

(Note: These Minutes are draft until approved at the next regularly scheduled meeting of the Town Council)

**NEW MILFORD TOWN COUNCIL  
REGULAR MEETING  
MINUTES  
June 26, 2023**

**Present:** Mayor Peter Bass  
Chris Cosgrove  
Katy Francis  
MaryJane Lundgren  
Hilary Ram  
Alexandra Thomas  
Paul Murphy  
Doug Skelly  
Tom Esposito

**Absent:** Sal Rynkiewicz

**Also Present:** Randy DiBella, Town Attorney  
Ken Taylor, Town Attorney  
Jack Healy, Director of Public Works  
Greg Bollaro, Personnel Director  
Dan Calhoun, Parks and Recreation Director  
Mike Boucher, Highway Foreman  
Greg Osipow, Director of Finance

RECEIVED  
TOWN CLERK  
2023 JUL -5 A 10:36  
NEW MILFORD, CT

Mayor Bass called the meeting to order at 7:00 pm.

**1. Pledge of Allegiance and Moment of Silence**

**2. Public Reciting of The American's Creed by William Tyler Page**

I believe in the United States of America as a government of the people, by the people, for the people; whose just powers are derived from the consent of the governed, a democracy in a republic, a sovereign Nation of many sovereign States; a perfect union, one and inseparable; established upon those principles of freedom, equality, justice, and humanity for which American patriots sacrificed their lives and fortunes.

I therefore believe it is my duty to my country to love it, to support its Constitution, to obey its laws, to respect its flag, and to defend it against all enemies.

*Ms. Francis moved to suspend the rules to add item 5.a. Bee City resolution for discussion and possible action, seconded by Mr. Esposito and passed unanimously.*

**3. Public Comment**

There was none.

**4. Consent Agenda –**

*Recommended Motion:* That the Town Council approve all items on the Consent Agenda

**a) Prior Minutes –**

## Approval of the Town Council Meeting minutes of June 12, 2023

### b) Tax Collector –

Discussion and possible action on approving tax refunds:

Balance in refund account was \$15,266.53. The June 26, 2023 refunds are in the amount of \$1,232.63 leaving a balance of \$14,033.90.

### c) Parks and Recreation –

The Parks and Recreation Department requests permission to accept the following donations for the 8 Mile and 5K Road Races:

- \$250 Donation from YardScapes Inc.
- \$500 Donation from Nuvance Health
- One \$50 gift card donation from WalMart
- One \$50 gift card donation from Big Y
- Five vouchers (\$15.99 value each) donation from BD Provisions
- Two \$50 and four \$25 gift card donations from Good Eats Restaurant and Bar

They are requesting that the monetary donations be deposited into the Recreation Revenue Account #10450500-44709. The New Milford Parks and Recreation Commission would like to thank these donors for their generosity.

*Ms. Francis moved to approve the consent agenda items a. through c. noting the donations to the Parks and Recreation Department, seconded by Mr. Cosgrove.*

Ms. Ram said in the minutes in regard to the Board of Education Administrative office move that the “Town needs to hold itself accountable” not the Board and the Town.

*The motion passed unanimously.*

## 5. Mayor’s Comments

Mayor Bass congratulated the class of 2023 on their graduation from New Milford High School. He thanked the Grad Party committee for hosting the annual grad party to assure that every graduate remains safe on this special day. He also congratulated the graduates from the Litchfield Hills Transition Center. Adult Education also held its graduation.

He congratulated Special Olympic Athlete Kelly Schneider who competed in the World Games and took a gold medal, bronze medal and placed 5<sup>th</sup> in different competitions.

The Mayor congratulated Susan Grisell and Flora Quammie for being recognized as the 2023 New Milford DaVinci Award Recipients. He also congratulated the New Milford Green Wave Flag Football teams on their championships.

Mayor Bass noted the young men and women who will be going into the Armed Forces after graduation.

June 16<sup>th</sup> was the high school varsity awards presentation and the Mayor congratulated the athletes who received recognition.

Mayor Bass thanked the Garden Club for working to get the Blue Star Memorial Marker and noted four World War II veterans were in attendance at the dedication.

He thanked Bryce Matthews who is a lifeguard at Lynn Deming for saving a young girls life as she was trying to swim to the boat docks and could not make it. He thanked Girl Scout troop 40297 who received a silver certificate for helping the Town get its Bee City designation by creating awareness of the importance of pollinators. He thanked Mr. Healy's daughter, Brooke, who brought the idea forward to the Town.

Infrastructure updates – the engineering services have been awarded for the Hine Hill, Grove Street and Fordyce Road and Grove Street intersections. The scraping and painting of the high school gym ceilings has been awarded. The canopy also needs to be scraped and repainted and the Town will work with the Board of Education facilities department to get the work done before the end of summer. The gym floor will not be redone in time because the bids came in to high for the budgeted amount.

Mr. Healy said almost all of the steel roofing is done at the high school and they are now working on the drainage and flashing around the pipes.

Mayor Bass said the bonding company has asked an engineer to look at whether the roof can withstand wind shear with just one pin instead of the two as contracted. The Mayor said they have told the bonding company that the Town expects the company to live up to the contract and to therefore install two pins on all of the roof. Attorney DiBella said the bonding company is responsible for everything the original contractor was responsible for and they are hoping to resolve this issue without going to litigation.

Mayor Bass reported on the police department statistics on motor vehicle stops year over year to date for 2022 – 859 and 2023 – 975. Motor vehicle accidents year over year to date for 2022 – 447 and 2023 – 413. The department continues to look at traffic calming measures, school zones, lighting up Route 7 and adding a traffic light at Willow Springs.

The Town will take over East Street School on June 30<sup>th</sup> and there will be an assessment started on July 3<sup>rd</sup> and tours for the Council, Board of Finance and the public after that. August 1<sup>st</sup> will be the first of three public hearings to determine what residents would like to see happen to East Street.

Mayor Bass said he and Mr. Osipow recently sat down with Moody's for the Towns bond rating review and the town remains in good stead with the bond company.

Roads – work continues on Candlewood Lake Road North, Mockingbird Lane, Bear Hill, Buckingham Road, Old Northville Road, Burnett and Green View Road. Grove Street will be getting a rubberized chip seal coat to preserve it. Upland Road bridge should be completed by October.

Mayor Bass updated the Council on events upcoming including music on the bandstand along with the Farmers Market on 7/1 and the fireworks will be that evening. July 8<sup>th</sup> the CT Militia will host a home game at 6 pm; the Wheels for Wheels car show will run from 10 am to 5 pm. July 9<sup>th</sup> Evolve presents will be offering yoga on the green. July 20<sup>th</sup> is the next Rock the Block concert on Bank Street. Candlelight Farms will once again host the Concours Elegance Car Show on July 22<sup>nd</sup> and 23<sup>rd</sup>. July 20<sup>th</sup> is the Litchfield Artisans Festival with 80 artisans already signed up to display. The Commission on the Arts will be holding an outdoor arts festival from 10 am to 5 pm on July 29<sup>th</sup> and the New Milford Road Race

and Kids race will be held at 8:30 am. Harrybrook Park will host its Hog Wild Obstacle Course race on the 29th from 10 am to 2 pm.

The first concert on the green will be held August 5<sup>th</sup>. August 17<sup>th</sup> is the date for another Rock the Block party.

Mr. Cosgrove noted the Irish American Club will be holding its second annual Road Bowling Tournament on July 22<sup>nd</sup> with the proceeds to go to the local family who is struggling with the costs of a cancer diagnosis.

a. Bee City Resolution

*Ms. Francis moved to approve the Bee City Resolution:*

**RESOLUTION**

A RESOLUTION of the Town of New Milford, New Milford, CT  
Designating the Town of New Milford as a BEE CITY USA® affiliate.

WHEREAS, the mission of BEE CITY USA is to galvanize communities to sustain pollinators, responsible for the reproduction of almost 90% of the world's flowering plant species, by providing them with healthy habitat, rich in a variety of native plants and free to nearly free of pesticides; and

WHEREAS, thanks to the more than 3,600 species of native bees in the United States, along with introduced honey bees, we have very diverse dietary choices rich in fruits, nuts, and vegetables; and

WHEREAS, bees and other pollinators have experienced population declines due to a combination of habitat loss, poor nutrition, pesticides (including insecticides, fungicides, and herbicides), parasites, diseases, and climate change; and

WHEREAS, pollinator-friendly communities can benefit local and regional economies through healthier ecosystems, increased vegetable and fruit crop yields, and increased demand for pollinator-friendly plant materials from local growers; and

WHEREAS, ideal pollinator-friendly habitat (A) Is comprised of mostly native wildflowers, grasses, vines, shrubs, and trees blooming in succession throughout the growing season to provide diverse and abundant nectar and pollen, since many wild pollinators prefer or depend on the native plants with which they co-adapted; (B) is free to nearly free of pesticides, as many pesticides can harm pollinators and/or their habitat; (C) comprises undisturbed spaces (leaf and brush piles, unmown fields or field margins, fallen trees and other dead wood) for nesting and overwintering; and (D) provides connectivity between habitat areas to support pollinator movement and resilience; and

WHEREAS, Integrated Pest Management (IPM) is a long-term approach to maintaining healthy landscapes and facilities that minimizes risks to people and the environment by: identifying and removing the causes of pest problems rather than only attacking the symptoms (the pests); employing pests' natural enemies along with cultural, mechanical, and physical controls when prevention is not enough; and using pesticides only when no other method is feasible or effective; and

WHEREAS, supporting pollinators fosters broad-based community engagement in environmental awareness and sustainability; and

WHEREAS, New Milford should be certified a *BEE CITY USA* community because pollination plays a vital role for the trees and plants of our community, enhancing our quality of life, and creating recreational and economic development opportunities; and



NOW, THEREFORE, in order to enhance understanding among local government staff and the public about the vital role that pollinators play and what each of us can do to sustain them, New Milford, CT chooses to support and encourage healthy pollinator habitat creation and enhancement, resolving as follows:

1. The Town of New Milford, Department of Public Works is hereby designated as the BEE CITY USA sponsor.
2. The Director of Public Works, Jack Healy is designated as the BEE CITY USA Liaison.
3. Facilitation of New Milford's BEE CITY USA program is assigned to the New Milford Bee City Committee.
4. The New Milford Bee City Committee is authorized to and shall:

**a. Celebration:** Host at least one educational event or pollinator habitat planting or restoration each year to showcase [your city or county name]'s commitment to raising awareness of pollinator conservation and expanding pollinator health and habitat.

**b. Publicity & Information:** Install and maintain at least one authorized BEE CITY USA street sign in a prominent location, and create and maintain a webpage on the New Milford, CT website which includes, at minimum a copy of this resolution and links to the national BEE CITY USA website; contact information for your BEE CITY Liaison and Committee; reports of the Pollinator-friendly activities the community has accomplished the previous year(s); and your recommended native plant species list and integrated pest management plan (explained below).

**c. Habitat:** Develop and implement a program to create or expand pollinator-friendly habitat on public and private land, which includes, but is not limited to, Identifying and inventorying New Milford's real property that can be enhanced with pollinator-friendly plantings; creating a recommended locally native plant list to include wildflowers, grasses, vines, shrubs, and trees and a list of local suppliers for those species; and, tracking (by square footage and/or acreage) annual area of pollinator habitat created or enhanced.

**d. Pollinator-Friendly Pest Management:** Create and adopt an integrated pest management (IPM) plan designed to prevent pest problems, reduce pesticide use, and expand the use of non-chemical pest management methods.

**e. Policy & Plans:** Establish, through the Town of New Milford, a policy in the Bee City Plan of New Milford's Comprehensive Plan to acknowledge and commit to the BEE CITY USA designation and review the [Plan name] Plan and other relevant documents to consider improvements to pest management policies and practices as they relate to pollinator conservation, identify appropriate locations for pollinator-friendly plantings, and consider other appropriate measures.

**f. Renewal:** After completing the first calendar year as a BEE CITY USA affiliate, each February, apply for renewal of New Milford's BEE CITY USA designation following the format provided by BEE CITY USA, including a report of the previous year's BEE CITY USA activities, and paying the renewal fee based on New Milford's population. ADOPTED by the Town Council of the Town of New Milford, CT, this Day of June 26, 2023.

*Seconded by Mr. Esposito and passed unanimously.*

## **6. Appointments and Reappointments**

### **Discussion and possible action in regard to the following Appointments**

#### **LIBRARY BOARD OF TRUSTEES**– 9 Members-3 alt.-4year term

*Sec 1010 Charter*

R Rhonda Woods	52 Turkey Trot Road	6/26/2023– 1/31/2026
D Jennifer Harrigan, Alt.	9 Taylor Street	6/26/2023 – 1/31/2026

*Ms. Francis moved to approve the appointments of Rhonda Woods and Jennifer Harrigan, alt. to the Library Board of Trustees for the term 6/26/2023 to 1/31/2026, seconded by Mr. Esposito and passed unanimously.*

#### **ZONING BOARD OF APPEALS – 5 Members, 3 Alternates – 4 year term**

*Ms. Francis moved to approve the appointment of Kelly Franzese to the Zoning Board of Appeals for the term 6/26/2023 to 11/07/2023, seconded by Mr. Esposito.*

Mayor Bass noted that Ms. Franzese was the recording secretary for the ZBA but has left that position to fill this slot.

*The motion passed unanimously.*

#### **7. Town Clerks Office**

Re-appointment of Sub Registers of Vital Statistics

Confessor Rodriguez, Jr. 15 Dawn's Road 6/26/2019 - 11/30/2023

Amy Lynn Caassidy-Srephens 58 Bridge Street 6/26/2019 - 11/30/2023

*Ms. Francis moved to approve the reappointment of Sub Registers of Vital Statistics of Confessor Rodriguez, Jr. and Amy Lynn Caassidy-Stephens for the term 6/26/2019 to 11/30/2023, seconded by Mr. Cosgrove and passed unanimously.*

#### **8. Road Closures – (Pending Traffic Authority Approval)**

The Litchfield County Irish American Club is asking to close both the northern and southern crossovers on the green for the Irish Festival. Saturday, September 9, 2023 from 9:00am – 11:00pm and Sunday September 10, 2023 9:00am – 8:00pm

*Ms. Francis moved to approve the road closure request for the Litchfield County Irish American Club, seconded by Mr. Cosgrove and passed unanimously.*

#### **9. Board of Education –**

Discussion and possible action of the Board of Education's request of \$100,000. for the Turf Field Replacement and the remaining balance of surplus to the BOE Capital Reserve.

*Ms. Francis moved to approve the request of the Board of Education to transfer \$100,000 for the Turf Field Replacement Fund and the remaining balance of surplus to the Board of Education Capital Reserve, seconded by Mr. Esposito.*

Mr. Cosgrove asked what the remaining balance will be and Mayor Bass answered over \$2 million.

Ms. Ram asked if the Board of Education had received full reimbursement for the fire and Mr. Healy said they have been trying to have a meeting to go over final requests. Ms. Ram said the deadline for the Board is June 30th and Mr. Healy said they will not make that deadline. Mayor Bass said the money is coming from the other insurance company and CIRMA will be recovering the money on behalf of the Town.

*The motion passed unanimously.*

#### **10. Finance –**

a) Update from the Finance Director

Mr. Osipow said this is the fiscal year 23 year end financial update. The auditors have done the preliminary work in May with no issues reported. They will return in late October to finish the work.

Moody's recently conducted a ratings review and New Milford remains at an AA1 rating with a bond sale set for July 11th.

The year end surplus is approximately \$3.3 million which is mostly revenue driven including interest income, State of Connecticut sales tax windfall, bond premium and taxes.

Mayor Bass detailed some of the revenue increases: \$9,000 more in passport applications, interest income up 500 basis points totaling \$1,279,703, State sales tax revenue \$538,126, investments from money market funds \$198,126, and bond and BAN premiums \$930,693.

Mr. Osipow said there are multiple tax categories including current, supplemental, etc. Mayor Bass said the tax interest on liens was up \$264,000 and taxes collected were up \$319,534.

Bill Murphy from the building department projected \$500,000 in building fees but as of now the fees collected are \$602,198. Town Clerk conveyance fees are up \$12,000 over budget. Parks and Recreation fees are up about \$75,000 over budget.

Mayor Bass attributed this to the strength of the economy in New Milford.

Mr. Osipow said there will be more expenditures to apply but subject to audit, and not including the Board of Education, this surplus will allow the Town to plan for tax relief and stability for the unassigned fund. He also noted the Town has once again not used the Waste Management Fund.

Mr. Osipow noted there is currently \$22 million in STIF funds earning 5.14%.

b) Discussion and possible action on Carry in Force Funds and Year End Adjustments

*Ms. Francis moved to approve the Carry in Force Funds as outlined by the Finance Director, seconded by Mr. Esposito.*

Ms. Ram said some of the numbers remaining are higher for instance public works was budgeted at \$589,000. Mr. Osipow said in some cases money has already been carried in force from previous budgets. He said encumbrances are cancelled if the money has to be carried in force.

*The motion passed 7-0-1.*

*Aye: Murphy, Esposito, Cosgrove, Francis, Skelly, Thomas, Lundgren  
Abstain: Ram*

*Ms. Francis moved to approve the Year End Adjustments as outlined by the Finance Director, seconded by Mr. Esposito.*

Mayor Bass said the Town will put \$100,000 into the turf field account and apply \$1 million to tax relief.

*The motion passed 7-0-1.*

*Aye: Murphy, Esposito, Cosgrove, Francis, Skelly, Thomas, Lundgren  
Abstain: Ram*

## 11. Mayor –

- a) Discussion and possible action on the reciting of “The American Creed” by William Tyler Page at Town Council Meetings

*Ms. Francis moved to approve the reciting of “The American Creed” by William Tyler Page at Town Council Meetings, seconded by Mr. Esposito.*

Ms. Thomas said she did not agree with the reading of the Creed at every meeting. She felt the Pledge of Allegiance and the oath taken to serve all the same promises were made to support the Country and the Town. She noted the Creed was written at a time when World War I was ongoing.

Mr. Cosgrove said the concepts in the Creed are timeless and the Creed has significant meaning to him. Mr. Murphy said it was a way to honor the founding Fathers and the signers of the Declaration of Independence. Ms. Francis felt the Creed was more focused on the meaning of being an American. Mr. Skelly said there are attempts to eliminate history these days and the Creed instills the history of sacrifices made.

Ms. Lundgren said the Pledge of Allegiance was sufficient and the Creed was optional if one wanted to recite it or not. Ms. Ram said the Council agreed to the format of the meeting at the beginning of the session.

Mayor Bass said he asked to put the Creed after a DAR meeting and felt if it helped one person understand a little more about the Country then it was appropriate to recite.

*The motion passed 5-2-1  
Aye: Murphy, Esposito, Cosgrove, Francis, Skelly  
No: Thomas, Ram  
Abstain: Lundgren*

- b) Discussion of the revision of the 2006 Housatonic Management Plan

Bob Gambino and Marc Andreotto were present from the Housatonic River Commission to ask the Council for feedback on the river. Mr. Gambino said the commission is made up of seven towns in the region and the river is designated as a wild and scenic river by the federal government. The Northwest Hills Council of Government is the fiscal agent for Commission funds. The Commission is requesting that each town in their geographic region express opinions on the future of the river.

- c) Continued discussion and possible action on the creation of an Opioid Settlement Committee

Ms. Francis said Attorney DiBella sent the documents with the charge for the committee. She suggested the committee be formed with five regular members and two alternates.

Mr. Cosgrove said they had discussed temporary versus permanent and he felt it should be kept temporary.

Mayor Bass noted members of the committee could not access the available funds.

Ms. Thomas suggested the committee should be permanent to show commitment on behalf of the Town for a long term solution. Ms. Lundgren agreed as the process would have to start all over again if the committee disbanded.

Mayor Bass said this may evolve into a permanent committee after the members do their due diligence.

Ms. Ram said she felt the Town should be all in and so she was hesitant to establish a temporary committee.

*Ms. Francis moved to create a temporary Opioid Settlement Committee with 5 members and 2 alternates and to instruct the Town Attorney to draft an ordinance which also addresses the Towns commitment to the opioid issue, seconded by Mr. Esposito and passed unanimously.*

d)Continued discussion and possible action on the formation of a Fair Rent Commission

*Ms. Francis moved to approve the formation of a Fair Rent Commission, seconded by Mr. Cosgrove.*

Attorney DiBella said this was already voted on so this was a clarification.

Ms. Thomas asked the Mayor why this was being done now to clarify for the public and Mayor Bass said it is required by the State of Connecticut to have in place by the end of June for communities of 25,000 population and more.

*The motion passed unanimously.*

e)Economic Development update from Mayor Bass

Mayor Bass said the unemployment rate as of May for New Milford was 3.4%. He noted a couple of businesses that closed downtown recently - Dukes and Zaragoza. The Cue will be coming to take the space Dukes was in and a new lease has been signed where Zaragoza was. The golf store on Main Street will be replaced with a college book store - Hummingbird Books. A New Mexican restaurant has opened on Railroad Street - Vegas. Mommas Bagels will be moving into the Staples plaza as well as a Dominican restaurant. East Coast Connector is building its new location on Route 7 north.

