



Connecticut Paid Leave

Operating Account Actual to Budget

| | December 2025 | | | FY2026 | | | Budget | Percentage |
|----------------------------------------|----------------|----------------|----------------|------------------|------------------|-----------------|-------------------|------------|
| | MTD | Budget | Variance | YTD | Budget | Variance | | |
| Income | | | | | | | | |
| 45100 · CTPL Administrative Fees | | | | \$ 8,000,000 | \$ 8,000,000 | \$ - | \$ 16,000,000 | 50% |
| 43200 · Fund Recovery Penalties | 34,539 | 42,000 | (7,461) | 295,678 | 348,000 | (52,322) | 696,000 | 42% |
| Total Income | 34,539 | 42,000 | (7,461) | 8,295,678 | 8,348,000 | (52,322) | 16,696,000 | 50% |
| Expense | | | | | | | | |
| 50100 · Payroll | 390,996 | 456,600 | 65,604 | 2,528,219 | 2,957,200 | 428,981 | 6,051,300 | 42% |
| 50400 · Fringe Benefits | 94,627 | 109,900 | 15,273 | 628,262 | 711,600 | 83,338 | 1,455,500 | 43% |
| 50500 · Pension Benefits | 190,542 | 237,700 | 47,158 | 1,232,387 | 1,539,400 | 307,013 | 3,149,400 | 39% |
| 51200 · Contract Services | | | | | | | | |
| 51118 · Legal Services | 1,489 | 8,400 | 6,912 | 1,489 | 50,400 | 48,912 | 100,800 | 1% |
| 51160 · Contact Center Services | 136,591 | 136,624 | 33 | 799,653 | 799,689 | 36 | 1,619,434 | 49% |
| 51180 · Accounting/Auditing Services | - | 2,000 | 2,000 | 61,800 | 67,000 | 5,200 | 67,000 | 92% |
| 51185 · Actuary Services | 10,000 | 17,100 | 7,100 | 70,000 | 100,200 | 30,200 | 150,400 | 47% |
| 51190 · Consulting Services | 200 | 1,000 | 800 | 1,000 | 6,000 | 5,000 | 12,000 | 8% |
| 51350 · DOL Grievance Adjudication | 8,013 | - | (8,013) | 47,904 | 150,000 | 102,096 | 300,000 | 16% |
| 51380 · DAS Services | - | - | - | 63,882 | 65,000 | 1,118 | 65,000 | 98% |
| 51970 · Temporary Services | 4,918 | 10,000 | 5,082 | 7,632 | 60,000 | 52,368 | 120,000 | 6% |
| 51980 · Scanning Services | 288 | 1,000 | 712 | 2,045 | 6,000 | 3,955 | 12,000 | 17% |
| 58100 · Fund Recovery Fee | 4,118 | 8,750 | 4,632 | 42,347 | 62,500 | 20,153 | 125,000 | 34% |
| Total 51200 · Contract Services | 165,617 | 184,874 | 19,257 | 1,097,751 | 1,366,789 | 269,038 | 2,571,634 | 43% |
| 51510 · Outreach & Engagement | 90,490 | 120,800 | 30,310 | 567,996 | 724,800 | 156,804 | 1,611,100 | 35% |
| 51520 · Printing & Postage | 10,852 | 20,000 | 9,148 | 53,697 | 80,000 | 26,303 | 160,000 | 34% |
| 51605 · Banking Fees | 5,071 | 5,000 | (71) | 56,610 | 70,000 | 13,390 | 140,000 | 40% |
| 51675 · Subscriptions | - | 42 | 42 | 7 | 252 | 246 | 500 | 1% |
| 51690 · Insurance | - | - | - | 10,442 | - | (10,442) | 164,300 | 6% |



