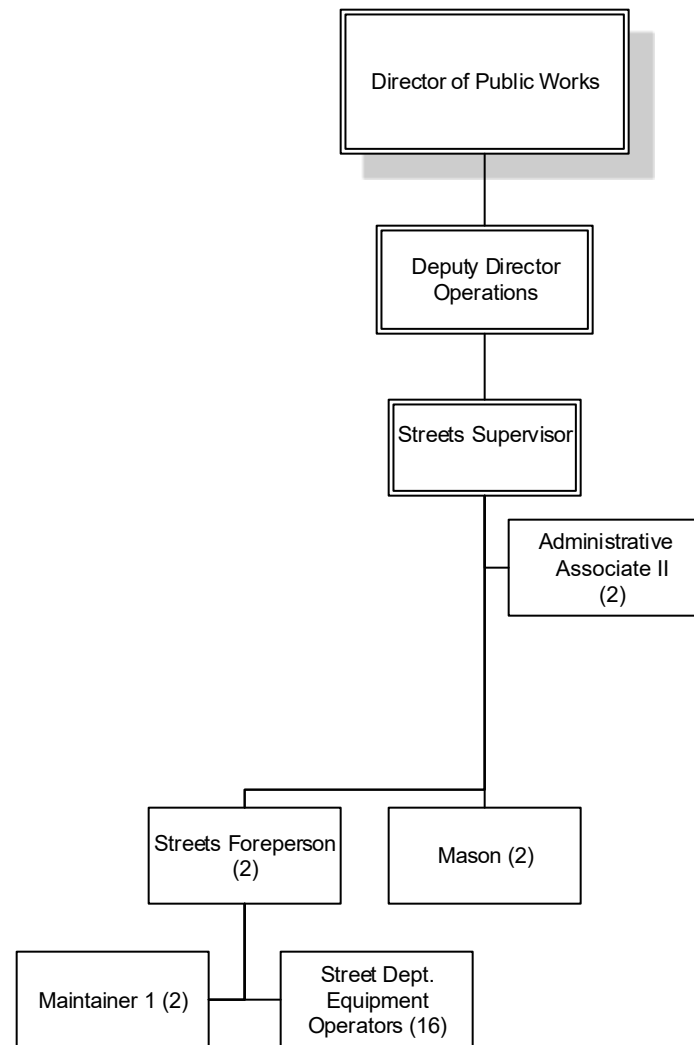
#### **BUREAU OF REFUSE**

1	1	1	1	SUPERVISOR OF REFUSE COLLECTION	\$111,277	\$111,278	\$111,278
1	1	1	1	ADMIN. ASSOCIATE II	\$35,799	\$35,799	\$35,799
3	3	3	3	REFUSE DISTRICT FOREPERSON	\$199,056	\$195,062	\$195,062
41	38	41	41	CHIEF REFUSE COLLECTORS	\$2,265,658	\$2,330,659	\$2,330,659
3	5	3	3	REFUSE COLLECTORS	\$151,424	\$156,728	\$156,728
1	1	1	1	REFUSE INSPECTOR	\$72,840	\$72,840	\$72,840
<hr/>					<hr/>		
50	49	50	50	TOTAL	\$2,836,054	\$2,902,366	\$2,902,366
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#### **TEMPORARY WAGES**

Refuse Collectors-Year Round	\$223,392	\$231,876	\$231,876
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# Organization Chart - Bureau of Streets



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>BUREAU OF STREETS</b>								
<b>DEPT.# 4100003</b>								
<b><u>PERSONAL SERVICES</u></b>								
511500	Regular Salaries	\$1,002,648	\$1,075,446	\$1,069,417	\$1,505,665	\$1,552,524	\$1,552,524	\$0
511600	Temporary Employees	\$44,635	\$2,258	\$19,187	\$74,464	\$77,292	\$77,292	\$0
511650	Overtime	\$324,222	\$241,557	\$263,408	\$300,000	\$300,000	\$300,000	\$0
511653	Longevity	\$350	\$350	\$350	\$0	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$11,269	\$143	\$56,969	\$0	\$10,000	\$0	(\$10,000)
<b><u>EMPLOYEE BENEFITS</u></b>								
529001	Car Allowance	\$14	\$0	\$0	\$0	\$0	\$0	\$0
529002	Uniform Allowance	\$4,273	\$2,477	\$5,857	\$10,252	\$10,428	\$10,428	\$0
529003	Meal Allowance	\$8,790	\$7,634	\$5,776	\$20,000	\$20,000	\$20,000	\$0
<b><u>PURCHASED PROFESSIONAL SERVICES</u></b>								
539009	Training Misc. Services	\$0	\$0	\$400	\$2,000	\$4,000	\$4,000	\$0
<b><u>PURCHASED PROPERTY SERVICES</u></b>								
543033	Service/Maintenance Contracts	\$128,570	\$182,452	\$202,134	\$200,000	\$212,200	\$208,000	(\$4,200)
545005	Snow Removal	\$0	\$0	\$0	\$5,000	\$605,000	\$0	(\$605,000)
545013	Security/Safety	\$4,097	\$851	\$1,200	\$5,000	\$5,000	\$5,000	\$0
<b><u>PURCHASED OTHER SERVICES</u></b>								
559002	Printing Services	\$258	\$0	\$0	\$300	\$300	\$300	\$0
<b><u>SUPPLIES</u></b>								
561501	Diesel	\$268,444	\$328,676	\$445,128	\$545,000	\$503,280	\$475,000	(\$28,280)
561503	Gasoline	\$63,089	\$69,437	\$77,084	\$100,000	\$115,794	\$105,000	(\$10,794)
561506	Street Lighting	\$429,914	\$355,307	\$392,901	\$500,000	\$511,750	\$500,000	(\$11,750)
569001	Sand & Salt	\$0	\$0	\$0	\$5,000	\$770,000	\$0	(\$770,000)
569022	Operations	\$174,325	\$206,954	\$258,102	\$315,000	\$380,500	\$315,000	(\$65,500)
569031	Auto Parts	\$307	\$1,002	\$1,000	\$1,000	\$1,000	\$1,000	\$0
<b><u>OTHER</u></b>								
589023	Evictions	\$42,900	\$51,900	\$48,000	\$48,000	\$48,000	\$48,000	\$0
<b>TOTAL</b>		<b>\$2,508,104</b>	<b>\$2,526,443</b>	<b>\$2,846,912</b>	<b>\$3,636,681</b>	<b>\$5,127,068</b>	<b>\$3,621,544</b>	<b>(\$1,505,524)</b>

<b>FY25 BOA</b>	<b>Filled</b>	<b>FY26</b>	<b>FY26</b>		<b>FY25 BOA</b>	<b>FY26</b>	<b>FY26</b>
<b>Adopted</b>	<b>at Budget</b>	<b>Dept.</b>	<b>Mayor's</b>	<b>Department</b>	<b>Adopted</b>	<b>Dept.</b>	<b>Mayor's</b>
<b>Budget</b>	<b>Dev.Time</b>	<b>Request</b>	<b>Proposed</b>		<b>Budget</b>	<b>Requests</b>	<b>Proposed</b>

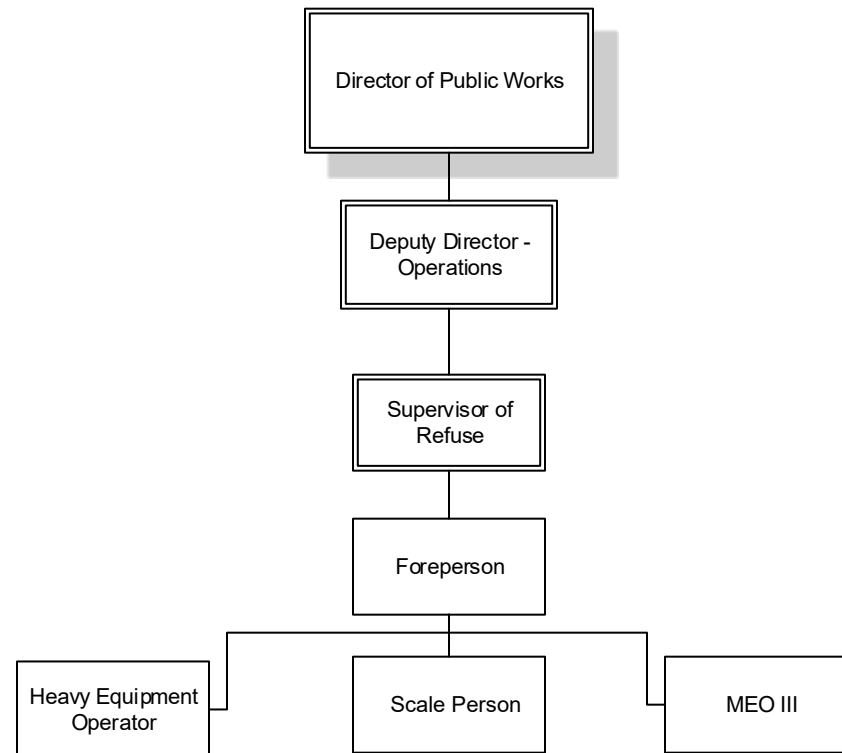
#### BUREAU OF STREETS

1	1	1	1	STREET SUPERVISOR	\$112,940	\$110,030	\$110,030
2	1	2	2	DPW FOREMAN-STREETS	\$138,684	\$152,093	\$152,093
16	16	16	16	HEAVY EQUIP. OPERATOR	\$990,736	\$1,023,353	\$1,023,353
2	1	2	2	MAINTAINER I	\$74,464	\$77,293	\$77,293
2	1	2	2	MASON 1	\$109,616	\$110,531	\$110,531
2	2	2	2	ADMIN. ASSOCIATE II	\$79,225	\$79,225	\$79,225
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25	22	25	25	TOTAL	\$1,505,665	\$1,552,524	\$1,552,524
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#### TEMPORARY WAGES

Maintainer I - 6 months	\$74,464	\$77,292	\$77,292
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# Organization Chart - PW Mark Lane Facility



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## BUREAU OF NEDA - MARK LANE FACILITY

DEPT.# 4100004

### PERSONAL SERVICES

511500	Regular Salaries	\$201,639	\$231,781	\$203,108	\$235,476	\$238,846	\$238,846	\$0
511650	Overtime	\$6,319	\$7,384	\$8,175	\$12,000	\$15,512	\$12,000	(\$3,512)
511800	Vacation and Sick Term Payout	\$5,087	\$0	\$0	\$0	\$0	\$0	\$0

### EMPLOYEE BENEFITS

529002	Uniform Allowance	\$238	\$384	\$293	\$750	\$800	\$800	\$0
529003	Meal Allowance	\$12	\$0	\$0	\$0	\$0	\$0	\$0

### PURCHASED PROFESSIONAL SERVICES

533016	Engineering Services	\$19,434	\$17,725	\$18,500	\$19,075	\$19,075	\$19,075	\$0
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### PURCHASED PROPERTY SERVICES

543002	Extermination Services	\$0	\$38	\$190	\$470	\$482	\$482	\$0
543020	Repairs and Maintenance	\$890	\$0	\$1,773	\$2,500	\$5,000	\$5,000	\$0
543033	Service/Maintenance Contracts	\$24,056	\$33,099	\$29,351	\$47,138	\$52,638	\$50,000	(\$2,638)
545002	Water	\$1,036	\$946	\$1,131	\$1,500	\$1,500	\$1,500	\$0
545006	Electricity	\$2,908	\$3,078	\$4,070	\$4,000	\$4,500	\$4,500	\$0
545013	Security/Safety	\$0	\$3,135	\$720	\$2,780	\$780	\$780	\$0
545014	Building and Grounds Services	\$748	\$810	\$270	\$1,000	\$1,500	\$1,500	\$0

### SUPPLIES

561204	Emergency/Medical Supplies	\$0	\$422	\$395	\$500	\$500	\$500	\$0
561206	Office Supplies	\$89	\$562	\$653	\$750	\$750	\$750	\$0
561504	Heating Oil	\$11,465	\$12,198	\$16,445	\$17,305	\$16,024	\$16,024	\$0
561507	Janitorial	\$404	\$431	\$486	\$500	\$500	\$500	\$0
561510	Buildings & Grounds Supplies	\$900	\$713	\$1,130	\$1,500	\$2,000	\$2,000	\$0
569022	Operations	\$3,603	\$7,755	\$4,537	\$15,600	\$15,850	\$15,850	\$0

### OTHER

589200	Reimbursements	\$0	\$0	\$0	\$240	\$240	\$240	\$0
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<b>TOTAL</b>		<b>\$278,829</b>	<b>\$320,463</b>	<b>\$291,226</b>	<b>\$363,084</b>	<b>\$376,497</b>	<b>\$370,347</b>	<b>(\$6,150)</b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Requests	FY26 Mayor's Proposed
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**MARK LANE FACILITY**

1	1	1	1	FOREMAN	\$66,893	\$66,893	\$66,893
1	1	1	1	SCALE PERSON	\$46,924	\$46,925	\$46,925
1	1	1	1	HEAVY EQUIPMENT OPERATOR	\$61,443	\$63,294	\$63,294
1	1	1	1	MEO III	\$60,216	\$61,734	\$61,734
<hr/>				TOTAL	<hr/>		
4	4	4	4		\$235,476	\$238,846	\$238,846
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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 2026**

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 2026**

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.

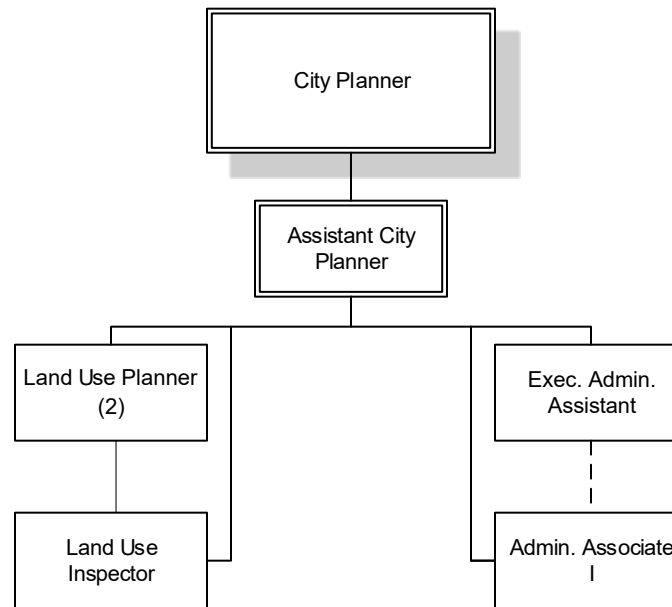
### **Recent Highlights (FY 2024)**

- 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, 6 subdivision or resubdivision applications, 4 Zoning Commission referrals and reviewed 2 communication referrals.
- The Zoning Commission (ZC) considered 10 Special Permit applications, 4 Map/Text change requests and 2 Permit Modification requests.
- The Zoning Board of Appeals (ZBA) heard 20 variance applications as well as 4 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 2 dealers.
- The Inland Wetlands and Watercourse Commission (IWWC) processed 2 permits, received 2 communications and held 1 show cause hearing. The IWWC Agent approved an additional 7 wetlands permits.
- In FY24 staff reviewed 250 building permits for zoning and IWWC compliance, 50 Zoning Permits, 103 Generalized Letters of Compliance and signed 72 applications for various state permits.

## **DEPT. 501 – CITY PLANNING DEPARTMENT (Continued)**

- In FY24 staff investigated all land use complaints, approximately 250 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 102 Notices of Violation were issued with nearly as many Cease and Desist Orders being issued.
- The City Planning Department hosted 1 Development Team meeting, allowing applicants to meet concurrently with other City departments to discuss various development proposals.

# Organization Chart - City Planning



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**CITY PLANNING DEPARTMENT**  
**DEPT.# 5010001**

**PERSONAL SERVICES**

511500	Regular Salaries	\$336,946	\$377,770	\$312,979	\$476,613	\$504,225	\$504,225	\$0
511600	Temporary Employees	\$0	\$4,878	\$0	\$0	\$0	\$0	\$0
511650	Overtime	\$2,279	\$0	\$0	\$5,500	\$5,500	\$5,500	\$0
511800	Vacation and Sick Term Payout	\$0	\$10,065	\$2,883	\$0	\$0	\$0	\$0

**EMPLOYEE BENEFITS**

529001	Car Allowance	\$475	\$792	\$876	\$1,000	\$1,000	\$1,000	\$0
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**PURCHASED PROFESSIONAL SERVICES**

533000	Professional Services	\$993	\$710	\$58	\$1,000	\$1,000	\$1,000	\$0
539003	Training Fees	\$540	\$818	\$1,878	\$4,000	\$4,000	\$4,000	\$0

**PURCHASED PROPERTY SERVICES**

543000	Service/Maintenance Contracts	\$4,195	\$4,211	\$4,097	\$5,800	\$5,800	\$5,800	\$0
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**PURCHASED OTHER SERVICES**

553001	Postage	\$2,698	\$2,261	\$1,639	\$3,000	\$3,000	\$3,000	\$0
559001	Advertising	\$13,352	\$12,584	\$10,565	\$20,000	\$20,000	\$20,000	\$0
559002	Printing Services	\$256	\$144	\$128	\$670	\$670	\$670	\$0

**SUPPLIES**

561200	Office	\$2,245	\$2,389	\$2,046	\$2,500	\$2,500	\$2,500	\$0
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**PROPERTY**

575200	Office Equipment	\$270	\$0	\$2,106	\$1,500	\$1,500	\$1,500	\$0
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**OTHER**

589200	Reimbursements	\$45	\$15	\$0	\$200	\$200	\$200	\$0
589300	Payments to State	\$6,380	\$6,554	\$7,018	\$7,000	\$7,000	\$7,000	\$0

<b>TOTAL</b>		<b>\$370,673</b>	<b>\$423,189</b>	<b>\$346,272</b>	<b>\$528,783</b>	<b>\$556,395</b>	<b>\$556,395</b>	<b>\$0</b>
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Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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### CITY PLANNING DEPARTMENT (Continued)

#### ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$83,851	\$87,161	\$98,594	\$90,829		\$84,882
Pension Cost - Actives	\$6,578	\$5,703	\$6,090	\$5,533		\$5,781
Workers Comp. Costs	\$5,785	\$6,068	\$5,584	\$4,917		\$4,860
Life Insurance Costs	\$2,241	\$2,030	\$2,161	\$2,175		\$1,768
Unemployment Costs	\$1,055	\$1,048	\$1,048	\$779		\$961
Medicare Costs	\$8,041	\$8,185	\$8,644	\$9,019		\$9,453
<b><u>Total Benefits Allocated to Department</u></b>	<b><u>\$107,552</u></b>	<b><u>\$110,194</u></b>	<b><u>\$122,120</u></b>	<b><u>\$113,252</u></b>	<b><u>\$0</u></b>	<b><u>\$107,704</u></b>

<b><u>Total Amount Earmarked for Department</u></b>	<b><u>\$478,225</u></b>	<b><u>\$533,384</u></b>	<b><u>\$468,393</u></b>	<b><u>\$642,035</u></b>	<b><u>\$556,395</u></b>	<b><u>\$664,099</u></b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**CITY PLANNING DEPARTMENT**

1	1	1	1	CITY PLANNER	\$114,400	\$130,000	\$130,000
1	1	1	1	ASSISTANT CITY PLANNER	\$122,300	\$122,300	\$122,300
2	0	2	2	LAND USE PLANNER (FORMERLY LAND USE OFFICER)	\$126,417	\$126,417	\$126,417
1	0	1	1	LAND USE INSPECTOR	\$41,114	\$41,114	\$41,114
0	0	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$0	\$52,471	\$52,471
1	1	1	1	ADMIN. ASSOCIATE III	\$40,459	\$40,459	\$40,459
1	1	1	1	ADMIN. ASSOCIATE I	\$31,923	\$31,923	\$31,923
		(1)	(1)	SAVINGS THROUGH VACANCY/TURNOVER	\$0	(\$40,459)	(\$40,459)
<hr/>					<hr/>		
7	4	7	7	TOTAL	\$476,613	\$504,225	\$504,225
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## 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; 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

- Fill open staff positions critical to department operation.
- Continue to work with IT regarding upgrading and fine-tuning City View.
- 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

- Fill all open positions in the department including Building Official.
- 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 3,971 permits in FY24 resulting in \$3,454,239 of revenue. The estimated cost of construction was a value of \$139,061,000. We also collect certain permit related fees for Zoning/Inland Wetland, Fire Marshal, and Water Pollution Control. We collected \$28,162 for the Fire Marshal's Office, \$35,170 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)