Pickett District will house Bruzzis Landscaping headquarters as well as FSM Excavation. There will also be 110 town house units built with four commercial retail pods. A masonry company is building at the roundabout.

Ms. Thomas asked about the pop up shop that the Economic Development Corporation is working on and Mayor Bass said progress is being made and they hope to open by October.

f) Discussion on the Charge of the Municipal Building Committee

Ms. Ram said the Council needs to look at the ordinance that created the MBC as she felt no group of people could accomplish all the items in the ordinance. She said the scope of what they were being asked to do was too big and as a result balls were being dropped.

Mayor Bass said the committee cannot interfere with Town operations by Charter. Funding is the jurisdiction of the Council, Board of Finance and bonding. The Purchasing Authority hires the architect who then details the scope of work. He noted the high school roof project never called for a clerk of the works.

Ms. Ram said the MBC according to section b was to prepare reports to the Council and Board of Finance, she noted there has been no report. The first fire occurred December 2, 2021 with \$178,000 worth of clean up and a closed woodshop; a dropped pipe on February 3, 2022 - no reports.

Mayor Bass said he gets reports every month which he then reports to the Council.

Attorney DiBella said the ordinance does need to be revised as it was too broad.

g)Executive Session – inviting into executive session: Attorneys Randi DiBella & Ken Taylor, Greg Bollaro & Greg Osipow - Discussion of the Teamsters Contract

*Ms. Francis moved to enter into Executive Session at 9:50 pm to discuss the Teamsters Contract and to invite Attorneys DiBella and Taylor, Mr. Bollaro, Mr. Healy, Mr. Calhoun and Mr. Boucher into the executive session, seconded by Mr. Cosgrove and passed unanimously.*

*Ms. Francis moved to return to regular session at 10:05 pm, no motions were made and no votes taken, seconded by Mr. Esposito and passed unanimously.*

*Ms. Francis moved to extend the meeting to 10:15 pm, seconded by Mr. Esposito and passed unanimously.*

h)Discussion and possible action on the ratification of the Teamsters Contract.

*Ms. Francis moved to approve the ratification of the Teamsters Contract, seconded by Mr. Cosgrove and passed unanimously.*

## **Adjourn**

*Mr. Skelly moved to adjourn the meeting at 10:06 pm, seconded by Mr. Esposito and passed unanimously.*

Minutes recorded by:



Recording Secretary





# TOWN OF NEW MILFORD

Town Hall  
10 Main Street  
New Milford, Connecticut 06776  
Telephone (860) 355-6085 • Fax (860) 355-6032

4b

Office of the Tax Collector

June 21, 2023

TO: Honorable Pete Bass, Mayor  
Honorable Greg Osipow, Director of Finance  
Honorable Members of Town Council

FROM: Brian Lastra, Assessor  
Nancy McGavic, Tax Collector

RE: Refunds for June 26, 2023 meeting

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Balance in refund account:	\$15, 266.53
Account #10413700-59500	

June 26, 2023 refunds	\$1, 232.63
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Balance after June refunds	\$14, 033.90
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Respectfully Submitted:  
Brian Lastra, Assessor and Nancy McGavic, Tax Collector

June 26, 2023 Refunds				
LAST NAME	FIRST NAME	ACCOUNT	AMOUNT	NOTES
JP Morgan Chase Bank		2021-03-62439, 77824, 77889	1232.63	Adjusted by Assessor
Total			1232.63	



# Town of New Milford

Parks and Recreation Department  
John Pettibone Community Center  
2 Pickett District Road  
New Milford, Connecticut 06776  
Telephone (860) 355-6050 • Fax (860) 355-6052

4c

## MEMORANDUM

**TO: Mayor Peter Bass and Town Council**  
**FROM: Daniel Calhoun, Director of Parks and Recreation**  
**DATE: June 21, 2023**  
**SUBJECT: Town Council Agenda Item**

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The New Milford Parks and Recreation Department requests that the following items be placed on the agenda for the next available Town Council meeting.

The Parks and Recreation Department requests permission to accept the following donations for the 8 Mile and 5K Road Races:

- \$250 Donation from Yardapes, INC.
- \$500 Donation from Nuvance Health
- One \$50 gift card donation from Walmart
- One \$50 gift card donation from Big Y
- Five vouchers (\$15.99 value each) donation from BD Provisions
- Two \$50 and four \$25 gift card donations from Good Eats Restaurant and Bar

We are requesting that the monetary donations be deposited into the Recreation Revenue Account #10450500-44709.

The New Milford Parks and Recreation Commission would like to thank these donors for their generosity.

TOWN OF NEW MILFORD  
MAYOR'S OFFICE  
10 MAIN STREET, NEW MILFORD, CT 06776  
PHONE # 860-355-6010, FAX # 860-355-6002

PERMIT # \_\_\_\_\_

Traffic Authority meets the 4<sup>th</sup> Tuesday of the month. Please send your application in a timely manner so the Traffic Authority at one of their meetings can review it before you need the road closure.

All applicants must fill out this form completely and email it to all parties below:

The New Milford Traffic Authority c/o [stephanieb622@sbcglobal.net](mailto:stephanieb622@sbcglobal.net)

The New Milford Police Dept c/o [cgautrau@newmilfordpolice.org](mailto:cgautrau@newmilfordpolice.org)

The Mayor's Office c/o Pat Hembrook [phembrook@newmilford.org](mailto:phembrook@newmilford.org)

New Milford Ambulance c/o Donna Hespe [donnahespe@charter.net](mailto:donnahespe@charter.net)

**Application for  
TOWN ROAD CLOSURE**

The undersigned owner or authorized agent hereby applies for permission to close a town owned road in accordance with the Laws & Ordinance of the Town of New Milford

Request to Close (Road Name(s)): \_\_\_\_\_

Event Date(s): September 9, 2023 - September 10, 2023 Rain Date(s): \_\_\_\_\_

Requested Hours for Road Closure: \_\_\_\_\_

September 9, 2023 - 9am - 11pm September 10, 2023 - 9am - 8pm

Name of the Event: New Milford Irish Festival

If Town Green: Check all that apply

☒ Southern Crossover over Main Street  
☒ Northern Crossover over Main Street

Other Requirements:

☒ CERTIFICATE OF INSURANCE  
☒ Barricades  
☐ Police Side Duty  
☐ Road Signage

Name of Applicant: Chris Cosgrove

Organization if applicable: Litchfield County Irish American Club

Mailing Address: 143 Sunny Valley Rd, New Milford, CT 06776

\*\*\*\*\***REQUEST CHECKLIST**\*\*\*\*\*

Certificate of Insurance to the Town of New Milford: \_\_\_\_\_

Park & Rec Permit Signature & Approval Date: \_\_\_\_\_

Traffic Authority Signature & Approval Date: \_\_\_\_\_

(NOTE: This Commission meets every 4<sup>th</sup> Tuesday each month)

Police Chief Signature & Approval Date: \_\_\_\_\_

Side Duty Officer(s) Required: \_\_\_\_\_

New Milford Ambulance Signature & Approval Date: \_\_\_\_\_

Town Council Approval Date: \_\_\_\_\_

9

**NEW MILFORD PUBLIC SCHOOLS**  
**Board of Education**  
**25 Sunny Valley Road, Suite A**  
**New Milford, Connecticut 06776**  
**(860) 355-8406**

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June 21, 2023

The Honorable Pete Bass  
Mayor of the Town of New Milford  
10 Main Street  
New Milford, CT 06776

Dear Mayor Bass,

At its meeting on June 20, 2023, the Board of Education approved the following motions:

- That the Board make a request of the Town Council and Board of Finance to allocate the end of year balance for 2022-23 (subject to final audit) to the following:  
\$100,000.00 to the Turf Field Replacement account; and the remaining balance to the BOE Capital Reserve account.

Accordingly, I am making these requests on behalf of the Board of Education. Thank you in advance for your consideration of these requests at your next regularly scheduled meetings. Should you need additional information or clarification of this request, please do not hesitate to contact me.

Sincerely,



Pete Helmus, Chairperson  
New Milford Board of Education

PH/jp

Cc: Walter O'Connor, Chairperson, New Milford Board of Finance  
Janet Parlato, Superintendent, New Milford Public Schools  
New Milford Board of Education members

10 A Rev

06/14/2023 15:53  
8292gosiTown of New Milford  
YEAR-TO-DATE BUDGET REPORT1P  
1g1ytdbud

FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUNDORIGINAL  
APPROPTRANSFERS/  
ADJUSTMTSREVISED  
BUDGET

YTD EXPENDED

ENCUMBRANCES

AVAILABLE  
BUDGETPCT  
USED

10410900 MAYOR'S OFFICE

10410900 44114 PASSPORTS  
10410900 48003 MAYORS INITIATIV

TOTAL MAYOR'S OFFICE

-9,000	0	-9,000	-19,450.00	.00	10,450.00	216.1%
0	-500	-500	-3,524.86	.00	3,024.86	705.0%
-9,000	-500	-9,500	-22,974.86	.00	13,474.86	241.8%

10411900 FINANCE OFFICE

10411900 43302 TOTALLY DISABLED  
10411900 43303 ADDITIONAL VETER  
10411900 43306 PEQUOT GAMING  
10411900 43314 MONT GRANTS IN A  
10411900 43320 TOWN AID ROADS  
10411900 43321 ADDL SALES TAX  
10411900 43400 LOCIP 096.89 020  
10411900 43600 IN LIEU OF TAXES  
10411900 43601 PILOT COLLEGES &  
10411900 43602 TEL ACCESS TAX/LS  
10411900 44119 CREDIT CARD SALE  
10411900 46101 INTEREST/MONEY M  
10411900 46104 S.T.I.F. INTERES  
10411900 47210 REVENUES RENTAL  
10411900 48000 REVENUES UNCLASS  
10411900 48001 DEFERRED REVENUE  
10411900 48002 GALLERY 25 SALES  
10411900 48808 AMBULANCE DEBT R  
10411900 49200 SALE OF TOWN ASS  
10411900 49309 ESG ENERGY CONTR  
10411900 49310 BANS PREMIUM  
10411900 49311 BOND PREMIUM  
10411900 49505 OPERATING TRANSF  
10411900 49507 TAX RELIEF

TOTAL FINANCE OFFICE

-2,250	0	-2,250	-2,853.03	.00	603.03	126.8%
-10,800	0	-10,800	-10,754.10	.00	-45.90	99.6%
-2,049	0	-2,049	-1,366.00	.00	-683.00	66.7%
-996,617	-302,264	-1,298,881	-566,437.11	.00	9,266.11	101.7%
-556,879	-292	-557,171	-533,259.38	.00	533,259.38	100.0%
0	0	0	-470,422.00	.00	-195,416.00	145.2%
-193,293	-2,123	-195,416	-470,422.00	.00	146,478.00	145.2%
-146,478	-177,466	-323,944	-146,478.00	.00	9,180.11	120.2%
-323,944	177,466	-146,478	-54,645.11	.00	-3,828.89	100.0%
-52,000	6,535	-45,465	-248,069.48	.00	198,069.48	496.1%
0	0	0	-1,314,703.85	.00	1,279,703.85	3756.3%
-50,000	10,000	-35,000	-11,000.00	.00	-1,000.00	91.7%
-45,000	-7,000	-52,000	-124,708.27	.00	24,708.27	124.7%
-5,000	-25,000	-30,000	-4,335.84	.00	2,089.00	152.2%
-75,000	-4,336	-79,336	-6,089.00	.00	10,321.60	100.0%
-3,500	-500	-4,000	-930,693.17	.00	930,693.17	100.0%
-187,250	187,250	0	-5,747.50	.00	5,747.50	100.0%
0	0	0	-780,561.15	.00	780,561.15	100.0%
0	0	0	-950,000.00	.00	-950,000.00	.0%
-950,000	0	-950,000	-775,000.00	.00	-775,000.00	.0%
-775,000	0	-775,000	-5,072,137.70	.00	559,347.86	112.4%

10413100 ASSESSORS OFFICE

10413100 44115 REVENUES ASSESSE

-487

-13

-500

.00

.00

-500.00

.08%



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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL APPROP	TRANSFRS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
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TOTAL ASSESSORS OFFICE	-487	-13	-500	.00	-500.00	.0%
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10413500 TAX COLLECTOR

10413500 41101 TAXES CURRENT YE	-83,302,428	-4,490,200	-87,792,628	-87,618,749.89	.00	-173,878.11	99.88*
10413500 41102 TAXES COLLECTED	-975,000	0	-975,000	-1,294,534.37	.00	319,534.37	132.8%
10413500 41103 SCOFFLAW COMPENS	0	0	0	218,979.04	.00	-218,979.04	100.0%*
10413500 41104 TAXES SUPPLEMENT	-775,000	0	-775,000	-972,700.50	.00	197,700.50	125.5%
10413500 41105 SUSPENSE TAX COL	-50,000	0	-50,000	-91,492.26	.00	41,492.26	183.0%
10413500 41106 CREDIT CARD PAYM	-20,000	-10,000	-30,000	-64,724.55	.00	34,724.55	215.7%
10413500 41901 TAX INTEREST FIE	-530,000	0	-530,000	-794,726.22	.00	264,726.22	149.9%
TOTAL TAX COLLECTOR	-85,652,428	-4,500,200	-90,152,628	-90,617,948.75	.00	465,320.75	100.5%

10414000 HOUSATONIC PROBATE COURT

10414000 47210 RENTAL TOWN PROP	-24,000	0	-24,000	-24,000.00	.00	.00	100.0%
TOTAL HOUSATONIC PROBATE COURT	-24,000	0	-24,000	-24,000.00	.00	.00	100.0%

10414700 TOWN CLERK

10414700 44102 HISTORIC DOCUMEN	-15,000	0	-15,000	-13,104.00	.00	-1,896.00	87.4%*
10414700 44112 TOWN CLERK LOCIP	-9,000	-1,000	-10,000	-8,406.00	.00	-1,594.00	84.1%*
10414700 44113 REVENUES MUNICIP	-640,000	-35,000	-675,000	-622,325.73	.00	-52,674.27	92.2%*
TOTAL TOWN CLERK	-664,000	-36,000	-700,000	-643,835.73	.00	-56,164.27	92.0%

10415000 LAND USE

10415000 44103 ZONING BOARD FEE	-55,000	-15,000	-70,000	-67,662.60	.00	-2,337.40	96.7%*
10415000 44106 ZONING BOARD OF	-3,000	0	-3,000	-2,526.00	.00	-474.00	84.2%*
10415000 44107 ZONING SELF SUST	-20,000	0	-20,000	-11,000.00	.00	-9,000.00	55.0%*
10415000 44108 PLANNING COMMTS	-1,000	0	-1,000	.00	.00	-1,000.00	.0%*
10415000 44109 INLAND WETLANDS	-13,000	-5,000	-18,000	-16,043.25	.00	-1,956.75	89.1%*

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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL APPROP	TRANSFERS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
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10415000 44110 INLAND/WETLAND S	-10,000	0	-10,000	-7,478.75	.00	-2,521.25	74.8%*
TOTAL LAND USE	-102,000	-20,000	-122,000	-104,710.60	.00	-17,289.40	85.8%

10420100 POLICE

10420100 42130 POLICE PROTECTIV	-19,790	0	-19,790	-16,315.51	.00	-3,474.49	82.4%*
10420100 44201 REVENUE CONSTABL	-50,000	0	-50,000	-930,645.92	.00	880,645.92	1861.3%
10420100 45102 PARKING VIOLATIO	-35,800	0	-35,800	-34,757.22	.00	-1,042.78	97.1%*
10420100 48400 DONATIONS	0	0	0	-100.00	.00	100.00	100.0%
10420100 49511 REVENUES INS POL	-5,000	0	-5,000	-5,564.35	.00	564.35	111.3%
TOTAL POLICE	-110,590	0	-110,590	-987,383.00	.00	876,793.00	892.8%

10420400 FIRE MARSHAL

10420400 44202 FIRE MARSHAL FEE	-60,000	0	-60,000	-71,513.00	.00	11,513.00	119.2%
TOTAL FIRE MARSHAL	-60,000	0	-60,000	-71,513.00	.00	11,513.00	119.2%

10420401 EMERGENCY MANAGEMENT

10420401 49506 GRANT REVENUE	-5,000	5,000	0	.00	.00	.00	.0%
TOTAL EMERGENCY MANAGEMENT	-5,000	5,000	0	.00	.00	.00	.0%

10421300 BUILDING INSPECTOR

10421300 42201 BUILDING PERMITS	-450,000	-50,000	-500,000	-579,239.27	.00	79,239.27	115.8%
TOTAL BUILDING INSPECTOR	-450,000	-50,000	-500,000	-579,239.27	.00	79,239.27	115.8%

10430100 PUBLIC WORKS

10430100 42203 OVERNIGHT PARKIN	-800	0	-800	-800.00	.00	.00	100.0%
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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL APPROP	TRANSFERS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
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10430100 42204 driveway permit	-14,000	0	-14,000	-15,150.00	.00	1,150.00	108.2%
TOTAL PUBLIC WORKS	-14,800	0	-14,800	-15,950.00	.00	1,150.00	107.8%

10440100 HEALTH

10440100 42120 SANITARY PERMITS	-45,000	45,000	0	.00	.00	.00	.0%
10440100 43101 BIOTERRORISM GRA	-12,700	12,700	0	.00	.00	.00	.0%
10440100 43301 HEALTH BLOCK GRA	-5,500	5,500	0	.00	.00	.00	.0%
10440100 49501 INSURANCE CLAIMS	0	0	0	.00	.00	.00	.0%
10440100 49502 HAZARDOUS WASTE	-10,000	10,000	0	.00	.00	.00	.0%
10440100 49512 NM/WASHINGTON HE	-39,000	39,000	0	.00	.00	.00	.0%
10440100 49516 PROPERTY NUISANC	-100	100	0	.00	.00	.00	.0%
TOTAL HEALTH	-112,300	112,300	0	-6,764.73	.00	6,764.73	100.0%

10441700 COMMISSION ON AGING

10441700 44708 COMM. ON AGING R	-62,045	0	-62,045	-65,388.13	.00	3,343.13	105.4%
10441700 44716 AGING SELF SUSTA	-22,580	0	-22,580	-20,422.50	.00	-2,157.50	90.4%*
10441700 49506 CONGREGATE LUNCH	-52,776	-2,832	-55,608	-40,539.75	.00	-15,068.25	72.9%*
TOTAL COMMISSION ON AGING	-137,401	-2,832	-140,233	-126,350.38	.00	-13,882.62	90.1%

10441900 YOUTH AGENCY

10441900 43305 STATE GRANT-YOUT	-30,840	0	-30,840	-38,053.00	.00	7,213.00	123.4%
10441900 48400 DONATIONS	0	-5,000	-5,000	-5,000.00	.00	.00	100.0%
TOTAL YOUTH AGENCY	-30,840	-5,000	-35,840	-43,053.00	.00	7,213.00	120.1%

10441901 THE MAXX

10441901 44714 REV. "THE MAXX"	-67,000	32,000	-35,000	-37,927.59	.00	2,927.59	108.4%
TOTAL THE MAXX	-67,000	32,000	-35,000	-37,927.59	.00	2,927.59	108.4%

10441902 YOUTH BEFORE/AFTER SCHOOL CARE



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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ORIGINAL APPROP	TRANSERS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
GRAND TOTAL -105,105,148	-4,507,546-109,612,694-111,248,961.33			.00	1,636,267.55	101.5%

\*\* END OF REPORT - Generated by Gregory Osipow \*\*



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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:		ORIGINAL	TRANSFERS/	REVISED	YTD EXPENDED	ENCUMBRANCES	AVAILABLE	PCT
1000	GENERAL FUND	APPROP	ADJUSTMENTS	BUDGET			BUDGET	USED
10410300 TOWN COUNCIL								
10410300	53000 CONSULTANTS	22,050	3,950	26,000	18,541.81	2,884.00	4,574.19	82.4%
10410300	55401 LEGAL NOTICES	2,000	0	2,000	1,641.73	358.27	.00	100.0%
10410300	56001 MATERIALS & SUPP	300	4,480	4,780	460.34	234.33	4,085.33	14.5%
TOTAL TOWN COUNCIL		24,350	8,430	32,780	20,643.88	3,476.60	8,659.52	73.6%
10410900 MAYOR'S OFFICE								
10410900	51000 PERSONNEL	239,498	88,313	327,811	295,714.60	.00	32,096.10	90.2%
10410900	51180 STIPENDS	0	0	0	2,400.00	.00	-2,400.00	100.0%*
10410900	53400 TOURISM	33,000	0	33,000	32,000.00	.00	1,000.00	97.0%
10410900	56001 MATERIALS & SUPP	2,500	0	2,500	2,560.74	.00	-60.74	102.4%*
10410900	58901 EXPENSE ACCOUNT	6,000	0	6,000	5,979.97	.00	20.03	99.7%
TOTAL MAYOR'S OFFICE		280,998	88,313	369,311	338,655.31	.00	30,655.39	91.7%
10411000 WESTCOG								
10411000	59901 HOUSATONIC VALLE	24,045	331	24,376	24,376.00	.00	.00	100.0%
TOTAL WESTCOG		24,045	331	24,376	24,376.00	.00	.00	100.0%
10411100 GAYLORDSVILLE SCHOOL								
10411100	56001 GAYLORDSVILLE SC	560	15	575	500.96	.00	74.04	87.1%
TOTAL GAYLORDSVILLE SCHOOL		560	15	575	500.96	.00	74.04	87.1%
10411200 SULLIVAN ROAD SCHOOL								
10411200	56001 SULLIVAN ROAD SC	120	10	130	143.49	.00	-13.49	110.4%*
TOTAL SULLIVAN ROAD SCHOOL		120	10	130	143.49	.00	-13.49	110.4%



FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL  
APPROP

TRANS/  
ADJSTMTS

**REVISED  
BUDGET**

YTD EXPENDED

**ENCUMBRANCES**

**AVAILABLE  
BUDGET**

PCT  
USED

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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT



FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL APPROP TRANSFRS/ADJUSTMTS REVISED BUDGET YTD EXPENDED ENCUMBRANCES AVAILABLE BUDGET PCT USED

10411903 54101 CONTRACTUAL-TRAS	19,490	585	20,075	15,032.82	27.91	5,014.27	75.0%
10411903 54104 TRAFFIC SIGNALS	6,000	0	6,000	3,964.58	.00	2,035.42	66.1%
10411903 54105 STREET LIGHTING	30,000	0	30,000	18,398.27	.00	11,601.73	61.3%
10411903 54322 TELEPHONES/ALL D	104,443	82,052	186,495	175,533.06	.00	10,961.68	94.1%
10411903 54411 WATER ALL DEPART	29,900	1,600	31,500	24,572.46	.00	6,927.54	78.0%
10411903 54412 SEWER ALL DEPART	19,726	100	19,826	16,124.60	.00	3,701.40	81.3%
10411903 55301 POSTAGE-ALL DEPA	55,000	0	55,000	46,836.41	4,315.24	3,848.35	93.0%
10411903 56220 ELECTRIC ALL BUI	238,675	-4,979	233,696	148,223.14	.00	85,472.86	63.4%
10411903 56260 GASOLINE/ALL DEP	394,240	144,400	538,640	410,261.92	.00	128,378.08	76.2%

TOTAL UTILITIES/GASOLINE 897,474 223,758 1,121,232 858,947.26 4,343.15 257,941.33 77.0%

10411904 ANNUAL TOWN REPORT

10411904 51180 ANNUAL TOWN REPO	750	0	750	750.00	.00	.00	100.0%
TOTAL ANNUAL TOWN REPORT	750	0	750	750.00	.00	.00	100.0%

10411905 SERVICE CONTRACTS OFFICE MACHI

10411905 53404 SERVICE CONTRACT	8,800	0	8,800	7,135.76	.00	1,664.24	81.1%
10411905 53405 ELEVATOR SERVICE	14,188	537	14,725	14,942.92	.00	-217.92	101.5%*
TOTAL SERVICE CONTRACTS OFFICE MACHI	22,988	537	23,525	22,078.68	.00	1,446.32	93.9%

10411906 DUPLICATING EXPENSE

10411906 55510 DUPLICATING EXPE	41,116	2,284	43,400	37,085.52	5,480.97	833.51	98.1%
TOTAL DUPLICATING EXPENSE	41,116	2,284	43,400	37,085.52	5,480.97	833.51	98.1%

10411907 TRANSPORTATION EXPENSE ALL DEP

10411907 55800 TRANSPORTATION E	9,000	0	9,000	5,492.49	.00	3,507.51	61.0%
TOTAL TRANSPORTATION EXPENSE ALL DEP	9,000	0	9,000	5,492.49	.00	3,507.51	61.0%

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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL APPROP	TRANSFERS/ ADJUSTMS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
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10413100 ASSESSORS OFFICE

10413100 51000 PERSONNEL	201,879	9,502	211,381	191,613.79	.00	19,767.09	90.6%
10413100 51330 ASSESSOR-OVERTIM	500	0	500	.00	.00	500.00	.0%
10413100 53311 PROPERTY TAX AUD	10,000	0	10,000	10,000.00	.00	.00	100.0%
10413100 55001 ASSESSOR-TRAININ	3,000	0	3,000	2,105.00	.00	895.00	70.2%
10413100 56001 MATERIALS & SUPP	8,000	1,850	9,850	5,788.41	.00	4,061.59	58.8%
10413100 57350 COMPUTER SOFTWARE	31,418	1,265	32,683	24,799.50	7,861.00	22.50	99.9%

TOTAL ASSESSORS OFFICE

254,797	12,617	267,414	234,306.70	7,861.00	25,246.18	90.6%
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10413500 TAX COLLECTOR

10413500 51000 PERSONNEL	133,535	7,945	141,480	130,267.19	.00	11,212.31	92.1%
10413500 51218 TAX COLLECTOR-AF	1,000	0	1,000	607.40	.00	392.60	60.7%
10413500 53205 STATE MV ASSESSM	300	0	300	250.00	.00	50.00	83.3%
10413500 55001 TAX COLLECTOR-TR	500	0	500	350.00	.00	150.00	70.0%
10413500 56001 MATERIALS & SUPP	37,500	1,525	39,025	26,540.57	.00	12,484.43	68.0%

TOTAL TAX COLLECTOR

172,835	9,470	182,305	158,015.16	.00	24,289.34	86.7%
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10413600 BOARD OF TAX REVIEW

10413600 51000 PERSONNEL	4,500	0	4,500	1,419.40	.00	3,080.60	31.5%
10413600 56001 MATERIALS & SUPP	500	0	500	49.00	.00	451.00	9.8%

TOTAL BOARD OF TAX REVIEW

5,000	0	5,000	1,468.40	.00	3,531.60	29.4%
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10413700 TAX REBATES & REFUNDS

10413700 59500 TAX REBATES & RE	70,000	55,000	125,000	108,212.12	.00	16,787.88	86.6%
TOTAL TAX REBATES & REFUNDS	70,000	55,000	125,000	108,212.12	.00	16,787.88	86.6%

10413900 LEGAL

10413900 53101 OTHER LEGAL EXPE	175,000	0	175,000	141,535.41	.00	33,464.59	80.9%
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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL  
APPROP

TRANSFERS/  
ADJUSTMENTS

REVISED  
BUDGET

YTD EXPENDED

ENCUMBRANCES

AVAILABLE  
BUDGET

PCT  
USED

10413900 53102 LEGAL RETAINER  
10413900 53103 LEGAL LAND USE  
10413900 53108 LEGAL-ASSESSORS  
10413900 53109 LEGAL-TAX COLLEC  
10413900 53110 LEGAL PERSONNEL

TOTAL LEGAL

90,000	0	90,000	247.50	.00	89,752.50	100.0%
31,500	-6,500	25,000	3,366.00	21,634.00	87,500.00	100.0%
20,000	120,000	140,000	34,148.87	18,351.13	1,000.00	37.5%
2,500	-1,500	1,000	.00	.00	39,250.00	1.9%
35,000	5,000	40,000	750.00	.00		
354,000	117,000	471,000	180,047.78	39,985.13	250,967.09	46.7%

10414000 HOUSATONIC PROBATE COURT

10414000 59901 ANNUAL TOWN APPR

TOTAL HOUSATONIC PROBATE COURT

17,342	637	17,978	17,978.23	.00	.00	100.0%
17,342	637	17,978	17,978.23	.00	.00	100.0%

10414100 PERSONNEL

10414100 51000 PERSONNEL-PERSON  
10414100 51003 PERSONNEL-SECRET  
10414100 52500 TUITION RETIMBURS  
10414100 56001 PERSONNEL-MATERI  
10414100 58901 PERSONNEL-RECRU  
10414100 58902 DRUG & ALCOHOL  
10414100 58904 EMPLOYEE ASSISTA  
10414100 59501 STAFF TRAINING &

TOTAL PERSONNEL

89,254	102,798	192,052	173,620.74	.00	18,431.51	90.4%
54,360	-54,360	0	2,128.38	.00	-2,128.38	100.0%*
10,000	0	10,000	2,912.50	.00	7,087.50	29.1%
18,500	1,690	20,190	17,400.04	268.56	2,521.40	87.5%
5,000	1,000	6,000	4,729.63	.00	1,270.37	78.8%
4,550	50	4,600	2,150.00	.00	2,450.00	46.7%
8,000	0	8,000	7,472.05	220.00	307.95	96.2%
2,000	1,000	3,000	1,376.88	.00	1,623.12	45.9%
191,664	52,178	243,842	211,790.22	488.56	31,563.47	87.1%

10414200 FRINGE BENEFITS

10414200 51119 OTHER WAGES  
10414200 52200 FICA  
10414200 52201 "ER"MEDICARE  
10414200 52300 PENSION  
10414200 52302 VOL FIRE AWARDS  
10414200 52600 UNEMPLOYMENT COM  
10414200 52810 HEALTH INSURANCE  
10414200 52811 UNION WELFARE FU  
10414200 52821 HEART & HYPER.PY

103,866	-103,866	0	808,118.18	.00	135,028.00	85.0%
910,244	32,903	943,147	190,476.44	.00	30,098.58	86.4%
212,880	7,695	220,575	108,876.75	.00	13,167.25	99.4%
1,969,572	163,472	2,133,044	1,119,876.30	.00	11,703.70	90.3%
112,100	8,000	120,100	18,278.00	.00	11,722.00	60.9%
100,000	-70,000	30,000	3,162,007.11	.00	253,492.89	92.6%
3,037,000	378,500	3,415,500	782,336.71	.00	69,423.29	91.8%
827,424	24,336	851,760	195.67	.00	-195.67	100.0%*
7,500	-7,500	0		.00		



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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL APPROP	TRANSFRS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
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10414200 55200 GENERAL INSURANC	645,300	21,776	667,076	679,662.08	.00	-12,586.08	101.9%*
TOTAL FRINGE BENEFITS	7,925,886	455,316	8,381,202	7,869,347.24	.00	511,854.35	93.9%

10414300 INFORMATION TECHNOLOGY

10414300 51000 PERSONNEL	134,640	32,860	167,500	153,702.93	.00	13,797.07	91.8%
10414300 53200 PROFESSIONAL SER	23,000	6,000	29,000	29,000	17,182.19	11,817.81	59.2%
10414300 53401 CONTRACTUAL	199,120	1,700	200,820	176,776.20	17,181.55	6,862.25	96.6%
10414300 56001 COMPUTER MATERIA	5,000	0	5,000	1,256.72	3,690.81	52.47	99.0%
TOTAL INFORMATION TECHNOLOGY	361,760	40,560	402,320	331,735.85	38,054.55	32,529.60	91.9%

10414700 TOWN CLERK

10414700 51000 PERSONNEL	183,746	10,326	194,073	179,947.20	.00	14,125.37	92.7%
10414700 51218 TOWN CLERK-AFSCM	200	0	200	136.37	.00	63.63	68.2%
10414700 53401 CONTRACTUAL SERV	3,195	5	3,200	3,142.33	.00	57.67	98.2%
10414700 53521 HISTORIC DOC PRE	7,500	0	7,500	7,500.00	.00	.00	100.0%
10414700 56001 MATERIALS & SUPP	35,850	6,450	42,300	25,271.66	10,219.09	6,809.25	83.9%
TOTAL TOWN CLERK	230,491	16,781	247,273	215,997.56	10,219.09	21,055.92	91.5%

10414900 REGISTRAR OF VOTERS

10414900 51000 REGISTRARS SALAR	70,180	4,609	74,790	68,556.62	.00	6,232.88	91.7%
10414900 51181 CANVASS	3,600	0	3,600	3,600.00	.00	.00	100.0%
10414900 51321 ELECT PERSON	83,020	14,060	97,080	60,502.65	.00	36,577.35	62.3%
10414900 56001 MATERIALS & SUPP	64,220	0	64,220	32,129.16	756.99	31,333.85	51.2%
TOTAL REGISTRAR OF VOTERS	221,020	18,669	239,690	164,788.43	756.99	74,144.08	69.1%

10415000 LAND USE

10415000 51000 PERSONNEL	302,767	20,470	323,237	290,990.98	.00	32,246.22	90.0%
10415000 51218 AFSCME OVERTIME	1,000	2,500	3,500	2,420.98	.00	1,079.02	69.2%

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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL APPROP TRANSFERS/ADJUSTMENTS REVISED BUDGET YTD EXPENDED ENCUMBRANCES AVAILABLE BUDGET PCT USED

10415000 53000 CONSULTANTS	5,000	5,750	10,750	750.00	.00	10,000.00	7.0%
10415000 53403 CONTRACTUAL SELE	30,000	0	30,000	5,966.25	.00	16,033.75	46.6%
10415000 55401 LEGAL NOTICES	8,000	0	8,000	2,667.74	.00	3,000.00	62.5%
10415000 56001 MATERIALS & SUPP	5,000	-750	4,250	1,305.45	.00	2,216.98	47.8%

TOTAL LAND USE 351,767 27,970 379,737 304,101.40 11,059.83 64,575.97 83.0%

10420100 POLICE

10420100 51000 ADMINISTRATIVE S	424,563	10,391	434,954	414,085.92	.00	20,868.15	95.2%
10420100 51003 CLERK/SECRETARY	29,550	1,194	30,745	26,991.29	.00	3,753.51	87.8%
10420100 51004 SERGEANTS	751,769	18,729	770,499	685,497.80	.00	85,000.76	89.0%
10420100 51005 DETECTIVES	435,447	10,561	446,009	397,995.27	.00	48,013.28	89.2%
10420100 51006 PATROLMAN	2,595,514	44,305	2,639,819	2,277,958.80	.00	361,859.73	86.3%
10420100 51007 MATRON	1,000	0	1,000	.00	.00	1,000.00	0%
10420100 51008 DISPATCHERS	556,425	24,034	580,458	473,306.53	.00	107,151.71	81.5%
10420100 51009 CLERICAL SUPPORT	107,004	2,122	109,126	100,930.87	.00	8,195.13	92.5%
10420100 51010 PARKING ENFORCEM	46,716	.941	47,657	43,989.38	.00	3,668.02	92.3%
10420100 51011 HIGH RISK NAVIGA	76,500	-41,566	34,934	.00	.00	34,934.10	.0%
10420100 51180 EDUCATION STIPE	9,000	0	9,000	.00	.00	9,000.00	.0%
10420100 51330 OVERTIME	155,000	24,200	179,200	144,899.33	.00	34,300.67	80.9%
10420100 51331 TRAINING OT	31,750	0	31,750	29,707.39	.00	2,042.61	93.6%
10420100 51332 DISPATCHERS O/T	70,000	0	70,000	116,750.30	.00	42,477.60	166.8%*
10420100 51340 HOLIDAY PAY	129,198	0	129,198	86,720.58	.00	42,477.60	67.1%
10420100 53401 FIXED CHARGES	23,920	-4,500	19,420	4,807.00	.00	14,613.00	24.8%
10420100 53402 PROFESSIONAL DEV	6,100	1,550	7,650	3,545.00	.00	4,105.00	46.3%
10420100 54304 AUTO MAINTENANCE	63,000	3,000	66,000	46,455.35	.00	9,179.47	86.1%
10420100 54305 RADIO REPAIR	14,500	0	14,500	11,732.19	.00	1,510.52	95.5%
10420100 54306 UNIFORMS & CLEAN	81,550	0	81,550	60,381.77	.00	3,682.52	76.1%
10420100 55001 TELEPHONE & COMP	68,126	36,958	105,083	58,447.10	.00	21,514.63	81.4%
10420100 56001 MATERIALS & SUPP	46,500	0	46,500	34,859.32	.00	8,669.43	97.2%
10420100 56903 SPEC DEPT SUPPLI	16,000	0	16,000	11,750.96	.00	3,704.42	96.3%
10420100 56904 POLICE AMMUNITIO	37,000	6,150	43,150	37,829.20	.00	1,616.38	99.8%
10420100 58904 POLICE EAP	17,000	0	17,000	14,831.48	.00	34.40	84.5%
10420100 59502 CPR/EMR/EMD TRAI	12,629	0	12,629	2,896.21	.00	160.96	98.7%
10420100 59503 POST C TRAINING	15,000	-3,400	11,600	2,020.00	.00	9,230.00	20.4%
10420100 59996 POLICE CADET PRO	2,000	4,336	6,336	38.79	.00	4,264.37	32.7%

TOTAL POLICE 5,825,262 139,004 5,964,267 5,090,539.83 75,192.58 798,534.11 86.6%

10420101 NEW MILFORD PRIVATE DUTY

10420101 51000 POLICE PRIVATE D	50,000	0	50,000	514,659.99	.00	-464,659.99	1029.3%*
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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL APPROP	TRANSERS/ ADJUSTMS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
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TOTAL NEW MILFORD PRIVATE DUTY	50,000	0	50,000	514,659.99	.00	-464,659.99	1029.3%
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10420300 FIRE DEPARTMENT

10420300 53206 NEW MILFORD FIRE	131,500	7,500	139,000	139,000.00	.00	.00	100.0%
10420300 53207 LANESVILLE SUB-S	25,164	2,182	27,346	9,833.78	15,566.91	1,945.31	92.9%
10420300 53208 GAYLORDSVILLE VO	183,006	593	183,599	183,599.00	.00	.00	100.0%
10420300 53209 NORTHVILLE FIRE	143,500	10,000	153,500	153,500.00	.00	.00	100.0%
10420300 53211 NM FIRE ASSOC IN	7,500	500	8,000	7,089.67	.00	910.33	88.6%
10420300 53212 WATER WITCH HOSE	231,950	-6,025	225,925	225,925.00	.00	.00	100.0%

TOTAL FIRE DEPARTMENT

	722,620	14,750	737,370	718,947.45	15,566.91	2,855.64	99.6%
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10420308 NM WATER CO FIRE HYDRANTS

10420308 54106 NM WATER CO FIRE	120,663	28,022	148,685	98,334.40	.00	50,350.60	66.1%
TOTAL NM WATER CO FIRE HYDRANTS	120,663	28,022	148,685	98,334.40	.00	50,350.60	66.1%

10420400 FIRE MARSHAL

10420400 51000 FIRE MARSHAL PER	78,540	11,461	90,001	82,305.93	.00	7,694.57	91.5%
10420400 51003 FIRE MARSHAL-SEC	24,909	2,374	25,283	21,986.69	.00	3,296.31	87.0%
10420400 51020 ASST/ FIRE MARSH	63,877	2,579	66,456	57,352.34	.00	9,103.66	86.3%
10420400 51330 OVERTIME	5,500	1,200	6,700	5,540.12	.00	1,159.88	82.7%
10420400 53402 FIRE MARSHAL-PRO	4,125	0	4,125	3,152.97	668.00	304.03	92.6%
10420400 55001 FIRE MARSHAL-EDU	3,783	1	3,783	3,189.00	.00	594.00	84.3%
10420400 56001 FIRE MARSHAL-MA	1,000	0	1,000	794.82	151.23	53.95	94.6%
10420400 56007 FIRE MARSHAL-SPE	4,300	500	4,800	2,968.78	1,290.56	540.66	88.7%
10420400 57350 COMPUTER SOFTWARE	7,950	-1,200	6,750	1,225.40	1,652.76	3,871.84	42.6%

TOTAL FIRE MARSHAL

	193,983	14,914	208,898	178,516.05	3,762.55	26,618.90	87.3%
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10420401 EMERGENCY MANAGEMENT

10420401 51180 STIPENDS	14,000	0	14,000	11,230.88	.00	2,769.12	80.2%
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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL APPROP	TRANSFERS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
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10420401 57400 GENERAL EQUIPMEN	5,000	0	5,000	.00	.00	5,000.00	.0%
TOTAL EMERGENCY MANAGEMENT	19,000	0	19,000	11,230.88	.00	7,769.12	59.1%

10421300 BUILDING INSPECTOR

10421300 51000 PERSONNEL	179,941	39,649	219,590	201,749.12	.00	17,840.68	91.9%
10421300 51330 OVERTIME	200	0	200	.00	.00	200.00	.0%
10421300 56001 MATERIALS & SUPP	3,500	0	3,500	136.90	.00	3,363.10	3.9%
TOTAL BUILDING INSPECTOR	183,641	39,649	223,290	201,886.02	.00	21,403.78	90.4%

10421500 DOG POUND

10421500 53401 CONTRACTUAL	209,391	0	209,391	165,503.00	.00	43,888.00	79.0%
TOTAL DOG POUND	209,391	0	209,391	165,503.00	.00	43,888.00	79.0%

10422000 TRAFFIC AUTHORITY

10422000 51221 SECRETARIAL	2,000	980	2,980	1,950.00	.00	1,030.00	65.4%
TOTAL TRAFFIC AUTHORITY	2,000	980	2,980	1,950.00	.00	1,030.00	65.4%