Connecticut Paid Leave

Operating Account Actual to Budget

| | December 2025 | | | FY2026 | | | Budget | Percentage |
|--------------------------------------------------|---------------------|-----------------------|-------------------|------------------------|------------------------|---------------------|------------------------|--------------|
| | MTD | Budget | Variance | YTD | Budget | Variance | | |
| 52500 · Supplies | - | 250 | 250 | - | 1,500 | 1,500 | 3,000 | 0% |
| 53700 · IT - Information Technology | | | | | | | | |
| 53715 · IT Consultant Services | 19,604 | 38,200 | 18,596 | 88,893 | 250,700 | 161,807 | 514,900 | 17% |
| 53735 · IT Hardware | - | 500 | 500 | 1,019 | 3,000 | 1,981 | 6,000 | 17% |
| 53755 · IT Software Licenses | 21,781 | 46,400 | 24,619 | 506,857 | 566,900 | 60,043 | 846,400 | 60% |
| 53775 · IT Cell Phones | 1,801 | 2,520 | 719 | 11,231 | 15,120 | 3,889 | 30,240 | 37% |
| Total 53700 · IT - Information Technology | 43,186 | 87,620 | 44,434 | 607,999 | 835,720 | 227,721 | 1,397,540 | 44% |
| 53800 · Travel & Meetings | 2,381 | 2,820 | 439 | 17,093 | 14,355 | (2,738) | 23,875 | 72% |
| 53900 · Professional Development | - | 1,600 | 1,600 | 10,178 | 9,600 | (578) | 21,200 | 48% |
| 53910 · Conference | - | 300 | 300 | 929 | 3,320 | 2,391 | 6,370 | 15% |
| 53920 · Dues & Memberships | - | 25 | 25 | 470 | 650 | 180 | 800 | 59% |
| 59900 · Contingency | - | 8,333 | 8,333 | - | 50,002 | 50,002 | 100,000 | 0% |
| Total Expense | 993,762 | 1,235,864 | 242,102 | 6,812,039 | 8,365,188 | 1,553,149 | 16,856,519 | 40% |
| Income Less Expenses | (959,223) | (1,193,864) | 234,641 | 1,483,638 | (17,188) | 1,500,826 | (160,519) | -924% |
| Transfers | | | | | | | | |
| 33000 · Resignation Transfer | - | - | - | (14,169,197) | (14,229,071) | 59,874 | (14,229,071) | 100% |
| Total Transfers | - | - | - | (14,169,197) | (14,229,071) | 59,874 | (14,229,071) | 100% |
| Net Change in Fund Balance | \$ (959,223) | \$ (1,193,864) | \$ 234,641 | \$ (12,685,559) | \$ (14,246,259) | \$ 1,560,700 | \$ (14,389,590) | 88% |



Connecticut Paid Leave

Bond Funds Account Actual to Budget

| | December 2025 | | | FY2026 | | | Budget | Percentage |
|--------------------------------------------|---------------|-------------|----------|--------------|--------------|-------------|--------------|------------|
| | MTD | Budget | Variance | YTD | Budget | Variance | | |
| Income | | | | | | | | |
| 49111 · Bond Proceeds | \$ - | \$ - | - | \$ - | \$ - | - | \$ - | 0% |
| Total Income | - | - | - | - | - | - | \$ - | 0% |
| Expense | | | | | | | | |
| 57000 · System Build Accounts | | | | | | | | |
| 57921 · Bond Allocation FY2021 | | | | | | | | |
| 57200 · EE Contribution System Final | - | | | - | | | - | |
| 57300 · Benefit Claims System | - | | | - | | | - | |
| 57400 · ChatBot | - | | | - | | | - | |
| 57921 · Bond Allocation FY2021 | - | 22,200 | 22,200 | - | 133,200 | 133,200 | \$ 266,400 | 0% |
| 57922 · Bond Allocation FY2022 | | | | | | | | |
| 57410 · Fund Recovery | - | | | - | | | - | |
| 57421 · Claim Integration & Security | - | | | - | | | - | |
| 57422 · Claims Audit Tool | - | | | - | | | - | |
| 57430 · Website Redesign & Re-Platform | 33,601 | | | 306,415 | | | - | |
| 57440 · Portal Enhancements | - | | | - | | | - | |
| 57450 · Private Plan Renewal Admin | - | | | - | | | - | |
| 57460 · EE Contribution Enhancements | - | | | - | | | - | |
| 57922 · Bond Allocation FY2022 | 33,601 | 20,000 | (13,601) | 306,415 | 120,000 | (186,415) | \$ 240,000 | 128% |
| Total 57000 · System Build Accounts | 33,601 | 42,200 | 8,599 | 306,415 | 253,200 | (53,215) | 506,400 | 61% |
| Total Expense | 33,601 | 42,200 | 8,599 | 306,415 | 253,200 | (53,215) | 506,400 | 61% |
| Income Less Expenses | \$ (33,601) | \$ (42,200) | \$ 8,599 | \$ (306,415) | \$ (253,200) | \$ (53,215) | \$ (506,400) | 61% |



