

Sundry

8101 MUNICIPAL INSURANCE

PROGRAM DESCRIPTION

This activity includes all of the Town's insurance programs including property and casualty, liability and worker's compensation. The Town belongs to the Connecticut Interlocal Risk Management Association (CIRMA), a non-profit insurance pool offered by the Connecticut Conference of Municipalities, for municipal insurance.

PROGRAM COMMENTARY

The Town is in year one of a three-year rate lock guarantee. Workers Compensation is increased by the increase in the base salaries. Property and casualty has only been increased by 3% plus the change in value of our vehicles and buildings.

Town of Coventry
COUNCIL RECOMMENDED BUDGET

Budget Fiscal Year: 2019 to 2019

Account# and Description	2017 Actual	2018 Base Budget	2018 Actual YTD	2018 Est. Actual	Dept Head	Town Manager	Council	Cou/Bud Inc/Dec	%
8101 MUNICIPAL INSURANC									
110-8101-52050 INSURANCE	120,076	123,500	148,802	123,500	157,000	157,000	157,000	33,500	27.13
\$338,022 * 42% = \$141,969 + reserve for WC audit = \$157,000 Increase in LAP offset by decrease in WC balances									
110-8101-52291 WORKER COMP -	22,067	22,000	20,363	22,000	25,000	25,000	25,000	3,000	13.64
Increase in allocation; Overall WC decrease due to increase in LAP									
110-8101-52292 WORKER COMP -	117,968	133,000	108,344	133,000	108,000	108,000	108,000	(25,000)	(18.80)
Shift of cost from WC to LAP;									
110-8101-52293 WORKER COMP -	92,598	105,000	84,690	105,000	90,000	90,000	90,000	(15,000)	(14.29)
Shift of cost from WC to LAP;									
110-8101-52294 WORKER COMP -	2,465	2,900	1,992	2,900	2,000	2,000	2,000	(900)	(31.03)
Shift of cost from WC to LAP;									
110-8101-52295 WORKER COMP -	9,952	12,000	10,157	12,000	10,000	10,000	10,000	(2,000)	(16.67)
Shift of cost from WC to LAP;									
Total 8101 MUNICIPAL IN	365,126	398,400	374,348	398,400	392,000	392,000	392,000	(6,400)	(1.61)

8102 PENSION/SOCIAL SECURITY

PROGRAM DESCRIPTION

This activity provides for the social security payment and retirement fund payment for all Town employees. The current rate of contribution for social security and medicare is 7.65%.

PROGRAM COMMENTARY

All employees contribute toward the cost of pension. The Town funds its pension at a level which could pay off its liability over fifteen years. Losses and gains are averaged over a 4-year period to smooth the volatility of the market. Due to mortality improvement adjusted in the Town's most recent valuation, the Town saw an increase to its defined benefit plan of 4.2%, for a total contribution of \$371,847.

Funds are also included for employee Deferred Compensation Programs.

Town of Coventry
COUNCIL RECOMMENDED BUDGET

Budget Fiscal Year: 2019 to 2019

Account# and Description	2017 Actual	2018 Base Budget	2018 Actual YTD	2018 Est. Actual	Dept Head	Town Manager	Council	Cou/Bud Inc/Dec	%
8102 PENSION/SOCIAL SEC									
110-8102-51063 FICA - GA	79,408	83,000	54,633	83,000	83,000	83,000	83,000	0	.00
110-8102-51064 FICA - PS	151,268	150,000	108,970	150,000	150,000	150,000	150,000	0	.00
110-8102-51065 FICA - PW	127,139	122,000	92,583	122,000	122,000	122,000	122,000	0	.00
110-8102-51066 FICA - HUMAN	17,542	18,800	13,427	18,800	18,800	18,800	18,800	0	.00
110-8102-51067 FICA - CIVIC/	5,207	6,000	3,730	6,000	6,000	6,000	6,000	0	.00
110-8102-51071 PENSION - GA	127,804	118,700	84,579	118,700	123,500	123,500	123,500	4,800	4.04
110-8102-51072 PENSION - PS	235,467	215,825	200,968	215,825	207,000	207,000	207,000	(8,825)	(4.09)
110-8102-51073 PENSION - PW	127,111	131,675	123,805	131,675	142,000	142,000	142,000	10,325	7.84
110-8102-51074 PENSION - HS	27,021	26,000	25,057	26,000	27,500	27,500	27,500	1,500	5.77
110-8102-51075 PENSION - CC	13,654	14,650	14,599	14,650	15,500	15,500	15,500	850	5.80
Total 8102 PENSION/SOCI	911,621	886,650	722,351	886,650	895,300	895,300	895,300	8,650	.98

8103 HEALTH INSURANCE

PROGRAM DESCRIPTION

This activity provides for the group insurance costs for the employees of the Town of Coventry. The Town provides CIGNA Health Insurance, Life, Accidental Death & Dismemberment, and Long Term Disability contracts for its employees.