10423000 LOCAL EMERGENCY PLANNING

10423000 59901 LOCAL EMERGENCY	4,000	0	4,000	259.30	.00	3,740.70	6.5%
TOTAL LOCAL EMERGENCY PLANNING	4,000	0	4,000	259.30	.00	3,740.70	6.5%

10424000 NM COMMUNITY AMBULANCE

10424000 53003 NM COMM AMBULANC	200,500	452,000	652,500	526,683.00	.00	125,817.00	80.7%
10424000 53004 PARAMEDIC SVCS	147,036	28,729	175,765	175,766.00	.00	-1.00	100.0%*

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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL APPROP	TRANSERS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
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TOTAL NM COMMUNITY AMBULANCE

347,536	480,729	828,265	702,449.00	.00	125,816.00	84.8%
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10430100 PUBLIC WORKS

10430100 51012 DIRECTOR	119,958	10,079	130,037	123,572.76	.00	6,463.87	95.0%
10430100 51013 HIGHWAY FOREMAN	72,053	3,293	75,346	73,971.00	.00	1,375.05	98.2%
10430100 51014 PERSONNEL GRADES	1,883,584	46,194	1,929,778	1,756,311.82	.00	173,466.18	91.0%
10430100 51015 ENGINEERING	290,366	11,199	301,565	280,101.67	.00	21,463.33	92.3%
10430100 51017 AFSCME UNION PER	49,816	998	50,814	46,890.66	.00	3,923.34	92.3%
10430100 51018 ADMINISTRATIVE A	60,905	2,470	63,375	59,605.81	.00	3,768.79	94.1%
10430100 51019 PUBLIC WORKS-HIG	63,750	5,250	69,000	63,510.44	.00	5,489.56	92.0%
10430100 51218 AFSCME OVERTIME	500	0	500	500.00	.00	500.00	.0%
10430100 51320 PART TIME/SEASON	15,000	20,000	35,000	11,235.50	.00	23,764.50	32.1%
10430100 51333 OVERTIME (TEAMST	163,500	-13,500	150,000	108,939.21	.00	41,060.79	72.6%
10430100 51334 TEAMSTERS NON WT	19,000	1,000	20,000	21,826.31	.00	-1,826.31	109.1%*
10430100 51335 OVERTIME SPECIAL	3,000	0	3,000	1,370.01	.00	1,629.99	45.7%
10430100 53200 PROFESSIONAL SER	50,000	0	50,000	35,479.20	.00	13,520.59	73.4%
10430100 54306 UNIFORMS/SAFETY	33,000	1,000	34,000	25,540.62	8,366.52	92.86	99.7%
10430100 54420 LEASE/RENTAL	2,000	0	2,000	1,432.89	59.98	507.13	74.6%
10430100 54901 TREES-REMOVAL &	190,000	-15,000	175,000	106,764.68	30,496.53	37,738.79	78.4%
10430100 56001 EDUCATION & TRAI	8,000	2,000	10,000	3,805.00	1,640.00	4,555.00	54.5%
10430100 56003 MAT & SUP WINTER	16,000	0	16,000	9,385.91	2,686.84	3,927.25	75.5%
10430100 56004 MAT'L SUPPLIES S	536,000	-26,000	510,000	500,155.03	8,138.68	1,706.29	99.7%
10430100 56005 MAT'L SUPPLIES C	50,000	0	50,000	30,309.30	890.70	18,800.00	62.4%
10430100 56905 HIGHWAY CONST MA	30,000	0	30,000	434,884.41	661,632.23	103,483.36	91.4%
10430100 56906 HIGHWAY MAINTENA	1,200,000	5,000	1,205,000	24,127.52	.00	872.48	96.5%
10430100 56907 HIGHWAY MAINTENA	20,000	0	20,000	19,902.18	30.00	67.82	99.7%
10430100 56908 VEHICLE & EQUIPM	269,000	0	269,000	247,333.45	17,597.28	4,069.27	98.5%
10430100 56909 PUBLIC WORKS-TRE	10,000	0	10,000	7,788.74	2,255.41	-44.15	100.4%*
TOTAL PUBLIC WORKS	5,175,433	53,981	5,229,414	4,013,312.12	735,956.38	480,145.78	90.8%

10430200 BLDG MAINTENANCE

10430200 51000 BUILDING MAINTEN	529,781	56,446	586,227	515,724.34	.00	70,502.66	88.0%
10430200 51330 OVERTIME ( BLDG	35,000	0	35,000	28,844.02	.00	6,155.98	82.4%
10430200 53401 CONTRACTUAL-CLEA	2,000	0	2,000	56,584.81	1,567.11	432.89	78.4%
10430200 53407 BLDG MAIN FIXED	84,170	10,830	95,000	56,584.81	14,066.92	24,348.27	74.4%



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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL APPROP	TRANSFERS/ ADJUSTMENTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
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10430200 54306 UNIFORMS	5,700	800	6,500	4,329.45	2,170.55	.00	100.0%
10430200 55001 SAFETY EQUIPMENT	6,000	0	6,000	3,723.49	2,077.00	199.51	96.7%
10430200 56001 BLDG MAIN MAT/SU	47,100	2,900	50,000	28,313.82	11,809.85	9,876.33	80.2%
10430200 56006 MATERIALS & SUPP	6,500	0	6,500	5,949.30	550.70	.00	100.0%

TOTAL BLDG MAINTENANCE

716,251	70,976	787,227	643,469.23	32,242.13	111,515.64	85.8%
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10430400 N.M. CENTER CEMETARY ASSOCIATI

10430400 59901 NEW MILFORD CENT	42,532	-637	41,895	41,895.00	.00	.00	100.0%
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TOTAL N.M. CENTER CEMETARY ASSOCIATI

42,532	-637	41,895	41,895.00	.00	.00	100.0%
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10440100 HEALTH

10440100 51000 PERSONNEL	289,791	-289,791	0	.00	.00	.00	.0%
10440100 53021 HEALTH VNA EDUCA	11,200	-11,200	0	.00	.00	.00	.0%
10440100 53301 ENVIRONMENTAL T	13,200	-13,200	0	.00	.00	.00	.0%
10440100 53501 WATER TESTING	1,657	-1,657	0	.00	.00	.00	.0%
10440100 56001 MATERIALS SUPPL	2,500	-2,500	0	.00	.00	.00	.0%
10440100 56901 HEPATITUS B VACC	100	-100	0	.00	.00	.00	.0%
10440100 56902 HEALTH BLOCK GRA	5,500	-5,500	0	.00	.00	.00	.0%
10440100 58912 HOUSEHOLD HAZARD	36,500	-36,500	0	.00	.00	.00	.0%
10440100 58913 PUBLIC HEALTH PR	12,700	-12,700	0	.00	.00	.00	.0%
10440100 58924 PROPERTY NUISANC	15,000	-15,000	0	.00	.00	.00	.0%
10440100 59901 ANNUAL TOWN APPR	0	290,000	290,000	290,000.00	.00	.00	100.0%

TOTAL HEALTH

388,148	-98,148	290,000	290,000.00	.00	.00	100.0%
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10441700 COMMISSION ON AGING

10441700 51000 PERSONNEL	427,537	15,130	442,667	399,193.50	.00	43,473.73	90.2%
10441700 51330 OVERTIME	3,000	0	3,000	1,102.76	.00	1,897.24	36.8%
10441700 53401 CONTRACTUAL	20,600	600	21,200	20,332.39	857.00	10.61	99.8%
10441700 56001 MATERIALS & SUPP	7,400	400	7,800	7,088.21	704.71	7.08	99.9%
10441700 56002 MATERIALS & SUPP	23,048	0	23,048	17,305.23	4,347.22	1,395.55	93.9%
10441700 56300 CONGREGATE LUNCH	52,776	2,832	55,608	43,688.78	.00	11,919.22	78.6%

TOTAL COMMISSION ON AGING

534,361	18,962	553,323	488,710.87	5,908.93	58,703.43	89.4%
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1 Town of New Milford  
1 YEAR-TO-DATE BUDGET REPORT

1 P 12  
1 g1y1tbdud



FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL APPROP	TRANSFERS/ ADJUSTMENTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
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10441900 YOUTH AGENCY

10441900 51000 PERSONNEL	268,394	16,706	285,101	252,841.35	.00	32,259.15	88.7%
10441900 53000 FIXED CHARGES/CO	3,300	0	3,300	2,798.68	139.13	362.19	89.0%
10441900 56001 MATERIALS & SUPP	9,525	-725	8,800	7,441.74	625.40	732.86	91.7%
10441900 58905 PART SELF SUSTAI	50,908	12,376	63,284	48,458.08	5,055.81	9,769.83	84.6%
10441900 58923 YOUTH AGENCY GRA	1	-1	0	.00	.00	.00	.0%

TOTAL YOUTH AGENCY

332,128

28,356

360,484

311,539.85

5,820.34

43,124.03

88.0%

10441901 THE MAXX

10441901 51000 MAXX - PERSONNEL	45,740	-36,740	9,000	1,949.00	.00	7,051.00	21.7%
10441901 53401 CONTRACTUAL SVCS	5,000	-1,000	4,000	2,692.92	.00	1,307.08	67.3%
10441901 56001 MAXX - MATERIALS	7,500	-3,400	4,100	2,984.97	562.52	552.51	86.5%
10441901 58905 MAXX PART SELF-S	50,000	-46,000	4,000	3,103.87	34.86	861.27	78.5%

TOTAL THE MAXX

108,240

-87,140

21,100

10,730.76

597.38

9,771.86

53.7%

10441902 YOUTH BEFORE/AFTER SCHOOL CARE

10441902 51000 PERSONNEL	565,662	-20,684	544,978	492,593.39	.00	52,385.04	90.4%
10441902 56001 MATERIALS & SUPP	33,000	1,790	34,790	27,411.84	2,400.97	4,977.19	85.7%
10441902 58905 SELF SUSTAINING	15,000	-5,500	9,500	1,681.68	1,550.00	6,268.32	34.0%

TOTAL YOUTH BEFORE/AFTER SCHOOL CARE

613,662

-24,394

589,268

521,686.91

3,950.97

63,630.55

89.2%

10441903 SULLIVAN FARM

10441903 51000 PERSONNEL	38,950	3,287	42,237	42,482.46	.00	-245.46	100.6%*
10441903 56001 MATERIALS & SUPP	4,500	0	4,500	4,309.07	57.09	133.84	97.0%
10441903 58908 SULLIVAN FARM SE	55,000	30,000	85,000	47,636.17	2,044.23	35,319.60	58.4%

TOTAL SULLIVAN FARM

98,450

33,287

131,737

94,427.70

2,101.32

35,207.98

73.3%

10442000 THE CHILDRENS CENTER

10442000 59901 THE CHILDREN'S C	132,000	17,383	149,383	149,383.00	.00	.00	100.0%
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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR: 1000 GENERAL FUND	ORIGINAL APPROP	TRANSFERS/ ADJUSTMENTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
TOTAL THE CHILDRENS CENTER	132,000	17,383	149,383	149,383.00	.00	.00	100.0%
10442100 SERVICE OFFICERS							
10442100 51000 PERSONNEL	2,130	270	2,400	2,400.00	.00	.00	100.0%
10442100 56001 DECOR GRAVES	2,250	100	2,350	2,350.00	.00	.00	100.0%
10442100 58907 VETERANS AFFAIRS	500	0	500	.00	.00	500.00	.0%
TOTAL SERVICE OFFICERS	4,880	370	5,250	4,750.00	.00	500.00	90.5%
10442300 SOCIAL SERVICES							
10442300 51000 PERSONNEL	227,346	56,487	283,833	265,393.46	.00	18,439.80	93.5%
10442300 51330 OVERTIME	1,000	0	1,000	237.03	.00	762.97	23.7%
10442300 53401 CONTRACTUAL-MEET	2,095	0	2,095	1,200.00	.00	895.00	57.3%
10442300 56001 MATERIALS & SUPP	1,650	0	1,650	1,058.37	44.00	547.63	66.8%
10442300 58914 EMERGENCY SHELTER	600	0	600	.00	.00	600.00	.0%
10442300 58915 PROGRAM ACCT FOR	200	0	200	200.00	.00	.00	100.0%
TOTAL SOCIAL SERVICES	232,891	56,487	289,378	268,088.86	44.00	21,245.40	92.7%
10442600 NOT FOR PROFIT CONTRIBUTIONS							
10442600 59901 NOT FOR PROFIT C	25,000	0	25,000	25,000.00	.00	.00	100.0%
TOTAL NOT FOR PROFIT CONTRIBUTIONS	25,000	0	25,000	25,000.00	.00	.00	100.0%
10450100 LIBRARY							
10450100 51000 PERSONNEL	624,142	203,514	827,656	565,732.13	.00	261,923.50	68.4%
10450100 56001 MATERIALS & SUPP	391,202	10,939	402,141	365,520.71	.00	36,620.29	90.9%
TOTAL LIBRARY	1,015,344	214,453	1,229,797	931,252.84	.00	298,543.79	75.7%
10450200 COMMISSION ON THE ARTS							
10450200 53000 CONSULTANTS	20,700	-500	20,200	16,058.25	341.75	3,800.00	81.2%



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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL  
APPROP

TRANSFERS/  
ADJUSTMENTS

REVISED  
BUDGET

YTD EXPENDED

ENCUMBRANCES

AVAILABLE  
BUDGET

PCT  
USED

10450200 56001 MATERIALS & SUPP  
10450200 58905 SELF SUSTAINING  
10450200 59916 GALLERY PURCHASE

TOTAL COMMISSION ON THE ARTS

10450500 PARK & REC

10450500 51000 PERSONNEL-FULL T  
10450500 51001 PERSONNEL-SELF-S  
10450500 51002 PK & REC FULL TI  
10450500 51021 ADMINISTRATIVE PE  
10450500 51218 PARK & REC-AFSCM  
10450500 51320 PERSONNEL-PART T  
10450500 51322 PERSONNEL-PART S  
10450500 51330 PARK & REC OVERT  
10450500 53401 CONTRACTUAL  
10450500 53408 SELF SUST CONTRA  
10450500 53408 SELF SUSTAINING  
10450500 56001 MATERIALS & SUPP  
10450500 56002 PARK & REC MATER

TOTAL PARK & REC

10450800 HOUSATONIC RIVER COMMISSION

10450800 59901 HOUSATONIC RIVER

TOTAL HOUSATONIC RIVER COMMISSION

10450900 CANDLEWOOD LAKE AUTHORITY

10450900 59901 CANDLEWOOD LAKE

TOTAL CANDLEWOOD LAKE AUTHORITY

10451000 LAKE LILLINONAH AUTHORITY

10451000 59901 LAKE LILLINONAH

192,237	12,432	204,670	184,128.90	.00	20,540.91	90.0%
80,000	5,000	85,000	74,157.54	.00	10,842.46	87.2%
315,518	5,872	321,390	285,095.08	.00	36,294.92	88.7%
32,495	4,480	36,975	33,620.38	.00	3,354.62	90.9%
688	406	1,094	729.31	.00	364.69	66.7%
106,120	17,002	123,122	87,221.83	.00	35,900.17	70.8%
138,389	-3,989	134,400	96,842.00	.00	37,558.00	72.1%
20,424	2,408	22,832	11,571.54	.00	11,260.46	50.7%
76,591	-6,580	70,011	42,465.17	.00	1,208.83	98.3%
217,227	-23,290	193,937	113,687.32	64,064.97	16,184.71	91.7%
1	355	356	281.45	3.69	70.93	80.1%
61,084	1,280	62,364	37,842.52	19,896.08	4,625.40	92.6%
35,888	12,502	48,390	29,689.86	15,430.57	3,269.57	93.2%
1,276,662	27,878	1,304,541	997,332.90	125,732.31	181,475.67	86.1%

400	0	400	400.00	.00	.00	100.0%
400	0	400	400.00	.00	.00	100.0%

139,281	-9,551	129,730	129,730.00	.00	.00	100.0%
139,281	-9,551	129,730	129,730.00	.00	.00	100.0%

30,027	8,082	38,109	38,109.00	.00	.00	100.0%
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| Town of New Milford  
| YEAR-TO-DATE BUDGET REPORT

| P 15  
| g1yrtbud



FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL APPROP TRANSFERS/ADJUSTMENTS REVISED BUDGET YTD EXPENDED ENCUMBRANCES AVAILABLE BUDGET PCT USED

TOTAL LAKE LILLINONAH AUTHORITY 30,027 8,082 38,109 38,109.00 .00 .00 100.0%

10451100 CONSERVATION COMMISSION

10451100 56001 MATERIALS & SUPP 1,000 0 1,000 60.00 .00 940.00 6.0%

TOTAL CONSERVATION COMMISSION 1,000 0 1,000 60.00 .00 940.00 6.0%

10451300 FARMLAND PRESERVATION COMMISSI

10451300 59901 FARMLAND PRESERY 4,500 0 4,500 1,933.00 270.00 2,297.00 49.0%

TOTAL FARMLAND PRESERVATION COMMISSI 4,500 0 4,500 1,933.00 270.00 2,297.00 49.0%

10460300 ECONOMIC DEVELOPMENT OFFICE

10460300 51000 PERSONNEL 155,189 -91,877 63,312 9,321.04 .00 53,990.96 14.7%

10460300 53001 MARKETING & CONT 42,510 34,945 77,455 38,614.27 24,948.85 13,891.88 82.1%

10460300 53002 COMMISSION SERV 3,250 1,000 4,250 3,072.37 6.63 1,171.00 72.4%

10460300 53400 OTHER PROFESSION 3,250 -1,750 1,500 60.00 .00 1,440.00 4.0%

10460300 56001 MATERIALS & SUPP 1,200 0 1,200 365.96 .00 834.04 30.5%

10460300 58101 MEMBERSHIPS & WO 2,500 500 3,000 2,012.00 .00 988.00 67.1%

10460300 59901 ANNUAL TOWN APPR 15,000 0 15,000 15,000.00 .00 .00 100.0%

TOTAL ECONOMIC DEVELOPMENT OFFICE 222,899 -57,182 165,717 68,445.64 24,955.48 72,315.88 56.4%

10460400 ECONOMIC DEVELOPMENT COMMISSIO

10460400 51000 ECONOMIC DEVELOP 1,500 0 1,500 1,312.50 .00 187.50 87.5%

10460400 56001 SUPPLIES 250 -250 0 .00 .00 .00 .0%

TOTAL ECONOMIC DEVELOPMENT COMMISSIO 1,750 -250 1,500 1,312.50 .00 187.50 87.5%

10460500 HOUSATONIC REGIONAL TRANSIT

10460500 59901 HOUSATONIC REGON 70,827 1,417 72,244 72,244.00 .00 .00 100.0%



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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL  
APPROP

TRANSFERS/  
ADJUSTMENTS

REVISED  
BUDGET

YTD EXPENDED

ENCUMBRANCES

AVAILABLE  
BUDGET

PCT  
USED

TOTAL HOUSATONIC REGIONAL TRANSIT

70,827

1,417

72,244

72,244.00

.00

.00

100.0%

10490100 TOWN WIDE CAPITAL

10490100 57300 50005 LIBRARY

0

100,000

100,000

34,001.33

8,929.50

57,069.17

42.9%

TOTAL TOWN WIDE CAPITAL

0

100,000

100,000

34,001.33

8,929.50

57,069.17

42.9%

10490106 POLICE CAPITAL

10490106 53406 POLICE-ENFORCEME

8,280

1,000

9,280

.00

9,280.00

.00

100.0%

10490106 57340 POLICE-PUBLIC SA

58,678

13,000

71,678

65,844.40

5,317.55

515.99

99.3%

10490106 57400 POLICE-SCUBA EQU

11,930

0

11,930

5,307.96

5,760.83

861.21

92.8%

10490106 57401 POLICE-WEAPONS

5,900

8,341

14,241

7,866.00

5,925.70

449.30

96.8%

10490106 57402 POLICE-PHOTO EQU

2,500

-2,500

0

.00

.00

.00

0%

10490106 57403 POLICE-COMMUNICA

34,000

-16,000

18,000

6,391.00

11,530.22

78.78

99.6%

10490106 57420 POLICE-AUTOMOBIL

102,676

-53,276

49,400

4,873.70

44,526.30

.00

100.0%

10490106 57500 POLICE FURNITURE

4,500

2,500

7,000

4,464.00

2,061.52

474.48

93.2%

10490106 59902 MANDATED EXPENSE

205,000

-205,000

0

.00

.00

.00

.0%

TOTAL POLICE CAPITAL

433,464

-251,935

181,529

94,747.06

84,402.12

2,379.76

98.7%

10490107 NM COMMUNITY AMBULANCE CAPITAL

10490107 54306 TURN OUT GEAR

12,964

-12,964

0

.00

.00

.00

0%

10490107 57400 NM COMM AMBULANC

5,000

-1,000

4,000

4,000.00

.00

.00

100.0%

10490107 57420 AMBULANCE

60,000

0

60,000

23,334.18

101.82

36,564.00

39.1%

TOTAL NM COMMUNITY AMBULANCE CAPITAL

77,964

-13,964

64,000

27,334.18

101.82

36,564.00

42.9%

10490108 PUBLIC WORKS-HIGHWAY CAPITAL

10490108 53000 STORMWATER POLLU

12,500

0

12,500

975.68

10,500.00

1,024.32

91.8%

10490108 53005 CENTURY BRASS PR

50,000

200,000

250,000

116,861.39

106,932.82

26,205.79

89.5%

10490108 54105 STREET SCAPE LIG

5,000

0

5,000

.00

.00

5,000.00

.0%

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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL  
APPROP TRANSFERS/  
ADJUSTMTS REVISED  
BUDGET YTD EXPENDED ENCUMBRANCES AVAILABLE  
BUDGET PCT  
USED

