

OPERATING SERVICES

LIGHT AND POWER (1.01%)

\$410,505.00

1. BARLOW STREET (WELL #1)	14,000.00
2. MECHANIC STREET (WELL #2)	56,000.00
3. MIX STREET (WELLS #3, #4, & #5)	56,000.00
4. WATER TREATMENT PLANT	162,815.00
5. HILL STREET PUMP STATION	31,400.00
6. PECK LANE PUMP STATION	26,000.00
7. DOWNS ST	8,045.00
8. WOLCOTT STREET PUMP STATION	16,600.00
9. STEVENS STREET TANK	528.00
10. OLD WOLCOTT ROAD TANK	590.00
11. DEWITT DRIVE TANKS (#1 & #2)	557.00
12. LAKESIDE	550.00
13. 290 MECHANIC	145.00
14. 117-119 RIVERSIDE AVENUE	20,000.00
15. WARNER COURT (VEHICLE GARAGE)	1,215.00
16. BURLINGTON AVENUE PRESSURE REGULATOR	545.00
17. NEW BRITAIN INTERCONNECTION	8,600.00
18. POLAND BROOK	6,315.00
19. WITCHES ROCK	600.00

CLOTHING/UNIFORMS (+100%)

\$6,680.00

1. BOOTS	\$4,680.00
2. JEANS	\$2,000.00

TELEPHONE (+2.84 %)

\$17,380.00

1. BASIC SERVICE & TELEMTRY FRONTIER : \$700.00 MO. X 12 MOS.	\$8,880.00
2. VERIZON WIRELESS	\$8,500.00

POSTAGE (-.08%)

\$49,000.00

1. BILLING	\$38,200.00
2. COLLECTIONS	\$1,000.00
3. SPECIAL MAILINGS	\$4,000.00
4. MISCELLANEOUS	\$5,800.00

ADVERTISING (-50%)

\$1,000.00

1. SPECIAL	\$500.00
2. CONTRACT BIDDING	\$500.00

MAINTENANCE AND SERVICE AGREEMENTS (30.91%)

\$55,015.00

1. KINSLEY POWER SERVICE	\$6,800.00
2. JOHNSON CONTROLS (PNEUMATIC SYSTEMS)	\$5,000.00
3. ALL STATE ALARM	\$570.00
4. SONITROL (SECURITY)	\$2,900.00
5. CWPM (TRASH REMOVAL)	\$3,735.00
6. CONNECTICUT FIRE EQUIPMENT	\$995.00
7. ALARM NEW ENGLAND	\$950.00

OPERATING SERVICES

8. INTEGRATED CONTROLS	\$8,740.00
9. KLEEN H20	\$5,885.00
10. NEPTUNE 360 SUBSCRIPTION	\$19,440.00

LEASES (-3.46%) **\$15,473.00**

1. POSTAGE MACHINE	\$5,388.00
\$1347 QTR X 4 QTRS	
2. MAILFINANCE	\$5,085.00
4. COMPUTER LEASE WITH CITY	\$5,000.00

CONFERENCE & MEMBERSHIPS (.93%) **\$30,550.00**

1. CHAMBER OF COMMERCE	\$150.00
2. CWWA	\$6,800.00
3. AWWA	\$1,600.00
4. TRAINING/SEMINARS/SCHOOL	\$9,500.00
5. CWWA/AWWA CONFERENCE	\$11,000.00
6. MISC	\$1,500.00

TAXES (+1.41%) **\$615,494.00**

1. HARWINTON	\$378,022.00
2. PLYMOUTH	\$105,810.00
3. BURLINGTON	\$100,662.00
4. STATE ASSESSMENT	\$31,000.00

PROFESSIONAL SERVICES (+20.13 %) **\$290,200.00**

1. WATER SAMPLING	\$60,000.00
2. ENGINEERINGS SERVICES	\$55,000.00
3. WEBSITE & ACCESS DB MAINT	\$6,000.00
4. LEGAL FEES	\$9,200.00
5. MUNIS	\$57,000.00
6. THE OFFICE WORKS	\$10,000.00
7. AUDIT FEES	\$9,000.00
8. ONLINE TRANSACTION FEES	\$84,000.00