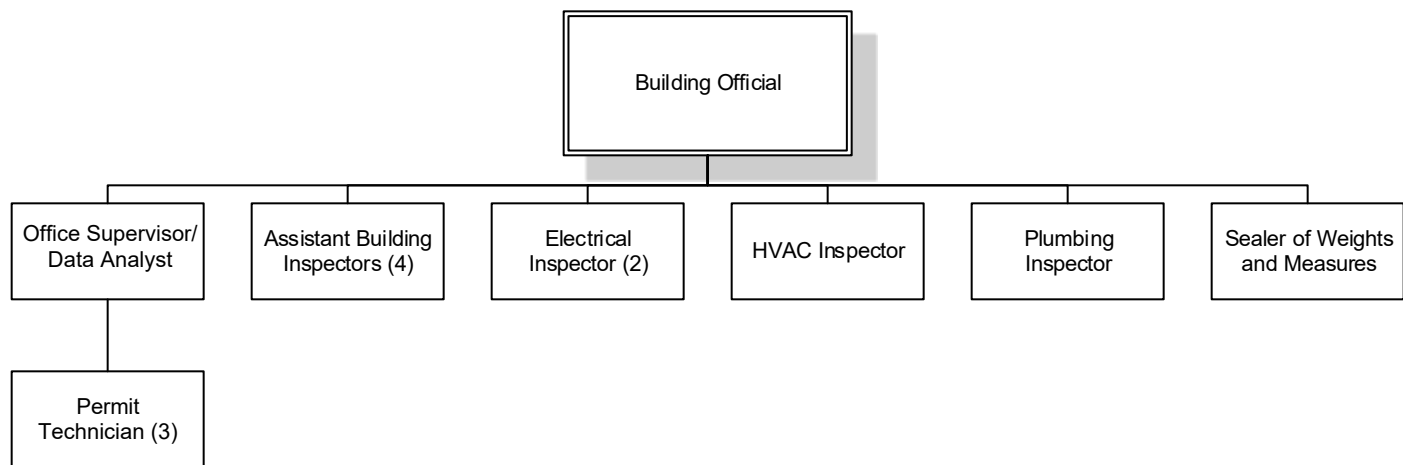
#### New Residential

Vail St (townhouses 4 units)	281 Traverse St (single family)
109 Oak St (duplex 2 units)	Hotchkiss St (single family)
1642 Highland Ave (duplex 2 units)	66 Forest Ridge Rd (single family)
1646 Highland Ave (duplex 2 units)	250 Capitol Ave (single family)
Allen St (single family)	Raymond St (single family)
45 Wilkenda Ave (single family)	17 Norris St (single family)
113 Quentin St (single family)	Stokes Ave (2 single family)
Vista Place (single family)	281 Traverse St (single family)
59 Midland Rd (single family)	Hotchkiss St (single family)

#### Commercial Renovations

1700 Watertown Ave (Easter Seals)	950 Wolcott St (Mamajuana Cafe)
943 Wolcott St (PetSmart)	58 Griggs St (PAL Sullivan Learning)
575 Union St (Ashley Furniture)	2000 North Main St (pharmacy/medical)
36 North Main St (UCONN)	140 Turnpike Dr (2,225 sf addition)
939 Wolcott St (TJ Maxx)	152 Chase Ave (Bath & Body Works)
1262 West Main St (TD Bank)	237 East Aurora St (Zen Leaf Disp.)
152 Chase Ave (Hartford Health- Go Health Urgent Care)	
28 Plank Rd (Hamilton Park-Pool, Pool House, Walkway)	
24 Kenmore Ave (Carrington School-New Playground)	

# Organization Chart - Inspections



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>DEPARTMENT OF INSPECTIONS</b>								
<b>DEPT.# 5040001</b>								
<b><u>PERSONAL SERVICES</u></b>								
511500	Regular Salaries	\$799,128	\$797,428	\$794,660	\$966,889	\$995,815	\$972,851	(\$22,964)
511600	Temporary Employees	\$0	\$0	\$7,141	\$0	\$74,966	\$74,966	\$0
511650	Overtime	\$3,687	\$3,843	\$7,458	\$7,000	\$7,500	\$7,500	\$0
511653	Longevity	\$1,510	\$1,510	\$1,510	\$1,510	\$860	\$860	\$0
511800	Vacation and Sick Term Payout	\$6,314	\$1,142	\$1,081	\$0	\$0	\$0	\$0
<b><u>EMPLOYEE BENEFITS</u></b>								
529001	Car Allowance	\$23,713	\$27,481	\$28,733	\$40,000	\$42,000	\$40,000	(\$2,000)
<b><u>PURCHASED PROFESSIONAL SERVICES</u></b>								
533000	Professional Services	\$0	\$0	\$0	\$1,200	\$1,200	\$1,200	\$0
<b><u>PURCHASED OTHER SERVICES</u></b>								
553001	Postage	\$2,167	\$2,244	\$2,988	\$4,000	\$4,200	\$4,200	\$0
559002	Printing Services	\$172	\$192	\$135	\$400	\$500	\$500	\$0
<b><u>SUPPLIES</u></b>								
561206	Office Supplies	\$3,609	\$1,236	\$4,352	\$6,000	\$6,500	\$6,500	\$0
561503	Gasoline	\$1,142	\$1,799	\$1,552	\$3,500	\$3,500	\$3,500	\$0
569022	Operations	\$20	\$660	\$3,030	\$3,500	\$4,000	\$4,000	\$0
<b><u>PROPERTY</u></b>								
575200	Office Equipment	\$7,582	\$749	\$4,494	\$6,000	\$30,000	\$7,500	(\$22,500)
<b><u>OTHER</u></b>								
589200	Reimbursements	\$2,258	\$2,339	\$2,483	\$3,000	\$3,000	\$3,000	\$0
589900	Dues & Publications	\$334	\$3,218	\$292	\$4,000	\$4,000	\$4,000	\$0
		<b>\$851,636</b>	<b>\$843,841</b>	<b>\$859,908</b>	<b>\$1,046,999</b>	<b>\$1,178,041</b>	<b>\$1,130,577</b>	<b>(\$47,464)</b>
<b><u>ALLOCATION OF BENEFITS</u></b>								
Health Ins. Cost - Actives		\$167,702	\$174,323	\$197,189	\$181,657		\$169,764	
Pension Cost - Actives		\$17,104	\$14,827	\$15,834	\$14,385		\$15,030	
Workers Comp. Costs		\$11,571	\$12,135	\$11,168	\$9,833		\$9,721	
Life Insurance Costs		\$4,482	\$4,060	\$4,322	\$4,351		\$3,535	
Unemployment Costs		\$2,109	\$2,095	\$2,095	\$1,558		\$1,921	
Medicare Costs		\$16,083	\$16,370	\$17,287	\$18,039		\$18,906	
<b>Total Benefits Allocated to Department</b>		<b>\$219,051</b>	<b>\$223,811</b>	<b>\$247,895</b>	<b>\$229,824</b>	<b>\$0</b>	<b>\$218,877</b>	
<b>Total Amount Earmarked for Department</b>		<b>\$1,070,687</b>	<b>\$1,067,652</b>	<b>\$1,107,803</b>	<b>\$1,276,823</b>	<b>\$1,178,041</b>	<b>\$1,349,454</b>	

FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**DEPARTMENT OF INSPECTIONS**

1	0	1	1	BUILDING OFFICIAL	\$113,526	\$113,526	\$113,526
2	2	2	2	ELECTRICAL INSPECTOR	\$161,798	\$161,798	\$161,798
1	1	1	1	HEATING INSPECTOR	\$74,966	\$74,966	\$74,966
1	1	1	1	PLUMBING INSPECTOR	\$75,639	\$75,639	\$75,639
4	4	4	4	ASSISTANT BUILDING INSPECTOR	\$291,110	\$311,144	\$288,180
1	1	1	1	WEIGHTS AND MEASURES INSPECTOR	\$67,431	\$67,431	\$67,431
1	0	0	0	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$61,753	\$0	\$0
0	1	1	1	BUILDING INSPECT OFFICE SUPERVISOR/DATA ANALYST	\$0	\$80,000	\$80,000
3	1	3	3	PERMIT TECHNICIAN	\$120,666	\$111,311	\$111,311
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14	11	14	14	TOTAL	\$966,889	\$995,815	\$972,851
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HUMAN SERVICES

### **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 Outreach, Testing and Referral (OTR); Overdose Data 2 Action (OD2A) and the Warm Hand-off Program opioid overdose and substance use disorder prevention services; STI prevention, harm and risk reduction services to high-risk communities. Administration of the Local Prevention Council for positive youth development and youth-led interventions on risk reduction. Mayor's Opioid Task Force to develop a coordinated strategy for the city to reduce rates of overdose.
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 State of Connecticut Public Health Statutes 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

## DEPT. 601 - DEPARTMENT OF PUBLIC HEALTH

in the community; mitigation of COVID-19, flu, RSV 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 department programming can improve existing operations, validate expenditures and City investments, assist with future grant applications and track performance. This section includes an epidemiologist, data analyst, a communications specialist, and a grants coordinator.

### **Departmental Goals—Fiscal Year 2026**

1. To support community partner efforts and providers focused on maternal and child health through data collection and reporting that informs program development, promotion of best practices among providers and enhanced access to evidence-based services such as doula support, perinatal depression screening, nurse midwifery and home visiting.
2. To extend the use of harm reduction tools, mitigation of opioid use and prevention and treatment of sexually transmitted infections to additional vulnerable communities in the city.
3. To support each Department Section with a robust public health awareness and communications campaign so the public are aware of programming and able to readily avail of resources, and to reciprocally promote programming by partners that complements WHDs efforts.
4. To move the department toward readiness for Public Health Accreditation through the internal assessment of staff training needs, development of organizational management capacity and mentoring skills among senior staff and increased capacity to analyze data generated by state reports, grant and general fund programs to guide strategic planning, monitoring and surveillance.
5. To build capacity within the department to respond to community needs by adopting an electronic medical record system, renovating clinical space and instituting billing capacity so clinical services can be restarted at WHD as a gap-filling function of public health, focused on tuberculosis care, STI screening and referral, and childhood and adult immunizations.
6. To improve the infrastructure and functioning of the department through investment in staff professional development, modernization of operations through adoption of an electronic medical record system for school nursing and a heightened focus on staff emotional wellbeing.
7. To increase the city's resilience to climate change through development of a local heat and air quality response plan focused on schoolchildren, older adults and unhoused residents, cultivation of citizen scientists to collect and analyze local climate data, and facilitation of renter engagement in recycling, urban agriculture and community clean-ups to promote feelings of resident ownership.



8. To institute a proactive approach to housing quality assurance through engagement of landlords and renters in feedback mechanisms, creation of a Rental Licensing, Program and adoption of the enhanced CityView housing module.
9. Enhanced emphasis on providing and supporting services for vulnerable youth through increased case management for elevated blood lead levels (EBLL) higher than 5 mcg/dL, tobacco cessation services, and development of a youth ambassador program for school-based health. Oversight of school based health services and assessment of health education needs around risk navigation.

### **Key Performance Measures**

**WHD will institute the following measures to collect data on the FY 2026 goals:**

1. Development of maternal and child health datasets, analyses of maternal and child health outcomes, and creation of maternal health and pediatric health interest groups to promote uptake of best clinical practices, convene quality assurance projects and encourage data sharing.
2. Prevention and harm reduction data: Number of individuals engaged in services, number of used syringes collected and clean syringes distributed, number of Narcan trainings and number of bystander CPR trainings conducted, number of Narcan kits distributed, number of Fentanyl and Xylazine test strips distributed, number of overdoses and overdose deaths by month, number of knock-and-talk follow up visits conducted, and number individuals connected to treatment.
3. TakeCareWaterbury.com website hits, click-through and visit traffic, FaceBook and Instagram likes and shares, reciprocal sharing of partner posts on social media, visibility of PSAs on purchased media through ad boosts. Number of attendees at promoted events and department programs.
4. Staff training needs assessment conducted and training plans developed by each Section Chief, organizational leadership and mentoring training for Section Chiefs completed, Epidemiology team hired and data analysis platform selected to begin generation of meaningful data for strategic planning and program evaluation so that by year's end, a target date for PHAB Accreditation can be identified.
5. Electronic Medical Record adopted and all relevant staff trained, cessation of paper versions of records by June 2026. Clinic on Jefferson Square second floor licensed and operational by beginning of 2025-2026 school year.
6. Staff training needs assessment results used to create professional development map for each staff member in partnership with their Section Chief by June 2026. Renovation of lactation/meditation room on second floor complete and room in use by staff. School Nurses and Public Health Assistants using EHR successfully by June 2026.

## DEPT. 601 - DEPARTMENT OF PUBLIC HEALTH

7. Local Heat and Air Quality Response Plan developed and rolled out to partners by advisory committee by June 2026. EPA grant deliverables successfully met: residents provided feedback on recycling success, two community clean ups completed, citizens equipped to monitor air quality and particular matter burden from air sensors and share data with neighbors, residents given opportunities for urban agriculture training and engagement.
8. At least two meetings conducted among landlords and two among city renters; Rental Licensing Program rolled out by June 2026; CityView Housing module training completed and system adopted by WHD Sanitarians.
9. 100% of EBL cases of > 5 mcg/dL have a full epidemiological case investigation conducted by WHD staff. Tobacco cessation services to expand among youth through existing clinical networks and health promotion among the Harm Reduction team. Four youth trained as youth ambassadors to promote uptake of the school-based health centers at Crosby High School, Wallace Middle School, Wilby High School and North End Middle School. WHD takes active role to support clinical aspects of special education programming in Waterbury Public Schools (WPS) including one-to-one nursing care and input on Individualized Educational Plans. Assessment of health education in WPS to determine opportunities to enhance student risk navigation training.

### **Recent Highlights in Pursuit of Departmental Goals**

#### **The following are some the past year's activities in service of the FY 2025 Department Goals**

**MCH Data Support** – In December 2023, Director McGuckin participated in Bridge to Success's (BTS) Maternal Health Day of Action and sat on a panel to address concerns about Maternal Morbidity and Mortality. She also attended the premier screening of the "When the Waterbury Breaks" documentary by filmmaker Candice Peterkin, which was selected for the Black Girl Magic Film Festival for 2025. WHD also supported an intern during the summer of 2024 in collaboration with BTS to update the maternal and child health data overview originally created in 2022.

**Opioid and STI Mitigation among New Populations** – 2024 marked the beginning of WHD's entry into the syringe services program (SSP) sphere with the rehab of a decommissioned ambulance donated by St. Mary's Hospital / Trinity Health of New England. Through the Prevention grant with Yale School of Medicine for HIV and Hepatitis C outreach, testing and referral, the SSP van is available to the public twice a week and has seen steady traffic since beginning operations. The city's Opioid Taskforce Coordinator also hosted a series of meetings in the fall of 2023 with substance use treatment providers and legislators to gather feedback to share during the 2024 legislative session on issues with Medicaid reimbursement for medication assisted therapy and rehabilitation. In the Spring of 2024, Yale InMotion Mobile

## DEPT. 601 - DEPARTMENT OF PUBLIC HEALTH

Pharmacy team spent time training with the WHD outreach team to learn about the city's vulnerable populations before bringing its mobile pharmacy and clinic to the city to deliver pharmacy and clinic services. They currently provide services in the city four days a week. This year also saw WHD collaborating more with the Police Community Resource Officers and the Brian Gibbons Homeless Outreach to conduct outreach among unhoused residents in encampments throughout the city and offer harm reduction and comfort supplies. Through the Overdose Data to Action grant with New Haven Health Department, WHD has replicated the harm reduction efforts it initiated in Waterbury in the Meriden and Wolcott communities.

**Communications and Public Awareness** – WHD utilized funds from DPH for prevention of respiratory infection to develop a new microsite called TakeCareWaterbury.com that was launched with a public service announcement featuring WHD staff. WHD continued to reinforce its presence as a trusted source of sound information for residents with regular social media posts and development of the Community Resource Guide, a searchable directory of community resources that are on the city health department's website as well as the new TakeCareWaterbury.com microsite. Successful billboard campaigns over the past year included promotion of the Know Your Status HIV/HCV campaign in July 2023, the Fentanyl Awareness Campaign in August 2023 and the RSV, Flu and COVID-19 vaccine campaign in November 2023. Bus ads included Lead Poisoning Prevention ads in September 2023 and Bee Wise, Immunize Childhood Immunization promotion in June 2024.

**Data Management and Epidemiology Capacity Building** – In December 2023, WHD initiated a contract with CureMD, an electronic health record platform to be used among the school nursing, public health nursing immunization and tuberculosis programs. CureMD also has a module for use with case management to be employed among the Prevention Unit. The contract is anticipated to be executed by the end of FY 25.

**Bridging Gaps in Primary Care** – In June 2024, WHD employed the services of the Yale-Griffin Prevention Research Center within the Community Alliance for Research & Engagement at Yale School of Public Health to conduct a Rapid Community Assessment on childhood and seasonal respiratory illness immunizations. This assessment included 96 intercept interviews, 7 key informant interviews with 10 participants, and over 600 responses to a parent/guardian survey. The results of this informed planning for the immunization program and the development of the TakeCareWaterbury.com website. During the summer of 2024, WHD Prevention, Harm and Risk Reduction Section staff were accompanied as they did outreach in the community by the Yale InMotion Mobile Pharmacy team so they could learn more about the City of Waterbury before initiating clinical and pharmacy services in the City that fall.

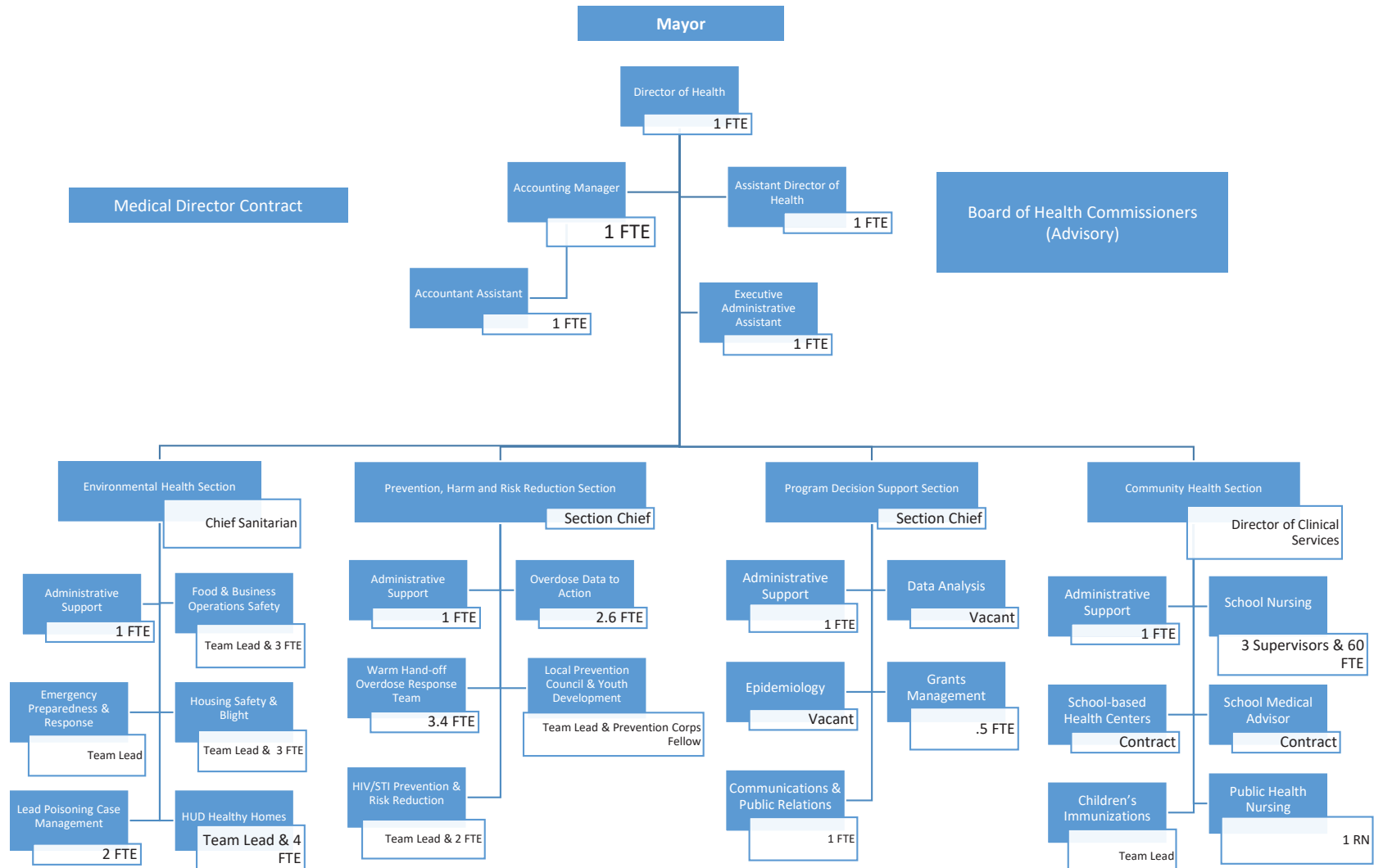
## DEPT. 601 - DEPARTMENT OF PUBLIC HEALTH

**Staff Professional Development and Emotional Support** – Over the past year, the efforts of the Diversity, Equity and Inclusion (DEI) Committee expanded to support the Strategic Planning Committee and to encourage continued professional development among staff. The DEI Committee distributed branded “Care in Your Community” Health Department t-shirts to WHD employees to encourage a sense of belonging among staff. DEI leadership participated in the PRIDE Parade and Festival in June 2024. The team also published a listing of WHD bilingual employees to enhance capacity for interpretation services for clients. They led a PowerPoint presentation to the Board of Health Commissioners on WHD CLAS Standards Rollout and developed an American Sign Language services video about WHD services that was then posted to WHD’s website. With the exodus of the WIC program in October 2023, WHD relocated the lactation room to the second floor at Jefferson Square and has spent time planning how to make the space usable by staff for stress relief.