Connecticut Paid Leave

Bond Funds Account Inception to Date As of December 31, 2025

| Bonds Authorized - \$26,019,735 | Amount | Allocated | Remaining | Percentage |
|----------------------------------------|----------------------|----------------------|---------------------|------------|
| Expense | | | | |
| 57000 · System Build Accounts | | | | |
| 57100 · EE Contribution System MVP | <u>\$ 6,858,158</u> | | | |
| Total 2020 Allocation | <u>\$ 6,858,158</u> | \$ 6,969,734 | \$ 111,576 | 98% |
| 57200 · EE Contribution System Final | 1,618,510 | | | |
| 57300 · Benefit Claims System | 2,656,872 | | | |
| 57400 · ChatBot | <u>99,062</u> | | | |
| Total 2021 Allocation | <u>4,374,444</u> | 5,250,001 | 875,557 | 83% |
| 57410 · Fund Recovery | 2,171,817 | | | |
| 57421 · Claim Integration & Security | 251,580 | | | |
| 57430 · Website Redesign & Re-Platform | 1,223,851 | | | |
| 57422 · Claims Audit Tool | <u>-</u> | | | |
| Total 2022 Allocation | <u>3,647,248</u> | 3,800,000 | 152,752 | 96% |
| Total Expense | \$ 14,879,850 | \$ 16,019,735 | \$ 1,139,885 | 93% |



Connecticut Paid Leave

Contribution Account Actual to Budget

| | December 2025 | | | FY2026 | | | Budget | Percentage |
|--------------------------------------------|------------------------|------------------------|-----------------------|------------------------|---------------------|------------------------|----------------------|--------------|
| | MTD | Budget | Variance | YTD | Budget | Variance | | |
| Income | | | | | | | | |
| 41000 · Contribution Revenue | | | | | | | | |
| Total 41000 · Contribution Revenue | \$ 822,834 | \$ 332,000 | \$ 490,834 | \$ 230,444,997 | \$ 237,008,000 | \$ (6,563,003) | \$ 490,216,000 | 47% |
| 43000 · Fund Recovery | | | | | | | | |
| 43100 · Fund Recovery Income | 109,207 | 163,800 | (54,593) | 1,410,870 | 1,357,200 | 53,670 | 2,714,400 | 52% |
| 43200 · Fund Recovery Interest | 4,940 | 4,200 | 740 | 46,797 | 34,800 | 11,997 | 69,600 | 67% |
| Total 43000 · Fund Recovery | 114,147 | 168,000 | (53,853) | 1,457,667 | 1,392,000 | 65,667 | 2,784,000 | 52% |
| 45030 · Investment Income | | | | | | | | |
| Total 45030 · Investment Income | 1,908,593 | 1,900,000 | 8,593 | 12,659,639 | 11,600,000 | 1,059,639 | 23,300,000 | 54% |
| Total Income | 2,845,573 | 2,400,000 | 445,573 | 244,562,303 | 250,000,000 | (5,437,697) | 516,300,000 | 47% |
| Expense | | | | | | | | |
| 56000 · Program Expenditures | | | | | | | | |
| Total 56100 · Benefit Claims Paid | 37,982,203 | 36,400,000 | (1,582,203) | 250,673,378 | 234,200,000 | (16,473,378) | 475,300,000 | 53% |
| 56200 · Benefit Administrative Fees | 1,957,472 | 2,057,613 | 100,141 | 11,744,832 | 12,345,677 | 600,845 | 25,000,000 | 47% |
| 56300 · CTPL Administrative Fees | - | - | - | 8,000,000 | 8,000,000 | - | 16,000,000 | 50% |
| 56500 · Bond Repayment | - | - | - | - | - | - | 1,994,457 | 0% |
| Total 56000 · Program Expenditures | 39,939,675 | 38,457,613 | (1,482,062) | 270,418,210 | 254,545,677 | (15,872,533) | 518,294,457 | 52% |
| Total Expense | 39,939,675 | 38,457,613 | (1,482,062) | 270,418,210 | 254,545,677 | (15,872,533) | 518,294,457 | 52% |
| Income Less Expenses | (37,094,102) | (36,057,613) | (1,036,489) | (25,855,907) | (4,545,677) | (21,310,230) | (1,994,457) | 1296% |
| Transfers | | | | | | | | |
| 33000 · Resignation Transfer | - | - | - | 14,169,197 | 14,229,071 | (59,874) | 14,229,071 | 100% |
| Total Transfers | - | - | - | 14,169,197 | 14,229,071 | (59,874) | 14,229,071 | 100% |
| Net Change in Fund Balance | \$ (37,094,102) | \$ (36,057,613) | \$ (1,036,489) | \$ (11,686,710) | \$ 9,683,394 | \$ (21,370,104) | \$ 12,234,614 | -96% |