LIENS (0%) **\$6,300.00**

1. WATER BILLS	\$4,810.00
2. SEWER BILLS	\$1,040.00
3. SERVICE ACCOUNTS	\$120.00
4. WATER MAIN ASSESSMENTS	\$330.00

MISCELLANEOUS (+0%) **\$6,570.00**

1. MISC	\$6,570.00
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CONTRACTOR SERVICES (-.98%) **\$559,600.00**

1. D'AMATO	\$350,000.00
PAVING, SIDEWALKS, VEHICLE RENTAL)	
2. CLEAN HARBORS	\$40,000.00
3. SB CHURCH	\$4,500.00
4. SHAFFER (HEATING & AIR CONDITIONING)	\$6,500.00
5. ALLOY WELDING	\$600.00
6. NORTHWEST COM(MOBILE RADIOS)	\$2,500.00
7. DISTINGUISHED (HERBICIDE)	\$2,500.00
8. TRAFFIC CONTROL	\$95,000.00
9. CONNECTICUT FIRE EXTINGUISHER	\$500.00
10. OAKLAND MECHANICAL	\$35,000.00
11. ALEX'S LANDSCAPING	\$4,000.00
12. KNAPP	\$15,000.00
13. HYDRUS	\$3,500.00

OPERATING SERVICES

<u>DEBT SERVICES (-11.43%)</u>		\$345,035.00
1. STATE TANK BOND	\$30,131.00	
2. WATER REFUNDING 2011	\$208,760.00	
3. GROVE ST	\$55,550.00	
4. STATE TANK BOND #2	\$20,698.00	
5. STATE TANK BOND #3	\$29,896.00	
<u>SEWER USE FEE(No Change)</u>		\$10,800.00
<u>NEW BRITAIN AGREEMENT (0%)</u>		\$325,000.00
TOTAL OPERATING SERVICES (1.11%)		\$2,744,602.00

SUPPLIES AND MATERIALS

<u>MOTOR FUELS (+36.56%)</u>		\$56,079.00
1. DIESEL	\$24,977.00	
2. GASOLINE	\$31,102.00	
<u>OFFICE SUPPLIES (+0%)</u>		\$27,610.00
1. COMPUTER PAPER & COPY PAPER	\$2,040.00	
2. SOFTWARE	\$1,020.00	
3. ENVELOPES & BILLS	\$6,400.00	
4. PRINTING	\$12,060.00	
5. OFFICE EQUIPMENT	\$3,045.00	
6. MISCELLANEOUS SUPPLIES	\$3,045.00	
<u>MAINTENANCE SUPPLIES & MATERIALS (4.76%)</u>		\$374,000.00
1. DISTRIBUTION SYSTEM	\$150,000.00	
2. WATERSHED	\$19,000.00	
3. METER SHOP	\$95,000.00	
4. WATER TREATMENT PLANT	\$45,000.00	
5. PUMP STATIONS	\$10,000.00	
6. WELLS	\$10,000.00	
7. OFFICE	\$5,000.00	
8. CLEANING SUPPLIES	\$5,000.00	
9. SAFETY SUPPLIES	\$20,000.00	
10. HARDWARE	\$15,000.00	
<u>FLEET PARTS & SUPPLIES (+0%)</u>		\$15,150.00
TIRES, CHAINS,OIL, ANTIFREEZE, ETC.	\$15,150.00	
<u>FLEET SERVICE & REPAIRS (+25.71%)</u>		\$44,000.00
MECHANICAL WORK, BODY WORK	\$44,000.00	
<u>FUEL OIL(+30.51%)</u>		\$41,250.00
1. WATER TREATMENT PLANT	\$32,277.00	
3. PUMP STATIONS	\$5,173.00	
4. OFFICE	\$3,800.00	
<u>CHEMICAL TREATMENT (0%)</u>		\$195,163.00
1. WATER TREATMENT PLANT	\$147,161.00	
2. WATER TREATMENT STATIONS (WELLS)	\$48,002.00	
<u>INSURANCE (-2.92%)</u>		\$273,703.00
1. LIABILITY	\$30,073.00	
2. WORKMANS COMP	\$168,850.00	
3. AUTO	\$50,764.00	
4. CRIME	\$1,312.00	
5.PROPERTY	\$22,704.00	
TOTAL SUPPLIES & MATERIALS (3.37%)		\$1,026,955.00