**Gap-Filling through Clinical Services Expansion** – WHD has been working towards the opening of the immunization clinic on the second floor at Jefferson Square with DPH funds for Immunization. WHD has also worked intensively over the past year to boost enrollment in the school-based health centers through outreach at school events, enlisting the assistance of the Parent Liaisons and the Welcome Center at Jefferson Square, and renovating space at Driggs Elementary to provide a full-service suite of medical, dental and behavioral health services. WHD also hired Dr. Husnain Kermalli as Medical Director to support the expansion of clinical services and help make our efforts to collaborate with primary care providers more credible.

**Public Health Accreditation Planning** – The WHD formalized efforts to prepare for Public Health Accreditation through the creation of the Strategic Planning Committee. This group has worked through the refinement of the department’s mission, vision, goals and values and has collected a myriad of data on health and socio-economic outcomes among residents to ground the department’s planned activities. The Program Decision Support Section spent time developing departmental policies and procedures for routine operations that were not previously codified such as submissions to Corporation Counsel. The School Nursing Division spent the summer months revising the Nursing Procedures Manual and the Orientation process for new nurses.

## Organization Chart - Department of Public Health



Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**DEPARTMENT OF PUBLIC HEALTH**  
**DEPT.# 6010001**

**PERSONAL SERVICES**

511500	Regular Salaries	\$3,166,776	\$3,125,791	\$3,686,864	\$4,436,551	\$4,886,403	\$4,756,085	(\$130,318)
511600	Temporary Salaries	\$751,348	\$1,763,554	\$1,056,029	\$250,000	\$300,000	\$300,000	\$0
511650	Overtime	\$184,443	\$39,818	\$39,792	\$25,000	\$40,000	\$40,000	\$0
511653	Longevity	\$2,505	\$905	\$905	\$905	\$905	\$905	\$0
511800	Vacation and Sick Term Payout	\$61,101	\$0	\$19,232	\$0	\$0	\$0	\$0

**EMPLOYEE BENEFITS**

529002	Uniform Allowance	\$0	\$1,400	\$1,402	\$1,500	\$1,740	\$1,740	\$0
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**PURCHASED PROFESSIONAL SERVICES**

533000	Professional Services	\$397	\$0	\$0	\$0	\$0	\$0	\$0
533031	Legal Services	\$888	\$831	\$358	\$1,500	\$1,500	\$1,500	\$0
539003	Training Materials	\$973	\$165	\$0	\$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	\$1,488	\$1,268	\$2,114	\$2,156	\$2,300	\$2,300	\$0
543034	Office Equip. - Maintenance	\$0	\$2,791	\$2,880	\$3,000	\$3,000	\$3,000	\$0
545004	Sludge Disposal	\$675	\$501	\$512	\$1,725	\$1,725	\$1,725	\$0

**PURCHASED OTHER SERVICES**

553001	Postage	\$4,195	\$4,805	\$7,409	\$5,000	\$7,500	\$7,500	\$0
553002	Telephone	\$3,424	\$4,746	\$3,177	\$7,200	\$7,200	\$7,200	\$0
559002	Printing Services	\$4,465	\$728	\$2,232	\$3,000	\$3,000	\$3,000	\$0

Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## DEPARTMENT OF PUBLIC HEALTH (Continued)

### SUPPLIES

561204	Emergency/Medical Supplies	\$7,712	\$21,046	\$21,677	\$22,000	\$23,500	\$23,500	\$0
561206	Office	\$8,410	\$7,573	\$6,948	\$9,000	\$9,000	\$9,000	\$0
561503	Gasoline	\$298	\$3,157	\$1,227	\$5,000	\$5,000	\$5,000	\$0
569022	Operations	\$2,458	\$3,030	\$2,853	\$3,000	\$3,000	\$3,000	\$0

### OTHER

589201	Mileage Reimbursement	\$16,714	\$15,882	\$19,495	\$16,000	\$20,000	\$20,000	\$0
589700	Licenses & Certificates	\$3,873	\$3,375	\$3,810	\$5,480	\$5,170	\$5,170	\$0
589800	Registration & Course Fees	\$9,782	\$12,782	\$11,736	\$37,111	\$24,741	\$24,741	\$0
589900	Dues & Publications	\$1,565	\$1,809	\$2,416	\$2,594	\$2,794	\$2,794	\$0

<b>TOTAL</b>		<b>\$4,233,490</b>	<b>\$5,015,957</b>	<b>\$4,893,068</b>	<b>\$4,839,022</b>	<b>\$5,349,778</b>	<b>\$5,219,460</b>	<b>(\$130,318)</b>
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### ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$1,006,213	\$1,070,839	\$1,211,302	\$1,115,896		\$1,042,835
Pension Cost - Actives	\$107,886	\$93,522	\$99,878	\$90,735		\$94,807
Workers Comp. Costs	\$69,425	\$74,546	\$68,600	\$60,405		\$59,712
Life Insurance Costs	\$26,893	\$24,939	\$26,548	\$26,725		\$21,716
Unemployment Costs	\$12,655	\$12,872	\$12,872	\$9,573		\$11,802
Medicare Costs	\$96,497	\$100,561	\$106,193	\$110,811		\$116,135
<b>Total Benefits Allocated to Department</b>	<b>\$1,319,570</b>	<b>\$1,377,280</b>	<b>\$1,525,393</b>	<b>\$1,414,146</b>	<b>\$0</b>	<b>\$1,347,009</b>

<b>Total Amount Earmarked for Department</b>	<b>\$5,553,060</b>	<b>\$6,393,237</b>	<b>\$6,418,461</b>	<b>\$6,253,168</b>	<b>\$5,349,778</b>	<b>\$6,566,469</b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**DEPARTMENT OF PUBLIC HEALTH**

<u>ADMINISTRATION</u>							
1	1	1	1	DIRECTOR OF HEALTH	\$155,000	\$150,000	\$150,000
1	1	1	1	ASSISTANT DIRECTOR OF HEALTH	\$97,850	\$100,000	\$100,000
1	1	1	1	PREVENTION AND RISK REDUCTION SECTION CHIEF	\$90,395	\$95,000	\$95,000
1	1	1	1	PROGRAM SUPPORT CHIEF	\$104,882	\$104,882	\$104,882
1	1	1	1	DEPARTMENT ACCOUNTING MANAGER	\$110,396	\$110,396	\$110,396
1	1	1	1	EXECUTIVE ADMINISTRATIVE ASSOCIATE	\$59,696	\$59,696	\$59,696
1	2	2	2	ADMIN. ASSOCIATE II	\$35,108	\$70,216	\$70,216
3	2	2	2	ADMIN. ASSOCIATE I	\$100,246	\$67,668	\$67,668
0	0	1	0	GRANT WRITER	\$0	\$85,000	\$0
<u>ENVIRONMENTAL HEALTH</u>							
1	1	1	1	CHIEF SANITARIAN	\$92,770	\$95,000	\$95,000
1	0	1	1	LEAD SANITARIAN II	\$67,504	\$60,206	\$60,206
3	2	3	3	SANITARIAN II	\$178,469	\$178,469	\$178,469
1	1	1	1	LEAD SANITARIAN I	\$53,071	\$53,071	\$53,071
6	6	7	6	SANITARIAN I	\$302,557	\$347,875	\$302,557
<u>PUBLIC HEALTH NURSING</u>							
1	1	1	1	DIRECTOR OF CLINICAL SERVICES	\$95,000	\$95,000	\$95,000
3	3	3	3	NURSING SUPERVISOR	\$245,965	\$241,165	\$241,165
10	10	10	10	SCHOOL NURSE I	\$366,932	\$424,385	\$424,385
28	20	28	28	SCHOOL NURSE II	\$1,408,454	\$1,588,880	\$1,588,880
4	4	4	4	SCHOOL NURSE III (12 Month position)	\$259,926	\$324,916	\$324,916
1	0	1	1	PUBLIC HEALTH NURSE (12 Month position)	\$53,563	\$72,891	\$72,891
17	13	17	17	PUBLIC HEALTH ASSISTANT (10 Month position)	\$543,767	\$546,687	\$546,687
				SAVINGS THROUGH VACANCY/TURNOVER	\$0	\$0	\$0
				GRANT REIMBURSEMENTS	\$0	\$0	\$0
				ON-CALL PAY	\$15,000	\$15,000	\$15,000
86	71	88	86	TOTAL	\$4,436,551	\$4,886,403	\$4,756,085



## **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 2025-2026**

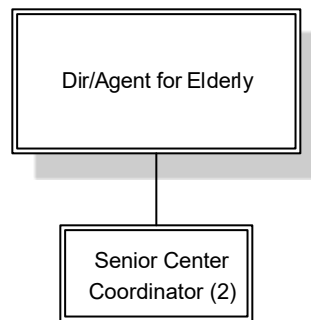
- Continue and expand our senior center programming to increase socialization, learning and volunteer opportunities including our workshops, classes and other education, health, and fitness activities with a cultural competent lens.
- Remain diligent in communication with our members to include a dual language newsletters, email, robo calls, text messaging, Facebook and Instagram to disseminate information as quickly as possible to seniors and the community.
- Explore possibilities to obtain more human capital to assist with the trending growth in membership of the Waterbury Senior Center.
- Strengthen community connections and partnerships to help speed up the process of connecting seniors to benefits and services.

## **DEPT. 603 – Waterbury Senior Center (Continued)**

### **Recent Highlights**

- The Waterbury Senior Center continues to partner with Brass City Harvest for the Local Food Purchase Assistance Grant. 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. 2,712 bags have been distributed to date under this initiative.
- Distributed Farmer's Market Nutrition debit cards with a retail value of \$50 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. 1,091 members of the Waterbury community visited the market to shop for local agricultural products this past season.
- Partnered with local agencies (Oak Street Health, EnergizeCT, AARP, Americorps, Yoga4Change, Silas Bronson Library, Dolce Hair Academy, Thomaston Savings Bank, Bunker Hill Pharmacy, Family Intervention Center, Pilobus, WCAAA, New Opportunities, 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.
- Provided a mobile food pantry distribution in partnership with City Mission to provide 522 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 Waterbury Senior Center Animeals program which supplies pet food to our members so that they can keep their companion, provided food to 72 pets.
- The Waterbury Senior Center's newly incorporated Incontinence Bank assisted 53 households with supplies.
- 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 FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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**WATERBURY SENIOR CENTER**  
**DEPT.# 6030001**

**PERSONAL SERVICES**

511500	Regular Salaries	\$117,380	\$104,444	\$146,197	\$182,171	\$182,172	\$182,172	\$0
511600	Temporary Salaries	\$8,071	\$11,688	\$14,772	\$33,000	\$33,000	\$33,000	\$0
511650	Overtime	\$0	\$458	\$0	\$0	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$0	\$299	\$0	\$0	\$0	\$0	\$0

**PURCHASED PROPERTY SERVICES**

543033	Service/Maintenance Contracts	\$1,364	\$1,797	\$1,831	\$2,060	\$2,300	\$2,300	\$0
544002	Common Area Charges	\$58,692	\$55,254	\$58,229	\$63,000	\$63,000	\$63,000	\$0
545006	Electricity	\$10,921	\$11,194	\$11,037	\$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)	\$1,215	\$0	\$0	\$0	\$0	\$0	\$0
559002	Printing and Binding	\$0	\$0	\$0	\$5,000	\$5,000	\$5,000	\$0

**SUPPLIES**

561206	Office	\$1,218	\$1,149	\$1,886	\$2,000	\$2,000	\$2,000	\$0
561505	Natural Gas	\$2,454	\$2,788	\$2,062	\$3,500	\$3,500	\$3,500	\$0
561507	Janitorial	\$2,972	\$2,175	\$2,113	\$3,500	\$3,500	\$3,500	\$0
564205	Adult Programs	\$8,960	\$10,005	\$15,567	\$18,000	\$18,000	\$18,000	\$0
569010	Recreational	\$2,055	\$2,918	\$3,361	\$3,000	\$3,500	\$3,500	\$0
569022	Operations	\$5,293	\$3,690	\$5,570	\$6,400	\$6,400	\$6,400	\$0

<b>TOTAL</b>		<b>\$221,734</b>	<b>\$208,999</b>	<b>\$263,766</b>	<b>\$338,931</b>	<b>\$339,672</b>	<b>\$339,672</b>	<b>\$0</b>
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**ALLOCATION OF BENEFITS**

Health Ins. Cost - Actives	\$23,957	\$24,903	\$42,255	\$38,927		\$36,378
Pension Cost - Actives	\$1,316	\$1,141	\$1,218	\$1,107		\$1,156
Workers Comp. Costs	\$1,653	\$1,734	\$2,393	\$2,107		\$2,083
Life Insurance Costs	\$640	\$580	\$926	\$932		\$758
Unemployment Costs	\$301	\$299	\$449	\$334		\$412
Medicare Costs	\$2,298	\$2,339	\$3,704	\$3,865		\$4,051
<b>Total Benefits Allocated to Department</b>	<b>\$30,165</b>	<b>\$30,995</b>	<b>\$50,945</b>	<b>\$47,272</b>	<b>\$0</b>	<b>\$44,838</b>

<b>Total Amount Earmarked for Department</b>		<b>\$251,900</b>	<b>\$239,995</b>	<b>\$314,711</b>	<b>\$386,203</b>	<b>\$339,672</b>	<b>\$384,510</b>	
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**WATERBURY SENIOR CENTER**

1	1	1	1	DIRECTOR/ AGENT FOR THE ELDERLY	\$97,850	\$97,850	\$97,850
2	2	2	2	SENIOR CENTER COORDINATOR	\$84,321	\$84,322	\$84,322
3	3	3	3	TOTAL	\$182,171	\$182,172	\$182,172

## **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 2025-26**

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

- Ongoing partnership with Bridge to Success to register elementary school students for library cards.
- Addition of programs at the Bunker Hill Branch Library.
- Increase in visits to the library and attendance at programs.
- Expansion of the mobile library service to 65 home delivery patrons.

#### FY 24 Statistics:

Library Visits: 155,600  
Registered Borrowers: 49,688  
Circulation: 127,566  
Computer/Wi-Fi Sessions: 33,155  
Reference Use: 15,884  
Program Attendance: 8,954

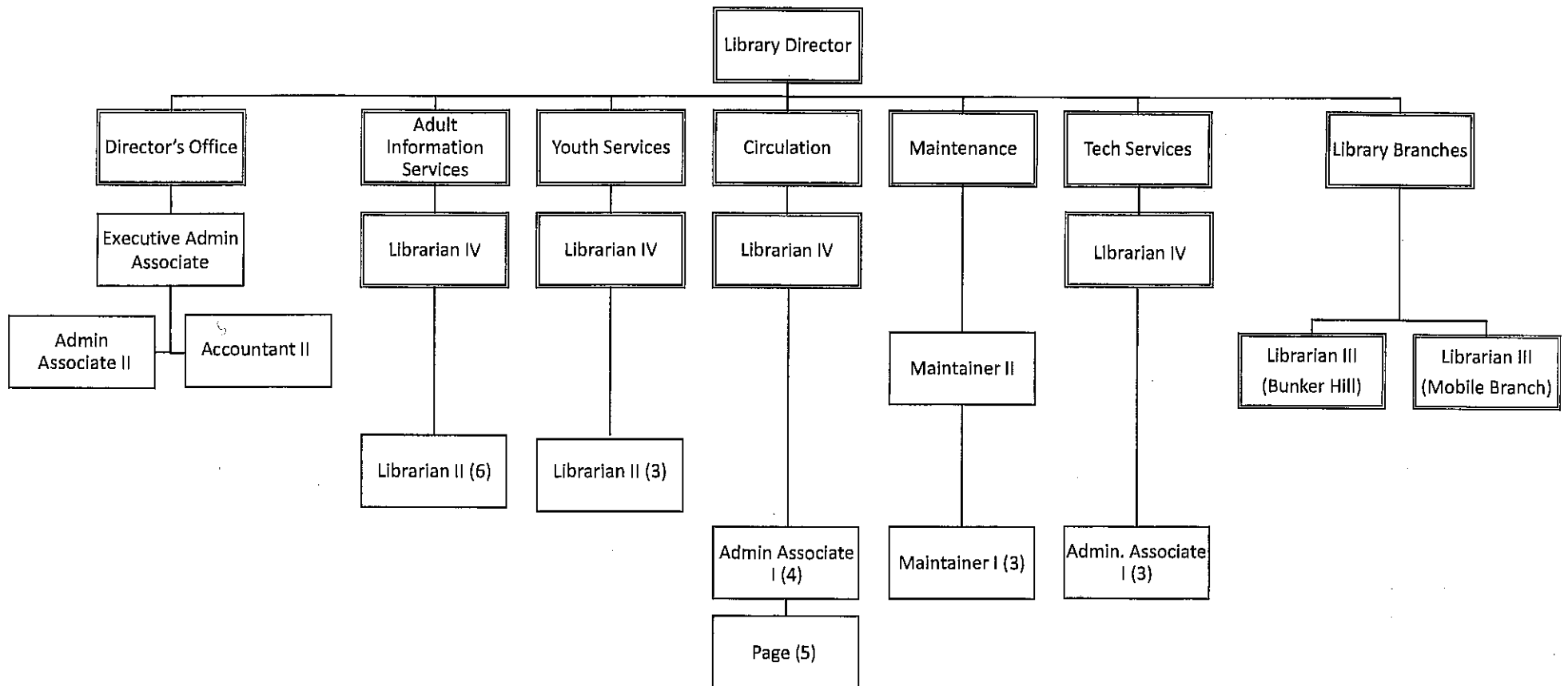
#### FY 23 Statistics:

Library Visits: 131,141  
Registered Borrowers: 47,020  
Circulation: 118,773  
Computer 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

# Organization Chart - Library





Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>SILAS BRONSON LIBRARY</b>								
<b>DEPT.# 7010001</b>								
<b><u>PERSONAL SERVICES</u></b>								
511500	Regular Salaries	\$1,258,228	\$1,323,160	\$1,410,462	\$1,609,181	\$1,687,285	\$1,585,299	(\$101,986)
511650	Overtime	\$6,071	\$6,286	\$10,354	\$5,000	\$10,000	\$10,000	\$0
511652	Part-time Payroll	\$38,047	\$55,903	\$45,235	\$62,007	\$85,000	\$85,000	\$0
511653	Longevity	\$1,560	\$1,705	\$405	\$405	\$405	\$405	\$0
511800	Vacation and Sick Term Payout	\$11,925	\$27,687	\$35,219	\$0	\$0	\$0	\$0
<b><u>EMPLOYEE BENEFITS</u></b>								
529002	Uniform Allowance	\$834	\$837	\$803	\$1,050	\$1,050	\$1,050	\$0
<b><u>PURCHASED PROPERTY SERVICES</u></b>								
543000	Service/Maintenance Contracts	\$64,900	\$66,625	\$78,656	\$77,000	\$84,900	\$84,900	\$0
545001	Sewer	\$3,900	\$4,043	\$4,661	\$4,500	\$4,500	\$4,500	\$0
545006	Electricity	\$80,233	\$66,786	\$67,556	\$82,000	\$82,000	\$82,000	\$0
545013	Security/Safety Services	\$22,348	\$22,350	\$27,813	\$42,000	\$42,000	\$42,000	\$0
<b><u>PURCHASED OTHER SERVICES</u></b>								
553001	Postage	\$981	\$800	\$1,500	\$1,500	\$1,500	\$1,500	\$0
559002	Printing Services	\$0	\$16	\$415	\$500	\$500	\$500	\$0
<b><u>SUPPLIES</u></b>								
561206	Office Supplies	\$9,556	\$6,890	\$7,886	\$11,500	\$11,500	\$11,500	\$0
561503	Gasoline	\$254	\$363	\$447	\$800	\$800	\$800	\$0
561505	Natural Gas	\$15,182	\$16,691	\$13,769	\$20,000	\$20,000	\$20,000	\$0
561507	Janitorial Supplies	\$7,179	\$7,175	\$8,838	\$10,000	\$10,000	\$10,000	\$0
561510	Buildings & Ground Supplies	\$6,410	\$8,078	\$7,923	\$9,000	\$9,000	\$9,000	\$0
569022	Operations	\$20,763	\$21,976	\$16,074	\$22,000	\$22,000	\$22,000	\$0
<b><u>PROPERTY</u></b>								
571010	Operations Equipment	\$187,351	\$194,885	\$193,531	\$210,000	\$230,000	\$220,000	(\$10,000)
589200	Reimbursements	\$25	\$225	\$6,225	\$2,500	\$12,000	\$12,000	\$0
<b>TOTAL</b>		<b>\$1,735,747</b>	<b>\$1,832,481</b>	<b>\$1,937,772</b>	<b>\$2,170,943</b>	<b>\$2,314,440</b>	<b>\$2,202,454</b>	<b>(\$111,986)</b>

Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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### SILAS BRONSON LIBRARY (Continued)

#### ALLOCATION OF BENEFITS

Health Ins. Cost - Actives	\$359,362	\$373,548	\$422,547	\$389,266			\$363,780
Pension Cost - Actives	\$39,471	\$34,216	\$36,541	\$33,196			\$34,686
Workers Comp. Costs	\$24,795	\$26,005	\$23,930	\$21,072			\$20,830
Life Insurance Costs	\$9,605	\$8,700	\$9,261	\$9,323			\$7,575
Unemployment Costs	\$4,520	\$4,490	\$4,490	\$3,340			\$4,117
Medicare Costs	\$34,463	\$35,080	\$37,044	\$38,655			\$40,512
<b><u>Total Benefits Allocated to Department</u></b>	<b><u>\$472,215</u></b>	<b><u>\$482,038</u></b>	<b><u>\$533,814</u></b>	<b><u>\$494,851</u></b>		<b><u>\$0</u></b>	<b><u>\$471,500</u></b>

<b><u>Total Amount Earmarked for Department</u></b>	<b><u>\$2,207,962</u></b>	<b><u>\$2,314,519</u></b>	<b><u>\$2,471,586</u></b>	<b><u>\$2,665,794</u></b>	<b><u>\$2,314,440</u></b>		<b><u>\$2,673,954</u></b>
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FY25 BOA Adopted Budget	Filled at Budget Dev.Time	FY26 Dept. Request	FY26 Mayor's Proposed	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed
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**SILAS BRONSON LIBRARY**

1	1	1	1	LIBRARY DIRECTOR	\$101,342	\$104,382	\$104,382
4	4	4	4	LIBRARIAN IV	\$311,727	\$311,727	\$311,727
2	2	2	2	LIBRARIAN III	\$141,969	\$140,475	\$140,475
9	7	11	9	LIBRARIAN II	\$489,128	\$589,659	\$487,673
1	1	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$52,470	\$52,471	\$52,471
1	1	1	1	ADMIN. ASSOCIATE II	\$35,289	\$35,108	\$35,108
7	7	7	7	ADMIN. ASSOCIATE I	\$228,026	\$228,310	\$228,310
1	1	1	1	MAINTAINER II	\$45,947	\$47,673	\$47,673
3	3	3	3	MAINTAINER I	\$123,199	\$127,503	\$127,503
1	0	0	0	ACCOUNTANT III	\$80,084	\$0	\$0
0	1	1	1	ACCOUNTANT II	\$0	\$49,977	\$49,977
				SAVINGS THROUGH VACANCY/TURNOVER	\$0	\$0	\$0
30	28	32	30	TOTAL	\$1,609,181	\$1,687,285	\$1,585,299

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# OPERATING CHARGES

Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## GENERAL FINANCIAL - OPERATING CHARGES

### EMPLOYEE BENEFITS

520101	Employer F.I.C.A. - General	\$742,433	\$732,551	\$761,704	\$810,000	\$795,000	\$795,000	\$0
520102	Employer F.I.C.A. - Education	\$893,528	\$1,054,606	\$1,142,561	\$1,166,000	\$1,193,000	\$1,193,000	\$0
520103	Employer Medicare - General	\$1,213,713	\$1,287,242	\$1,362,388	\$1,389,000	\$1,476,000	\$1,476,000	\$0
520104	Employer Medicare - Education	\$2,272,566	\$2,361,526	\$2,507,866	\$2,549,000	\$2,717,000	\$2,717,000	\$0
520105	Employer 401a Match - General	\$252,102	\$255,000	\$245,157	\$290,000	\$330,000	\$330,000	\$0
520106	Employer 401a Match - Education	\$60,265	\$70,038	\$78,384	\$84,000	\$89,000	\$89,000	\$0
520107	Employer Drop Plan Contribution	\$0	\$28,052	\$115,934	\$122,000	\$131,000	\$131,000	\$0
522001	Group Life Insurance - General	\$324,800	\$320,929	\$326,161	\$335,000	\$276,000	\$276,000	\$0
522002	Group Life Insurance - Education	\$483,309	\$473,452	\$573,297	\$490,000	\$512,000	\$512,000	\$0
522501	Health Insurance - Actives	\$32,055,022	\$31,013,337	\$34,112,089	\$29,540,773	\$35,750,000	\$25,906,508	(\$9,843,492)
522503	Health Insurance-Retirees	\$41,944,978	\$38,986,663	\$37,887,911	\$39,959,227	\$29,250,000	\$39,093,492	\$9,843,492
523001	Unemployment Benefits - General	\$156,931	\$62,638	\$126,173	\$120,000	\$150,000	\$150,000	\$0
523002	Unemployment Benefits - Education	\$361,277	(\$7,407)	\$168,916	\$300,000	\$270,000	\$270,000	\$0
525000	Heart and Hypertension	\$1,000,000	\$1,000,000	\$1,000,000	\$1,200,000	\$1,200,000	\$700,000	(\$500,000)

### PURCHASED PROFESSIONAL SERVICES

533000	Professional Services	\$198,622	\$260,991	\$248,243	\$250,000	\$250,000	\$250,000	\$0
533100	Financial/Auditing Services	\$98,345	\$109,000	\$110,500	\$120,000	\$119,000	\$119,000	\$0

### PURCHASED OTHER SERVICES

559101	Contribution to General Liability	\$1,000,000	\$1,750,000	\$2,500,000	\$2,700,000	\$3,050,000	\$3,050,000	\$0
559105	Insurance (Property & Auto)	\$900,000	\$1,200,000	\$1,500,000	\$1,800,000	\$1,950,000	\$1,950,000	\$0

### OTHER

589005	Grants to Municipal Groups	\$354,809	\$383,808	\$390,117	\$400,000	\$400,000	\$400,000	\$0
589008	Grants to Holiday Programs	\$54,500	\$54,500	\$55,500	\$55,000	\$55,500	\$55,500	\$0
589012	Grants to Elderly Programs	\$131,725	\$145,338	\$326,217	\$130,000	\$420,000	\$420,000	\$0
589014	Grants to Health Programs	\$16,294	\$16,294	\$17,000	\$17,000	\$17,000	\$17,000	\$0
589016	Grants to Youth & Culture	\$350,000	\$358,500	\$352,000	\$352,000	\$352,000	\$352,000	\$0
589017	Mayor's Council on Culture	\$25,000	\$39,987	\$40,542	\$40,000	\$40,000	\$40,000	\$0
589056	Grant to Waterbury Promise	\$250,000	\$500,000	\$500,000	\$500,000	\$500,000	\$500,000	\$0
589058	Grant to Waterbury Land Bank	\$0	\$250,000	\$250,000	\$300,000	\$400,000	\$300,000	(\$100,000)
589026	Taxes to Other Towns	\$28,239	\$26,823	\$47,314	\$35,000	\$35,000	\$35,000	\$0
589042	Workers Comp. Contribution-Gen Gov.	\$7,000,000	\$7,000,000	\$7,000,000	\$6,500,000	\$6,000,000	\$5,500,000	(\$500,000)

Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## GENERAL FINANCIAL (CONTINUED)

### TRANSFERS

	Contributions to Capital Improvements/							
591003	Reserve/ Equipment Fund	\$2,765,000	\$2,450,000	\$3,375,000	\$1,500,000	\$1,500,000	\$500,000	(\$1,000,000)
591010	Contribution to Debt Service Fund	\$22,000,000	\$21,000,000	\$22,500,000	\$22,500,000	\$22,000,000	\$22,000,000	\$0
591018	Grant to NVRDC- Economic Development	\$250,000	\$250,000	\$250,000	\$100,000	\$100,000	\$25,000	(\$75,000)
591013	Grant to WDC- Economic Development	\$700,000	\$1,100,000	\$1,100,000	\$1,250,000	\$1,600,000	\$1,250,000	(\$350,000)
591014	Contribution to Special Revenue Fund	\$1,725,000	\$2,450,000	\$1,950,000	\$600,000	\$600,000	\$600,000	\$0
	Contribution to Capital Vehicle							
591015	Replacement Fund	\$2,200,000	\$3,300,000	\$2,550,000	\$1,500,000	\$1,500,000	\$1,500,000	\$0
591019	Contribution to Community Development	\$0	\$0	\$0	\$0	\$135,000	\$135,000	\$0
599001	Contingent Appropriation	\$0	\$0	\$0	\$1,500,000	\$2,500,000	\$2,500,000	\$0
599005	Accruals	\$750,000	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL</b>		<b>\$122,558,456</b>	<b>\$120,283,867</b>	<b>\$125,470,974</b>	<b>\$120,504,000</b>	<b>\$117,662,500</b>	<b>\$115,137,500</b>	<b>(\$2,525,000)</b>

### ALLOCATION OF BENEFITS

Health Ins. - Active Costs (on Exhibit B)	(\$32,055,022)	(\$31,013,337)	(\$34,112,089)	(\$29,540,773)		(\$25,906,508)
Health Ins. - Retirees & OPEB Contribution (on Exhibit B)	(\$41,944,978)	(\$38,986,663)	(\$37,887,911)	(\$39,959,227)		(\$39,093,492)
FICA Expenses - Education Allocation	(\$1,000,000)	(\$960,000)	(\$1,015,000)	(\$1,166,000)		(\$1,193,000)
Medicare Expenses - Education Allocation	(\$2,350,000)	(\$2,335,000)	(\$2,475,000)	(\$2,549,000)		(\$2,717,000)
Employer 401a Match - Education	(\$33,000)	(\$63,000)	(\$74,000)	(\$84,000)		(\$89,000)
Life Insurance Costs (on Exhibit B)	(\$857,000)	(\$751,000)	(\$790,000)	(\$825,000)		(\$788,000)
Unemployment Costs (on Exhibit B)	(\$525,000)	(\$525,000)	(\$525,000)	(\$420,000)		(\$420,000)
Medicare - General (on Exhibit B)	(\$1,220,000)	(\$1,250,000)	(\$1,320,000)	(\$1,389,000)		(\$1,476,000)
Heart and Hypertension (on Exhibit C)	(\$1,000,000)	(\$1,000,000)	(\$1,000,000)	(\$1,200,000)		(\$700,000)
Workers Compensation (on Exhibit C)	(\$7,000,000)	(\$7,000,000)	(\$7,000,000)	(\$6,500,000)		(\$5,500,000)
<b>Total Benefits Allocated to other departments</b>	<b>(\$87,985,000)</b>	<b>(\$83,884,000)</b>	<b>(\$86,199,000)</b>	<b>(\$83,633,000)</b>	<b>\$0</b>	<b>(\$77,883,000)</b>
<b>Total Debt &amp; Sundry Expenses not allocated</b>	<b>\$34,573,456</b>	<b>\$36,399,867</b>	<b>\$39,271,974</b>	<b>\$36,871,000</b>	<b>\$117,662,500</b>	<b>\$37,254,500</b>

Account Number	DEPARTMENT	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## RETIREMENT BOARD

DEPT.# 10190001

### EMPLOYEE BENEFITS

521001	G.F. Contribution to Pension Plan	\$22,515,092	\$23,545,674	\$23,100,463	\$24,709,249	\$26,282,479	\$26,282,479	\$0
591010	Contribution to Debt Service Fund	\$26,058,544	\$26,036,220	\$25,185,540	\$24,334,860	\$23,484,180	\$23,484,180	\$0

### PURCHASED PROFESSIONAL SERVICES

533022	Professional - Misc.	\$20,208	\$79,210	\$38,771	\$135,000	\$105,000	\$105,000	\$0
533030	Medical Consultations - Disabilities	\$9,030	\$14,132	\$5,784	\$20,000	\$10,000	\$10,000	\$0

### PURCHASED OTHER SERVICES

553001	Postage	\$480	\$189	\$136	\$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

<b>TOTAL</b>		<b>\$48,603,354</b>	<b>\$49,675,425</b>	<b>\$48,330,694</b>	<b>\$49,201,109</b>	<b>\$49,883,659</b>	<b>\$49,883,659</b>	<b>\$0</b>
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### ALLOCATION OF HEALTH BENEFITS

Health Ins. Fund - Retirees - Education	\$24,688,679	\$22,112,028	\$21,114,968	\$20,309,608		\$19,231,959
Health Ins. Fund - OPEB Contribution in support of DOE	\$0	\$0	\$0	\$0		\$0
Health Ins. Fund - Retirees - General Government	\$17,256,298	\$16,874,635	\$16,772,943	\$19,649,619		\$19,861,533
Health Ins. Fund - OPEB Contribution	\$0	\$0	\$0	\$0		\$0
<b>Benefits Allocated on behalf of Retirees</b>	<b>\$41,944,978</b>	<b>\$38,986,663</b>	<b>\$37,887,911</b>	<b>\$39,959,227</b>	<b>\$0</b>	<b>\$39,093,492</b>

### ALLOCATION OF PENSION TO EDUCATION & DEPARTMENTS

Pension Cost - Actives (Normal Cost to Departments)	(\$2,870,151)	(\$2,809,051)	(\$2,882,086)	(\$2,513,127)		(\$2,573,442)
Pension Cost - Actives (Unfunded Liability Allocated to Educ.)	(\$13,253,163)	(\$13,478,039)	(\$12,951,603)	(\$13,308,047)		(\$13,276,683)
Health Ins. Fund - Retirees - Allocation to DOE	(\$24,688,679)	(\$22,112,028)	(\$21,114,968)	(\$20,309,608)		(\$19,231,959)
Health Ins. Fund - OPEB Contribution in support of DOE	\$0	\$0	\$0	\$0		\$0
<b>Total Allocation of Pension &amp; Benefits</b>	<b>(\$40,811,994)</b>	<b>(\$38,399,118)</b>	<b>(\$36,948,656)</b>	<b>(\$36,130,782)</b>	<b>\$0</b>	<b>(\$35,082,085)</b>

### Total Amount Earmarked on behalf of Retirees

(Net of Education)	<b>\$49,736,338</b>	<b>\$50,262,970</b>	<b>\$49,269,948</b>	<b>\$53,029,554</b>	<b>\$49,883,659</b>	<b>\$53,895,067</b>
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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



# 2025 - 2026

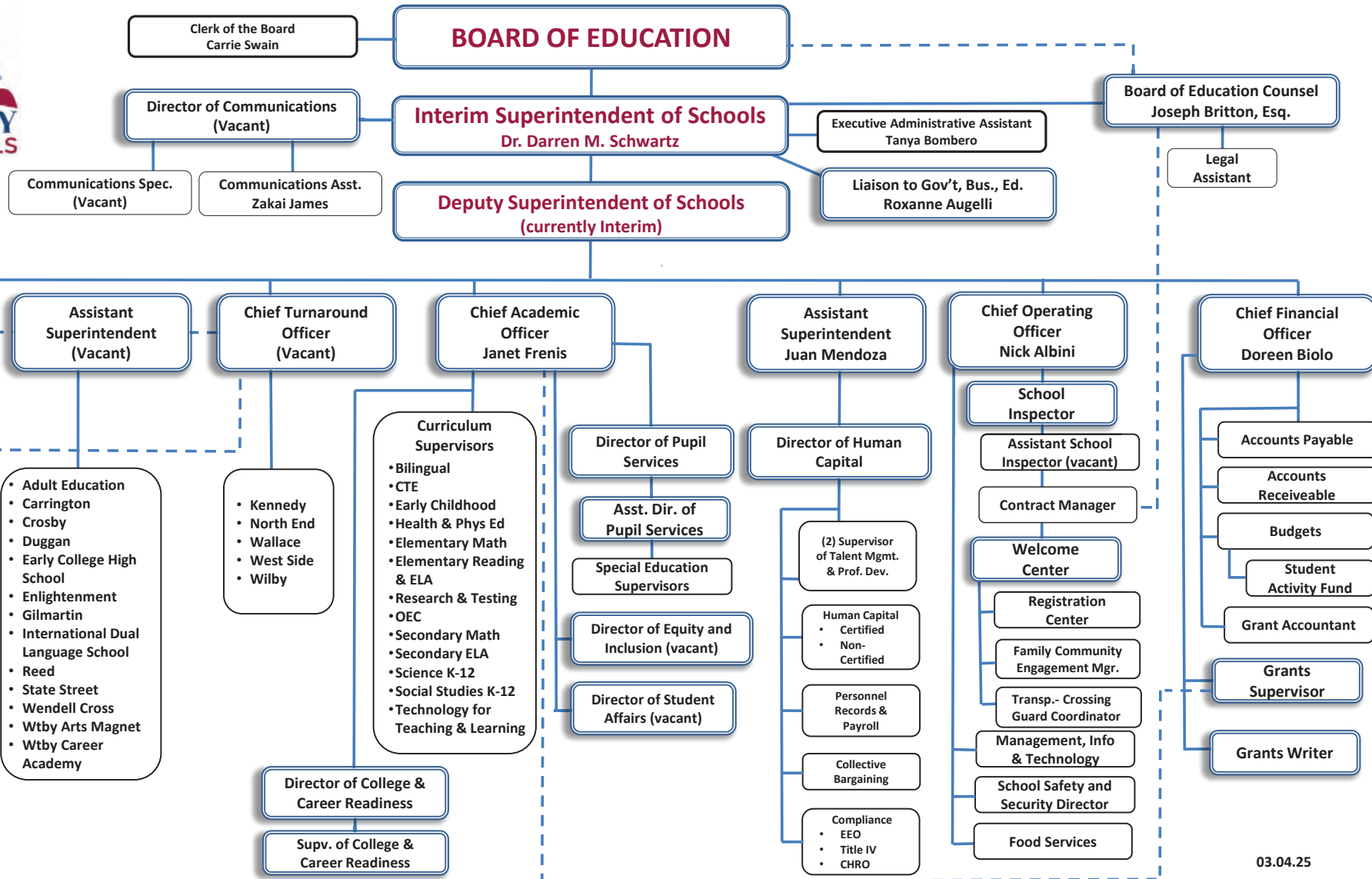
## BUDGET PRIORITIES

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### 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