10490108 56912 BRIDGE REPAIR/MT	86,000	14,000	100,000	39,167.09	14,180.25	60,832.91	39.2%
10490108 57200 HIGHWAY-ROAD PRO	350,000	0	350,000	98,148.82	200.00	237,670.93	32.1%
10490108 57202 BRIDGE CONST TWN	350,000	-116,182	233,818	95,150.79	37,500.00	138,467.20	40.8%
10490108 57203 DAM SAFETY/REPAI	50,000	0	50,000	671.58	445.00	11,828.42	76.3%
10490108 57204 SIDEWALK MTCE	129,000	-104,000	25,000	3,294.82	86,283.70	21,260.18	15.0%
10490108 57205 MISC. STORM DRAI	300,000	0	300,000	185,079.67	36.24	28,636.63	90.5%
10490108 57350 SOFTWARE/LICENSI	70,000	3,500	73,500	73,429.06	4.72	34.70	100.0%
10490108 57390 OTHER EQUIPMENT	40,000	-35,000	5,000	4,995.28	330,001.69	1,757.97	100.0%
10490108 57400 EQUIPMENT-CAPITA	347,814	12,186	360,000	28,240.34	388.87	2,500.00	99.5%
10490108 57403 PUBLIC WORKS-RAD	2,500	0	2,500	94,529.50	2,625.00	81.63	99.0%
10490108 57405 RADIOS	55,000	40,000	95,000	14,665.82	2,709.18	2,709.18	99.9%
10490108 57505 SMALL EQUIP DEPA	24,000	-4,000	20,000	14,665.82	2,709.18	2,709.18	86.5%

TOTAL PUBLIC WORKS-HIGHWAY CAPITAL 1,871,814 10,504 1,882,318 755,209.84 589,098.29 538,009.86 71.4%

10490109 FIRE DEPARTMENT CAPITAL

10490109 59901 FIRE DEPARTMENT	250,000	20,000	270,000	10,000.00	.00	270,000.00	.0%
10490109 59919 GAS CARDS	5,000	5,000	10,000	10,000.00	.00	.00	100.0%

TOTAL FIRE DEPARTMENT CAPITAL 255,000 25,000 280,000 10,000.00 .00 270,000.00 3.6%

10490111 PARK & REC CAPITAL

10490111 57101 LAND IMPROVEMENT	4,300	-4,300	0	.00	.00	.00	.0%
10490111 57400 PARK & REC- PARK	10,882	-5,382	5,500	.00	.00	5,500.00	.0%
10490111 57420 PARK & REC TRUCK	52,000	-52,000	0	.00	.00	.00	.0%
10490111 57421 TRACTOR/MOWER RE	6,179	-6,179	0	.00	.00	.00	.0%

TOTAL PARK & REC CAPITAL 73,361 -67,861 5,500 .00 .00 5,500.00 .0%

10490113 ASSESSOR CAPITAL

10490113 53000 ASSESSOR - REVAL	23,500	26,500	50,000	15,100.00	.00	50,000.00	.0%
10490113 57350 ASSESSOR GIS MAP	15,600	1,000	16,600	15,100.00	.00	1,500.00	91.0%

TOTAL ASSESSOR CAPITAL 39,100 27,500 66,600 15,100.00 .00 51,500.00 22.7%

10490114 COMMISSION ON AGING CAPITAL

10490114 57500 OFFICE FURN..EQU	1,500	0	1,500	1,456.93	.00	43.07	97.1%
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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ORIGINAL  
APPROP

TRANSFRS/  
ADJUSTS

REVISED  
BUDGET

YTD EXPENDED

ENCUMBRANCES

AVAILABLE  
BUDGET

PCT  
USED

TOTAL COMMISSION ON AGING CAPITAL

1,500

0

1,500

1,456.93

.00

43.07

97.1%

10490115 BLDG MAINTENANCE TOWN HALL CAP

10490115 56910 BLDG MAINTENANCE

1,500

23,500

25,000

9,862.00

.00

15,138.00

39.4%

TOTAL BLDG MAINTENANCE TOWN HALL CAP

1,500

23,500

25,000

9,862.00

.00

15,138.00

39.4%

10490117 BLDG MAINTENANCE RICHMOND CTR

10490117 56910 BLDG MAINTENANCE

4,000

1,000

5,000

3,950.00

1,006.00

44.00

99.1%

TOTAL BLDG MAINTENANCE RICHMOND CTR

4,000

1,000

5,000

3,950.00

1,006.00

44.00

99.1%

10490118 BLDG MAINTENANCE EQUIP. CAP

10490118 57505 BLDG MAINTENANCE

15,000

0

15,000

14,962.94

.00

37.06

99.8%

TOTAL BLDG MAINTENANCE EQUIP. CAP

15,000

0

15,000

14,962.94

.00

37.06

99.8%

10490120 BLDG MAINTENANCE P.W. ALL BLDG

10490120 57300 BUILDINGS

55,500

-10,500

45,000

21,088.91

21,647.50

2,263.59

95.0%

TOTAL BLDG MAINTENANCE P.W. ALL BLDG

55,500

-10,500

45,000

21,088.91

21,647.50

2,263.59

95.0%

10490121 BLDG MAINTENANCE POLICE STATIO

10490121 56910 BLDG MAINTENANCE

26,000

9,000

35,000

6,750.00

7,631.89

20,618.11

41.1%

TOTAL BLDG MAINTENANCE POLICE STATIO

26,000

9,000

35,000

6,750.00

7,631.89

20,618.11

41.1%

10490124 NM CENTER CEMETARY CAPITAL

10490124 57420 NM CENTER CEMETA

5,000

5,000

10,000

10,000.00

.00

.00

100.0%

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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

	ORIGINAL APPROP	TRANSFERS/ ADJUSTMENTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
TOTAL NM CENTER CEMETARY CAPITAL	5,000	5,000	10,000	10,000.00	.00	.00	100.0%
10490126 BLDG MAINTENANCE TEEN CTR CAP							
10490126 BLDG MAINTENANCE	0	5,000	5,000	4,999.76	.00	.24	100.0%
TOTAL BLDG MAINTENANCE TEEN CTR CAP	0	5,000	5,000	4,999.76	.00	.24	100.0%
10490127 MAYORS CAPITAL							
10490127 TURF FIELD CONTR	50,000	0	50,000	.00	.00	50,000.00	.0%
TOTAL MAYORS CAPITAL	50,000	0	50,000	.00	.00	50,000.00	.0%
10490501 CONTINUED IN FORCE MISC							
10490501 LAWN MOWER	0	5,000	5,000	4,966.49	.00	33.51	99.3%
TOTAL CONTINUED IN FORCE MISC	0	5,000	5,000	4,966.49	.00	33.51	99.3%
10490505 CONTINUED IN FORCE PUBLIC WORK							
10490505 DEMOLITION	0	28,006	28,006	16,448.93	2,084.57	9,472.50	66.2%
10490505 BLDINGS	0	71,625	71,625	69,000.00	2,625.00	.00	100.0%
10490505 SMALL EQUIPMENT	0	40,000	40,000	18,750.00	20,750.00	500.00	98.8%
10490505 EQUIPMENT	0	243,650	243,650	183,150.00	60,500.00	.00	100.0%
TOTAL CONTINUED IN FORCE PUBLIC WORK	0	383,281	383,281	287,348.93	85,959.57	9,972.50	97.4%
10490506 CONTINUED IN FORCE BLDG MTCE							
10490506 BLDINGS	0	10,000	10,000	9,998.45	.00	1.55	100.0%
10490506 BLDINGS	0	55,000	55,000	55,000.00	.00	.00	100.0%



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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR: 1000 GENERAL FUND	ORIGINAL APPROP	TRANSFERS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
TOTAL CONTINUED IN FORCE BLDG MTCE	0	65,000	65,000	64,998.45	.00	1.55	100.0%
10490508 CONTINUED IN FORCE AMBULANCE							
10490508 57420 AMBULANCE	0	435,000	435,000	304,401.82	598.18	130,000.00	70.1%
TOTAL CONTINUED IN FORCE AMBULANCE	0	435,000	435,000	304,401.82	598.18	130,000.00	70.1%
10490515 CIF POLICE							
10490515 57400 GENERAL EQUIPMEN	0	288,480	288,480	57,696.00	230,784.00	.00	100.0%
10490515 57420 VEHICLES	0	147,582	147,582	147,582.00	.00	.00	100.0%
TOTAL CIF POLICE	0	436,062	436,062	205,278.00	230,784.00	.00	100.0%
10490517 ASSESSORS CIF							
10490517 53000 CONSULTANTS	0	23,500	23,500	.00	.00	23,500.00	.0%
TOTAL ASSESSORS CIF	0	23,500	23,500	.00	.00	23,500.00	.0%
10490520 AGING CIF							
10490520 57420 VEHICLES	0	16,000	16,000	.00	.00	16,000.00	.0%
TOTAL AGING CIF	0	16,000	16,000	.00	.00	16,000.00	.0%
10500000 DEBT SERVICE							
10500000 58330 DEBT ISSUANCE EX	100,000	0	100,000	85,275.99	.00	14,724.01	85.3%
10500000 58400 CLEAN WATER FUND	685,000	120,000	805,000	805,000.00	.00	.00	100.0%
10500000 58406 LAND ACQUISITION	6,000	0	6,000	6,000.00	.00	.00	100.0%
10500000 58407 RTE 7 SEWER PH1	89,000	0	89,000	89,000.00	.00	.00	100.0%

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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR:  
1000 GENERAL FUND

ACCOUNTS FOR: 1000	GENERAL FUND	ORIGINAL APPROP	TRANSFERS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
10500000	58408 RTE 7 SEWER PH2	131,000	0	131,000	131,000.00	.00	.00	100.0%
10500000	58409 WEST SIDE SEWER	11,500	0	11,500	11,500.00	.00	.00	100.0%
10500000	58410 HIGH SCHOOL 2004	18,750	0	18,750	18,750.00	.00	.00	100.0%
10500000	58411 SARAH NOBLE MS P	33,750	0	33,750	33,750.00	.00	.00	100.0%
10500000	58417 HOUSATONIC AVE P	84,000	0	84,000	84,000.00	.00	.00	100.0%
10500000	58419 AMBULANCE P	126,000	0	126,000	126,000.00	.00	.00	100.0%
10500000	58425 O/S BANS/BOND IN	311,527	-18,785	292,742	292,700.84	.00	41.16	100.0%
10500000	58426 EMERGENCY DISPAT	45,000	0	45,000	45,000.00	.00	.00	100.0%
10500000	58427 RTE 7 PUMP PRINC	105,000	0	105,000	105,000.00	.00	.00	100.0%
10500000	58428 BRIDGE ROADS PRI	205,000	0	205,000	205,000.00	.00	.00	100.0%
10500000	58429 COMMUNICATIONS PR	220,000	0	220,000	220,000.00	.00	.00	100.0%
10500000	58436 LAND ACQUISITION	220,776	-255	521	520.50	.00	50	99.9%
10500000	58437 RTE 7 SEWER PH1	11,503	-3,782	7,721	7,720.76	.00	24	100.0%
10500000	58438 RTE 7 SEWER PH2	16,932	-5,568	11,364	11,364.26	.00	26	100.0%
10500000	58439 WEST SIDE SEWER	1,486	-488	998	997.62	.00	38	100.0%
10500000	58440 HIGH SCHOOL 2004	2,423	-796	1,627	1,626.56	.00	44	100.0%
10500000	58441 SARAH NOBLE MS I	4,362	-1,434	2,928	2,927.81	.00	19	100.0%
10500000	58447 HOUSATONIC AVE I	32,500	-4,200	28,300	28,300.00	.00	.00	100.0%
10500000	58449 AMBULANCE I	61,250	-6,300	54,950	54,950.00	.00	.00	100.0%
10500000	58550 CWF LOAN I	557,625	-37,250	520,375	270,250.00	.00	250,125.00	51.9%
10500000	58553 EMERGENCY DISPAT	10,500	-2,250	8,250	8,250.00	.00	.00	100.0%
10500000	58554 RTE 7 PUMP INTER	56,550	-5,250	51,300	51,300.00	.00	.00	100.0%
10500000	58555 BRIDGE ROADS INT	48,750	-10,250	38,500	38,500.00	.00	.00	100.0%
10500000	58556 COMMUNICATIONS I	84,900	-11,000	73,900	73,900.00	.00	.00	100.0%
10500000	58557 TURE FIELD INTER	85,200	-17,750	67,450	67,450.00	.00	.00	100.0%
10500000	58558 SCHOOL ROOF PRIN	69,325	-6,500	62,825	62,825.02	.00	2	100.0%
10500000	58700 SCHOOL ROOF PRIN	130,000	0	130,000	130,000.00	.00	.00	100.0%
10500000	58702 TURE FIELD PRINC	355,000	0	355,000	355,000.00	.00	.00	100.0%
10500000	58702 ROADS 4 YRS P	525,000	0	525,000	525,000.00	.00	.00	100.0%
10500000	58703 BRIDGE IMPROVEME	48,000	0	48,000	48,000.00	.00	.00	100.0%
10500000	58704 PARK IMPROVEMENT	17,000	0	17,000	17,000.00	.00	.00	100.0%
10500000	58705 ROAD & BRIDGES 2	300,000	0	300,000	300,000.00	.00	.00	100.0%
10500000	58706 ROADS 2020 P	0	320,000	320,000	210,000.00	.00	.00	100.0%
10500000	58707 ROOFS HS. TOWN	0	210,000	210,000	210,000.00	.00	.00	100.0%
10500000	58802 ROADS 4 YR I	39,375	-26,250	13,125	13,125.00	.00	.00	100.0%
10500000	58803 BRIDGE IMP I	30,263	-2,400	27,863	27,862.50	.00	50	100.0%
10500000	58804 PARKS I	11,925	-850	11,075	11,075.00	.00	.00	100.0%
10500000	58805 ROAD & BRIDGE 20	200,250	-15,000	185,250	185,250.00	.00	.00	100.0%
10500000	58806 ROADS 2020 I	199,200	-8,000	191,200	191,200.00	.00	.00	100.0%
10500000	58807 ROOFS HS. TOWN I	132,800	-5,250	127,550	127,550.00	.00	.00	100.0%
10500000	58808 ROADS 2021 I	0	132,800	132,800	132,800.00	.00	.00	100.0%
10500000	58809 LIBRARY PHASE 1	0	132,500	132,500	132,500.00	.00	.00	100.0%
10500000	58810 HS ROOF I	0	33,450	33,450	33,450.00	.00	.00	100.0%
10500000	59921 SEWER DEBT	98,593	0	98,593	98,593.00	.00	.00	100.0%

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Town of New Milford  
YEAR-TO-DATE BUDGET REPORT

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FOR 2023 11

ACCOUNTS FOR: 1000 GENERAL FUND	ORIGINAL APPROP	TRANSFRS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
<u>10500000 LEASE EXPENSE</u>	0	0	0	758,045.06	.00	-758,045.06	100.0%*
TOTAL DEBT SERVICE	5,303,015	759,142	6,062,157	6,456,716.92	.00	-394,559.92	106.5%
10980000 CONTINGENCY FUND							
<u>10980000 58900 CONTINGENCY FUND</u>	250,000	-164,000	86,000	.00	.00	86,000.00	.0%
TOTAL CONTINGENCY FUND	250,000	-164,000	86,000	.00	.00	86,000.00	.0%
TOTAL GENERAL FUND	39,259,124	3,941,155	43,200,279	36,694,732.51	2,184,999.42	4,320,547.05	90.0%
TOTAL EXPENSES	39,259,124	3,941,155	43,200,279	36,694,732.51	2,184,999.42	4,320,547.05	



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|Town of New Milford  
|YEAR-TO-DATE BUDGET REPORT

|P 23  
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FOR 2023 11

	ORIGINAL APPROP	TRANFERS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	39,259,124	3,941,155	43,200,279	36,694,732.51	2,184,999.42	4,320,547.05	90.0%

\*\* END OF REPORT - Generated by Gregory Osipow \*\*

			TOWN OF NEW MILFORD 2023 CIF REQUESTS							
DEPARTMENT	OLD ACCT.	NEW ACCT	DESCRIPTION	REQUEST TO CARRY	SECTION 710 COMPLIANCE?	FIN. DIR. RECOMM.	Subtotal for Obj Destination			
Aging	10490520-57420	10490520-57420	vehicles	\$ 16,000	yes	yes				
			Aging total	\$ 16,000						
Assessor Assessor	10490517-53000	10490517-53000	Revaluation	\$ 23,500	yes	yes				
	10490113-53000	10490517-53000	Revaluation	\$ 50,000	yes	yes				
			Assessor Total	\$ 73,500						
Public Works	10490108-53000	10490505-57205	Misc. Storm Drainage	\$ 80,259	yes	yes				
Public Works	10490108-53005	10490505-53005	century brass	\$ 133,138	yes	yes				
Public Works	10490108-54105	10490505-54105	streetscape lighting	\$ 5,000	yes	yes				
Public Works	10490108-56912	10490505-56912	bridge repair/mice	\$ 60,807	yes	yes				
Public Works	10490108-56912	10490505-57403	radios	\$ 2,500	yes	yes				
Public Works	10490108-57202	10490505-59901	Bridge Construction - Town Share	\$ 124,785	yes	yes				
Public Works	10490108-57203	10490505-57203	dams	\$ 49,328	yes	yes				
Public Works	10490108-57204	10490505-57204	Sidewalk Maintenance	\$ 21,705	yes	yes				
Public Works	10490108-57400	10490505-57390	Equipment	\$ 331,757	yes	yes	\$ 25,404			
Public Works	10490505-53005	10490505-53005	demolition	\$ 9,472	yes	yes				
Public Works	10490505-57390	10490505-57390	small equipment	\$ 21,250	yes	yes				
			Public Works Total	\$ 844,155						
Facilities Maintenance	10490115-56910	10490506-57300	Bldg Mice Town Hall	\$ 15,138	yes	yes				
Facilities Maintenance	10490120-57300	10490505-57300	buildings	\$ 23,911	yes	yes				
Facilities Maintenance	10490121-56910	10490505-57300	Police Station	\$ 21,868	yes	yes				
			Facilities Total	\$ 60,917						
Police	10490515-57400	10490515-57400	Motorola 5 year maintenance contract	\$ 230,784	yes	yes				
			Police Total	\$ 230,784						
Ambulance	10490107-57420	10490508-57420	Vehicles	\$ 36,564	yes	yes				
Ambulance	10490508-57420	10490508-57420	Vehicles	\$ 130,000	yes	yes				
			Ambulance Total	\$ 166,564						
			TOTAL CIF REQUESTS	\$ 1,391,920						
			TOTAL APPROVED C.I.F.	\$ 1,391,920						
All Amounts Subject to Change										

All Amounts Subject to Change

Town of New Milford  
Year-End Adjustments revised  
June 30, 2019

FY 2023 YEAR END ADJUSTMENTS						
Over Expended Account Org	Department	Amount To be transferred	Transfer from Account Org	Obj	Description	Amount
10413900	Finance	\$ 18,000	10980000	58900	Contingency	\$ 81,785
10413500	Tax Collector	\$ 2,100	10413900	53108	Legal Assessors	\$ 8,315
10414200	Fringe Benefits	\$ 70,000				
10420101	Police Private Duty	\$ 575,000	10420100	44201	Private Duty Revenue	\$ 575,000
Appropriation of FB						0
Tax Relief		\$ 1,000,000				
Turf Field		\$ 100,000				
Grand total		\$ 1,765,100				
Amounts subject to change						
The Finance Director is authorized to process any other budget transfers up to \$100,000.						
The remainder of the surplus will be allocated to capital Reserve and Unassigned FB						
		\$ 90,100				\$ 90,100
						\$ -
						0

11b

## HOUSATONIC RIVER COMMISSION

Date: June 20, 2023

From: HRC Commissioners, Town of New Milford:

To: Mayor Pete Bass and Town Council Members of New Milford:

Dear Mayor and Town Council Members:

On behalf of the Housatonic River Commission (HRC) we request input from all of you as representative of one of the HRC member towns, as we revise the 2006 Housatonic River Management Plan (<https://hrcet.weebly.com/what-we-do.html>, Management Plan).

As you know, the 41-mile stretch of the Housatonic River from Boardman Bridge in New Milford to the Massachusetts border (the River) has now been federally designated as Wild & Scenic. This designation has brought several benefits to the River, most importantly federal funds through the National Park Service (NPS).