PROGRAM COMMENTARY

Health insurance accounts for approximately 9.4% of the FY 2018-19 Town Budget. The Town is part of the first health insurance pool in Connecticut. As a member of the pool, the plan can be self-funded and avoids the State taxes imposed on fully-funded plans. In addition, the Town sees savings from group purchasing of professional services.

	<u>FY14</u>	<u>FY15</u>	<u>FY16</u>	<u>FY17</u>	<u>FY18</u>	<u>FY19</u>
Total Budgeted Cost	\$ 1,035,364	\$ 1,084,862	\$ 1,100,705	\$ 1,060,196	\$ 917,300	\$ 910,600
% of Town Budget	11.4%	11.8%	11.6%	11.0%	9.5%	9.4%

The Town was able to hold medical and dental rates flat for the FY18-19 Town Budget with no increase in monthly premiums. The only change is to the employee contributions, which are outlined in each applicable union agreement. Union agreements increased the employee responsibility toward medical coverage by 0.75% as of July 1, 2018.

Town of Coventry
COUNCIL RECOMMENDED BUDGET

Budget Fiscal Year: 2019 to 2019

Account# and Description	2017		2018		Dept Head	Town Manager	Council	Cou/Bud	
	Actual	Base Budget	Actual YTD	Est. Actual				Inc/Dec	%
8103 HEALTH INSURANCE									
110-8103-51711 HEALTH INS GE	222,542	220,000	154,746	220,000	214,000	214,000	214,000	(6,000)	(2.73)
110-8103-51712 HEALTH INS PU	301,857	321,000	225,220	321,000	300,500	300,500	300,500	(20,500)	(6.39)
110-8103-51713 HEALTH INS PU	370,241	328,000	192,401	328,000	349,000	349,000	349,000	21,000	6.40
110-8103-51714 HEALTH INS HU	28,920	33,600	25,233	33,600	33,400	33,400	33,400	(200)	(.60)
110-8103-51715 HEALTH INS CI	8,388	8,200	6,395	8,200	8,200	8,200	8,200	0	.00
110-8103-51720 LIFE INSURANC	5,040	6,500	5,159	6,500	5,500	5,500	5,500	(1,000)	(15.38)
\$460/ month = \$5,520 (round to \$5,500)									
Total 8103 HEALTH INSUR	936,988	917,300	609,154	917,300	910,600	910,600	910,600	(6,700)	(.73)

8301 CONTINGENCY

PROGRAM DESCRIPTION

The purpose of this account is to provide for unforeseen expenses which may occur during the year.

PROGRAM COMMENTARY

Contingency has been held to the bare amount necessary for unforeseen events.

Town of Coventry
COUNCIL RECOMMENDED BUDGET

Budget Fiscal Year: 2019 to 2019

Account# and Description	2017 Actual	2018 Base Budget	2018 Actual YTD	2018 Est. Actual	Dept Head	Town Manager	Council	Cou/Bud Inc/Dec	%
8301 CONTINGENCY									
110-8301-53230 TRANSFERS	0	20,000	0	20,000	15,000	15,000	15,000	(5,000)	(25.00)
Total 8301 CONTINGENCY	0	20,000	0	20,000	15,000	15,000	15,000	(5,000)	(25.00)

8303 CLAIMS AND LOSSES

PROGRAM DESCRIPTION

This fund provides money for the payment of unemployment claims, and claims for damage not covered by insurance including payment of deductibility. Also, included are claims for State Heart and Hypertension benefits for the Police Officers and payments for accrued but unexpended leave benefits for retirees. Costs for eviction, personnel settlements and damages are paid from this account.

Town of Coventry
COUNCIL RECOMMENDED BUDGET

Budget Fiscal Year: 2019 to 2019

Account# and Description	2017		2018		2018		2018		Cou/Bud	
	Actual	Base Budget	Actual YTD	Est. Actual	Dept	Head	Town	Manager	Council	Inc/Dec %
8303 CLAIMS AND LOSSES										
110-8303-53230 TRANSFERS	36,035	40,000	8,405	40,000	35,000		35,000		35,000	(5,000) (12.50)
Total 8303 CLAIMS AND L	36,035	40,000	8,405	40,000	35,000		35,000		35,000	(5,000) (12.50)

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