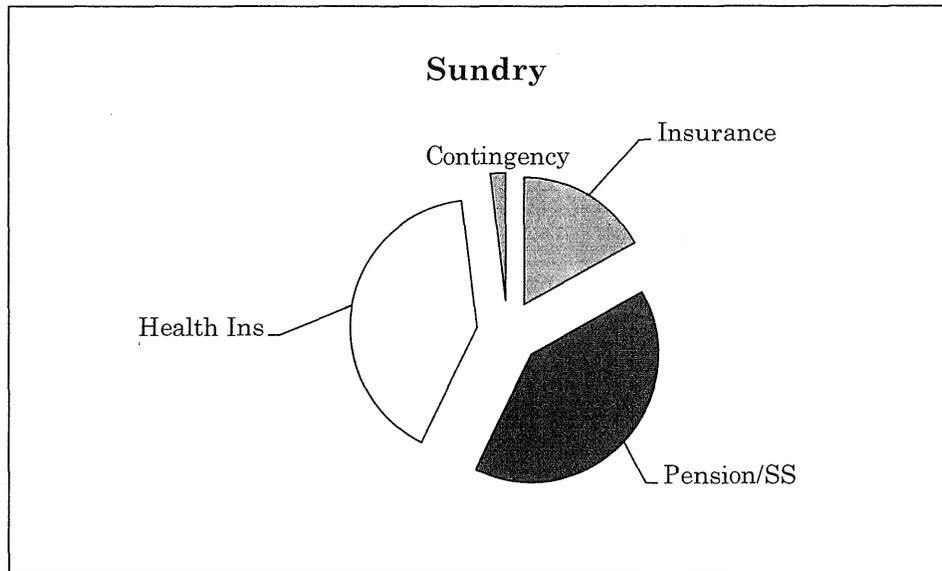


Sundry



The budget for Sundry is 22.93% of the total General Government budget. Within this category are four departmental areas.

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 two of a three-year rate lock guarantee. Workers Compensation was increased only by the increase in the base salaries, which was offset by a 3% decrease in rates. Property and casualty has only been increased by 0% plus the change in value of our vehicles and buildings.

Town of Coventry
Council Recommended Budget

Budget Fiscal Year: 2020 to 2020

| Account# and Description | 2018 Actual | 2019 Base Budget | 2019 Actual YTD | 2019 Est. Actual | Dept Head | Town Manager | Council | Cou/Bud Inc/Dec | % |
|--|----------------|---------------------|--------------------|---------------------|----------------|----------------|----------------|--------------------|------------|
| 8101 MUNICIPAL INSURANC | | | | | | | | | |
| 110-8101-52050 INSURANCE | 153,130 | 157,000 | 148,605 | 157,000 | 157,000 | 157,000 | 157,000 | 0 | .00 |
| \$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 - | 20,363 | 25,000 | 27,900 | 25,000 | 25,000 | 25,000 | 25,000 | 0 | .00 |
| Increase in allocation; Overall WC decrease due to increase in LAP | | | | | | | | | |
| 110-8101-52292 WORKER COMP - | 108,344 | 108,000 | 88,600 | 108,000 | 108,000 | 108,000 | 108,000 | 0 | .00 |
| Shift of cost from WC to LAP; | | | | | | | | | |
| 110-8101-52293 WORKER COMP - | 84,193 | 90,000 | 83,125 | 90,000 | 90,000 | 90,000 | 90,000 | 0 | .00 |
| Shift of cost from WC to LAP; | | | | | | | | | |
| 110-8101-52294 WORKER COMP - | 1,992 | 2,000 | 850 | 2,000 | 2,000 | 2,000 | 2,000 | 0 | .00 |
| Shift of cost from WC to LAP; | | | | | | | | | |
| 110-8101-52295 WORKER COMP - | 10,157 | 10,000 | 7,500 | 10,000 | 10,000 | 10,000 | 10,000 | 0 | .00 |
| Shift of cost from WC to LAP; | | | | | | | | | |
| Total 8101 MUNICIPAL IN | 378,179 | 392,000 | 356,580 | 392,000 | 392,000 | 392,000 | 392,000 | 0 | .00 |

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 6.3% for a total contribution of \$395,115.

Funds are also included for employee Deferred Compensation Programs.

Town of Coventry
Council Recommended Budget

Budget Fiscal Year: 2020 to 2020

| Account# and Description | 2018 | | 2019 | | 2019 | | 2019 | | Cou/Bud | |
|--------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------|-------------|--|
| | Actual | Base Budget | Actual YTD | Est. Actual | Dept Head | Town Manager | Council | Inc/Dec | % | |
| 8102 PENSION/SOCIAL SEC | | | | | | | | | | |
| 110-8102-51063 FICA - GA | 75,509 | 83,000 | 58,621 | 83,000 | 87,000 | 87,000 | 86,000 | 3,000 | 3.61 | |
| 110-8102-51064 FICA - PS | 146,448 | 150,000 | 109,652 | 150,000 | 136,000 | 136,000 | 136,000 | (14,000) | (9.33) | |
| 110-8102-51065 FICA - PW | 114,632 | 122,000 | 96,133 | 122,000 | 131,000 | 131,000 | 131,000 | 9,000 | 7.38 | |
| 110-8102-51066 FICA - HUMAN | 18,562 | 18,800 | 14,345 | 18,800 | 17,800 | 17,800 | 17,800 | (1,000) | (5.32) | |
| 110-8102-51067 FICA - CIVIC/ | 5,088 | 6,000 | 3,867 | 6,000 | 10,000 | 10,000 | 10,000 | 4,000 | 66.67 | |
| 110-8102-51071 PENSION - GA | 93,863 | 123,500 | 131,566 | 123,500 | 120,500 | 120,500 | 120,500 | (3,000) | (2.43) | |
| 110-8102-51072 PENSION - PS | 222,819 | 207,000 | 202,872 | 207,000 | 257,000 | 257,000 | 257,000 | 50,000 | 24.15 | |
| 110-8102-51073 PENSION - PW | 130,082 | 142,000 | 106,535 | 142,000 | 136,000 | 136,000 | 136,000 | (6,000) | (4.23) | |
| 110-8102-51074 PENSION - HS | 26,377 | 27,500 | 24,014 | 27,500 | 26,000 | 26,000 | 26,000 | (1,500) | (5.45) | |
| 110-8102-51075 PENSION - CC | 15,250 | 15,500 | 12,822 | 15,500 | 13,500 | 13,500 | 13,500 | (2,000) | (12.90) | |
| Total 8102 PENSION/SOCI | 848,630 | 895,300 | 760,427 | 895,300 | 934,800 | 934,800 | 933,800 | 38,500 | 4.30 | |