HRC is now working with NPS, the Connecticut Department of Energy and Environmental Protection (DEEP), Northwest Hills Council of Governments (NWCOC), FirstLight Power (FirstLight), and the Housatonic Valley Association, Inc. (HVA), as we continue to revise the 2006 Plan. HRC's goal is to have a revised management plan for the River that will help guide the use of these federal funds to address important issues along the River. Any specific request by HRC for funds will have to be presented to, and approved by, NPS.

HRC submitted a preliminary budget to NPS in March of this year to have federal funds available starting in July of this year. The budget was approved by HRC after consultation with DEEP, FirstLight, HVA, and NHCOC. NHCOC has been appointed fiscal agent for HRC to account for the receipt and expenditure of federal funds from NPS.

HRC requests that each Town express its opinions about the importance of the following issues related to the River by completing and returning the attached questionnaire. Responses are requested to be returned to Pat Hembrook by no later than July 10, 2023. (next HRC meeting is July 11)

We would be happy to attend the next Town Council meeting to answer any questions you may have. We would also request permission to provide the survey to the Zoning, Wetlands, and Conservations Commissions.

Sincerely,



Robert B. Gambino &  
Marc Andreotto Commissioners

## Questionnaire for Revision of 2006 Housatonic River Management Plan

Town of New Milford

Date:

Using a rating from a low of 1 to a high of 10 please rate the following issues relating to the Housatonic River and offer any comments for that rating:

1. Public access to, and use of, the Housatonic River      Rating:  
Comments:
  
2. Pollution from all sources including industrial waste, road runoff, chemical spraying, and animal waste      Rating:  
Comments:
  
3. Sedimentation and erosion      Rating:  
Comments:
  
4. Flooding      Rating:  
Comments:
  
5. Invasive plants and zebra mussels      Rating:  
Comments:
  
6. Development/Construction along the River      Rating:  
Comments:
  
7. Railroad spraying along railbed or other issues      Rating:  
Comments:

Please identify any other issues regarding the Housatonic River not listed that are important to you:

**CRAMER & ANDERSON LLP****MEMORANDUM**

**To: Mayor Bass and The New Milford Town Council**  
**From: D. Randall DiBella, Town Attorney**  
**Subject: Opioid Settlement Proceeds**  
**Date: May 8, 2023**

---

Public Act 22-48 ( the “Act”) controls the use of opioid settlement funds and provides express mandates on the funds’ use and deployment.

Mayor Bass directed me to provide guidance on the permitted uses of Opioid Settlement Proceeds (the “Funds”) distributed to towns and cities, and the charge of the local Opioid Settlement Committee. Mayor Bass has already signed and submitted the Settlement Participation Agreement (the “Agreement”) that entitles New Milford to proportionally share in the settlement proceeds.

Since the use of the money is strictly directed to community needs relating to substance use, the Mayor recommended that a local committee be recruited and appointed to consider and recommend Fund disbursement to the Town Council.

**LOCAL COMMITTEE CHARGE:**

I suggest that the New Milford Committee be charged by the Town Council along the following lines:

*“To review and consider suggestions and requests for distribution of opioid settlement money and make recommendations to the Town Council related to addressing opioid use, related disorders and mitigation of the impact of the opioid epidemic consistent with the requirements of and definitions in Public Act 22-48.”*

Given the strictly defined constraints, it is essential to note that the local committee will recommend Fund apportionment only as statutorily permitted. In doing so, personal or pet notions for grants that do not comport with the statutory scheme must be avoided. Additionally, the Funds received may not be used to supplant or

take the place of any other funds from whatever source those monies might be derived.

Required Fund use is exclusively to address opioid use, related disorders and impact mitigation as defined in the Act.

### **STATUTORY DEFINITIONS:**

In determining eligible disbursements, the Act requires analysis of proposed uses based on statutory definitions.

The Act provides those definitions in detail:

- 1) **Harm Reduction** (addressing substance use and the conditions leading to it and other harm mitigation such as syringe service, Narcan distribution, and public awareness campaigns publicizing Good Samaritan law protection;
- 2) **Infrastructure** (defined in the Act as resources to provide substance use disorder prevention, treatment and recovery);
- 3) **Prevention** (relating to the development and progression of substance use disorders and related harms);
- 4) **Recovery** (defined as the active process that addresses various disturbances inherent in addiction);
- 5) **Substance Use Disorder** (as delineated in the American Psychiatric Association's Diagnostic Statistical Manual of Mental Disorders (DSM);
- 6) **Treatment** (services to intervene in, care for, manage, slow the progress of or support recovery from a Substance Use Disorder. This would include an affected person's medical needs in addition to therapeutic interventions).

### **STATE FUND DISTRIBUTION:**

The gross settlement proceeds are to be disbursed in line with policies and procedures developed by a 36-person Connecticut Opioid Settlement Advisory Committee (the "Committee") comprised of various politicians and appointees and co-chaired by the Commissioner of Mental Health and Addiction Services (the "Department"). .

The Department shall determine and allocate disbursements and oversee and manage the use of the Funds. The Committee, in addition to recommending and approving policies and procedures for obtaining monies, will approve those eventual allocations.



### **REPORTING REQUIREMENTS**

Starting no later than October 1, 2023, and each year thereafter, the Town must file with the Committee an annual report for the previous fiscal year, detailing the effectiveness of the services and programs funded with the Fund money. The required detail is set forth at PA 22-48 §3 (h).

I hope this is of assistance.

Town of New Milford, CT  
Monday, June 26, 2023

## Chapter 2. Administration

### ARTICLE XI. Municipal Building Committee

#### § 2-142. Establishment.

[Ord. of 04-08-2019]

A permanent Municipal Building Committee is hereby established.

#### § 2-143. Membership.

[Ord. of 04-08-2019; Ord. of 6-24-2019]

- (a) The Municipal Building Committee shall consist of seven members who shall be electors of the Town. The members of said Committee shall be appointed by the Mayor subject to the approval of the Town Council. The initial Committee will have three members whose terms commence on May 27, 2019, and end on January 31, 2020, and four members whose terms commence on May 27, 2019, and end on January 31, 2022. Thereafter, the members of the Municipal Building Committee shall serve for terms of four years commencing February 1 and terminating January 31. Any vacancy in any term of office of a member of the Municipal Building Committee shall be filled pursuant to the Town Charter.
- (b) As it deems necessary, with the consent of the Mayor, the Municipal Building Committee may utilize appropriate Town department heads as consultants in carrying out responsibilities set forth in § 2-144.

#### § 2-144. Responsibilities.

[Ord. of 04-08-2019]

The Municipal Building Committee shall have the following responsibilities:

- (a) To undertake, supervise, manage, control and execute authorized and funded building construction projects upon the written request and authorization of the Town Council.
- (b) To advise, consult with and make recommendations to the Town Council, Board of Finance, Board of Education, Planning Commission, Zoning Commission, Park and Recreation Commission, and other Town boards, commissions, agencies and departments concerning the scope, cost and feasibility of both contemplated and approved municipal building construction projects.
- (c) To negotiate and recommend to the Town Council the approval and execution of architect, construction and other contracts for municipal building construction projects which are within its jurisdiction and for which necessary funds have been appropriated.
- (d) To have all other powers which are necessary to enable it to perform its duties as herein set forth.

#### § 2-145. Procedures and records.

[Ord. of 04-08-2019]

The procedures of the Municipal Building Committee, including election of officers, shall be as set forth in § 701 of the Town Charter, subject to the following additional requirements:

- (a) Regular meetings of the Municipal Building Committee shall be held not less than once every two months. The Committee may hold such special meetings as it deems appropriate.
- (b) The Municipal Building Committee shall maintain separate files and records for each municipal construction project and all other matters entrusted to it.
  - (1) Said records shall include, but shall not be limited to, the following:
    - a. All preliminary and final plans for each project, together with all modifications thereto.
    - b. The preliminary budget for the project, the final budget therefor and all change orders or other budget modifications.
    - c. A statement of the scope and purpose of the project as presented to, approved and funded at Town Meeting or at referendum, together with any and all subsequent modifications thereto.
    - d. All bid documents and modifications thereto, all bids received, all construction contracts and change orders and all architectural contracts and changes thereto.
    - e. The itemized project budget and the itemized amount expended to date on each construction and architectural contract and on all other expenditures related to the project.
    - f. Copies of the portion of the minutes of each meeting of the Commission and all subcommittees thereof wherein the project was discussed or decisions made regarding the project.
    - g. Copies of all correspondence and notes with reference to the project, except privileged communications.
  - (2) Said records shall be maintained in the office of the Town Clerk and shall be available for public inspection during normal business hours.

## § 2-146. Scope of projects and reports.

[Ord. of 04-08-2019]

- (a) Prior to the authorization of construction funds for any municipal building project within its jurisdiction, the Municipal Building Committee shall prepare and submit to the Town Council and Board of Finance a report proposing forth the scope of the potential project, including but not limited to a description of the nature, size and type of facility to be constructed and an estimate of all costs of construction, including architect fees and all other costs associated with the project. Once a project has been approved and funded, the Committee shall not alter the scope of the project without the prior approval of the Town Council and the Board of Finance and, in the case of school facilities, the Board of Education.
- (b) The Municipal Building Committee shall submit progress reports to the Town Council and Board of Finance not less than once every three months during the course of construction, including a statement of the estimated completion date, any significant problems which have occurred and the proposed resolution of the same, any anticipated cost overruns or savings and any contemplated modifications to the scope of the project, including the reasons therefor.
- (c) The Municipal Building Committee shall submit a final report to the Town Council and Board of Finance upon final completion of the project, which report shall include the total project cost, the reasons for any delay in completion and the recommendations of the Committee for improvements to the construction process in the future which would result in cost savings or improved efficiency.



**AGREEMENT**  
**BETWEEN**  
**TOWN OF NEW MILFORD**  
**and**  
**LOCAL UNION NO. ~~677~~443**  
**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

**July 1, 202~~3~~19 – June 30, 202~~3~~7**

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## **AGREEMENT**

This Agreement is made by and between the Town of New Milford, Connecticut (hereinafter referred to as the "Employer") and the Local Union No. ~~677,443~~ an affiliate of the International Brotherhood of Teamsters (hereinafter referred to as the "Union"). For purposes of this agreement, the term "he" shall apply to both male and female employees.

### **ARTICLE I** **RECOGNITION**

- 1.01 Pursuant to an election held under the auspices of the Connecticut State Board of Labor Relations on March 15, 1966 and certification thereafter by said Board, the Employer agrees to and does hereby recognize the Union as the exclusive representative of all employees of the Highway Department (except the Highway ~~Superintendent Foreman~~ and Highway ~~Deputy~~ Foreman), ~~Recycling Department~~ and full time employees of the Parks and Recreation Department classified as Working Foreman, Parks Maintainer I and II, as defined by the Act, for the purpose of collective bargaining in respect to rates of pay, wages, hours of work, and working conditions.

### **ARTICLE II** **MANAGEMENT RIGHTS**

- 2.01 The Employer reserves to itself all the customary functions of management, including but without limitation, the direction of the working forces, the setting of working schedules, the right to hire, promote, transfer, lay-off for lack of work or other legitimate reasons, discipline or discharge for just cause, to take any action which it deems appropriate in the management of the functions of the New Milford Highway and Parks and Recreation Departments ~~and Recycling Facility~~ in accordance with its judgment, provided this will not be used to discriminate against the Union or any of the employees or to avoid any of the provisions of this Agreement.
- 2.02 The Employer shall not be required or obligated to purchase materials or supplies or to contract for any work permitted under this Agreement with firms or companies which employ union affiliated employees, it being expressly understood and agreed that the Employer reserves to itself the sole and exclusive right to select such suppliers of services and materials as the representatives of the Employer shall deem to be in the best interests of the Town of New Milford.

### **ARTICLE III** **UNION STEWARD**

- 3.01 The Employer recognizes the right of the Union to designate (2) Union Stewards for the Highway Department and (1) Union Steward for the Park and Recreation Department and (1) alternate. The authority of the Union Stewards and alternate so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:

- A. The investigation and presentation of grievances in accordance with the provisions of the collective bargaining agreement.
- B. The collection of dues when authorized by appropriate Local Union action.
- C. The transmission of such messages and information which shall originate with, and are authorized by the Local Union or its officers, provided such messages and information
  - (i) have been reduced to writing, or
  - (ii) if not reduced to writing, are of a routine nature and do not involve work stoppages, slowdowns, refusal to handle goods, or any other interference with the Employer's business.

Union Stewards and alternates have no authority to take strike action, or any other action interrupting the Employer's business.

**3.02** The Employer recognizes these limitations upon the authority of Union Stewards and their alternates, and shall not hold the Union liable for any unauthorized acts. The Employer in so recognizing such limitations shall have the authority to impose proper discipline, without warning notice, including discharge, in the event the shop steward has taken strike action, slowdown, or work stoppage, or any other action interrupting the Employer's business in violation of this Agreement.

- A. Three (3) Union Stewards shall be selected from among the employees in the bargaining unit. The Union shall furnish the Employer with the name of its Stewards and shall notify the Employer of any and all changes in writing.
- B. The Union Stewards shall have top seniority for purposes of layoff and recall for as long as they remain a Steward.
- C. The Union Steward may be permitted to investigate or process grievances or complaints at the end of the workday, providing that there is no interference with or interruption of the production and the efficiency of the Employer operations. The Steward must secure the permission of the Employer before leaving the job for grievance purposes. If, in the opinion of the Employer, this privilege is abused, the Employer may rescind this privilege upon notification to the Union.

#### **ARTICLE IV** **ACCESS**

**4.01** No representative of the Union shall interfere in any way with the work of any employee, steward, or alternate, unless by prior arrangement and permission of the Public Works Director, The Parks and Recreation Director or Assistant Director or designee, which permission shall not be unreasonably withheld.

**ARTICLE V**  
**UNION SECURITY**

**5.01**

- A. All present employees of the bargaining unit who are members of the Union on the effective date of this Agreement may remain members of the Union in good standing by the payment of their regular monthly dues on or before the last day of each month as a condition of continued employment. All future employees who are hired for work in the classifications specified herein, and who work twenty (20) or more hours each week, may become and remain members of good standing by payment of the required initiation fees and regular monthly dues of the Union on the thirty-first (31<sup>st</sup>) day following the execution of this Agreement, or the date of employment whichever is the later, and may thereafter maintain such good dues standing for the term of this Agreement.
- B. When the Employer needs additional, full-time employees, the Employer shall give the Union equal opportunity with all other outside sources to provide suitable applicants, but the Employer shall not be required to hire those referred by the Union.

**Voluntary Checkoff**

**5.02**

Upon receipt of proper voluntary written individual authorization, the Employer will deduct monthly dues from the pay of Union members, from the payroll for the first week beginning in each calendar month. The amounts so deducted will be remitted to the Secretary-Treasurer of the Union together with a list of employees from whose wages deductions were made and the amounts deducted.

“Administrative Dues”: The Employer agrees to deduct the amount of five cents (.05) per hour for each hour worked; the maximum bi-weekly deduction shall not exceed Four dollars (\$4.00), from the bi-weekly pay of each employee who shall have authorized such deduction, in writing, as “Administrative Dues”. Deductions shall be made from the pay of each employee within the scope of the bargaining unit and covered by this Agreement, provided such employee has voluntarily authorized the Employer to do so, in writing, on an administrative dues authorization form which is furnished to the Employer by the union.

**5.03**

In consideration of the Employer entering into the provisions of this Article, the Union hereby agrees to indemnify the Employer and hold it harmless from any and all claims, liabilities or costs, to the Employer that arise out of entering into or enforcement of this.

**ARTICLE VI**  
**HOURS OF WORK AND OVERTIME**

**6.01 Work Days and Work Week**

A. Highway Department: Five (5) eight (8) hour days shall constitute a normal work week, Monday through Friday. The regular work day shall be 6:30 A.M. to 3:00 P.M. Employees will eat their lunch at the worksite unless otherwise designated by their supervisor. Employees shall be granted two rest periods at the job site not to exceed fifteen minutes; between the 2<sup>nd</sup> and 3<sup>rd</sup> hour of the work day and the 5<sup>th</sup> and 6<sup>th</sup> hour of the work day unless otherwise designated by their immediate supervisor.

B. Parks and Recreation Department: Five (5) eight (8) hour days shall constitute a normal work-week, Monday through Friday. The regular work day from October 1, through April 30 shall be from 7:30 A.M. to 4:00 P.M. with a half hour unpaid lunch to start between the 4<sup>th</sup> and 5<sup>th</sup> hour worked unless otherwise designated by their immediate supervisor. From May 1st through September 30th, Employees shall work from 6:30 A.M. to 3:00 P.M. .. Employees will eat their lunch at the worksite unless otherwise designated by their supervisor. Employees shall be granted two rest periods at the job site not to exceed fifteen minutes; between the 2<sup>nd</sup> and 3<sup>rd</sup> hour of the work day and the 5<sup>th</sup> and 6<sup>th</sup> hour of the work day unless otherwise designated by their immediate supervisor.

~~C. Recycling Facility: Five eight (8) hour days shall constitute a normal work week, Tuesday through Saturday. The regular work day shall be from 7:00 A.M. to 3:30 P.M. Tuesday through Saturday, with a half hour unpaid lunch in shifts between the 4<sup>th</sup> and 5<sup>th</sup> hour worked. With at least two months' notice from the Town, the normal work day may be changed to 8:00 A.M. to 4:30 P.M. for all days.~~

~~D.C.~~ \_\_\_\_\_ An employee reporting for work on a regular work-day shall receive at least eight (8) hours work or pay unless he leaves of his own volition or if the employee shows up for work without proper safety equipment or a valid license(s)

~~E.D.~~ \_\_\_\_\_ Overtime shall be paid at one and one-half (1 ½) times the employee's regular hourly rate for all hours worked outside of the regular work day, and double time for holidays and Sunday, provided it is the 7<sup>th</sup> consecutive day worked (i.e. not including sick time). For the purpose of this section, double time pay applies on the actual day of the holiday, not the date it is being observed. The overtime and holiday pay herein shall be non-accumulative, and the employee shall receive the higher of the two rates set forth herein if both are applicable.

~~F.E.~~ \_\_\_\_\_ The Town maintains the management right to set the days and hours of work for employees. The Town and Union agree that any change in work day and hours shall require a 90 day notification to employees.

**6.02** Whenever possible, if work is scheduled for Saturday, employees who do not regularly work on Saturday will be notified by the end of the regular workday on Thursday.

**6.03** Highway and Recycling Center Overtime ~~—Overtime will be distributed on an equitable basis within the department providing the employee can perform the job.~~ The overtime



list will be arranged in order of seniority by date of hire and will be rotated continuously from July 1 through June 30 each year. ~~There will be a sign up sheet for available overtime at the Recycling Center when said overtime is needed which shall be determined by Management. Employees can volunteer for available dates. In the event there is more than one volunteer, the employee with the least amount of overtime will be awarded the opportunity. In the event there is more than one volunteer with the same amount of overtime, the most senior employee will be awarded the overtime.~~ In the event there are no volunteers for overtime, the employee with the least amount of seniority will be forced to take the overtime work. The forced overtime list will be arranged in reverse order of seniority by date of hire and will be rotated continuously from July 1 through June 30 each year. An employee who is working on a job at the time of the normal working shift will continue that assignment if overtime is required immediately following the end of the normal shift. For the purposes of overtime distribution, ~~the Recycling Center is included~~ within the Highway Department. An employee who refuses overtime will be charged as if overtime had been worked. An employee who is called for overtime and does not respond within the allotted time frame will also be charged as if he had worked. Teamsters who are assigned to sweeping during the day shall be given preference for sweeping overtime specifically. The Town will post sweeping opportunities by March 1 of each year for the upcoming sweeping season. Bucket truck operator will have first right of refusal for any overtime where the bucket truck is required. If the bucket truck operator refuses overtime, overtime spot will be filled from a list of qualified operators in order of seniority beginning July 1 and ending June 30. Union Stewards ~~will~~ may verify calls made to members for overtime.

- 6.04 Any vacancies that exist after all employees have volunteered will be filled by management assigning qualified employees by inverse order of seniority on a rotational basis until the vacancies are filled. The overtime list will be maintained by management and updated when overtime is assigned. The Union Steward, upon request, may review the list each week. The list will be posted on a monthly basis.
- 6.05 ~~Employees required to work ten (10) continuous hours or longer will be allowed a one-half hour meal time with pay.~~ During emergency operations requiring employees to work extended hours outside of their regular work-day, employees will be given paid breaks equivalent to one hour for every 4 hours worked. Such breaks will be taken at specified times as determined by the Highway ~~Superintendent Foreman~~ or Parks and Recreation Director. The Town may provide a meal for all employees during emergency operations where extended hours are necessary. ~~after 10 consecutive hours of service at a Town approved rate.~~ The provision is not subject to the grievance procedure.
- 6.06 The work week and work day herein shall not be construed to limit overtime and employee shall be expected to meet weekly and daily overtime work schedules. The Employer shall determine when overtime shall be worked and the employees agree to honor any fair and reasonable request to work overtime
- 6.07 Employees responding to an emergency call-in shall be guaranteed a minimum of 3 hours pay with the exception of Any employee who is required to report for emergency work who ~~have has~~ been notified at least two (2) hours prior to the regular work schedule ~~or on Saturday, Sunday, or a holiday~~ shall be guaranteed a minimum of three (3) hours ~~work or three (3) hours~~ pay at the applicable rate of pay. ~~for such day. An employee desiring to~~

~~leave of his own volition with the consent of the Employer shall be paid only for time actually worked.~~

- 6.08 Emergency Call – In Response Time – Once called for emergency duty, the employee must clock in within one hour of being called unless prior arrangements are made with the Highway Foreman. ~~Failure to report may result in disciplinary action at the discretion of the Director. The town uses and electronic emergency call in system that calls both cell phones and home phones. Calls not received by the employee that can be shown to have been attempted by the electronic call in system are not subject to the grievance procedure.~~
- 6.09 Early Release – Early release with pay is permissible during winter operations only after the employee has worked extended hours of overtime at the sole discretion of the Director of Public Works. This provision is not subject to the grievance procedure.