Connecticut Paid Leave

**Contribution Account
Inception to Date
As of December 31, 2025**

| | Amount |
|-------------------------------------|-----------------------|
| Income | |
| 41000 · Contribution Revenue | \$ 2,121,343,820 |
| Total 45030 · Investment Income | 87,885,068 |
| Total Income | 2,209,228,888 |
| Expense | |
| Total 56100 · Benefit Claims Paid | 1,474,756,456 |
| 56200 · Benefit Administrative Fees | 91,319,861 |
| 56300 · CTPL Administrative Fees | 72,367,290 |
| 56400 · Seed Repayment | 4,441,637 |
| 56500 · Bond Repayment | 6,319,785 |
| Total Expense | 1,649,205,029 |
| Transfers | |
| 33000 · Resignation Transfer | 14,169,197 |
| Total Transfers | 14,169,197 |
| Fund Balance | \$ 574,193,056 |



Connecticut Paid Leave

Statement of Fiduciary Net Position As of December 31, 2025

| ASSETS | |
|--------------------------------------------|----------------|
| Current Assets | |
| Cash and Investments | |
| 10700 · Operating Funds | \$ 2,158,047 |
| 10200 · Bond Funds | 1,139,885 |
| 10600 · Contributions Account | |
| 11400 · Due from St of CT (Cont Acct) | 483,620 |
| 11900 · STIF Short Term Investments | 556,088,484 |
| Total 10600 · Contributions Account | 556,572,104 |
| Total Cash and Investments | 559,870,036 |
| Other Current Assets | |
| 11000 · Contributions in Transit | 620,952 |
| 12100 · Imprest Account | 17,000,000 |
| Total Other Current Assets | 17,620,952 |
| Total Current Assets | 577,490,988 |
| Fixed Assets | |
| 15300 · Capital Assets | 12,894,500 |
| 15340 · Accumulated Depreciation | (10,679,531) |
| Total Fixed Assets | 2,214,969 |
| TOTAL ASSETS | \$ 579,705,957 |
| LIABILITIES & EQUITY | |
| Liabilities | |
| Current Liabilities | |
| 27731 · Bond Funds Payable - Short Term | 1,601,974 |
| Total Current Liabilities | 1,601,974 |
| Long Term Liabilities | |
| 27730 · Bond Funds Payable - Long Term | 9,611,839 |
| Total Long Term Liabilities | 9,611,839 |
| Total Liabilities | 11,213,813 |
| Fiduciary Net Position | |
| Total Fiduciary Net Position | 568,492,144 |
| TOTAL LIABILITIES & FIDUCIARY NET POSITION | \$ 579,705,957 |