CITY OF BRISTOL WATER DEPARTMENT										
CAPITAL OUTLAY BUDGET YEAR 2022-23										
WATER TREATMENT PLANT SECTION										
Rebuild High Service Pump	\$	45,000.00		\$	45,000.00	\$	45,000.00	\$	45,000.00	
Rebuild Hill St Pump	\$	45,000.00		\$	45,000.00	\$	45,000.00	\$	45,000.00	
LMI Chemical Feed Pumps	\$	10,000.00		\$	10,000.00	\$	10,000.00	\$	10,000.00	
Peristaltic Chemical Feed Pump	\$	10,000.00		\$	10,000.00	\$	10,000.00	\$	10,000.00	
TOTAL UTILITY ASSETS WATER TREATMENT PLANT	\$	110,000.00	\$	-	\$	110,000.00	\$	110,000.00	\$	110,000.00
WATERSHED SECTION										
ENCLOSED EQUIPMENT TRAILER	\$	27,000.00	\$	-	\$	27,000.00	\$	27,000.00	\$	27,000.00
	\$	-	\$	-	\$	-	\$	-	\$	-
	\$	-	\$	-	\$	-	\$	-	\$	-
	\$	-	\$	-	\$	-	\$	-	\$	-
	\$	-	\$	-	\$	-	\$	-	\$	-
TOTAL UTILITY ASSETS WATERSHED SECTION	\$	27,000.00	\$	-	\$	27,000.00	\$	27,000.00	\$	27,000.00
OFFICE SECTION	\$	-	\$	-	\$	-	\$	-	\$	-
DRIVE-THRU RENOVATIONS	\$	60,000.00	\$	-	\$	60,000.00	\$	60,000.00	\$	60,000.00
	\$	-	\$	-	\$	-	\$	-	\$	-
	\$	-	\$	-	\$	-	\$	-	\$	-
	\$	-	\$	-	\$	-	\$	-	\$	-
	\$	-	\$	-	\$	-	\$	-	\$	-
TOTAL UTILITY ASSETS OFFICE SECTION	\$	60,000.00	\$	-	\$	60,000.00	\$	60,000.00	\$	60,000.00
TOTAL UTILITY ASSETS	\$	406,905.00	\$	-	\$	406,905.00	\$	406,905.00	\$	406,905.00

CITY OF BRISTOL WATER DEPARTMENT						
CAPITAL OUTLAY BUDGET YEAR 2022-23						
CAPITAL IMPROVEMENTS						
BOILER AT 119 RIVERSIDE	\$ 38,611.00	\$ -	\$ 38,611.00	\$ 38,611.00	\$ 38,611.00	
WATER MAIN REPLACEMENTS	\$ 250,000.00	\$ -	\$ 250,000.00	\$ 250,000.00	\$ 250,000.00	
HYDRANT REPLACEMENTS	\$ 85,000.00	\$ -	\$ 85,000.00	\$ 85,000.00	\$ 85,000.00	
WELL REDEVELOPMENT	\$ 45,000.00	\$ -	\$ 45,000.00	\$ 45,000.00	\$ 45,000.00	
RESERVOIR IMPROVEMENTS	\$ 150,000.00	\$ -	\$ 150,000.00	\$ 150,000.00	\$ 150,000.00	
UPGRADES TO BARLOW ST PUMP STATION	\$ 75,000.00	\$ -	\$ 75,000.00	\$ 75,000.00	\$ 75,000.00	
ROOF REPLACEMENT-WELL SITES & PUMP STATIONS	\$ 80,000.00	\$ -	\$ 80,000.00	\$ 80,000.00	\$ 80,000.00	
UPGRADES TO FIRE ALARM SYSTEM	\$ 50,000.00	\$ -	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	
FLOCCULATION AND SEDIMENTATION EQUIPMENT	\$ 120,000.00		\$ 120,000.00	\$ 120,000.00	\$ 120,000.00	
TOTAL CAPITAL IMPROVEMENTS	\$ 893,611.00	\$ -	\$ 893,611.00	\$ 893,611.00	\$ 893,611.00	
TOTAL CAPITAL OUTLAY	\$ 1,466,516.00	\$ -	\$ 1,466,516.00	\$ 1,466,516.00	\$ 1,466,516.00	

2021-2022 Capital Not Completed

6" Protechtus (2)	34,708.00
New Mag Meters for Filter Effluents	55,000.00
16" and 12" Valve Replacements	30,000.00
Camera Installation - Filter Plant	100,000.00
	219,708.00