03.04.25

Account Number	DEPARTMENT OF EDUCATION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>PERSONAL SERVICES</b>								
511101	Administrators	\$8,962,712	\$9,507,526	\$9,567,737	\$11,652,029	\$11,108,593		
511102	Teachers	\$53,880,059	\$46,431,254	\$43,888,558	\$41,409,063	\$49,491,378		
511104	Superintendent	\$253,770	\$443,103	\$454,426	\$454,426	\$454,426		
511106	Early Incentive-Certified	\$1,098,612	\$1,109,703	\$1,231,933	\$796,084	\$526,072		
511107	Certified Coaches	\$726,176	\$747,857	\$803,919	\$770,000	\$770,000		
511108	School Psychologists	\$1,203,495	\$551,247	\$568,296	\$1,203,749	\$1,358,071		
511109	School Social Workers	\$1,711,747	\$1,796,650	\$2,025,882	\$2,311,147	\$2,395,593		
511110	Speech Pathologists	\$2,631,066	\$2,629,704	\$2,886,230	\$2,462,183	\$2,595,542		
511111	Assistant Superintendent of Human Capital	\$163,154	\$165,000	\$173,250	\$173,250	\$173,250		
511113	Extra Comp. Stipend	\$101,537	\$109,482	\$110,267	\$105,000	\$159,000		
511201	Non-Certified Salaries	\$2,091,045	\$2,326,606	\$2,621,521	\$2,918,541	\$3,039,351		
511202	Clerical Wages	\$1,051,870	\$1,025,092	\$1,051,380	\$1,286,958	\$1,272,216		
511204	Crossing Guards	\$382,933	\$399,280	\$432,417	\$391,528	\$392,459		
511206	Educational Steps	\$228,442	\$269,657	\$268,789	\$450,000	\$545,000		
511212	Substitute Teachers	\$318,370	\$536,088	\$568,567	\$350,000	\$520,000		
511215	Cafeteria Aides	(\$1,122)	\$4,861	(\$5,562)	\$0	\$0		
511217	Library Aides	\$84,815	\$99,036	\$138,345	\$207,477	\$179,052		
511219	School Clerical	\$1,880,074	\$2,091,458	\$2,046,049	\$2,338,476	\$2,419,497		
511220	Fiscal Administration	\$531,288	\$548,769	\$470,842	\$796,194	\$811,101		
511222	Transportation Coordinator	\$112,096	\$181,941	\$204,822	\$210,967	\$217,296		
511223	Office Aides	\$142,926	\$158,389	\$170,615	\$180,000	\$180,000		
511225	School Maintenance Non-Cert.	\$1,622,584	\$1,846,131	\$2,341,965	\$2,563,557	\$3,203,271		
511226	Custodians Non-Cert.	\$4,510,145	\$4,631,192	\$5,057,786	\$6,110,510	\$6,564,627		
511227	Overtime-Outside Activities	\$135,432	\$243,331	\$318,530	\$245,000	\$300,000		
511228	Paraprofessionals	\$8,984,500	\$9,466,814	\$9,956,910	\$9,570,536	\$11,483,834		
511229	Bus Duty Payments	\$494,735	\$246,630	\$271,571	\$265,000	\$265,000		
511230	Other	\$707	\$0	\$0	\$0	\$0		
511232	Attendance Counselors	\$117,405	\$122,720	\$121,490	\$129,458	\$131,096		
511233	ABA Behavioral Therapist	\$1,195,278	\$1,097,106	\$976,117	\$1,426,252	\$1,436,072		
511234	Interpreters	\$142,831	\$143,874	\$143,320	\$201,986	\$205,098		
511236	Snow Removal	\$73,151	\$26,707	\$46,188	\$0	\$0		
511238	St. Peter & Paul	\$14,927	\$9,615	\$1,602	\$0	\$0		
511650	Non-Certified Overtime	\$805,517	\$1,059,509	\$1,240,940	\$640,000	\$775,000		
511653	Non-Certified Longevity	\$10,610	\$9,418	\$7,135	\$5,620	\$5,620		
511700	Extra Police Protection	\$735,920	\$822,344	\$865,220	\$943,423	\$1,011,747		
511800	Vacation and Sick Term Payout	\$209,346	\$206,866	\$167,700	\$120,055	\$548,442		
	Attrition/Projected Resignations-Certified					(\$2,500,000)		
	Projected Resignations - Non-certified					(\$2,300,000)		
	Alliance Grant Payroll					\$60,472,884		
	<b>Total Payroll Costs</b>	<b>\$96,608,154</b>	<b>\$91,064,960</b>	<b>\$91,194,756</b>	<b>\$92,688,469</b>	<b>\$160,210,588</b>		

Account Number	DEPARTMENT OF EDUCATION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b><u>EMPLOYEE BENEFITS</u></b>								
522501	Health Insurance-General	\$8,000,000	\$10,000,000	\$9,000,000	\$10,000,000	\$11,000,000		
529001	Car Allowance	\$66,512	\$79,885	\$118,980	\$75,000	\$104,800		
529003	Meal Allowance	\$29,296	\$96,685	\$24,797	\$15,000	\$15,000		
<b><u>PURCHASED PROFESSIONAL SERVICES</u></b>								
533000	Professional Services	\$2,201,111	\$21,820	\$0	\$4,200,000	\$4,200,000		
533009	Evaluation	\$1,649	\$167	\$0	\$2,500	\$0		
533020	Consulting Services	\$255,311	\$244,439	\$515,965	\$406,658	\$269,796		
533100	Auditing	\$52,955	\$47,196	\$58,000	\$62,000	\$64,000		
539005	Sporting Officials	\$4,707	\$7,178	\$13,610	\$25,000	\$25,000		
539008	Messenger Service	\$31,524	\$31,950	\$37,488	\$33,600	\$40,000		
<b><u>PURCHASED PROPERTY SERVICES</u></b>								
543000	General Repairs & Maint.	\$1,534,324	\$1,423,851	\$1,375,889	\$1,288,000	\$1,546,830		
543011	Service Maint. Contracts	\$716,951	\$698,823	\$783,310	\$975,000	\$920,000		
544002	Building Rental	\$570,468	\$560,571	\$573,171	\$587,642	\$605,560		
545002	Water	\$216,673	\$289,429	\$272,580	\$250,000	\$275,000		
545006	Electricity	\$3,157,874	\$2,891,168	\$3,077,831	\$3,000,000	\$3,500,000		
545013	Security/Safety	\$412,135	\$154,189	\$352,389	\$100,000	\$100,000		
<b><u>PURCHASED OTHER SERVICES</u></b>								
551000	Pupil Transportation	\$14,803,665	\$19,061,884	\$20,332,980	\$18,790,000	\$21,295,881		
553001	Postage	\$41,205	\$42,377	\$44,191	\$45,000	\$45,000		
553002	Telephone	\$162,278	\$198,176	\$222,440	\$200,000	\$200,000		
553005	Wide Area Network	\$63,331	\$88,763	\$77,955	\$93,600	\$100,408		
556055	Tuition-Outside Services	\$11,957,011	\$14,576,660	\$17,152,583	\$16,000,000	\$19,600,856		
556056	Purchased Service - Outside	\$3,396,023	\$3,135,262	\$5,532,198	\$3,000,000	\$4,655,000		
557000	Tuition Reimbursement	\$18,398	\$54,484	\$42,916	\$10,000	\$15,000		
558000	Travel Expenses	\$5,877	\$112,617	\$4,700	\$5,000	\$5,000		
559001	Advertising	\$2,982	\$21,269	\$24,230	\$32,500	\$13,000		
559002	Printing and Binding	\$21,362	\$25,776	\$15,424	\$23,000	\$18,000		
559014	Insurance-Athletic	\$20,251	\$20,636	\$19,851	\$21,700	\$22,351		

Account Number	DEPARTMENT OF EDUCATION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b><u>SUPPLIES</u></b>								
561100	Instructional Supplies	\$1,448,503	\$1,278,098	\$1,344,263	\$1,620,000	\$1,595,000		
561200	Office Supplies	\$71,114	\$54,577	\$62,044	\$75,590	\$75,590		
561204	Emergency/Medical Supplies	\$1,875	\$0	\$0	\$2,000	\$0		
561210	Intake Center Supplies	\$16,608	\$3,205	\$3,469	\$3,500	\$3,500		
561211	Recruitment Supplies	\$46,212	\$43,034	\$44,007	\$50,000	\$50,000		
561212	Medicaid Supplies	\$6,081	\$3,974	\$6,384	\$8,000	\$8,000		
561501	Diesel	\$116,103	\$111,311	\$159,690	\$173,736	\$160,284		
561503	Gasoline	\$115,537	\$167,737	\$206,142	\$210,667	\$205,794		
561504	Heating Oil	\$0	\$15,883	\$0	\$0	\$0		
561505	Natural Gas	\$1,895,602	\$2,195,020	\$1,492,747	\$2,000,000	\$1,600,000		
561507	Janitorial Supplies	\$171,480	\$254,701	\$388,025	\$375,000	\$465,000		
561508	Electrical Supplies	\$51,996	\$47,611	\$49,643	\$0	\$0		
561509	Plumbing Supplies	\$94,138	\$131,657	\$99,353	\$0	\$0		
561510	Building & Grounds Supplies	\$231,656	\$308,332	\$219,645	\$370,000	\$370,000		
561511	Propane	\$225,471	\$133,550	\$281,144	\$404,688	\$416,000		
567000	Clothing	\$33,570	\$34,778	\$40,534	\$40,000	\$50,000		
567001	Crossing Guard Uniforms	\$2,000	\$1,236	\$1,990	\$2,000	\$2,000		
569010	Recreational Supplies	\$14,102	\$1,607	\$11,162	\$15,000	\$15,000		
569029	Athletic Supplies	\$135,483	\$139,953	\$137,034	\$130,000	\$135,000		
<b><u>PROPERTY</u></b>								
575008	Furniture-Misc.	\$7,594	\$15,058	\$12,725	\$15,000	\$15,000		
575200	Office Equipment	\$156,173	\$152,987	\$135,457	\$155,000	\$170,000		
575408	Plant Equipment	\$36,508	\$87,815	\$39,960	\$40,000	\$40,000		
<b><u>OTHER</u></b>								
589021	Mattatuck Museum	\$10,035	\$11,124	\$12,660	\$12,000	\$12,000		
589034	BOE Comm. Stipends	\$20,701	\$20,701	\$20,801	\$20,700	\$20,700		
589036	Emergency Fund	\$9,281	\$9,298	\$9,299	\$9,450	\$9,450		
589058	Waterbury Promise	\$0	\$500,000	\$500,000	\$500,000	\$500,000		
589201	Mileage Reimbursements	\$5,983	\$13,440	\$10,194	\$10,000	\$10,000		
589205	Coaches Reimbursements	\$1,922	\$1,352	\$4,098	\$3,000	\$3,000		
589900	Dues & Publications	\$60,825	\$59,934	\$64,707	\$65,000	\$65,000		

Account Number	DEPARTMENT OF EDUCATION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b><u>TRANSFERS</u></b>								
591001	Transfer to Capital Improvement Fund	\$0	\$0	\$0	\$0	\$0		
591002	Transfer to Sinking Fund	\$7,376,495	\$6,981,536	\$1,763,940	\$0	\$0		
591004	Contribution to Athletic Fund	\$135,000	\$120,000	\$127,104	\$135,000	\$145,000		
	New Items- 2 Teachers; English & Spanish Gr 5 (Roberto Clemente)					\$126,000		
Total Other Expense Costs		\$60,241,919	\$66,784,766	\$66,921,698	\$65,686,531	\$74,903,800		
Alliance Grant Year 14						(\$60,472,884)		
Alliance Year 14 (ECS/Alliance Increase for Operating Budget)						(\$10,455,257)		
2025-2026 Budget Mitigation Plan (TBD)						(\$2,186,247)		
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)		
<b><u>General Fund Contribution to DOE</u></b>		<b><u>\$156,850,073</u></b>	<b><u>\$157,849,726</u></b>	<b><u>\$158,116,454</u></b>	<b><u>\$158,375,000</u></b>	<b><u>\$158,375,000</u></b>	<b><u>\$158,375,000</u></b>	<b><u>\$0</u></b>
<b><u>ALLOCATION OF BENEFITS</u></b>								
	Transfer to Health Ins. Fund - Actives	\$19,333,611	\$17,702,559	\$19,055,318	\$15,553,148		\$12,652,799	
	Transfer to Health Ins. Fund - Retirees	\$24,688,679	\$22,112,028	\$21,114,968	\$20,309,608		\$19,231,959	
	Transfer to Pension Trust Fund - Actives	\$1,003,339	\$948,057	\$950,216	\$853,173		\$862,792	
	Transfer to Pension Trust Fund - Retirees	\$13,253,163	\$13,478,039	\$12,951,603	\$13,308,047		\$13,276,683	
	Transfer to Workers Comp. Fund	\$3,446,124	\$3,471,582	\$3,399,084	\$3,048,882		\$2,478,046	
	FICA Expenses	\$1,000,000	\$960,000	\$1,015,000	\$1,166,000		\$1,193,000	
	Medicare Expenses	\$2,350,000	\$2,335,000	\$2,475,000	\$2,549,000		\$2,717,000	
	Employer 401a Match - Education	\$33,000	\$63,000	\$74,000	\$84,000		\$89,000	
	Unemployment Expenses	\$365,000	\$365,000	\$365,000	\$300,000		\$270,000	
	Life Insurance Expenses	\$517,000	\$441,000	\$460,000	\$490,000		\$512,000	
<b><u>Total Benefits Allocated to Department of Education</u></b>		<b><u>\$65,989,916</u></b>	<b><u>\$61,876,266</u></b>	<b><u>\$61,860,188</u></b>	<b><u>\$57,661,859</u></b>	<b><u>\$0</u></b>	<b><u>\$53,283,279</u></b>	
<b><u>Total Amount Earmarked on behalf of Education</u></b>		<b><u>\$222,839,989</u></b>	<b><u>\$219,725,991</u></b>	<b><u>\$219,976,643</u></b>	<b><u>\$216,036,859</u></b>	<b><u>\$158,375,000</u></b>	<b><u>\$211,658,279</u></b>	

\* 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.

<b>FY25 BOA Adopted Budget</b>	<b>Filled at Budget Dev.Time</b>	<b>FY26 Dept. Request</b>	<b>Department</b>	<b>FY25 BOA Adopted Budget Book</b>	<b>FY26 Dept. Request</b>
DEPARTMENT OF EDUCATION					
1	0	1	SUPERINTENDENT OF SCHOOLS	\$254,926	\$254,926
1	1	1	CHIEF OPERATING OFFICER & CHIEF OF STAFF	\$175,000	\$175,000
1	1	1	CHIEF FINANCIAL OFFICER	\$180,791	\$186,214
1	1	1	DEPUTY SUPERINTENDENT	\$199,500	\$199,500
67	63	65	SAW ADMINISTRATORS	\$9,707,594	\$9,333,524
11	11	11	SAW ADMINISTRATORS/SPECIAL ED	\$1,484,435	\$1,450,069
633	415	441	TEACHERS/ REGULAR ED	\$46,924,071	\$33,649,111
204	156	203	TEACHERS/SPECIAL ED	\$15,140,406	\$15,665,350
17	11	17	SCHOOL PSYCHOLOGISTS	\$1,203,749	\$1,358,071
29	26	29	SCHOOL SOCIAL WORKERS	\$2,311,147	\$2,395,593
31	27	31	SPEECH PATHOLOGISTS	\$2,462,183	\$2,595,542
1	1	1	SUPERVISOR/RESEARCH & DEVELOPMENT	\$126,236	\$130,023
1	1	1	DIRECTOR OF PERSONNEL	\$150,000	\$150,000
1	1	1	ASSISTANT SUPERINTENDENT OF HUMAN CAPITAL	\$173,250	\$173,250
1	2	2	SENIOR HR GENERALIST	\$115,731	\$222,246
3	2	2	HUMAN RESOURCE GENERALIST	\$217,270	\$152,091
2	1	2	HUMAN RESOURCE ASSISITANT	\$107,599	\$106,901
1	1	1	GRANT WRITER	\$135,346	\$139,407
3	1	3	ACCOUNTANT I	\$139,091	\$143,261
2	2	2	ACCOUNTANT II	\$99,954	\$101,954
2	2	2	ACCOUNTANT III	\$188,993	\$194,663
1	0	1	SBO ACCOUNTING MANAGER	\$103,807	\$103,807
44	39	45	ADMIN SPECIALIST I	\$1,512,815	\$1,553,989
10	7	10	ADMIN SPECIALIST II	\$393,626	\$398,030
2	2	2	ADMIN SPECIALIST III	\$106,030	\$106,030
1	1	1	PAYROLL CLERK (SIO)	\$46,920	\$47,858
1	1	1	EXECUTIVE ADMINISTRATIVE ASSISTANT CONFIDENTIAL	\$80,000	\$80,000
3	2	2	EXECUTIVE ADMINISTRATIVE SPECIALISTS	\$202,490	\$120,565
0	1	1	CLERK- BOARD OF EDUCATION	\$0	\$82,974
0	1	1	EDUCATION LIAISON (50% EDUCATION; 50% CITY)	\$0	\$50,000
1	1	1	GRANTS SPECIALIST (50% GRANT)	\$23,433	\$23,262
3	3	3	ATTENDANCE COUNSELORS	\$129,458	\$131,096
1	1	1	TRANSPORTATION COORDINATOR	\$122,911	\$126,598
69	54	69	CROSSING GUARDS	\$391,528	\$392,459

<b>FY25 BOA Adopted Budget</b>	<b>Filled at Budget Dev.Time</b>	<b>FY26 Dept. Request</b>	<b>Department</b>	<b>FY25 BOA Adopted Budget Book</b>	<b>FY26 Dept. Request</b>
DEPARTMENT OF EDUCATION					
1	1	1	ATTORNEY BOE	\$130,000	\$130,000
1	1	1	INTAKE CENTER COORDINATOR	\$101,360	\$101,360
1	1	1	STUDENT REGISTRATION SPECIALIST	\$35,799	\$36,515
358	307	358	PARAPROFESSIONALS	\$10,960,536	\$11,483,834
27	14	21	ABA THERAPISTS	\$1,776,252	\$1,436,072
4	3	4	INTERPRETORS	\$201,986	\$205,098
1	1	1	SYSTEMS ADMINISTRATOR	\$180,791	\$186,214
29	28	29	SCHOOL SECRETARY	\$1,096,885	\$1,104,948
1	1	1	DATA MANAGER	\$105,060	\$108,212
1	1	1	NETWORK MANAGER	\$118,751	\$122,314
1	1	1	NETWORK SPECIALIST (50% GRANT)	\$15,371	\$21,918
1	1	1	AUDIOLOGIST	\$88,011	\$88,011
2	1	1	SECRETARY II	\$67,111	\$33,157
1	1	1	OFFICE MANAGER	\$37,219	\$40,178
1	0	1	SECRETARY III (50% GF/ 50% GRANT)	\$14,560	\$14,560
1	1	1	SCHOOL INSPECTOR	\$180,791	\$186,214
1	0	1	ASSISTANT SCHOOL INSPECTOR	\$108,412	\$108,412
2	2	2	CUSTODIAN SUPERVISOR	\$122,054	\$124,496
8	7	8	CARPENTER	\$443,373	\$456,539
1	1	1	CARPENTER FOREMAN	\$56,763	\$60,840
1	1	1	ELECTRICAL FOREMAN	\$71,032	\$72,987
5	5	5	ELECTRICIAN	\$300,393	\$308,942
1	0	0	GLAZIER	\$56,763	\$0
2	1	2	HVAC TECHNICIAN	\$113,630	\$121,763
1	0	1	HVAC FOREMAN	\$64,459	\$66,414
3	4	5	GENERAL UTILITY MECHANIC	\$159,141	\$272,688
1	1	1	MASON FOREMAN	\$62,670	\$65,333
3	2	3	MASON	\$159,141	\$162,885
5	5	5	MEO	\$201,968	\$209,664
1	1	1	PAINTER FOREMAN	\$57,886	\$59,634
6	5	6	PAINTER II	\$311,043	\$321,755
5	2	4	PLUMBER	\$298,126	\$248,310
0	0	1	PLUMBER FOREMAN	\$0	\$58,469
38	37	38	MAINTAINER II	\$1,707,680	\$1,774,323

<b>FY25 BOA</b>	<b>Filled</b>	<b>FY26</b>		<b>FY25 BOA</b>	<b>FY26</b>
<b>Adopted</b>	<b>at Budget</b>	<b>Dept.</b>	<b>Department</b>	<b>Adopted</b>	<b>Dept.</b>
<b>Budget</b>	<b>Dev.Time</b>	<b>Request</b>		<b>Budget Book</b>	<b>Request</b>

DEPARTMENT OF EDUCATION

120	109	119	MAINTAINER I	\$4,602,687	\$4,730,544
1	0	1	STOREKEEPER	\$56,204	\$45,448
1	1	1	SCHOOL GROUNDS FOREPERSON- UNLICENSED	\$65,042	\$77,375
6	0	6	SEASONAL WORKERS	\$60,144	\$59,760
1	1	1	FAMILY COMMUNITY ENGAGEMENT MANAGER (50% GF)	\$30,000	\$40,000
1	1	1	CONTRACT MANAGER	\$88,056	\$90,697
1	0	1	LEGAL ASSISTANT	\$45,000	\$45,000
1	1	1	SUPERVISOR OF PUPIL SERVICES	\$175,000	\$175,000
1	1	1	PAYROLL CLERK II BOE	\$58,204	\$59,962
1	1	1	ASSISTANT TRANSPORTATION COORDINATOR	\$88,056	\$90,697
2	1	1	ASSISTANT DIRECTOR SPECIAL EDUCATION	\$285,000	\$150,000
1	0	1	AUDIOMETRIST	\$55,000	\$55,000
1,801	1,392	1,600	TOTAL	\$109,623,700	\$97,404,906

11	11	11	POLICE RESOURCE OFFICER*	\$693,423	\$711,747
			*(paid thru Police Dept payroll credited to Police at the end of the year)		
			OFFICE AIDES	\$180,000	\$180,000
			EDUCATIONAL	\$450,000	\$545,000



# Waterbury Board of Education

THE CITY OF WATERBURY 236 Grand Street | Waterbury, CT 06702



203-574-8009

Juanita P. Hernandez  
President

February 21, 2025  
Via Email

Mrs. Doreen Biolo  
Chief Academic Officer  
236 Grand Street  
Waterbury, CT 06702

Dear Ms. Biolo:

At its regular meeting of February 20, 2025, the Board of Education voted to approve to authorize the Superintendent of Schools to transmit the 2025-2026 Department of Education's budget request in the amount of \$158,375,000.00, to the Mayor.