## ARTICLE VII LABOR GRADES, JOB DESCRIPTIONS, AND WAGES

- 7.01 The operation of certain types of equipment and other job assignments have been assigned to specific labor grades which are contained in Appendix A and attached hereto.
- 7.02 Wages. The hourly wage rates are set forth in Appendix B.
- A. An employee assigned as Crew Chief in the Highway Department will be paid at a rate of fifty cents (.50) per hour above Labor Grade I.
  - B. Any employee who is temporarily changed from his classification by the Highway ~~Superintendent~~ Foreman or Director of Parks and Recreation to a higher classification for four hours or more, shall be paid at the higher rate for the time at which he works on the higher classified job. The does not include any time spent in a higher classification for on-the-job training. If, however, an employee is asked temporarily to do work in a lower classification, he shall not be reduced except in cases where he bids the lower classified job or is transferred or assigned to such work permanently.
  - C. When doing ~~new construction or~~ major construction on bridges or major buildings, the following rates will apply: The employee in charge shall receive crew chief rate, and all others will receive a rate no lower than Labor Grade I. The ~~Highway Superintendent~~ Department Director must sign-off on these new rates.
  - D. The Town may establish a starting rate for new employees that shall not be less than \$1.00 per hour than the scheduled rates for the first ninety (90) days of active employment nor shall the rate be more than \$.50 per hour below the scheduled rates for the second ninety (90) days of employment.
  - E. The following labor grades will be made available for the Highway workers, and shall be filled in accordance with the seniority and qualifications requirements of section 14.05.  
Grade I – 8 Employees  
Grade ~~II/III/IV~~ – The Remainder



~~F. All Maintainer I or II who meet or exceed the qualifications necessary for a Labor Grade II and who are and remain available and qualified to work all Town snow equipment shall be paid at the Labor Grade II levels between November 15 and April 15. The Director of Public Works shall have discretion in exempting certain training requirements on equipment that Maintainers are not expected to work.~~

~~G.F. Park Maintainers assigned to Public Works for emergency work shall be paid at the Laborer grade 2 pay .~~

~~H.G.~~ The Town may establish positions for seasonal help that shall be able to drive snowplows and operate equipment so long as all regular employees are called and notified of the need and given first right of refusal. No local Teamster shall be denied work and given to a seasonal employee. Seasonal employees shall only be eligible to work when all other Teamsters have been given assignments. The Town will offer seasonal help to Teamsters outside the bargaining unit as available and brought to the attention of the Town by the Union.

7.03 The Union Stewards and the Business Agent will be notified by management in writing when an employee's classification is changed.

7.04 Employees hired prior to 7/1/2019 who have completed the stated years of continuous service shall be entitled to longevity pay as follows:

Ten (10) years through fourteen (14) years of continuous service - \$200.00

Fifteen (15) years through nineteen (19) years of continuous service - \$300.00

Twenty (20) years or more of continuous service - \$400.00

Said pay shall be non-accumulative and shall be paid to the employee at the first payroll period in December of each year.

Employees hired after 7/1/2019 shall not be entitled to longevity pay.

## ARTICLE VIII HEALTH AND WELFARE

8.1 Commencing with the first day of July, 2019, and for the duration of the current collective bargaining Agreement and renewals or extensions thereof, the Employer agrees to make payments to the Teamsters Local ~~677-443~~ Health and Services & Insurance Plan, ~~1871 Baldwin St., Waterbury, Conn. 06706~~ 200 Wallace Street., New Haven, CT., for each and every employee performing work within the scope of and/or covered by the collective bargaining agreement, whether such employee is regular, probationary, or casual employee, irrespective of his status as a member or non-member of the Local Union, from the first hour of employment subject to this collective bargaining Agreement as follows:

Commencing July 1, ~~2019~~2023, the Employer shall contribute to the respective Health Services & Insurance Plan the sum of **\$10.920 per hour** for each hour figured to the nearest quarter hour for which an employee covered by this Agreement receives pay up to a maximum of forty (40) hours.

Commencing July 1, 202~~420~~, the Employer shall contribute to the respective Health Services & Insurance Plan the sum of ~~\$11.250.920~~ **\$11.50 per hour** figured to the nearest quarter hour for which an employee covered by this Agreement receives pay up to a maximum of forty (40) hours.

Commencing July 1, 202~~521~~, the Employer shall contribute to the respective Health Services & Insurance Plan the sum of ~~\$11.500.920~~ **\$11.50 per hour** figured to the nearest quarter hour for which an employee covered by this Agreement receives pay up to a maximum of forty (40) hours.

Commencing July 1, 202~~622~~, the Employer shall contribute to the respective Health Services & Insurance Plan the sum of **\$11.50 per hour** figured to the nearest quarter hour for ~~which an employee covered by this Agreement receives pay up to a maximum of forty (40) hours.~~

For the purpose of this Article, each hour paid for or any portion thereof, figured to the nearest quarter hour as well as hours of paid vacation, paid holidays or other hours for which pay is received by the employee shall be counted as hours for which contributions are payable.

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contribution of 40 hours for a period of (4) four weeks.

All contributions shall be made at such time and in such manner as the Trustees require, and the Trustees shall have the authority to have an independent Certified Public Accountant audit the payroll and wage records of the Employer for the purpose of determining the accuracy of contributions to Health Services & Insurance Plan.

If the Employer fails to make contributions to the Health Services & Insurance Plan within 5 business days after the notice of delinquency has been sent to the Employer in writing, the Local Union shall take whatever steps are necessary to secure compliance with this Article. The Employer's liability for payment hereunder shall not be subject to the Grievance Procedure or arbitration provided under this Agreement.

The Employer agrees to and has executed a copy of the Agreement and Declaration of Trust of Teamsters Local ~~677-443~~ Health & Welfare Fund. The Employer and Union which are signators hereto ratify the designation of the Employer and the Employee Trustees under such Agreement, and ratify all action already taken, or to be taken by such Trustees within the scope of their authority.

All employees covered by this Agreement will have paid to said Health Services & Insurance Plan no less than a payment for forty (40) hours per week.

**8.02** If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions of 32 hours for a period of (12) weeks after all sick days are used up. The employer will pay 40 hours of contributions at the rate for weeks that the employee is entitled to sick pay. If an employee is injured on the job, the Employer shall continue to pay the required



contributions until such employee returns to work; however, such contributions of 32 hours shall not be paid for a period of more than twelve (12) months.

- 8.03** All contributions shall be made at such time and in such manner as the Trustees require and the Trustees shall have the authority to have an independent Certified Public Accountant audit the payroll and wage records of the Employer for the purpose of determining the accuracy of contributions to the Health Services & Insurance Plan. If an Employer fails to make contributions to the Health Services & Insurance Plan within 72 hours after notice of delinquency, the Local Union shall take whatever steps are necessary to secure compliance with this Article, any provisions of the Agreement to the contrary notwithstanding, and the Employer shall be liable for all costs for collecting the payments due together with attorneys' fees and such penalties which may be assessed by the Trustees. The Employer's liability for payment hereunder shall not be subject to the Grievance Procedure or arbitration provided under this Agreement.
- 8.04** The Employer and the Union which are signatories hereto ratify the designation of the Employer and Employee Trustees under such Agreement, and ratify all action already taken, or to be taken by such Trustees within the scope of their authority.
- 8.05** The Patient Protection and Affordable Care Act (PPACA) has set forth and codified under Internal Revenue Code ("IRC") Sec. 49801 the imposition of an excise tax related to employer provided health insurance plans that exceed certain value thresholds. If the total cost of the group health plan or plans offered under the Agreement triggers an excise tax under the Internal Revenue Code Section 49810, including any successor thereto, or any other local, state or federal statute or regulation or if the coverage does not meet the minimum value affordability requirements under the Patient Protection Act and Affordable Care Act ("ACA"), the Employer shall have the right to promptly discontinue that plan and/or substitute a plan or plans that avoid the imposition of the tax and meets the ACA minimum value affordability requirements. If the Union is not satisfied with the substitute plan or plans after implementation, it shall have the right to reopen the Agreement for the sole purpose of negotiating some other plan or plans with a total combined cost that falls below the excise tax thresholds and meets the ACA minimum value affordability requirements. Any impasse in bargaining with respect to the substitute plan or plans shall be subject to Binding Arbitration under the procedures stated elsewhere, herein.

## **ARTICLE IX**

### **PENSIONS**

- 9.01** All Highway, Parks and Recreation and ~~Recycling employees~~ are covered by the Town of New Milford Pension Plan as applicable to these Town employees. Any modifications to this Pension Plan are applicable universally to all participants. The following plan amendments apply to all employees who are members of this bargaining unit:

A. The normal retirement date shall be the earlier of the following:

- a) Age 65+5 years of service: or
- b) Employee's age at retirement + years of service = 84 (Rule of 84)

B. The annual normal retirement benefit shall be calculated as follows:

Years of Service x 2.1% effective 7-1-12 x Final Average Compensation (3 highest consecutive years of the past 10 years) beginning July 1, 2008.

C. Employees shall contribute 2% of their base wage as pension contributions. Said contribution shall be subject to IRS 414(h) pre-tax conversion.

D. All other matters, terms and conditions of the current pension plan that are not specifically addressed herein shall remain status quo for the duration of this Agreement.

~~D.E.~~ Employees hired on or after the signing of this contract shall be enrolled in the Town 401a Individual Contribution Plan and shall not be eligible to participate in the Town Pension plan.

## ARTICLE X HOLIDAYS & VACATIONS

### 10.01 Holidays

A. All Highway and Park and Recreation employees will receive the paid holidays as long as the employee has actually worked the day before and the day after a holiday.

Provided, however, such absences that are caused by an illness verified in writing by the absent employee's physician, shall not automatically result in the loss of holiday pay. It is the employee's responsibility to provide a physician's note on the first day the employee returns to work. Any employee who fails to bring the note, or who has abused the policy, may be denied the holiday pay at the discretion of the Director of Public Works or Park and Recreation.

All Highway and Park and Recreation employees shall receive the following holidays off with eight (8) hours pay at their straight time rate of pay:

New Year's Day	Fourth of July
Martin Luther King Day	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	Veterans Day
Good Friday	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
<del>Juneteenth</del>	
Christmas Day	

### 10.02 Vacations

A. Full time employees will be eligible for vacations during a fiscal year based on the following schedule.

1. Vacation time will be ~~accrued~~ credited from the date of hire at the rate of one (1) day for each two (2) months of continuous employment for the first ten months. Vacation time will only become available upon the successful completion of six months of continuous service. Vacation will ~~accrue~~ be credited as follows:

<u>Months/Years of Service</u>	<u>Number of Vacation Days</u>
6 months	3 days
8 months	1 additional day
10 months	1 additional day
1 year	5 additional days
TOTAL IN YEAR 1	10 Vacation days

There will be no credit for portions of two (2) months of service during the first year of employment. That is, an employee will not earn ½ day for 1 month of completed service.

2. An employee who has attained one year of service, but less than two (2) will receive 5 vacation days at the beginning of the fiscal year in which the employee's second anniversary falls.
3. Thereafter, vacation time will ~~accrue~~ be credited each July 1st as detailed below. In any year where an employee's anniversary increases the amount of vacation time earned, the additional time will be ~~accrued~~ credited on the employee's anniversary date of employment. Vacation is paid in halves and wholes.

<u>Years of continuous Service</u>	<u>Vacation Weeks/Days Accrued</u>
<del>2-5 years of service</del>	<del>two weeks/10 days</del>
<del>6-14 years of service</del>	<del>three weeks/15 days</del>
<del>15-20 years of service</del>	<del>four weeks/20 days</del>
<del>21 years of service</del>	<del>four weeks+1 day/21 days</del>
<del>22 years of service</del>	<del>four weeks+2 days/22 days</del>
<del>23 years of service</del>	<del>four weeks+3 days/23 days</del>
<del>24 years of service</del>	<del>four weeks+4 days/24 days</del>
<del>25 years of service or more</del>	<del>five weeks/25 days</del>
<u>From 2<sup>nd</sup> year through completion of 5<sup>th</sup> year of service receive two weeks/10 days</u>	
<u>From 6<sup>th</sup> year through completion of 14<sup>th</sup> year of service receive three weeks/15 days</u>	
<u>From 15<sup>th</sup> year through 20<sup>th</sup> year of service receive four weeks/20 days</u>	
<u>For the 21<sup>st</sup> year of service four weeks and one day/21 days</u>	
<u>For the 22<sup>nd</sup> year of service four weeks and two days/22 days</u>	
<u>For the 23<sup>rd</sup> year of service four weeks and three days/23 days</u>	
<u>For the 24<sup>th</sup> year of service four weeks and four days/ 24 days</u>	
<u>For the 25<sup>th</sup> years of service and more five weeks/25 days</u>	



- B. An employee who is absent as a result of unpaid leave for a non-work related illness or injury in the prior fiscal year shall accrue vacation on a pro-rata basis based on the time worked that year.
- C. ~~Employees may receive vacation pay before leaving for vacation. It is the employee's responsibility to submit a time card for advance vacation pay the Monday prior to the last pay day before his/her approved vacation.~~
- D. Employees shall bid their vacations in order of their seniority. The Employer will post a vacation schedule together with the seniority list. Vacations of one (1) week or more will be bid by seniority by January-July 1 of each year. Single vacation and/or personal days shall not be submitted more than 2 months in advance and shall be approved based on Seniority. All vacation time needs to be approved by management in writing-the electronic time management system and is subject to adequate man power available for staffing. Employees shall not be eligible for more than 2 consecutive weeks per request.
- ~~D.E.~~ A maximum of 4 highway Laborers, 2 vehicle maintenance mechanics and 2 Park Maintainers shall be approved for time off per day. Teamsters out on Military Leave, Jury Duty, FMLA, Bereavement, or Workers Compensation will not be included in daily quota.
- ~~E.F.~~ A Carry over of five (5) vacation days may be made from one fiscal year to the next.
- ~~F.G.~~ In case of the death of an employee, all earned vacation pay ~~for previous and in the current years~~ shall be paid to spouse or to his estate pro-rata. Any employee terminated for any reason shall be paid for all earned vacation pro-rata.
- ~~G.H.~~ The Town shall limit the number of Teamsters who request to be unavailable due to vacation time from November 15 through April 15. Vacation time shall be approved based on employee availability.

## ARTICLE XI LEAVE PROVISIONS

### 11.01 Sick Leave Income Protection Plan

It is recognized that from time to time an employee may be stricken with a disabling illness or injury that will prevent the employee from performing the requirements of the job. In such instances, it is the intention of the parties to minimize the financial impact of absence from work.

- A. At the start of each fiscal year, the employee shall be credited with ten (10) days towards the sick leave account until such time as the account reaches a maximum of one hundred twenty (120) for those hired on or after July 1, 2015 and two hundred days for those employees hired before July 1, 2015 when the accumulation shall cease.



- B. Employees who are absent due to a non-work related disabling illness or injury for three (3) or more days (excluding holidays) and who are under the care of a medical doctor, shall have such absence charged against the sick leave account and shall be paid for those days provided there are days still credited to the account. The first three days of absence due to a work-related injury (not including the date of injury which is paid for by the Town), shall also be charged against the personal days as set forth in Section 11.01(C) herein unless Workers' Compensation benefits are paid. In the event the employee is a new hire and has not yet worked 6 consecutive months and has not taken any sick leave, the Town will cover up to the first 3 days only for a work-related injury/illness.
- C. Employees who are absent due to a non-work related disabling illness or injury for periods of four (4) consecutive days or less shall be paid for such days up to a maximum of eight (8) days each fiscal year. Employees may use all of the eight (8) days as personal days, the use of which is set forth in section 11.07 herein. If an employee does not use the days the unused days shall be credited to the sick leave account at the rate of one and one-half (1 ½) days for each unused day up to the maximum accumulation of one hundred twenty (120) for those hired on or after July 1, 2015 and two hundred days (200) for those hired before July 1, 2015..
- D. In the case of death or retirement, thirty percent (30%) of the accumulated sick/personal days will be paid to the employee or the employee's spouse or estate. For purposes of this section of the Agreement, the term retirement shall be utilized if the employee has worked a minimum of ten (10) continuous years of service.
- E. A doctor's certificate is required from any employee who uses (3) or more consecutive sick days, ~~or~~ if the employee has used all of the sick or personal days and then requests additional time off (using vacation time or without pay) or if the supervisor has a reasonable suspicion that the sick leave program is being abused.
- F. Employees will be eligible to use any and all sick bank time for maternity / paternity leave with medical documentation
- G. Use of vacation time is mandatory if sick or personal days are used up.
- H. If an employee illness or injury, both work-related and non-work-related, results in a disability and the medical prognosis indicates that the employee will not be able to return to the position the employee held prior to the injury or illness within 1 year, the Town has the right to terminate the employee after 1 year due to the inability to work and shall not be subject to the grievance process.. The Town has the right to require periodic medical reports from the employee's treating physician updating the prognosis for the employee's return to work. The Town may require the employee to submit to a medical evaluation by a physician selected by the Town. In the event there is a difference of opinion between the employee's physician and the Town's physician about the employee's ability to perform his job, a third physician shall examine the employee and render a final and binding decision about the employee's ability to perform his job. When there is an accepted Workers' Compensation claim and a Commissioner's examination has been

ordered, the results of the Commissioner's examination shall be final and binding if the physician has rendered an opinion about the employee's ability to perform his job duties. In all other cases, the third physician shall be selected by the Town and Union using the following procedure: The parties will obtain the Connecticut Workers' Compensation Commission list of approved physicians and surgeons for the medical specialty appropriate to the employee's disability; the third physician will be selected by Town and Union representatives agreeing upon the physician or, in the absence of agreement, by each party alternately striking physician names from the list; the last remaining name shall serve as the third doctor; the first party to strike shall be decided by a coin toss.

#### **11.02 Union Welfare Payments.**

All current and accumulated sick days shall be fully paid by the Employer unless the employee is entitled to Union Welfare Fund accident and health benefits, in such case, the Employer agrees to make up the difference between such welfare payments and the employees' normal weekly remuneration. The employee's sick leave account will be charged for one-half (1/2) day for each day the employee receives benefits from the Union Welfare Fund.

#### **11.03 Workers' Compensation**

Any employee absent from duty because of Workers' Compensation causes shall not have his sick leave counted for this absence except that an employee will use accumulated sick leave for days not paid under Workers' Compensation (see new hire guidelines). Any injury or physical disability due to the pursuit of the employee's occupation shall be compensated up to 1 year in accordance with the Workers' compensation laws of the State of Connecticut and the Town Modified Duty Procedure.

#### **11.04 Funeral Leave**

Absence from duty because of a death in the employee's immediate family shall be excused and compensated for under the following conditions:

- A. The immediate family shall mean father, mother, step-father, step-mother, father-in-law, mother-in-law, spouse, child, step-child, sister and brother, step-sister or step-brother, brother-in-law, or sister-in-law.
- B. The purpose of time off with pay is to attend the funeral ceremonies. Compensation shall not exceed three days except in the event of the death of the employee's spouse or child in which the compensation shall not exceed five (5) days.
- C. Employees will be allowed time off to attend the funeral ceremonies of their grandparents and the compensation shall not exceed one (1) day's pay.

#### **11.05 Jury Duty**

In the event that an employee is called for jury service, the Employer shall pay such employee an amount sufficient to guarantee no loss in income on account of such absence from work. If the employee is released from jury service and at least half the hours remain in the employee's regular shift, the employee shall report for duty.

#### **11.06 Leave of Absence**

An employee with seniority rights of one or more years may be granted a leave of absence for up to sixty (60) days (renewable for two additional 60-day periods), without pay, at the sole discretion of the Employer, without loss of seniority rights. After the first thirty (30) days continuation of benefits shall be at the employee's expense. Sick time shall not accrue during this time.

#### **11.07 Military Leave**

An employee who is protected under the Uniformed Services and Reemployment Act (USERRA) will be granted a Military Leave of Absence ("Military Leave") in accordance with applicable State and Federal Law.