BUDGET 2022-23							
		2021-22	CODE &	ANNIVER	RATE		
	ANNUAL	CURRENT	STEP	DATE	ANNUAL	BUDGET	APPROVED
POSITION CLASSIFICATION	HOURS	YEAR	AT	07/01/22 TO	OR HOURLY	REQUEST	BUDGET
		ESTIMATE	07/01/22	06/30/23	AT 07/01/22	2022-23	2022-23
SUPERINTENDENT	1950	\$177,964.00	12C	01/01/23	\$181,968.00	\$181,968.00	\$181,968.00
TOTAL		\$177,964.00				\$181,968.00	\$181,968.00
BPSA LOCAL 6012 (AFT)							
ASST. SUPT. - CONSTRUCTION	2080	\$112,538.00	9-7	02/27/23	\$107,119.00	\$117,722.00	\$117,722.00
OVERTIME					\$10,603.00		
ASST. SUPT. - ADMINISTRATION	2080	\$112,538.00	9-7	09/02/22	\$107,119.00	\$117,722.00	\$117,722.00
OVERTIME					\$10,603.00		
ASST. SUPT. - WTP	2080	\$102,324.00	9-6	04/07/23	\$103,000.00	\$112,924.00	\$112,924.00
OVERTIME					\$9,924.00		
CHIEF WATER TREATMENT OPERATOR	2080	\$85,961.00	7-7	11/13/2022	\$88,100.00	\$90,082.00	\$90,082.00
OVERTIME							
OFFICE MANAGER	1950	\$85,146.00	7-7	06/29/23	\$90,082.00	\$90,082.00	\$90,082.00
OVERTIME							
TOTAL SALARIES LOCAL 6012		\$498,507.00				\$528,532.00	\$528,532.00
LOCAL 1338 (AFSCME)							
CONST. & MAINT. DIVISION							
GROUP LEADERS	6240	\$201,053.00	M4-3	07/01/22	\$32.95	\$205,608.00	\$205,608.00
SKILLED CRAFTSMAN	6240	\$173,285.00	M2-3	07/01/22	\$28.39	\$177,154.00	\$177,154.00
SEMI-SKILLED CRAFTSMAN	2080	\$57,762.00	M2-3	07/01/22	\$28.39	\$59,051.00	\$59,051.00
BACKHOE OPERATOR	2080	\$63,856.00	M3-3	07/01/22	\$31.39	\$65,291.00	\$65,291.00
TRUCK DRIVER	2080	\$63,856.00	M3-3	07/01/22	\$31.39	\$65,291.00	\$65,291.00
CONSTRUCTION CO-ORDINATOR	2080	\$63,856.00	M3-3	07/01/22	\$31.39	\$65,291.00	\$65,291.00
OVERTIME		\$64,975.00				\$66,437.00	\$66,437.00
TOTAL SALARIES CONST. & MAINT. DIVISION		\$688,643.00				\$704,123.00	\$704,123.00
METER SHOP DIVISION							
GROUP LEADER/CROSS CONNECTION	2080	\$67,018.00	M4-3	07/01/22	\$32.95	\$68,536.00	\$68,536.00
CONTROL INSPECTOR							
METER TECHNICIAN/ CROSS CONNECTION	6240	\$173,285.00	M2-3	07/01/22	\$28.39	\$177,154.00	\$177,154.00
CONTROL INSPECTOR							
WATER UTILITY SERVICE PERSON	2080	\$57,762.00	M2-3	07/01/22	\$28.39	\$59,051.00	\$59,051.00
YARDMAN	2080	\$53,082.00	M1-3	07/01/22	\$26.09	\$54,267.00	\$54,267.00
OVERTIME		\$37,116.00				\$37,950.00	\$37,950.00
TOTAL SALARIES METER SHOP DIVISION		\$388,263.00				\$396,958.00	\$396,958.00
WATER TREATMENT PLANT DIVISION							
PLANT OPERATOR	4160	\$57,762.00	M2-3	07/01/22	\$28.39	\$118,102.00	\$118,102.00
**P.O. WITH SHIFT DIFFERENTIAL	7904	\$245,814.00	M2-3	07/01/22	\$31.80	\$251,347.00	\$251,347.00
OVERTIME		\$77,135.00				\$78,870.00	\$78,870.00
TOTAL SALARIES W.T.P. DIVISION		\$380,711.00				\$448,319.00	\$448,319.00
WATERSHED DIVISION							
GROUP LEADER	2080	\$67,018.00	M4-3	07/01/22	\$32.95	\$68,536.00	\$68,536.00
CREW LEADER	2080	\$63,856.00	M3-3	07/01/22	\$31.39	\$65,291.00	\$65,291.00
SEMI-SKILLED CRAFTSMAN	4160	\$115,523.00	M2-3	07/01/22	\$28.39	\$118,102.00	\$118,102.00
OVERTIME		\$16,000.00				\$16,360.00	\$16,360.00
TOTAL SALARIES WATERSHED DIVISION		\$262,397.00				\$268,289.00	\$268,289.00
TOTAL SALARIES AND OVERTIME LOCAL 1338		\$1,720,014.00				\$1,817,689.00	\$1,817,689.00