Respectfully,

Carrie A. Swain, Clerk  
*Waterbury Board of Education*

CITY OF WATERBURY					
BOARD OF EDUCATION					
2025-2026 PROPOSED BUDGET					
		<b>Expenditures</b>	<b>Approved Budget</b>	<b>Proposed Budget</b>	
		<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>Inc/Dec</b>
	Salaries	\$91,194,757	\$153,117,858	\$160,210,589	\$7,092,731
	Health Benefits Expense	\$9,143,776	\$10,090,000	\$11,119,800	\$1,029,800
	Instructional Expense	\$2,407,553	\$2,616,090	\$2,769,090	\$153,000
	Purchased Services Expense	\$44,094,532	\$43,775,558	\$50,569,292	\$6,793,734
	Property Expense	\$8,763,034	\$9,199,732	\$9,554,468	\$354,735
	Miscellaneous Expense	\$2,512,803	\$755,150	\$765,150	\$10,000
	New Items	\$0	\$130,000	\$126,000	(\$4,000)
	<b>Gross Budget Proposal</b>	<b>\$158,116,454</b>	<b>\$219,684,388</b>	<b>\$235,114,387</b>	<b>\$15,430,000</b>

<i>Alliance Year 13 (Operating Budget)</i>				
<i>Alliance Year 14 (Operating Budget)</i>				
<i>Alliance Year 14 (Portion of ECS / Alliance Increase for Operating Budget)</i>				
General Fund 2016-2017 Surplus		(\$57,684,387)		\$57,684,387
General Fund 2015-2016 Surplus			(\$60,472,884)	(\$60,472,884)
General Fund 2014-2015 Surplus			(\$10,455,257)	(\$10,455,257)
City Non Lapsing Account		(\$450,000)	(\$450,000)	\$0
Contingency Surplus		(\$1,000,000)	(\$1,000,000)	\$0
		(\$1,000,000)	(\$1,000,000)	\$0
		(\$500,000)	(\$500,000)	\$0
		(\$675,000)	(\$675,000)	\$0
<b>Total Budget Proposal</b>	<b>\$158,116,454</b>	<b>\$158,375,000</b>	<b>\$160,561,246</b>	<b>\$2,186,247</b>

CITY OF WATERBURY  
BOARD OF EDUCATION  
2025-2026 PROPOSED BUDGET

	New Items	Proposed Budget 2025-2026
511	Roberto Clemente (2 ) Teachers; English & Spanish) Grade 5	\$126,000
	<b>Total New Items</b>	<b>\$126,000</b>

**CITY OF WATERBURY  
BOARD OF EDUCATION  
2025-2026 PROPOSED BUDGET**

		Expenditures	Approved Budget	Proposed Budget	
	Salaries	2023-2024	2024-2025	2025-2026	Inc/Dec
511	Instructional Regular Payroll	\$42,965,970	\$104,348,699	\$108,537,157	\$4,188,458
511	Special Education Payroll	\$31,400,069	\$35,556,048	\$37,344,956	\$1,788,908
511	Administration Payroll	\$1,456,916	\$1,450,168	\$1,565,743	\$115,575
511	Fiscal Administration Payroll	\$470,842	\$796,194	\$811,101	\$14,906
511	Operation and Maintenance Payroll	\$7,399,751	\$9,432,630	\$9,767,898	\$335,268
511	Human Resources Payroll	\$562,180	\$843,950	\$854,846	\$10,897
511	Student Transportation Payroll	\$908,810	\$858,410	\$874,754	\$16,344
511	Adult Education Payroll	\$1,220,139	\$1,350,000	\$1,350,000	\$0
511	Operation and Maintenance Overtime	\$1,023,972	\$600,000	\$700,000	\$100,000
511	Outside Activities Overtime	\$318,530	\$245,000	\$300,000	\$55,000
511	Administration Overtime	\$263,155.09	\$40,000	\$75,000	\$35,000
511	Athletic & Extra Compensatory	\$914,186	\$875,000	\$929,000	\$54,000
511	Extra Police Protection	\$314,902	\$250,000	\$300,000	\$50,000
511	Substitute Teacher Payroll	\$568,567	\$350,000	\$520,000	\$170,000
511	Education Longevity	\$7,135	\$5,620	\$5,620	\$0
511	Projected Resignations/Attrition Certified	\$0	(\$2,700,000)	(\$2,500,000)	\$200,000
511	Projected Resignations/Attrition Non-Certified	\$0	(\$2,500,000)	(\$2,300,000)	\$200,000
511	Certified Early Incentive & Vacation Sick Time Buyout	\$1,399,633	\$1,316,139	\$1,074,514	(\$241,625)
	<b>Total Salaries</b>	<b>\$91,194,757</b>	<b>\$153,117,858</b>	<b>\$160,210,589</b>	<b>\$7,092,731</b>

CITY OF WATERBURY  
BOARD OF EDUCATION  
2025-2026 PROPOSED BUDGET

		Expenditures	Approved Budget	Proposed Budget	
	Benefit Expense	2023-2024	2024-2025	2025-2026	Difference
522	Health Benefit Fund	\$9,000,000	\$10,000,000	\$11,000,000	\$1,000,000
529	Car & Meal Allowance	\$143,776	\$90,000	\$119,800	\$29,800
	<b>Total Benefits</b>	<b>\$9,143,776</b>	<b>\$10,090,000</b>	<b>\$11,119,800</b>	<b>\$1,029,800</b>

**CITY OF WATERBURY  
BOARD OF EDUCATION  
2025-2026 PROPOSED BUDGET**

		<b>Expenditures</b>	<b>Approved Budget</b>	<b>Proposed Budget</b>	
	<b>Instructional Expense</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>Difference</b>
561	Instructional Supplies	\$1,344,263	\$1,620,000	\$1,595,000	(\$25,000)
561	Office Supplies	\$62,044	\$75,590	\$75,590	\$0
561	Emergency/Medical Supplies	\$0	\$2,000	\$0	(\$2,000)
561	Intake Center Supplies	\$3,469	\$3,500	\$3,500	\$0
561	Recruitment Supplies	\$44,007	\$50,000	\$50,000	\$0
561	Medicaid Supplies	\$6,384	\$8,000	\$8,000	\$0
561	Janitorial Supplies	\$388,025	\$300,000	\$465,000	\$165,000
561	Buildings & Grounds Supplies	\$368,642	\$370,000	\$370,000	\$0
567	Clothing	\$40,534	\$40,000	\$50,000	\$10,000
567	Crossing Guard Uniforms	\$1,990	\$2,000	\$2,000	\$0
569	Recreational Supplies	\$11,162	\$15,000	\$15,000	\$0
569	Athletic Supplies	\$137,034	\$130,000	\$135,000	\$5,000
	<b>Total Instructional Expense</b>	<b>\$2,407,553</b>	<b>\$2,616,090</b>	<b>\$2,769,090</b>	<b>\$153,000</b>

**CITY OF WATERBURY  
BOARD OF EDUCATION  
2025-2026 PROPOSED BUDGET**

		<b>Expenditures</b>	<b>Approved Budget</b>	<b>Proposed Budget</b>	
	<b>Purchased Services Expense</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>Difference</b>
533	Professional Services	\$0	\$4,200,000	\$4,200,000	\$0
533	Evaluation and Testing	\$0	\$2,500	\$0	(\$2,500)
533	Consulting	\$515,965	\$406,658	\$269,796	(\$136,862)
533	Auditing	\$58,000	\$62,000	\$64,000	\$2,000
539	Sport Officials	\$13,610	\$25,000	\$25,000	\$0
539	Report Cards	\$0	\$0	\$0	\$0
539	Messenger Service	\$37,488	\$33,600	\$40,000	\$6,400
551	Pupil Transportation	\$20,332,980	\$18,790,000	\$21,295,881	\$2,505,881
553	Postage	\$44,191	\$45,000	\$45,000	\$0
553	Telephone	\$222,440	\$200,000	\$200,000	\$0
553	Wide-area Network	\$77,955	\$93,600	\$100,408	\$6,808
556	Out of District Tuition	\$17,152,583	\$16,000,000	\$19,600,856	\$3,600,856
556	Purchased Services - Outside Special Ed	\$5,532,198	\$3,825,000	\$4,655,000	\$830,000
557	Tuition Reimbursement	\$42,916	\$10,000	\$15,000	\$5,000
558	Travel Expenses	\$4,700	\$5,000	\$5,000	\$0
559	Advertising	\$24,230	\$32,500	\$13,000	(\$19,500)
559	Printing & Binding	\$15,424	\$23,000	\$18,000	(\$5,000)
559	Insurance - Athletics	\$19,851	\$21,700	\$22,351	\$651
	<b>Total Purchased Services Expense</b>	<b>\$44,094,532</b>	<b>\$43,775,558</b>	<b>\$50,569,292</b>	<b>\$6,793,734</b>

**CITY OF WATERBURY  
BOARD OF EDUCATION  
2025-2026 PROPOSED BUDGET**

		<b>Expenditures</b>	<b>Approved Budget</b>	<b>Proposed Budget</b>	
	<b>Property Expense</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>Difference</b>
543	General Repairs & Maintenance	\$1,375,889	\$1,288,000	\$1,546,830	\$258,830
543	Maintenance - Service Contracts	\$783,310	\$975,000	\$920,000	(\$55,000)
544	Building Rental	\$573,171	\$587,642	\$605,560	\$17,918
545	Water	\$272,580	\$250,000	\$275,000	\$25,000
545	Electricity	\$3,077,831	\$3,000,000	\$3,500,000	\$500,000
545	Security & Safety	\$352,389	\$100,000	\$100,000	\$0
561	Diesel/Propane/heating oil	\$440,834	\$578,424	\$576,284	(\$2,140)
561	Gasoline	\$206,142	\$210,667	\$205,794	(\$4,873)
561	Natural Gas	\$1,492,747	\$2,000,000	\$1,600,000	(\$400,000)
575	Furniture	\$12,725	\$15,000	\$15,000	\$0
575	Office Equipment	\$135,457	\$155,000	\$170,000	\$15,000
575	Plant Equipment	\$39,960	\$40,000	\$40,000	\$0
	<b>Total Property Expense</b>	<b>\$8,763,034</b>	<b>\$9,199,732</b>	<b>\$9,554,468</b>	<b>\$354,736</b>



**CITY OF WATERBURY  
BOARD OF EDUCATION  
2025-2026 PROPOSED BUDGET**

		<b>Expenditures</b>	<b>Approved Budget</b>	<b>Proposed Budget</b>	
	<b>Miscellaneous Expense</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>Difference</b>
589	Mattatuck Museum	\$12,660	\$12,000	\$12,000	\$0
589	Board of Ed Commissioners	\$20,801	\$20,700	\$20,700	\$0
589	Emergency Fund	\$9,299	\$9,450	\$9,450	\$0
589	Waterbury Promise	\$500,000	\$500,000	\$500,000	\$0
589	Mileage	\$10,194	\$10,000	\$10,000	\$0
589	Coaches Reimbursements	\$4,098	\$3,000	\$3,000	\$0
589	Dues & Publications	\$64,707	\$65,000	\$65,000	\$0
591	Athletic Revolving Fund	\$127,104	\$135,000	\$145,000	\$10,000
591	Sinking Fund	\$1,763,940	\$0	\$0	\$0
	<b>Total Miscellaneous Expense</b>	<b>\$2,512,803</b>	<b>\$755,150</b>	<b>\$765,150</b>	<b>\$10,000</b>

## GRANT LIST 2024-2025

Grant Name	Fiscal Year 25 Budget	Award Start	Award End
<b>FEDERAL GRANTS</b>			
21 Cent CL Center Duggan	\$ 64,400.00	7/1/2024	6/30/2025
21 Cent CL Center Generali	\$ 78,177.00	7/1/2024	6/30/2025
21 Cent CL Center WAMS	\$ 64,400.00	7/1/2024	6/30/2025
21st Cent Acad Acad/WMS 23-24	\$ 13,901.48	7/1/2023	9/30/2024
21st Cent Acad Acad/WMS 24-25	\$ 150,000.00	7/1/2024	9/30/2025
21st Cent Bucks Hill 24-25	\$ 75,000.00	7/1/2024	9/30/2025
21st Cent Bunker Hill 24-25	\$ 82,500.00	7/1/2024	9/30/2025
21st Cent Chase 24-25	\$ 75,000.00	7/1/2024	9/30/2025
21st Cent Driggs 24-25	\$ 75,000.00	7/1/2024	9/30/2025
21st Cent Walsh 24-25	\$ 75,000.00	7/1/2024	9/30/2025
21st Cent West Side 23-24	\$ 7,563.84	7/1/2023	9/30/2024
21st Cent West Side 24-25	\$ 90,000.00	7/1/2024	9/30/2025
Adult Ed PEP Comp 24-25	\$ 25,000.00	7/1/2024	6/30/2025
ARP ESS Dual Credit Expan -23	\$ 516.13	7/1/2023	9/30/2024
ARP ESSER HCY I 22-24	\$ 22,434.17	10/1/2021	9/30/2024
ARP ESSER Homeless Chil&Youth	\$ 38,386.08	4/23/2021	9/30/2024
ARP ESSER III 21-24	\$ 29,127,862.79	7/1/2022	9/30/2024
ARP ESSER SPPT 22-24	\$ 154,256.68	9/1/2022	9/30/2024
ARPA - Expand Supp LEAP 22-24	\$ 226,306.09	7/1/2023	12/30/2024
ARPA - Expand Supp LEAP 25-26	\$ 534,650.00	7/1/2024	1/30/2026
ARPA - Sch Ment Health 23-26	\$ 120,000.00	7/1/2024	1/30/2026
ARPA - Sch Ment Health 24-26	\$ 120,000.00	7/1/2023	6/29/2026

<b>Grant Name</b>	<b>Fiscal Year 25 Budget</b>	<b>Award Start</b>	<b>Award End</b>
ARPA - Sch Ment Health 25-26	\$ 84,000.00	7/1/2024	1/30/2026
ARPA ED Mentorship 24-25	\$ 60,000.00	7/1/2024	6/30/2025
ARPA ED Workforce Dev 24-25	\$ 65,000.00	7/1/2024	6/30/2025
CFCP Funds 24-25- ( Congressionally Funded Community Projects )	\$ 85,000.00	7/1/2024	6/30/2025
CT Stronger Connections 23-26	\$ 673,236.00	7/1/2024	6/30/2025
Extended Support Para-Educator	\$ 5,000.00	7/1/2023	9/30/2024
FAFSA Completion Crosby 23-24	\$ 3,831.80	10/1/2023	8/31/2025
FAFSA Completion Kennedy 23-24	\$ 3,760.50	10/1/2023	8/31/2025
FAFSA Completion Wilby 23-24	\$ 3,698.40	10/1/2023	8/31/2025
FF&V Main Funds 24-25	\$ 841,312.00	7/1/2024	6/30/2025
FF&V Start Up Funds 24-25	\$ 64,688.00	7/1/2024	6/30/2025
IDEA 611 - Non-Public 24-26	\$ 110,429.96	7/1/2024	6/30/2026
IDEA 611 - Public 24-26	\$ 5,858,757.04	7/1/2024	6/30/2026
IDEA 611 Part B 23-25 Non-Public	\$ 107,135.18	7/1/2023	6/30/2025
IDEA 611 Part B 23-25 Public	\$ 1,105,834.78	7/1/2023	6/30/2025
IDEA 619 - Non-Public 23-25	\$ 10,829.65	7/1/2023	6/30/2025
IDEA 619 - Non-Public 24-26	\$ 1,431.61	7/1/2024	6/30/2026
IDEA 619 - Public 23-25	\$ 120,814.83	7/1/2023	6/30/2025
IDEA 619 - Public 24-26	\$ 170,361.39	7/1/2024	6/30/2026
McKinney Vento Homeless 23-24	\$ 3,600.05	10/1/2023	9/30/2024
McKinney Vento Homeless 24-25	\$ 50,000.00	7/1/2024	6/30/2025
Priority School Faith Acts 23-24	\$ 240,000.00	7/1/2023	6/30/2024
SIG 8 Crosby 24-25	\$ 186,126.00	7/1/2024	6/30/2025
SIG 8 Kennedy 24-25	\$ 109,078.00	7/1/2024	6/30/2025

<b>Grant Name</b>	<b>Fiscal Year 25 Budget</b>	<b>Award Start</b>	<b>Award End</b>
SIG 8 North End 24-25	\$ 200,000.00	7/1/2024	6/30/2025
SIG 8 Wallace 24-25	\$ 200,000.00	7/1/2024	6/30/2025
SIG 8 West Side 24-25	\$ 200,000.00	7/1/2024	6/30/2025
SIG 8 Wilby 24-25	\$ 200,000.00	7/1/2024	6/30/2025
Smart Start Recovery Oper FY25	\$ 150,000.00	7/1/2023	6/30/2024
Summer Mental Health 24-26	\$ 85,000.00	7/1/2024	6/30/2026
Title I Districtwide 24-26 Non-Public	\$ 617,174.68	7/1/2024	6/30/2026
Title I Districtwide 24-26 Public	\$ 12,384,895.32	7/1/2024	6/30/2026
Title I Part A Districtwide 23-25 - Non-Public	\$ 554,456.06	7/1/2023	6/30/2025
Title I Part A Districtwide 23-25 - Public	\$ 2,457,145.27	7/1/2023	6/30/2025
Title II Part A District 24-26 Non-Public	\$ 75,450.17	7/1/2024	6/30/2026
Title II Part A District 24-26 Public	\$ 870,634.83	7/1/2024	6/30/2026
Title II Part A Districtwide 23-25 - Non-Public	\$ 70,403.33	7/1/2023	6/30/2025
Title II Part A Districtwide 23-25 - Public	\$ 242,134.34	7/1/2023	6/30/2025
Title III 23-25 Non-Public	\$ 1,617.17	7/1/2023	6/30/2025
Title III 23-25 Public	\$ 424,295.52	7/1/2023	6/30/2025
Title III 24-26 Non Public	\$ 1,538.86	7/1/2024	6/30/2026
Title III 24-26 Public	\$ 479,484.14	7/1/2024	6/30/2026
Title III ImmigrantYouth 23-25	\$ 12,500.00	7/1/2024	6/30/2025
Title IV Part A 24-26 Non-Public	\$ 75,391.48	7/1/2024	6/30/2026
Title IV Part A 24-26 Public	\$ 869,957.52	7/1/2024	6/30/2026
Title IV-Student Support 23-25 - Public	\$ 889,286.57	7/1/2023	6/30/2025
Title IV-Student Support 23-25 - Non-Public	\$ 59,127.15	7/1/2023	6/30/2025
Transition Support Activities	\$ 6,458.00	7/1/2023	9/30/2024
UConn Waterbury Robotics 24-26	\$ 294,075.00	7/1/2024	1/30/2026

Grant Name	Fiscal Year 25 Budget	Award Start	Award End
<b>STATE GRANTS</b>			
Adult Ed Coop Entity-LVA 24-25	\$ 69,156.00	7/1/2024	6/30/2025
Adult Ed-Coop Districts 24-25	\$ 10,426.00	7/1/2024	6/30/2025
Adult Education Provider 24-25	\$ 3,352,017.00	7/1/2024	6/30/2025
Alliance Dist EX Class FY25	\$ 2,000,000.00	7/1/2024	6/30/2025
Alliance District 24-25	\$ 74,036,893.00	7/1/2024	6/30/2025
ARPA - Right to Read FY 23-24	\$ 949,479.06	11/21/2022	12/31/2024
AS Hopeville 24-25	\$ 113,510.00	7/1/2024	6/30/2025
AS North End 24-25	\$ 113,510.00	7/1/2024	6/30/2025
Carl Perkin Supplemental FY 24-25	\$ 50,000.00	7/1/2024	6/30/2025
Carl Perkins 24-25	\$ 532,435.00	7/1/2024	6/30/2025
CN Crosby S5 24-25	\$ 10,000.00	7/1/2024	6/30/2025
CN Kennedy S6 24-25	\$ 10,000.00	7/1/2024	6/30/2025
CN NEMS S1 24-25	\$ 468,760.00	7/1/2024	6/30/2025
CN Wallace S2 24-25	\$ 482,054.00	7/1/2024	6/30/2025
CN Wilby S4 24-25	\$ 736,855.00	7/1/2024	6/30/2025
CN WSMS S3 24-25	\$ 470,487.00	7/1/2024	6/30/2025
Educator Diversity 24-25	\$ 706,989.00	7/1/2024	6/30/2025
First Robotics Wilby 23-24	\$ 1,198.20	7/1/2023	6/30/2024
FRC Reed 24-25	\$ 111,363.00	7/1/2024	6/30/2025
FRC Rookie WAMS 24-25	\$ 25,300.00	7/1/2024	1/30/2026
FRC Rookie WCA 24-25	\$ 25,300.00	7/1/2024	1/30/2026
FRC Wilby Grant 24-25	\$ 3,500.00	7/1/2024	1/30/2026
FRC Wilson 24-25	\$ 111,363.00	7/1/2024	6/30/2025
<b>InterDis Magnet Maloney 24-25</b>	<b>\$ 2,999,079.90</b>	<b>7/1/2024</b>	<b>6/30/2025</b>