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 2019-20 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>FY15</u> | <u>FY16</u> | <u>FY17</u> | <u>FY18</u> | <u>FY19</u> | <u>(Estimated)</u> <u>FY20</u> |
|---|--------------|--------------|--------------|-------------|-------------|-----------------------------------|
| Total Budgeted Cost | \$ 1,084,862 | \$ 1,100,705 | \$ 1,060,196 | \$ 917,300 | \$ 910,600 | \$ 925,300 |
| % of Town Budget | 11.8% | 11.6% | 11.0% | 9.5% | 9.4% | 9.2% |
| Change in monthly premium renewal rate change year over year | 6.00% | 0.30% | 0.00% | -7.00% | 0.00% | 3.70% |

Monthly premiums for medical and dental insurance were increased by 3.7% for the FY19-20 Town Budget, due to increases in claim trends. This is a decrease from the 5% increase that was included in the Town Manager's proposed budget, due to favorable claim trends in recent months. In addition, Union agreements increased the employee responsibility toward medical coverage by 0.75% as of July 1, 2019.

Town of Coventry
Council Recommended Budget

Budget Fiscal Year: 2020 to 2020

| Account# and Description | 2018 Actual | 2019 Base Budget | 2019 Actual YTD | 2019 Est. Actual | Dept Head | Town Manager | Council | Cou/Bud Inc/Dec | % |
|---|----------------|---------------------|--------------------|---------------------|----------------|----------------|----------------|--------------------|-------------|
| 8103 HEALTH INSURANCE | | | | | | | | | |
| 110-8103-51711 HEALTH INS GE | 237,089 | 214,000 | 180,362 | 214,000 | 250,000 | 250,000 | 239,600 | 25,600 | 11.96 |
| 110-8103-51712 HEALTH INS PU | 315,594 | 300,500 | 214,216 | 300,500 | 310,000 | 310,000 | 305,000 | 4,500 | 1.50 |
| 110-8103-51713 HEALTH INS PU | 314,769 | 349,000 | 241,131 | 349,000 | 355,000 | 355,000 | 350,000 | 1,000 | .29 |
| 110-8103-51714 HEALTH INS HU | 33,842 | 33,400 | 9,944 | 33,400 | 17,400 | 17,400 | 16,000 | (17,400) | (52.10) |
| 110-8103-51715 HEALTH INS CI | 9,239 | 8,200 | 6,843 | 8,200 | 9,500 | 9,500 | 9,200 | 1,000 | 12.20 |
| 110-8103-51720 LIFE INSURANC | 5,034 | 5,500 | 5,197 | 5,500 | 5,500 | 5,500 | 5,500 | 0 | .00 |
| \$460/ month = \$5,520 (round to \$5,500) | | | | | | | | | |
| Total 8103 HEALTH INSUR | 915,567 | 910,600 | 657,693 | 910,600 | 947,400 | 947,400 | 925,300 | 14,700 | 1.61 |

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. Wage uncertainty for two union contracts which expire at the end of FY18/19 will be charged to this account in the event approved contracts vary from the rates projected in the Town Council's budget.

Town of Coventry
Council Recommended Budget

Budget Fiscal Year: 2020 to 2020

| Account# and Description | 2018 Actual | 2019 Base Budget | 2019 Actual YTD | 2019 Est. Actual | Dept Head | Town Manager | Council | Cou/Bud Inc/Dec | % |
|--------------------------|----------------|---------------------|--------------------|---------------------|-----------|--------------|---------|--------------------|-----|
| 8301 CONTINGENCY | | | | | | | | | |
| 110-8301-53230 TRANSFERS | 0 | 15,000 | 1,859 | 3,000 | 15,000 | 15,000 | 15,000 | 0 | .00 |
| Total 8301 CONTINGENCY | 0 | 15,000 | 1,859 | 3,000 | 15,000 | 15,000 | 15,000 | 0 | .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: 2020 to 2020

| Account# and Description | 2018 Actual | 2019 Base Budget | 2019 Actual YTD | 2019 Est. Actual | Dept Head | Town Manager | Council | Cou/Bud Inc/Dec | % |
|--------------------------|----------------|---------------------|--------------------|---------------------|-----------|--------------|---------|--------------------|---------|
| 8303 CLAIMS AND LOSSES | | | | | | | | | |
| 110-8303-53230 TRANSFERS | 2,651 | 35,000 | 37,643 | 17,000 | 35,000 | 30,000 | 30,000 | (5,000) | (14.29) |
| Total 8303 CLAIMS AND L | 2,651 | 35,000 | 37,643 | 17,000 | 35,000 | 30,000 | 30,000 | (5,000) | (14.29) |

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