BUDGET 2022-23							
		2021-22	CODE &	ANNIVER	RATE		
		CURRENT	STEP	DATE	ANNUAL	BUDGET	APPROVED
	ANNUAL	YEAR	AT	07/01/22 TO	OR HOURLY	REQUEST	BUDGET
POSITION CLASSIFICATION	HOURS	ESTIMATE	07/01/22	06/30/23	AT 07/01/22	2022-23	2022-23
LOCAL 233 (AFSCME)							
OFFICE SECTION							
ACCOUNTANT	2080	\$82,368.00	12-3	07/01/22	\$38.73	\$84,221.00	\$84,221.00
PAYROLL BENEFITS/ACCOUNTING ASST	1950	\$59,007.00	8A-2	07/01/22	\$29.59	\$60,335.00	\$60,335.00
WATER & SEWER COLLECTIONS	1950	\$49,335.00	6-3	07/01/22	\$24.74	\$50,445.00	\$50,445.00
BILLING ANALYST	1950	\$49,335.00	6-3	07/01/22	\$24.74	\$50,445.00	\$50,445.00
ADMINISTRATIVE CLERK/ METER SHOP	1950	\$49,335.00	6-3	07/01/22	\$24.74	\$50,445.00	\$50,445.00
WATER & SEWER ADMIN	1950	\$57,077.00	8-3	07/01/22	\$28.63	\$58,361.00	\$58,361.00
OVERTIME		\$3,125.00				\$3,195.00	\$3,195.00
TOTAL SALARIES LOCAL 233							
		\$349,582.00				\$357,447.00	\$357,447.00
TOTAL SALARY REQUEST							
		\$2,746,067.00				\$2,885,636.00	\$2,885,636.00
**BASED ON 7 DAY 24 HOUR							
PER DAY WORK WEEK							

PROFESSIONAL SALARIES (+3.84%)

SUPERINTENDENT

7/1/2022 Salary (Salary Level 12C)	\$181,968.00
Total Salary	\$181,968.00

BPSA LOCAL 6012: AMERICAN FEDERATION OF TEACHERS

Assistant Superintendent - Construction and Maintenance

7/1/2022 Salary (Salary Level 9 Step 7)	\$107,119.00
Overtime (Contract)	\$5,923.00
46 weeks x 2.5 hrs. = 115 hr. x \$50.3664 hr.	
Treatment Station Inspection	
\$120.00 per day x 39 days	<u>\$4,680.00</u>
Total Salary & Overtime	\$117,722.00

Assistant Superintendent -Administration

7/1/2022 Salary (Salary Level 9 Step 7)	\$107,119.00
Overtime (Contract)	
46 weeks x 2.5 hrs. wk. = 115 hr. x \$50.3664 hr.	\$5,923.00
Treatment Station Inspection	
\$120.00 per day x 39 days	<u>\$4,680.00</u>
Total Salary & Overtime	\$117,722.00

Office Manager

7/1/2022 Salary (Salary Level 7 Step 7)	\$ 90,082.00
Total Salary & Overtime	\$ 90,082.00

Assistant Superintendent -Water Treatment

7/1/2022 Salary (Salary Level 9, Step 6)	\$ 103,000.00
Overtime (Contract)	\$ 5,244.00
46 weeks x 2.5 hrs. wk. = 115 hr. x \$44.4847 hr.	
Treatment Station Inspection	
\$120 per day x 39 days	<u>\$ 4,680.00</u>
Total Salary & Overtime	\$ 112,924.00

Chief Water Treatment Plant Operator

7/1/2021 Salary (Salary Level 7 Step 7)	\$ 90,082.00
Total Salary & Overtime	\$ 90,082.00