Grant Name	Fiscal Year 25 Budget	Award Start	Award End
<b>InterDis Magnet Rotella 24-25</b>	<b>\$ 3,110,532.20</b>	<b>7/1/2024</b>	<b>6/30/2025</b>
<b>InterDis Magnet WAMS 24-25</b>	<b>\$ 4,138,932.90</b>	<b>7/1/2024</b>	<b>6/30/2025</b>
LP1-Kennedy Robotics 24-25	\$ 3,571.00	7/1/2024	9/30/2025
Primary Mental Health 24-25	\$ 20,000.00	7/1/2024	6/30/2025
Priority Schools 24-25	\$ 1,994,390.00	7/1/2024	6/30/2025
Private Provider Payment 23-24	\$ 198,381.00	7/1/2023	6/30/2024
Private Provider Payment 24-25	\$ 199,070.00	7/1/2024	6/30/2025
PSD-Summer School 24-25	\$ 384,691.00	7/1/2024	6/30/2025
School Security VI 24-25	\$ 889,812.00	7/1/2024	6/30/2025
SR Priority 24-25	\$ 11,152,077.00	7/1/2024	6/30/2025
SR Priority COLA 24-25	\$ 679,398.00	7/1/2024	6/30/2025
SR Quality Enhancement 24-25	\$ 75,641.00	7/1/2024	6/30/2025
State Bilingual Grant 24-25	\$ 330,547.00	7/1/2024	6/30/2025
TEAM	\$ -		No End
<b>OTHER GRANTS</b>			
ADED Northwest Reg Workforce	\$ 14,000.00	7/1/2024	6/30/2025
Adult Education Enrichment	\$ 50,307.88	7/1/2023	No End
Adult Education GED	\$ 25,170.44	7/1/2023	No End
Adult Education Nursing	\$ 743.75	7/1/2023	No End
CREC Mentor Stipend	\$ 39,000.00	7/1/2023	No End
CREC Resident Salary	\$ 25,600.00	7/1/2023	No End
CREC Resident Stipend	\$ 24,000.00	7/1/2023	No End
CREC Sponsor Teacher	\$ 2,400.00	7/1/2023	No End
Impact Aid (NoEndDate)	\$ 164,597.85		No End
Leavenworth Trust Fund	\$ 80,248.32		No End

Grant Name	Fiscal Year 25 Budget	Award Start	Award End
Masheen LLC 24-25	\$ 17,710.00	7/1/2024	No End
Primary Mental Match 24-25	\$ 3,716.51	7/1/2024	6/30/2025
School Readiness Mis. Funds	\$ 27,341.59		No End
SERC Off of Student Affairs	\$ 32,500.00		No End
VIP Tires & Service 24-25	\$ 2,320.00	7/1/2024	No End
Ward Family Grant FY 23-24	\$ 21,400.00		No End
Whirlpool Laundry Duggan	\$ 10,000.00	7/1/2023	6/30/2025
Whirlpool Laundry Gilmartin	\$ 10,000.00	7/1/2023	6/30/2025
<b>TOTAL GRANTS</b>	<b>\$ 173,723,079.46</b>		

**\*Magnet School Award is Preliminary**

*Federal Total	\$ 62,605,304.86
*State Total	\$ 110,566,718.26
*Other Total	\$ 551,056.34
	\$ 173,723,079.46

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FY26 BUDGET

CITY OF WATERBURY

ENTERPRISE

FUNDS

WATER POLLUTION  
CONTROL

ENTERPRISE FUND

## **DEPT. 42 – WATER POLLUTION CONTROL**

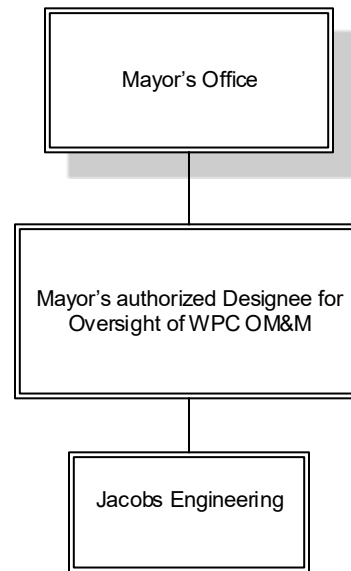
### **Jacobs Operations and Maintenance Goals – City of Waterbury**

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 FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 BOA ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>WATER POLLUTION CONTROL</b>								
436000	Investment Income	\$8,944	\$319,219	\$673,371	\$150,000	\$250,000	\$250,000	\$0
441123	Sewerline Ins Program Fees	\$38,281	\$41,230	\$43,993	\$40,000	\$40,000	\$40,000	\$0
461120	Sludge Disposal Royalties-Synagro	\$245,002	\$190,540	\$168,636	\$200,000	\$150,000	\$150,000	\$0
461121	Septage Disposal Revenue	\$104,133	\$49,133	\$33,005	\$50,000	\$40,000	\$40,000	\$0
461122	Sewer Use Charges - Current Year	\$9,899,792	\$9,701,144	\$9,656,068	\$9,900,000	\$9,900,000	\$9,900,000	\$0
461124	Sewer Use Charges - CRC	\$5,917,460	\$5,798,202	\$5,771,101	\$5,900,000	\$5,900,000	\$5,900,000	\$0
461126	Sewer Charge-Watertown	\$2,715,527	\$4,294,381	\$4,865,424	\$2,700,000	\$3,200,000	\$3,200,000	\$0
461127	Sewer Charge-Naugatuck	\$8,467	\$8,467	\$0	\$7,000	\$7,000	\$7,000	\$0
461128	Sewer Charge-Wolcott	\$466,274	\$1,784,804	\$2,048,752	\$450,000	\$800,000	\$800,000	\$0
461130	Sewer Charge-Cheshire	\$0	\$0	\$0	\$1,000	\$1,000	\$1,000	\$0
461132	Sewer Charge - Prospect	\$165,187	\$0	\$105,311	\$35,000	\$75,000	\$75,000	\$0
461136	Interest & Penalties	\$682,543	\$841,989	\$759,789	\$600,000	\$766,000	\$766,000	\$0
461138	Sewer Permits WPC	\$58,700	\$61,721	\$65,750	\$50,000	\$50,000	\$50,000	\$0
461139	Nitrogen Credits from DEP	\$94,177	\$57,151	\$61,427	\$40,000	\$40,000	\$40,000	\$0
471010	Synagro Utilities	\$548,341	\$444,984	\$426,674	\$400,000	\$400,000	\$400,000	\$0
471011	Synagro Reimbursements	\$14,520	\$8,351	\$0	\$10,000	\$10,000	\$10,000	\$0
488005	Miscellaneous Sources	\$19,502	\$15,998	\$17,288	\$64,075	\$42,912	\$42,912	\$0
488016	Other Revenue	\$0	\$0	\$0	\$0	\$0	\$0	\$0
490003	Bond Premium	\$0	\$71,280	\$109,740	\$0	\$0	\$0	\$0
490099	Use of Fund Balance	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL MEANS OF FINANCING</b>		<b>\$20,986,849</b>	<b>\$23,688,594</b>	<b>\$24,806,327</b>	<b>\$20,597,075</b>	<b>\$21,671,912</b>	<b>\$21,671,912</b>	<b>\$0</b>

ACCOUNT NUMBER	APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 BOA ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## WATER POLLUTION CONTROL

### PERSONAL SERVICES

511600 Temporary Employees	\$0	\$0	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	\$0
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### EMPLOYEE BENEFITS

521001 Pension Contribution	\$949,000	\$969,000	\$943,000	\$958,000	\$972,000	\$972,000	\$972,000	\$0
522501 Contribution to Health Ins. Fund	\$376,000	\$347,000	\$374,000	\$390,000	\$393,000	\$393,000	\$393,000	\$0

### PURCHASED PROFESSIONAL SERVICES

533000 Professional Services	\$6,247,431	\$6,531,568	\$6,675,711	\$6,850,000	\$6,920,000	\$6,920,000	\$6,920,000	\$0
533011 Legal	\$0	\$0	\$0	\$0	\$50,000	\$50,000	\$50,000	\$0
533016 Engineering Services	\$0	\$0	\$41,561	\$0	\$0	\$0	\$0	\$0
533044 SEDA Survey	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
539012 Outside Services-Operations	\$26,952	\$48,068	\$954	\$100,000	\$50,000	\$50,000	\$50,000	\$0

### PURCHASED PROPERTY SERVICES

545002 Water	\$5,963	\$11,151	\$21,877	\$20,000	\$22,000	\$22,000	\$22,000	\$0
545004 Waste/Sludge Disposal	\$920,764	\$886,320	\$903,699	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$0
545006 Electricity	\$2,000,105	\$1,705,830	\$1,834,522	\$1,900,000	\$1,900,000	\$1,900,000	\$1,900,000	\$0
545019 Natural Gas	\$111,403	\$137,252	\$97,566	\$140,000	\$131,000	\$131,000	\$131,000	\$0

### PURCHASED OTHER SERVICES

559105 Property Insurance	\$300,000	\$366,050	\$420,000	\$500,000	\$540,000	\$540,000	\$540,000	\$0
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### SUPPLIES

569501 Chemicals	\$117,884	\$0	\$0	\$0	\$0	\$0	\$0	\$0
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### OTHER OBJECTS

589026 Taxes to Other Towns	\$121,672	\$129,046	\$116,143	\$140,000	\$130,000	\$130,000	\$130,000	\$0
589040 Environmental Permits	\$11,590	\$18,289	\$3,970	\$20,000	\$20,000	\$20,000	\$20,000	\$0

ACCOUNT NUMBER	APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 BOA ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## WATER POLLUTION CONTROL

### TRANSFERS

591002	Transfer to Capital Sinking Fund	\$4,999,621	\$5,273,997	\$5,078,996	\$4,500,000	\$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	\$331,429	\$784,556	\$738,594	\$704,882	\$658,000	\$658,000	\$0
592003	Principal - General	\$1,593,163	\$977,874	\$1,352,406	\$1,366,180	\$1,381,000	\$1,381,000	\$0
598000	Admin. Div. Premium	\$1,409,212	\$1,427,000	\$1,465,000	\$1,578,013	\$1,574,912	\$1,574,912	\$0
599001	WPC Contingency	\$0	\$0	\$0	\$100,000	\$100,000	\$100,000	\$0
599009	Debt Service Contingency	\$0	\$0	\$0	\$0	\$1,000,000	\$1,000,000	\$0
<b>TOTAL</b>		\$19,822,188	\$19,913,000	\$20,397,999	\$20,597,075	\$21,671,912	\$21,671,912	\$0

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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

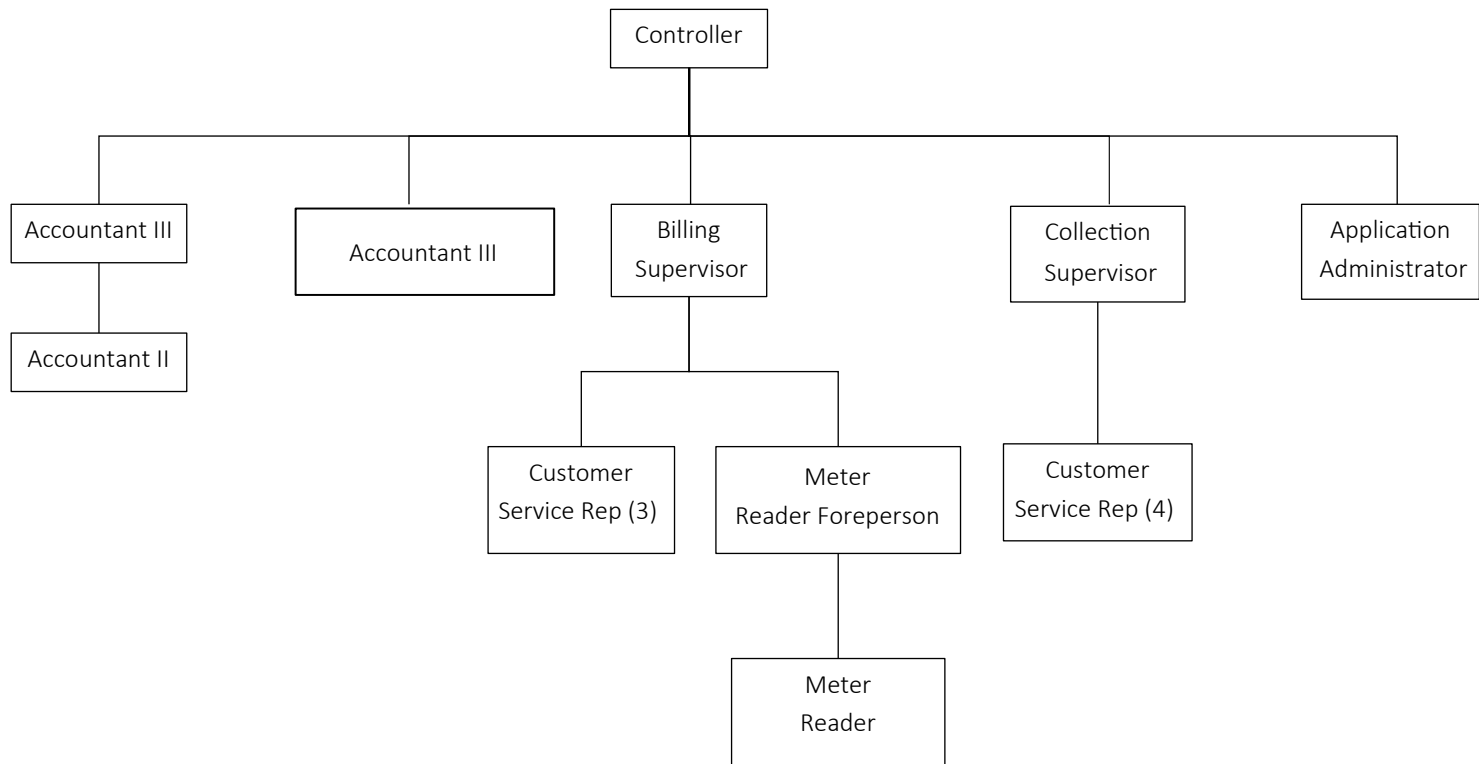
### **Departmental Goals – Fiscal Year 2025-26**

1. Work with Customers with delinquent balances due to the lingering effects of Covid19
2. Work with Corporation Counsel to increase rent receiverships where required
3. Further assist the Water Department's ongoing meter and radio replacements citywide
4. Update meter reading software version

### **Key Performance Measures**

1. Continue to reduce the outstanding utility receivables owed to the Bureau of Water and Water Pollution Control through continued delinquent account collections by June 30, 2026; while being mindful of the difficulties in our community.

# Organization Chart—Utility Admin



ACCOUNT NUMBER	REVENUE DESCRIPTION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 BOA ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>PUBLIC UTILITIES - ADMINISTRATION</b>								
436000	Investment Income	\$0	\$30,705	\$84,654	\$0	\$0	\$0	\$0
490006	Transfers In	\$2,619	\$0	\$0	\$0	\$0	\$0	\$0
499001	Inter Departmental Transfers Water	\$1,409,212	\$1,427,000	\$1,465,000	\$1,578,013	\$1,574,912	\$1,574,912	\$0
499003	Inter Departmental Transfers WPC	\$1,409,212	\$1,427,000	\$1,465,000	\$1,578,013	\$1,574,912	\$1,574,912	\$0
<b>TOTAL MEANS OF FINANCING</b>		<b>\$2,821,043</b>	<b>\$2,884,705</b>	<b>\$3,014,654</b>	<b>\$3,156,026</b>	<b>\$3,149,824</b>	<b>\$3,149,824</b>	<b>\$0</b>

ACCOUNT NUMBER	APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 BOA ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>PUBLIC UTILITIES - ADMINISTRATION</b>								
<b><u>PERSONAL SERVICES</u></b>								
511500	Regular Salaries	\$944,979	\$892,408	\$1,012,401	\$1,122,584	\$1,167,890	\$1,167,890	\$0
511550	Part Time Salaries	\$0	\$0	\$0	\$0	\$0	\$0	\$0
511600	Temporary Salaries	\$39,280	\$39,355	\$25,415	\$40,000	\$40,000	\$40,000	\$0
511650	Overtime	\$7,703	\$7,789	\$3,011	\$8,000	\$8,000	\$8,000	\$0
511653	Longevity	\$1,300	\$0	\$0	\$0	\$0	\$0	\$0
511800	Vacation and Sick Term Payout	\$43,052	\$0	\$5,374	\$0	\$0	\$0	\$0
<b><u>EMPLOYEE BENEFITS</u></b>								
520101	ER FICA - General	\$23,686	\$25,777	\$15,451	\$17,379	\$2,285	\$2,285	\$0
521001	Benefits - Pension	\$437,483	\$499,270	\$476,827	\$610,067	\$576,641	\$576,641	\$0
521501	Benefits - Workers Comp	\$33,431	\$17,697	\$41,983	\$30,204	\$37,839	\$37,839	\$0
522001	Benefits - Life Insurance	\$4,127	\$4,164	\$4,049	\$4,315	\$4,305	\$4,305	\$0
522501	Contribution to Health Ins. Fund	\$432,849	\$439,305	\$477,160	\$513,583	\$449,870	\$449,870	\$0
523001	Unemployment	\$3,921	\$521	\$2,451	\$360	\$1,359	\$1,359	\$0
529001	Car Allowance	\$8,867	\$1,495	\$5,394	\$15,000	\$10,000	\$10,000	\$0
529002	Uniforms - Meter Readers	\$817	\$433	\$594	\$900	\$900	\$900	\$0
<b><u>PURCHASED PROFESSIONAL SERVICES</u></b>								
533011	Legal Fees	\$2,786	\$15,800	\$8,550	\$50,000	\$60,000	\$60,000	\$0
533032	Bank and Investment Services	\$90,000	\$86,278	\$86,554	\$80,000	\$90,000	\$90,000	\$0
533100	Auditing/Financial Services	\$26,700	\$30,000	\$20,990	\$31,000	\$32,000	\$32,000	\$0
539009	Training Misc. Services	\$0	\$0	\$0	\$2,000	\$2,000	\$2,000	\$0
<b><u>PURCHASED PROPERTY SERVICES</u></b>								
543011	Service/Maintenance Contracts	\$67,461	\$70,264	\$80,817	\$105,000	\$108,000	\$108,000	\$0
543013	Motor Vehicle Repair	\$0	\$0	\$2,563	\$3,000	\$3,000	\$3,000	\$0
543021	Office Equipment Maintenance	\$0	\$3,043	\$0	\$5,000	\$5,000	\$5,000	\$0
<b><u>PURCHASED OTHER SERVICES</u></b>								
553001	Postage	\$68,788	\$43,596	\$77,092	\$80,000	\$80,000	\$80,000	\$0
553002	Telephone	\$4,200	\$4,200	\$4,550	\$4,400	\$5,000	\$5,000	\$0
553003	Cell Phone	\$1,983	\$1,517	\$539	\$2,500	\$2,000	\$2,000	\$0
559002	Printing	\$18,777	\$22,173	\$26,644	\$36,000	\$38,000	\$38,000	\$0
559008	Other Purchased Services	\$0	\$0	\$0	\$1,300	\$1,500	\$1,500	\$0

ACCOUNT NUMBER	APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 BOA ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>PUBLIC UTILITIES - ADMINISTRATION</b>								
	<b><u>SUPPLIES</u></b>							
561200	Office Supplies	\$9,240	\$8,192	\$12,532	\$14,000	\$16,000	\$16,000	\$0
561503	Gasoline	\$172	\$600	\$0	\$2,000	\$2,000	\$2,000	\$0
	<b><u>PROPERTY</u></b>							
575200	Office Equipment	\$10,219	\$9,785	\$7,257	\$33,000	\$45,000	\$45,000	\$0
	<b><u>OTHER OBJECTS &amp; OTHER USES</u></b>							
589000	Miscellaneous	\$1,386	\$6,248	\$6,319	\$7,184	\$7,485	\$7,485	\$0
591002	Transfer to Sinking Fund	\$0	\$335,278	\$240,168	\$40,000	\$60,000	\$60,000	\$0
591007	Transfer to General Fund - Indirect	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$0
592002	Interest Long Term	\$22,313	\$18,813	\$15,313	\$12,250	\$8,750	\$8,750	\$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
<b>TOTAL</b>		<b>\$2,575,518</b>	<b>\$2,854,000</b>	<b>\$2,929,998</b>	<b>\$3,156,026</b>	<b>\$3,149,824</b>	<b>\$3,149,824</b>	<b>\$0</b>