#### **11.08 Personal Days for Perfect Attendance**

Employees shall earn one (1) personal day with pay, for each (6) consecutive months of perfect attendance starting from the fiscal year (FY-July 1st to June 30<sup>th</sup>). A review of the attendance sheets from the previous FY will determine if the employee has any periods of six (6) month perfect attendance as defined below. Earned personal days will be added to the eight (8) sick/personal received at the beginning of the next FY. Therefore the employee will begin the FY with extra days if earned. Every employee has the opportunity to earn two (2) extra days during a FY. ANY six (6) month consecutive period of perfect attendance will be awarded with one (1) extra day.

All paid personal day shall be subject to a twenty-four (24) hour notification to the supervisor and approval from the employee's supervisor, unless there is a bona fide family emergency, which emergency shall require documentation upon return to work from the employee and is subject to approval of the Director of Public Works or Park and Recreation. Perfect attendance is defined as no sick/personal days taken without proper notice and no leave of absence within a six (6) consecutive month period.

### **ARTICLE XII**

#### **DRUG AND ALCOHOL ABUSE POLICY**

**12.01** All employees are subject to the Town's Drug and Alcohol Abuse Policy which may be updated from time to time upon written notice to the Union

### **ARTICLE XIII**

#### **SENIORITY**



13.01 Seniority for all employees governed by this Agreement shall be defined as the period of continuous employment with the Employer in the work covered by this agreement. The Highway Department, ~~the Recycling Department~~ and the Parks Department shall be considered as separate seniority units. In the event the seniority date of two or more employees is the same, the seniority ranking of those employees shall be determined with priority given to residency in New Milford or, in the event the tied employees all reside in New Milford, by a coin toss in the presence of a representative from the Town and a Union official.

13.02 Probationary Period. All new employees shall be hired on a 180 calendar-day trial basis and shall work under the provisions of this Agreement. During this time, they may be dismissed without protest by the Union. After a 180 calendar-day trial period, they shall be placed on the seniority list as regular employees in accordance with the date of active employment. The Union agrees that action on a request by the Employer to extend the probationary period of an employee will not be unreasonably withheld.

13.03 Seniority shall be broken only by:  
Discharge for just cause;  
Voluntary Quit;  
Unauthorized absence from work without a valid reason;  
Retirement; or  
Failure to report to work within 5 work-days after notice of recall.

13.04 Layoff and Recall.

A. Layoff. Employees shall be laid off in reverse order of seniority within job title. In the event of a layoff, the laid off employee may bump, within or across divisions (those divisions being Highway, Park and Recreation and Recycling), into any previously held bargaining unit position of an equal or lower rank. An employee may bump within division into any position of a lower rank, provided the laid off employee has more seniority than the incumbent employee in the lower rank and further provided the laid off employee has the ability and qualifications for the position. For the purpose of this Section, the divisions are: (1) Mechanics (2) Highway Labor Grade I and Grade II, III, IV and Lead Labor Grade I/Yard Controller; (3) Parks Maintainer I and II and Parks Working Foreman; and ~~(4) Recycling Center~~.

B. A laid off employee is subject to recall to the job title from which the employee was laid off or to any equal or lower job within the division from which he was laid off, provided the employee is qualified for the open position.

A laid off employee shall have recall rights for a period of fifteen (15) months from the date of layoff or for the length of the employee's seniority, whichever is less, and shall retain seniority during the recall period. No new employees shall be hired until all laid off employees have had an opportunity to fill any position to which they have recall rights, provided the laid off employee has maintained his qualifications for the vacant position. Notice of recall shall be given by the Town and sent by certified mail to the employee at his last address of record, return receipt requested. The employee must respond to the notice of recall within fourteen (14) calendar days of the date of the

recall notice. Any employee who fails to respond to the notice of recall or who refuses recall shall be removed from the recall list.

#### **ARTICLE XIV** **MAINTENANCE OF STANDARDS**

- 14.01** The Employer agrees that all conditions of employment relating to wages, hours, and general working conditions shall be maintained at not less than the highest minimum standards in effect at the time of the signing of this Agreement and the conditions of employment shall be improved wherever specific provisions for improvement are made elsewhere in this Agreement.
- 14.02** Work normally performed by bargaining unit employees may be subcontracted out, provided it shall not displace bargaining unit employees.
- 14.03** Preference shall be given to employees longer in the service and in order of their seniority to the work available, provided that such employees are available at such time as the work is assigned and are able to perform the work required within the seniority unit. The employee must complete the current assignment before requesting assignment to new work available.
- 14.04** Management will not drive any equipment nor do any work normally done by bargaining unit employees, except in the event of an emergency such as snowstorms and other weather related emergencies or to train an employee, or when there is no qualified employee available to perform such work
- 14.05** With the exception of Laborer Grade II/~~III~~/IV all Job vacancies as determined by the Employer will be posted for five working days. The job will be filled on the basis of seniority and discipline record from those employees who sign the listing, providing they have the required qualifications to do the job, which shall be determined by the TOWN. If management determines that there is no qualified (including discipline record of the previous 24 months) or interested in-house applicant, the employer reserves the right to ~~offer fill~~ the position ~~to the next most senior employee on the list who will then be trained within a six month time frame. If the employee is unable to complete the training successfully within the allotted time frame, management then reserves the right to fill the position~~ from outside (after exhausting 14.05 and 14.06). The Employer will mail a copy of each original job posting to the Local Business office.
- 14.06** Any employee regardless of current grade, who requests and receives training may then apply for and test out for any vacant higher job grade that has been vacant for more than 30 days. Management then reserves the right to promote from within if the employee has passed the test.

If a position is posted and management determines that there is not an qualified in house applicant who has signed the list, the ~~most~~ senior, most qualified applicant will then be offered the position and must complete training within a six month time frame. The second most senior applicant will be training concurrently. If the first applicant is unable to successfully complete the training within the allotted time frame, management will go to



the next applicant. If this applicant cannot complete training within a six month time frame, management reserves the right to hire from the outside at any grade level.

**14.07 Training for labor grade promotions**

1. Vacancies in Labor Grades will be posted in accordance with the current collective bargaining agreement. Qualified teamster members will be selected in seniority order from the posting. Upon notification you will receive all appropriate materials needed to complete the training and your supervisor will schedule your training accordingly.
2. You may be disqualified during the training period as outlined in the current collective bargaining agreement for the following: injury, vacation or sickness exceeding thirty days within your six month training period. However, due to the seasonality of equipment your training may be extended with approval of the Teamsters Union and the Town of New Milford.
3. After a member is qualified by his instructor on a certain type of equipment you will be promptly tested on the safe operation of said equipment. (Example the Loader takes 40 hours of training to be qualified. Upon completion of the training you would promptly be tested on the Loader).
4. Qualified operators, trainers and supervisors, comprised of Teamsters and Non-Union personnel will administer the safe operational test. If available a neutral evaluator will be included in the above mentioned group.
5. Upon successfully completing the training process, testing and evaluation; you will receive a letter of promotion along with the pay commensurate of the labor grade outlined in appendix A of the current collective bargaining agreement, to take effect prospectively.
6. Disputes will be processed in accordance with Article XVI Grievance and Arbitration in the current collective bargaining agreement.

**14.08** The Town may develop and utilize measurable standards based on performance reports for safety, quality, and productivity in employment decisions. Employees below standard may be provided a performance improvement plan.

**ARTICLE XV**  
**DISCHARGE AND DISCIPLINE**

- 15.01** A. No employee shall be disciplined except for just cause except that the Town shall have the right in its sole discretion to discipline any employee during such employee's probationary period. In all cases involving the discharge or suspension of an employee, the Employer must immediately notify the employee in writing of his potential discharge or suspension and the reason. Such notice shall be given to the shop stewards and a copy mailed to the Union office within one (1) working day from the time of the potential discharge or suspension. Management will attempt to meet with the employee, the Steward and the Union Business Representative within 5 days of the notification of the potential suspension or discharge to discuss the charges if the employee chooses to appeal the action.
- B. The Town shall use progressive discipline whenever appropriate to the offense. Any written warnings shall not remain in effect for a period of more than one year from the date of the occurrence upon which the warning is based, provided there has been no other discipline within the same one year period.
- 15.02** Any employee discharged, must be paid in full for all wages owed him by the Employer, including earned vacation pay, if any, within seven (7) days from the date of discharge.
- 15.03** A discharged or suspended employee must advise his Local Union in writing within two (2) days after receiving notification of such action against him, of his desire to appeal the discharge or suspension. Notice of appeal from discharge or suspension must be made to the Employer in writing within five (5) days from the date of discharge or suspension. A hearing will then occur with the Supervisor, the Director, the Personnel Director, the employee, the Steward and the Union Business Representative.
- 15.04** Any employee whose job requires the possession of a current motor vehicle driver's license (regular driver's license and CDL if applicable) must maintain the required license as a condition of employment. However, in the event an employee who has completed the probationary period loses his driver's license for a period of 90 calendar days or less, the employee shall be placed on a leave of absence without pay for the duration of the license suspension up to 90 days. If the employee again loses his driver's license within five (5) years of the first occurrence, the employee shall be terminated. Employees who have been put on an unpaid leave of absence and who do not regain their license within 90 days shall be terminated. Probationary employees who lose their driver's license shall be terminated.

DMV Record. Employees in all departments who drive Town vehicles are required to report immediately to their supervisor any suspension or revocation of a driver's license. Such employees are also required to cooperate with the Town to obtain their annual DMV record. At the beginning of each calendar year, the Administrative Aide to Public Works will request from the Highway, Parks and Recreation and Recycling Center employees the information necessary for the Town to obtain the employee's record from DMV. It is the employee's responsibility to maintain a legal driver's license including medical cards and any DMV stipulations.

Employees who do not immediately report any suspension or revocation of a driver's license will be immediately terminated.

## **ARTICLE XVI**

### **GRIEVANCE AND ARBITRATION PROCEDURE**

**16.01** A grievance is hereby defined to be any controversy, complaint, misunderstanding, or dispute concerning the interpretation or application of any provision of this Agreement.

**16.02** Any grievance arising between the Employer and the Union or any employee represented by the Union, shall be settled in the following manner:

**STEP 1** The aggrieved employee or employees must present the grievance in writing to the Steward and to the Employer citing the specific article in the grievance and the section of the contract he claims to be violated within 30 days of the alleged violation. The Employer will meet with the employee and the steward within six (6) working days to affect a resolution of the claim. If a resolution cannot be accomplished the steward and employee must submit such written grievance within 5 working days to the Union's Business Representative to move to Step 2.

**STEP 2** Within five (5) working days of receipt of the grievance, the Business Representative shall then take the matter up with a representative of the Employer with authority to act on such grievance. A decision therein must be given to the Business representative within five (5) working days. Any agreement settling the grievance shall be in writing and signed by the parties.

Union Grievance Committee: In the event the Business Representative shall be of the opinion that an employee's grievance is without merit, the Local Union Representative shall not be required to process the matter any further and shall inform the Steward and the employee filing the grievance and the Employer. There shall be no liability imposed thereby upon the Union or the Employer.

**STEP 3** If Steps 1 and 2 have been complied with and a settlement of the grievance has not been affected; only the Employer or Union may process the grievance to arbitration by submitting it to the American Arbitration Association with a copy to the other party within 10 days of the completion of Step 2. The arbitration agency shall hear the grievance under its rules and regulations and its decision shall be final and binding upon the Employer, the employee, and the Union. The parties share equally in the cost of arbitration. The arbitrator shall have no power to add to or subtract from or modify in any way the terms of this Agreement.

## **ARTICLE XVII**

### **CREDIT UNION**

**17.01** The Employer agrees to deduct certain specific amounts each week from the wages of those employees who shall have given the Employer written authorization to make such deductions. The amount so deducted shall be remitted to the New England Teamsters

Federal Credit Union once each month. The Employer shall not make deductions and shall not be responsible for remittance to the Credit Union for any deductions for those weeks in which the employee's earnings shall be less than the amount authorized for deduction.

### **ARTICLE XVIII**

#### **NON-DISCRIMINATION**

- 18.01** The Employer and the Union agree not to discriminate against any individual with respect to hiring, compensation, terms or conditions of employment because of such individuals union activity, race, color, religion, sex, national origin or age, nor will they limit, segregate or classify employees in any way to deprive any individual employee of employment opportunities because of race, color, religion, sex, national origin or age.
- 18.02** Grievances brought under this Article shall be limited to the first two steps of the grievance procedure and are not subject to arbitration.

### **ARTICLE XIX**

#### **EMPLOYEE TRAINING**

- 19.01** Employees are allowed to sign up for after-hours training with a qualified instructor, using Town equipment. The Town will identify qualified instructors from those who have volunteered through a selection process including a practical and written examination. Only qualified instructors shall be allowed to perform training.
- 19.02** The Town reserves the right to require on-the-job training as needed. Any employee training on the job will be paid at the employee's regular hourly rate of pay. Instructors will be compensated at their regular hourly rate of pay. Management reserves the right to suspend trainings if the budget cannot support overtime pay.
- 19.03** When employees volunteer for after-hours training, they will not be compensated. Instructors will be compensated at one and one-half times their regular hourly rate when providing after-hours training.
- 19.04** Upon hire, all employees in all divisions must meet or be working towards educational requirements of the job description within the parameters set by management. All positions require at least a high school diploma or a G.E.D. Management reserves the right to permit a potential employee time to complete a high school diploma, or a G.E.D. once he has been hired on the employee's own time.

### **ARTICLE XX**

#### **MISCELLANEOUS**

- 20.01** Bulletin Boards. The Employer agrees that it will provide a suitable bulletin board in a conspicuous place, where the employees are employed for the posting of Union Notices.
- 20.02** Clothing, Shoes & Safety Equipment.

- A. Overalls: The Employer will furnish two (2) pairs of coveralls for garage mechanics, welders, and helpers per year. The employee is expected to wear them at all appropriate times.
- B. Rain Gear: Rain gear and boots will be available to employees required to work outside during inclement weather and should be worn as needed.
- C. Allotment: The Town agrees to contribute up to ~~\$150.00~~200.00 per fiscal year toward the purchase of safety shoes which employees are required to wear or prescription safety glasses with the prior approval of the ~~Public Works~~Department Director. Employees ~~will~~shall be reimbursed with a receipt. ~~Without a receipt up to \$100.00 upon approval by the Public Works Director.~~ Funds unused after the purchase of Safety Shoes or Safety glasses with a receipt may be used for other approved safety equipment/clothing up to the ~~\$150-200~~ with a receipt. Unused funds will not be disbursed without a receipt. This allotment shall increase to \$225 for fiscal years 24/25 and 25/26 and increase to \$250 in fiscal year 26/27.
- D. Safety Equipment: The Town also agrees to provide whatever other equipment it deems necessary to meet the requirements of the Occupational Health and Safety Act. Personal Protective Equipment (PPE) provided by the Town is: ANSI 3 safety vest; non-prescription safety glasses or face shields; work gloves; hard hats; ear plugs or muffs; and chaps. When an employee requests replacement PPE, the worn out or broken PPE shall be turned in to the Town. The Town is not responsible for replacing PPE that is lost, stolen, misplaced, or abused. The cost of replacing PPE that is lost, stolen, misplaced, or abused is the responsibility of the employee.
- E. Assigned clothing should conform to OSHA standards for the job and should be properly maintained.
- F. During the operation of equipment, employees shall use the PPE in accordance with OSHA, the equipment ~~operators~~operator's manual, and Town policies.

## ARTICLE XXI

### DURATION AND TERMINATION

- 21.01** This Agreement shall be effective on signing and shall continue in full force and effect to midnight June 30, 202~~3~~7, except as provided herein, and shall continue from year to year thereafter, unless a one hundred and twenty (120) day written notice of a desire to change or amend the terms and conditions shall be given by either the Employer or the Union.



**For the Town**

\_\_\_\_\_  
Pete Bass  
Mayor

Date: \_\_\_\_\_

**Witnessed By:**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name (Please Print)

**For the Union**

\_\_\_\_\_  
Salvatore J. Abate  
Secretary/Treasurer/Principal Officer of Local 443

Date: \_\_\_\_\_

**Witnessed By:**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name (Please Print)

## APPENDIX A

GRADE 1: Bulldozer  
Grader  
Front End Loader and Scale  
Ten Ton Roller  
Excavator (wheeled and tracked)  
Paver  
Truck with Trailer  
Bucket Truck

GRADE II/III: Road Sweeper  
Backhoe  
Tractor  
Basin Cleaner  
Roadside Mowers  
Five Ton Roller  
Melter/Applicator/Crack Sealer  
Mini Excavator  
Pothole Repair Truck

GRADE IV Truck(Non-CDL)  
Chain Saws  
Plate Compactors  
Pole Saws  
Pavement/concrete cutting saw  
Hand tools (shovel, rake, asphalt lute, pick, hammer, etc.)

Labor Grade I and Labor Grade II/III are required to operate all equipment assigned including, but not limited to, the following: (Does not affect the rate of pay)

Truck (requiring CDL License)  
Truck (Non-CDL)  
Compressor  
Chipper  
Skid Steer Loader  
Roller under 5-Tons  
Equipment attachments  
Sanders  
Tanks  
Hammers  
Mowers

Sprayers  
Chain saws  
Plate compactors  
Pole saws  
Pavement/concrete cutting saw  
Hand tools (shovel, rake, asphalt lute, pick, hammer, etc)

Employee's hired into Laborer Grade III, shall be required to obtain the training necessary to be promoted to Laborer Grade II within 12 months of hire.

Employee's hired into Laborer Grade IV shall be required to obtain a CDL within 1 year of employment, and shall be required to obtain the necessary training to be promoted to Laborer Grade II within 18 months of hire.

## APPENDIX B

### WAGE SCHEDULE

Position	<del>7/1/2023</del> <sup>19</sup>	<del>7/1/2024</del> <sup>0</sup>	<del>7/1/2025</del> <sup>1</sup>	<del>7/1/2026</del> <sup>2</sup>
Lead Labor Grade 1/Yard Controller				
Bucket Truck Operator	<del>\$28.56</del>	<del>\$29.13</del>	<del>\$29.64</del>	<del>\$30.23</del>
Head Mechanic	<del>\$30.30</del>	<del>\$30.91</del>	<del>\$31.45</del>	<del>\$32.08</del>
Mechanic I	<del>\$29.51</del>	<del>\$30.10</del>	<del>\$30.63</del>	<del>\$31.24</del>
Mechanic II/Welder	<del>\$27.71</del>	<del>\$28.26</del>	<del>\$28.75</del>	<del>\$29.33</del>
Labor Grade I	<del>\$26.82</del>	<del>\$27.36</del>	<del>\$27.84</del>	<del>\$28.40</del>
Labor Grade II	<del>\$26.34</del>	<del>\$26.87</del>	<del>\$27.34</del>	<del>\$27.89</del>
<u>Labor Grade III</u>	<u>\$25.34</u>	<u>\$25.87</u>	<u>\$26.34</u>	<u>\$26.89</u>
<u>Labor Grade IV</u>	<u>\$24.34</u>	<u>\$24.87</u>	<u>\$25.34</u>	<u>\$25.89</u>
Parks Working Foreman	<del>\$29.51</del>	<del>\$30.10</del>	<del>\$30.63</del>	<del>\$31.24</del>
Parks Maintainer I	<del>\$25.92</del>	<del>\$26.44</del>	<del>\$26.90</del>	<del>\$27.44</del>
Parks Maintainer II	<del>\$25.05</del>	<del>\$25.55</del>	<del>\$26.00</del>	<del>\$26.52</del>

Recycling Coordinator	<del>\$27.17</del>	<del>\$27.71</del>	<del>\$28.19</del>	<del>\$28.75</del>
Recycling Laborer	<del>\$25.05</del>	<del>\$25.55</del>	<del>\$26.00</del>	<del>\$26.52</del>

<u>Position</u>	<u>7/1/2023</u>	<u>7/1/2024</u>	<u>7/1/2025</u>	<u>7/1/2026</u>
Bucket Truck Operator	\$32.01	\$33.81	\$34.66	\$35.52
Lead Labor Grade 1/Yard Controller	\$30.99	\$31.76	\$32.55	\$33.37
Head Mechanic	\$33.91	\$35.75	\$36.64	\$37.56
Mechanic I	\$32.02	\$32.82	\$33.64	\$34.48
Mechanic II/Welder	\$30.06	\$30.81	\$31.59	\$32.37
Labor Grade I	\$29.11	\$29.84	\$30.58	\$31.35
Labor Grade II	\$28.59	\$29.30	\$30.03	\$30.79
Labor Grade III	\$27.56	\$28.25	\$28.96	\$29.68
Labor Grade IV	\$26.54	\$27.20	\$27.88	\$28.58
Parks Working Foreman	\$32.02	\$32.82	\$33.64	\$34.48
Parks Maintainer I	\$28.13	\$28.83	\$29.55	\$30.29
Parks Maintainer II	\$27.56	\$28.25	\$28.96	\$29.68

~~1.75%; 2.0%; 1.75%; 2.0%~~ 2.5%, 2.5%, 2.5%, 2.5%

\*\*\*\*\* If the Town re-assumes control of the Recycling Center, the Town agrees to recognize this group to be represented by the Teamster Union #443