Insurance (Risk Management)

Linda Zemienieski/Dawn Snow
Executive Manager/Finance Assistant

To provide cost-effective liability, auto, property, cyber security, crime bond and surety bond coverage of all essential town operations. To provide cost-effective workers' compensation insurance as required by law.

Fiscal Year 2025-2026 Service Level Accomplishments

- Maintained cost-effective coverage of all essential town operations. Continued with combined Board of Education and Town of East Haddam policies to obtain savings.
- Employees attended in-service training sessions. Safety Committee reviews all risk management incidents and plans course of action to avoid repeat offenses.
- On-line training opportunities were offered to staff and public safety volunteers through CIRMA's E-Learning Center. Various CIRMA webinars/whitepaper alerts were distributed to appropriate staff for review.

Fiscal Year 2026-2027 Service Level Goals

- Continue to work to obtain the best coverage for the best price.
- Continue to educate employees in risk management to reduce work-related injuries.
- Encourage employees to attend CIRMA training workshops.

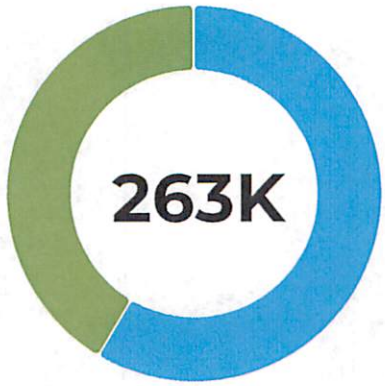
Additional Budget Information

Workers' Compensation: CIRMA has not provided budget indications yet for FY 2026-2027. As a placeholder, we have included a 3% rate increase from last year's premium for exposure changes in addition to our standard payroll increase of 3%.
Liability/Auto/Property: CIRMA has not provided budget indications yet for FY2026-2027. As a placeholder, we have included a 5% rate increase from last year's premium in addition to our standard 5% increase for endorsements and deductibles. CIRMA will continue to revisit these indications as they get closer to 7 / 1 / 26. The Town will be entering into the second year of our three-year budget stabilization agreement of +1.5 % first year, +5 % second year and +5 % third year maximum rate increase.
Surety Bonds: Surety bonds for the Tax Collector and Treasurer are included in the liability insurance budget line.
Cybersecurity Policy: Four years ago, CIRMA was officially notified by the carrier that provides the Pool's Master Cyber Program (which we had access to at no direct cost), regarding non-renewal of this policy. Over the past four years, we have been exploring alternative long-term, sustainable solutions for our cyber needs with CIRMA. Four protections were required to be in place for both the Town and BOE in order to pursue a quote for a cyber policy. Our Technology Department worked on these items and communicated with CIRMA on our progress. CIRMA has access to the cyber marketplace and the ability to place an individual cyber policy for their members. An individual cyber policy was introduced in August 2022 for $22,098.00 for both the Town and the Board of Education. In August 2023 and August 2024, we needed to submit applications for quotes for our renewals and were able to obtain coverage with the same limits from a different insurer for $16,275 for both the Town and Board of Education.

Insurance Financials

Expenditures by Object Summary

FY27 Expenditures by Object Summary



Purchased Other Services	$154,000	58.56%
Employee Benefits	$109,000	41.44%

Expenditures by Object Summary 1

Category	FY 2024 Actual	FY 2025 Actual	FY 2026 Approved 2025-2026 Budget	FY 2027 Budgeted	FY 2026 Approved 2025-2026 Budget vs. FY 2027 Budgeted ($ Change)	FY 2026 Approved 2025-2026 Budget vs. FY 2027 Budgeted (% Change)
Employee Benefits	$105,399.00	$105,390.67	$108,000.00	$109,000.00	$1,000.00	0.93%
WORKERS' COMPENSATION	$105,399.00	$105,390.67	$108,000.00	$109,000.00	$1,000.00	0.93%
Purchased Other Services	$133,135.23	$139,430.06	$147,000.00	$154,000.00	$7,000.00	4.76%
COMMERCIAL CRIME POLICY	$853.09	$851.62	$1,000.00	$1,000.00	-	0.00%
LIABILITY INSURANCES	$124,344.14	$130,640.44	$136,000.00	$143,000.00	$7,000.00	5.15%
CYBER SECURITY POLICY	$7,938.00	$7,938.00	$10,000.00	$10,000.00	-	0.00%
Total Expenditures	**$238,534.23**	**$244,820.73**	**$255,000.00**	**$263,000.00**	**$8,000.00**	**3.14%**