Total Salaries and Overtime Local 6012	\$528,532.00
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LOCAL 1338 (+5.25%)**CONSTRUCTION AND MAINTENANCE DIVISION**

<u>QTY</u>	<u>TITLE</u>	<u>CODE</u>	<u>HOURS</u>	<u>RATE</u>	<u>SALARIES</u>
3	Group Leader	M4	6240	32.95	205,608
1	Machine Operator	M3	2080	31.39	65,291
1	Truck Driver	M3	2080	31.39	65,291
3	Skilled Craftsman	M2	6240	28.39	177,154
1	Semi-skilled Craftsman	M2	2080	28.39	59,051
1	Construction Coordinator	M3	2080	31.39	65,291
Total Salaries					637,686
Overtime Historical					66,437
Total Salaries & Overtime					704,123

METER SHOP DIVISION

<u>QTY</u>	<u>TITLE</u>	<u>CODE</u>	<u>HOURS</u>	<u>RATE</u>	<u>SALARIES</u>
1	Group Leader/ Cross Connection Control Inspector	M4	2080	32.95	68,536
3	Meter Technician/ Cross Connection Control Inspector	M2	6240	28.39	177,154
1	Yardman	M1	2080	26.09	54,267
1	Water Utility Service Person	M2	2080	28.39	59,051
Total Salaries					359,008
Overtime Historical					37,950
Total Salaries & Overtime					396,958

WATERSHED DIVISION

<u>QTY</u>	<u>TITLE</u>	<u>CODE</u>	<u>HOURS</u>	<u>RATE</u>	<u>SALARIES</u>
1	Group Leader	M4	2080	32.95	68,536
1	Crew Leader	M3	2080	31.39	65,291
2	Semi-Skilled Craftsman	M2	4160	28.39	118,102
Total Salaries					251,929
Overtime Historical					16,360
Total Salaries & Overtime					268,289

WATER TREATMENT PLANT DIVISION***

<u>QTY</u>	<u>TITLE</u>	<u>CODE</u>	<u>HOURS</u>	<u>RATE</u>	<u>SALARIES</u>
3**	Plant Operator	M2	7904	31.80	251,347
2	Plant Operator	M2	2080	28.39	118,102
Total Salaries					369,449
Overtime Historical					78,870
Total Salaries & Overtime					448,319

Total Salaries & Overtime Local 1338 1,817,689

**Water Treatment Plant operates seven (7) days per week, twenty-four hours per day

LOCAL 233: American Federation State, County and Municipal Employees (+2.3%)

<u>QTY</u>	<u>TITLE</u>	<u>CODE</u>	<u>HOURS</u>	<u>RATES</u>	<u>SALARIES</u>
1	Accountant	12	2080 X 40.49		84,219
1	Senior Administrative Assistant	6	1950 x 25.87		50,445
1	Payroll Benefits Analyst/Accounting Asst	8A	1950 x 30.94		60,335
1	Water & Sewer Billing Clerk	6	1950 x 25.87		50,445
1	Water & Sewer Administrative Asst Assistant	8	1950 x 29.93		58,363
1	Administrative Clerk/Meter Division	6	1950 x 25.87		<u>50,445</u>
			Total Salaries		354,252
			Overtime Historical		3,195
	Total Salaries & Overtime Local 233				357,447
TOTAL SALARIES AND OVERTIME BRISTOL WATER DEPARTMENT (+4.25%)					\$ 2,885,636

FRINGE BENEFITS (11.08%)

MEDICAL & DENTAL (NON-BARGAINING) (1) EMPLOYEE	\$23,575.00
MEDICAL & DENTAL (6012) (5) EMPLOYEES	\$97,115.00
MEDICAL & DENTAL (1338) (25) EMPLOYEES	\$530,673.00
MEDICAL & DENTAL (233) (6) EMPLOYEES	\$152,881.00
MEDICAL & DENTAL (20) EMPLOYEES RETIREES	\$417,500.00
H.S.A. CONTRIBUTIONS	\$59,000.00
FICA (EMPLOYERS) SOCIAL SECURITY	\$190,000.00
MADISON NATIONAL (DISABILITY GROUP LIFE)	\$4,400.00
PENSION BENEFITS	\$177,000.00
	\$1,652,144.00
Total Fringe Benefits	<u>\$1,652,144.00</u>