<b>FY25 BOA Adopted Budget</b>	<b>Filled at Budget Dev. Time</b>	<b>FY26 Div. Request</b>	<b>FY26 Mayor's Proposed Budget</b>	<b>Division</b>	<b>FY25 BOA Adopted Budget</b>	<b>FY26 Div. Request</b>	<b>FY26 Mayor's Proposed Budget</b>
<b>Public Utility - Administration</b>							
1	1	1	1	CONTROLLER	\$124,617	\$124,617	\$124,617
1	1	1	1	COLLECTIONS SUPERVISOR	\$95,976	\$88,747	\$88,747
1	1	1	1	BILLING SUPERVISOR	\$89,019	\$97,258	\$97,258
1	1	1	1	APPLICATION ADMINISTRATOR	\$79,794	\$79,794	\$79,794
2	2	2	2	ACCOUNTANT III	\$169,272	\$169,272	\$169,272
1	1	1	1	ACCOUNTANT II	\$63,908	\$62,408	\$62,408
1	1	1	1	LEAD CUSTOMER BILLING COLLECTION ANALYST	\$55,091	\$55,091	\$55,091
7	8	8	8	CUSTOMER SERVICE REPS	\$280,295	\$319,173	\$319,173
1	1	1	1	METER READER FOREPERSON	\$48,266	\$50,396	\$50,396
1	1	1	1	METER READER	\$45,348	\$47,058	\$47,058
1	0	0	0	ADMINISTRATIVE ASSOCIATE III	\$39,075	\$39,075	\$39,075
1	0	0	0	ADMINISTRATIVE ASSOCIATE I	\$31,923	\$0	\$0
				SALARY CONTINGENCY	\$0	\$35,000	\$35,000
19	18	18	18	TOTAL	\$1,122,584	\$1,167,890	\$1,167,890

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 2025-26**

1. Utilize Water Bonds & 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, and work orders.
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 and pump stations

## **DEPT. 80 – BUREAU OF WATER (Continued)**

6. Continue to improve the water distribution infrastructure by installing new fire hydrants, gate valves and watermains.
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

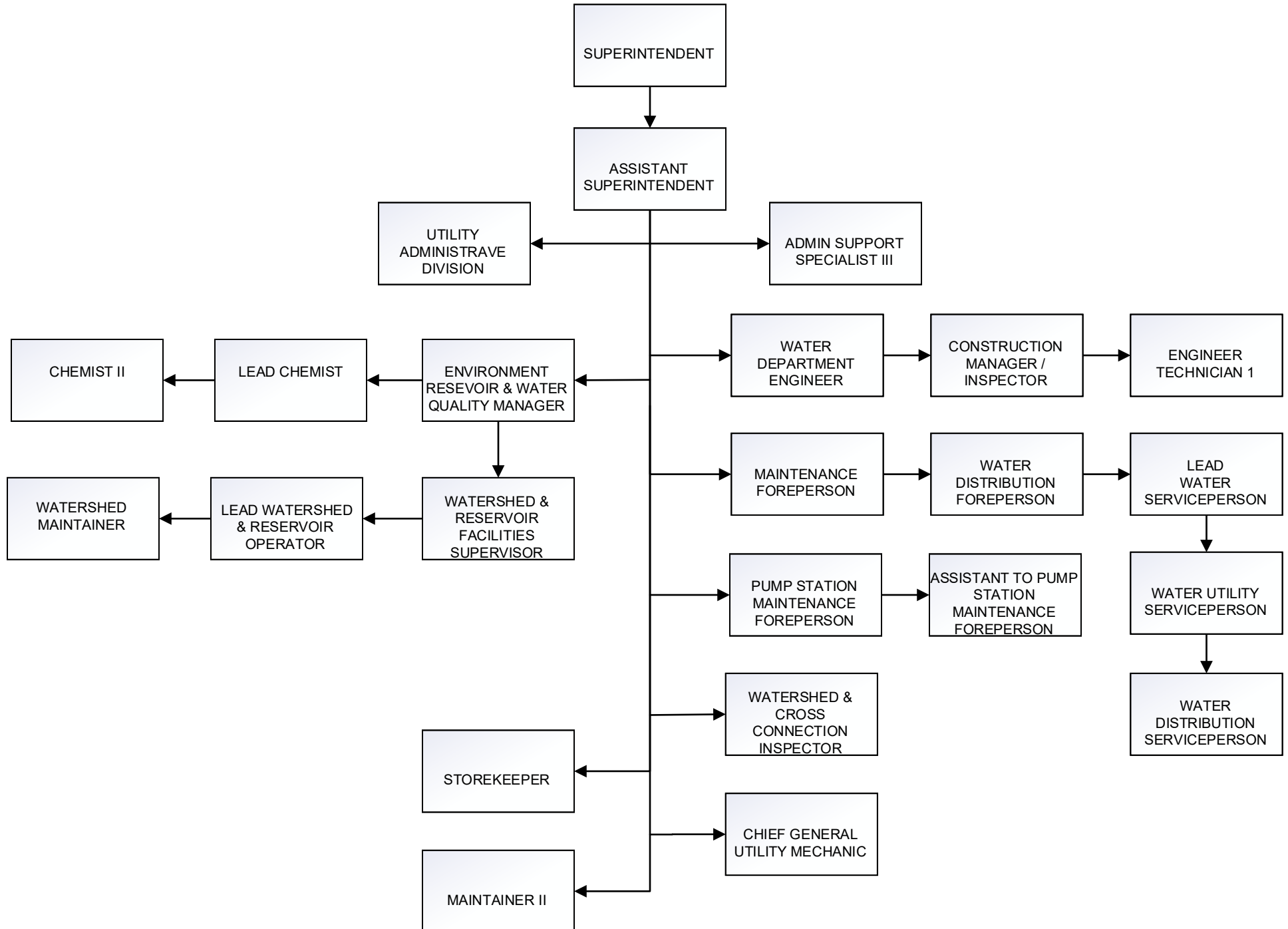
### **Key Performance Measures**

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. Complete construction of the North Main St Pump Station and retire the existing Pump Station from the 1940's
4. Continue to enhance GIS mapping to field staff with real time data
5. Utilize Water Capital funding to complete major water projects and infrastructure improvements

### **Recent Highlights**

1. Completed upgrades to the Hill St Pressure Station
2. Installed commercial ultrasonic water meters for to improve billing accuracy and reduce unaccounted water loss
3. Continued the utility paving restoration program to better serve Waterbury residents
4. Completed installing plunger valves at the Shepaug Reservoir Dam
5. Completed & submitted the lead service inventory requirements for the EPA

# Organizational Chart – Bureau of Water



ACCOUNT NUMBER	REVENUE DESCRIPTION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
<b>WATER ENTERPRISE FUND</b>								
436000	Investment Income	\$0	\$12,330	\$5,467	\$0	\$5,000	\$5,000	\$0
441108	Water Service Permits	\$32,333	\$50,796	\$52,537	\$50,000	\$50,000	\$50,000	\$0
441120	Lien Fees	\$64,296	\$71,112	(\$192)	\$50,000	\$50,000	\$50,000	\$0
441121	Reconnect Fees	(\$115)	\$17,265	\$65,005	\$0	\$50,000	\$50,000	\$0
441122	Water Line Ins Prog Fees	\$114,982	\$57,265	\$36,861	\$150,000	\$30,000	\$30,000	\$0
461106	Current Year's Water Rents	\$12,350,521	\$12,555,042	\$12,327,220	\$12,500,000	\$12,500,000	\$12,500,000	\$0
461108	Wolcott	\$226,612	\$232,741	\$224,682	\$225,000	\$225,000	\$225,000	\$0
461109	Watertown	\$1,360,312	\$1,412,484	\$1,301,090	\$1,400,000	\$1,400,000	\$1,400,000	\$0
461110	Fire District	\$3,210	\$1,767	\$2,036	\$3,000	\$3,000	\$3,000	\$0
461111	Middlebury	\$8,365	\$4,075	\$151	\$10,000	\$2,000	\$2,000	\$0
461112	CT Water	\$15,678	\$18,882	\$13,842	\$20,000	\$15,000	\$15,000	\$0
461136	Interest & Penalties on Water Rents	\$404,414	\$556,709	\$482,767	\$500,000	\$500,000	\$500,000	\$0
488005	Miscellaneous Revenue	\$367,153	\$228,428	\$226,334	\$467,662	\$538,830	\$538,830	\$0
490003	Bond Premium	\$63,636	\$63,636	\$63,636	\$0	\$0	\$0	\$0
490099	Use of Fund Balance	\$0	\$0	\$0	\$2,179,512	\$4,000,000	\$4,000,000	\$0
<b>TOTAL MEANS OF FINANCING</b>		\$15,011,396	\$15,282,532	\$14,801,435	\$17,555,174	\$19,368,830	\$19,368,830	\$0

ACCOUNT NUMBER	APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## WATER ENTERPRISE FUND

### PERSONAL SERVICES

511500 Regular Salaries	\$2,419,001	\$2,455,714	\$2,726,502	\$3,112,695	\$3,186,093	\$3,186,093	\$0
511650 Overtime	\$423,411	\$470,089	\$479,983	\$515,000	\$525,000	\$525,000	\$0
511600 Temporary	\$9,912	\$19,896	\$0	\$20,000	\$20,000	\$20,000	\$0
511653 Longevity	\$610	\$770	\$425	\$610	\$425	\$425	\$0
511800 Vacation and Sick Term Payout	\$22,981	\$17,143	\$22,514	\$25,000	\$25,000	\$25,000	\$0

### EMPLOYEE BENEFITS

521001 Benefits - Pension	\$1,329,727	\$1,391,329	\$1,189,868	\$1,556,367	\$1,573,367	\$1,573,367	\$0
521008 Retiree Benefit - Other	\$54,720	\$37,422	\$37,422	\$38,000	\$38,000	\$38,000	\$0
521501 Benefits - Workers Comp	\$87,711	\$45,486	\$106,713	\$77,054	\$103,243	\$103,243	\$0
522001 Benefits - Life Insurance	\$10,828	\$10,702	\$10,292	\$11,008	\$11,746	\$11,746	\$0
522501 Contribution to Health Ins. Fund	\$1,135,639	\$1,129,117	\$1,212,843	\$1,310,223	\$1,249,314	\$1,249,314	\$0
523001 Benefits- Unemployment	\$10,287	\$1,338	\$6,229	\$917	\$3,709	\$3,709	\$0
523501 Benefits - Medicare	\$46,073	\$38,796	\$57,558	\$88,087	\$44,821	\$44,821	\$0
529001 Car Allowance	\$0	\$0	\$0	\$500	\$500	\$500	\$0
529002 Uniform Allowance	\$12,833	\$13,862	\$14,177	\$20,000	\$20,000	\$20,000	\$0
529003 Meal Allowance	\$13,296	\$12,302	\$12,076	\$16,000	\$16,000	\$16,000	\$0

### PURCHASED PROFESSIONAL SERVICES

533000 Professional	\$28,666	\$38,538	\$62,599	\$50,000	\$75,000	\$75,000	\$0
533011 Legal	\$0	\$5,038	\$0	\$20,000	\$20,000	\$20,000	\$0
533016 Engineering	\$9,800	\$36,970	\$33,912	\$100,000	\$100,000	\$100,000	\$0
533018 Water-Contractual	\$1,578,864	\$1,669,199	\$2,357,114	\$2,500,000	\$2,750,000	\$2,750,000	\$0
539009 Training Misc. Services	\$2,518	\$8,311	\$6,361	\$15,000	\$15,000	\$15,000	\$0

### PURCHASED PROPERTY SERVICES

543000 General Repairs & Maintenance	\$27,233	\$23,509	\$29,358	\$65,000	\$65,000	\$65,000	\$0
543002 Extermination Services	\$836	\$912	\$798	\$1,200	\$1,200	\$1,200	\$0
543004 Building and Grounds	\$37,165	\$45,029	\$56,617	\$60,000	\$60,000	\$60,000	\$0
543011 Service/Maintenance Contracts	\$33,661	\$44,171	\$34,574	\$70,000	\$70,000	\$70,000	\$0
543014 Maint-Equipment	\$14,184	\$26,889	\$14,032	\$30,000	\$30,000	\$30,000	\$0
544003 Hydrants	\$16,589	\$17,279	\$17,515	\$35,000	\$35,000	\$35,000	\$0
545001 Sewer	\$882	\$763	\$676	\$1,000	\$1,000	\$1,000	\$0
545006 Electricity	\$0	\$0	\$46	\$0	\$0	\$0	\$0
545013 Security/Safety	\$15,122	\$22,952	\$7,449	\$30,000	\$30,000	\$30,000	\$0

ACCOUNT NUMBER	APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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## WATER ENTERPRISE FUND

### PURCHASED OTHER SERVICES

553000 Printing (Communications)	\$3,665	\$857	\$10,118	\$7,500	\$7,500	\$7,500	\$0
553001 Postage	\$214	\$1,551	\$361	\$2,000	\$2,000	\$2,000	\$0
553002 Telephone	\$21,390	\$25,342	\$22,276	\$35,000	\$35,000	\$35,000	\$0
558000 Travel and Official Expenses	\$0	\$94	\$947	\$4,000	\$4,000	\$4,000	\$0
559101 General Liability Insurance	\$67,000	\$67,000	\$122,000	\$163,000	\$207,000	\$207,000	\$0
559105 Property Insurance	\$175,000	\$215,404	\$240,000	\$300,000	\$325,000	\$325,000	\$0

### SUPPLIES

561200 Office Supplies	\$7,839	\$9,877	\$8,045	\$13,000	\$13,000	\$13,000	\$0
561501 Diesel	\$40,243	\$47,414	\$69,613	\$60,000	\$70,000	\$70,000	\$0
561502 Electricity	\$720,523	\$702,156	\$762,919	\$850,000	\$800,000	\$800,000	\$0
561503 Gasoline	\$51,231	\$40,286	\$54,219	\$50,000	\$60,000	\$60,000	\$0
561504 Heating Oil	\$53,570	\$60,284	\$73,827	\$80,000	\$80,000	\$80,000	\$0
561505 Natural Gas	\$31,724	\$37,761	\$29,058	\$40,000	\$40,000	\$40,000	\$0
561507 Janitorial Supplies	\$4,272	\$4,404	\$2,417	\$9,000	\$9,000	\$9,000	\$0
561511 Propane	\$0	\$0	\$0	\$5,000	\$5,000	\$5,000	\$0
569000 Operations-Other Supplies	\$155,672	\$215,371	\$220,708	\$280,000	\$250,000	\$250,000	\$0
569031 Automotive Parts	\$16,614	\$23,563	\$16,497	\$45,000	\$45,000	\$45,000	\$0

### PROPERTY

570504 Software	\$0	\$15,774	\$14,327	\$30,000	\$20,000	\$20,000	\$0
571010 Operations Equip. Misc	\$5,255	\$11,742	\$10,348	\$15,000	\$15,000	\$15,000	\$0
575008 Furniture	\$1,577	\$600	\$0	\$4,000	\$4,000	\$4,000	\$0
575200 Office Equipment	\$8,315	\$11,599	\$2,008	\$18,000	\$13,000	\$13,000	\$0

### OTHER OBJECTS

589022 Water System Extension & Renewal	\$816,666	\$858,794	\$851,461	\$1,225,000	\$1,100,000	\$1,100,000	\$0
589026 Taxes to Other Towns	\$640,237	\$640,082	\$609,422	\$675,000	\$650,000	\$650,000	\$0
589900 Dues & Publications	\$13,372	\$13,338	\$12,919	\$20,000	\$20,000	\$20,000	\$0

ACCOUNT NUMBER	APPROPRIATION DESCRIPTION	AUDITED ACTUALS FY22	AUDITED ACTUALS FY23	AUDITED ACTUALS FY24	FY25 ADOPTED BUDGET	FY26 DEPT. REQUEST	FY26 MAYOR'S PROPOSED BUDGET	FY26 PROPOSED CHANGES
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# **WATER ENTERPRISE FUND**

## **OTHER USES**

591002	Transfer to Water Sinking Fund	\$1,892,405	\$1,632,173	\$1,520,647	\$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	\$366,659	\$348,293	\$327,601	\$315,000	\$295,000	\$295,000	\$0
592003	Principal	\$553,163	\$610,234	\$611,367	\$613,000	\$605,000	\$605,000	\$0
598000	Admin. Division Premium	\$1,409,212	\$1,427,000	\$1,465,000	\$1,578,013	\$1,574,912	\$1,574,912	\$0
599001	Contingency	\$0	\$0	\$0	\$50,000	\$50,000	\$50,000	\$0
599009	Debt Service Contingency	\$0	\$0	\$0	\$0	\$1,700,000	\$1,700,000	\$0
<b>TOTAL</b>		<b>\$15,198,365</b>	<b>\$15,404,519</b>	<b>\$16,355,759</b>	<b>\$17,555,174</b>	<b>\$19,368,830</b>	<b>\$19,368,830</b>	<b>\$0</b>

FY25 BOA Adopted	Filled at Budget Dev. Time	FY26 Dept. Request	FY26 Mayor's Proposed Budget	Department	FY25 BOA Adopted Budget	FY26 Dept. Request	FY26 Mayor's Proposed Budget
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### WATER ENTERPRISE FUND

1	1	1	1	WATER SUPERINTENDENT	\$171,825	\$171,825	\$171,825
1	1	1	1	ASSISTANT SUPERINTENDENT	\$127,720	\$127,720	\$127,720
1	1	1	1	ENVIR. RES .& WATER QTY. MANAGER	\$102,897	\$102,897	\$102,897
1	1	1	1	WATER DEPARTMENT ENGINEER	\$105,060	\$105,060	\$105,060
1	1	1	1	CONSTRUCTION MANAGER/INSPECTOR	\$92,700	\$92,700	\$92,700
1	1	1	1	FORESTER	\$80,000	\$80,000	\$80,000
1	1	1	1	ENGINEERING TECHNICIAN 1	\$67,142	\$67,142	\$67,142
2	1	1	1	ADMIN. ASSOCIATE III	\$109,564	\$47,866	\$47,866
0	0	1	1	UTILITY CONTROL ROOM OPERATOR	\$0	\$47,593	\$47,593
1	1	1	1	LEAD CHEMIST	\$72,264	\$72,163	\$72,163
2	2	2	2	CHEMIST (2)	\$123,432	\$123,432	\$123,432
1	1	1	1	LEAD INVENTORY CONTROL SPECIALIST	\$58,781	\$59,966	\$59,966
1	1	1	1	MAINTENANCE FOREPERSON	\$110,822	\$110,822	\$110,822
1	0	1	1	PUMP STATION MAINT. FOREPERSON	\$64,621	\$63,045	\$63,045
1	1	1	1	ASST. PUMP STATION MAINT. FOREPERSON	\$55,692	\$57,621	\$57,621
1	1	1	1	CHIEF GENERAL UTILITY MECHANIC	\$71,574	\$56,971	\$56,971
1	1	1	1	WATER DISTRIBUTION SUPERVISOR	\$79,643	\$79,643	\$79,643
2	2	2	2	LEAD WATER SERVICEPERSON	\$133,863	\$138,070	\$138,070
15	9	15	15	WATER SERVICE PERSON (Previously Distribution Service Person)	\$831,872	\$863,881	\$863,881
3	3	3	3	WATER UTILITY SERVICE PERSON	\$167,181	\$173,207	\$173,207
1	0	1	1	MAINTAINER I	\$36,218	\$37,934	\$37,934
1	1	1	1	WATERSHED & RESERVOIR FACILITIES SUPERVISOR	\$61,716	\$68,806	\$68,806
1	1	1	1	LEAD WATERSHED & RESERVOIR OPERATOR	\$56,764	\$57,621	\$57,621
4	0	0	0	RESERVOIR AND PLANT OPERATOR	\$207,538	\$0	\$0
0	3	4	4	WATERSHED MAINTAINER	\$0	\$216,299	\$216,299
1	0	1	1	WATERSHED & CROSS CONNECT. INSPECT	\$68,806	\$68,806	\$68,806
46	35	46	46	TOTAL OPERATIONS	\$3,057,695	\$3,091,093	\$3,091,093
B/C BEEPER ON-CALL					\$55,000	\$55,000	\$55,000
SALARY CONTINGENCY					\$0	\$40,000	\$40,000
46	35	46	46	TOTAL	\$3,112,695	\$3,186,093	\$3,186,093



