Fringe Benefits

Dawn Snow
Finance Assistant

The Fringe Benefit budget provides for all expenses associated with employee benefits. Included are health, dental and prescription benefits, contributions to 401a and 457b pension programs, short-term disability and life insurance for employees and volunteer firefighters.

Fiscal Year 2025-2026 Major Service Level Accomplishments

- Revived and promoted the employee wellness programs offering our employees healthy opportunities and education
- To continue to work with our insurance consultant to negotiate the best insurance rates possible through Eastern CT Health and Medical Cooperative (ECHMC).
- To continue to fully fund the Volunteer Firefighter Pension Plan.
- Successfully implemented new vendor to manage the employee retirement savings plan and firefighter retirement plan to achieve greater customer service for our employees and savings in plan administrative costs.

Fiscal Year 2026-2027 Major Service Level Goals

- Continued to work with our insurance consultant to negotiate smallest increases in health insurance for the fiscal year 2026-2027
- Continued to fully fund the firefighter pension plan based on actuary recommendations
- Continued to utilize our payroll vendor services to provide greater information to our employees and to automate as many services as possible.

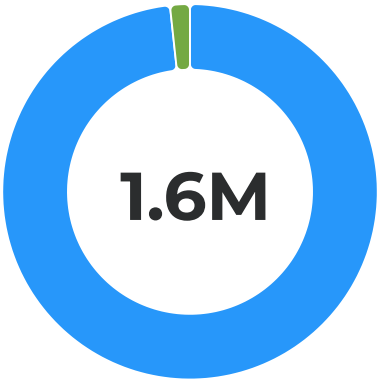
Additional Budget Information

Health insurance: Assumes a maximum rate increase of 15%. The ECHMC has not yet set the new premium rates for 2026-2027. This budget will be updated continuously as we know more about next year's health insurance premium increases. The amount required to fund the Fire Fighter Pension plan will be forthcoming as the GASB 67/68 valuation report is completed by actuaries.

Fringe Benefits Financials

Expenditures by Object Summary

FY27 Expenditures by Object Summary



Employee Benefits	**$1,577,462**	98.29%
Salaries & Wages	**$27,500**	1.71%

Expenditures by Object Summary

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)
Salaries & Wages	$25,325.59	$25,063.84	$26,000.00	$27,500.00	$1,500.00	5.77%
OTHER WAGES (INSURANCE STIPENDS)	$25,325.59	$25,063.84	$26,000.00	$27,500.00	$1,500.00	5.77%
Employee Benefits	$1,242,140.28	$1,234,136.06	$1,489,431.31	$1,577,461.59	$88,030.28	5.91%
EMPLOYER SHARE SOCIAL SECURITY	$278,872.27	$276,921.38	$334,474.31	$363,834.88	$29,360.57	8.78%
RETIREMENT CONTRIBUTIONS	$138,204.83	$136,662.29	$154,796.00	$165,873.84	$11,077.84	7.16%
MERF	$35,780.28	$39,718.90	$44,819.00	$46,006.87	$1,187.87	2.65%
RETIREMENT CONTRIBUTION-FIREFIGHTERS	-	$64,004.00	-	-	-	0.00%
TUITION REIMBURSEMENT	-	-	$2,000.00	$2,000.00	-	0.00%
UNEMPLOYMENT COMPENSATION	-	$30,917.91	$5,000.00	$5,000.00	-	0.00%
HEALTH INSURANCE	$756,144.98	$653,521.73	$920,958.00	$962,408.00	$41,450.00	4.50%
DENTAL INSURANCE	$15,566.61	$16,340.01	$15,816.00	$17,933.00	$2,117.00	13.39%
LIFE INSURANCE	$17,571.31	$16,049.84	$11,568.00	$14,405.00	$2,837.00	24.52%
Total Expenditures	**$1,267,465.87**	**$1,259,199.90**	**$1,515,431.31**	**$1,604,961.59**	**$89,530.28**	**5.91%**