Connecticut Paid Leave

Operating Account FY 2026 Projection

| | FY26 | Budget | Variance | Percentage |
|----------------------------------------|-------------------|-------------------|-----------------|------------|
| Income | | | | |
| 45100 · CTPL Administrative Fees | \$ 16,000,000 | \$ 16,000,000 | \$ - | 100% |
| 43200 · Fund Recovery Penalties | 599,540 | 696,000 | (96,460) | 86% |
| Total Income | 16,599,540 | 16,696,000 | (96,460) | 99% |
| Expense | | | | |
| 50100 · Payroll | 5,500,000 | 6,051,300 | 551,300 | 91% |
| 50400 · Fringe Benefits | 1,400,000 | 1,455,500 | 55,500 | 96% |
| 50500 · Pension Benefits | 2,685,000 | 3,149,400 | 464,400 | 85% |
| 51200 · Contract Services | | | | |
| 51118 · Legal Services | 30,000 | 100,800 | 70,801 | 30% |
| 51160 · Contact Center Services | 1,619,434 | 1,619,434 | - | 100% |
| 51180 · Accounting/Auditing Services | 61,800 | 67,000 | 5,200 | 92% |
| 51185 · Actuary Services | 113,500 | 150,400 | 36,900 | 75% |
| 51190 · Consulting Services | 4,000 | 12,000 | 8,000 | 33% |
| 51350 · DOL Grievance Adjudication | 260,000 | 300,000 | 40,000 | 87% |
| 51380 · DAS Services | 63,882 | 65,000 | 1,118 | 98% |
| 51970 · Temporary Services | 60,000 | 120,000 | 60,000 | 50% |
| 51980 · Scanning Services | 11,000 | 12,000 | 1,000 | 92% |
| 58100 · Fund Recovery Fee | 125,000 | 125,000 | - | 100% |
| Total 51200 · Contract Services | 2,348,616 | 2,571,634 | 223,018 | 91% |
| 51510 · Outreach & Engagement | 1,611,100 | 1,611,100 | - | 100% |
| 51520 · Printing & Postage | 135,000 | 160,000 | 25,000 | 84% |
| 51605 · Banking Fees | 120,000 | 140,000 | 20,000 | 86% |
| 51675 · Subscriptions | 100 | 500 | 400 | 20% |
| 51690 · Insurance | 174,300 | 164,300 | (10,000) | 106% |



Connecticut Paid Leave

Operating Account FY 2026 Projection

| | FY26 | Budget | Variance | Percentage |
|--------------------------------------------------|------------------------|------------------------|---------------------|--------------|
| 52500 · Supplies | 1,500 | 3,000 | 1,500 | 50% |
| 53700 · IT - Information Technology | | | | |
| 53715 · IT Consultant Services | 245,000 | 514,900 | 269,900 | 48% |
| 53735 · IT Hardware | 2,250 | 6,000 | 3,750 | 37% |
| 53755 · IT Software Licenses | 846,400 | 846,400 | - | 100% |
| 53775 · IT Cell Phones | 22,000 | 30,240 | 8,240 | 73% |
| Total 53700 · IT - Information Technology | 1,115,649 | 1,397,540 | 281,891 | 80% |
| 53800 · Travel & Meetings | 23,875 | 23,875 | - | 100% |
| 53900 · Professional Development | 21,200 | 21,200 | - | 100% |
| 53910 · Conference | 6,370 | 6,370 | - | 100% |
| 53920 · Dues & Memberships | 625 | 800 | 175 | 78% |
| 59900 · Contingency | 48,000 | 100,000 | 52,000 | 48% |
| Total Expense | 15,191,333 | 16,856,519 | 1,665,186 | 90% |
| Income Less Expenses | 1,408,207 | (160,519) | 1,568,726 | -877% |
| Transfers | | | | |
| 33000 · Resignation Transfer | (14,169,197) | (14,229,071) | 59,874 | 100% |
| Total Transfers | (14,169,197) | (14,229,071) | 59,874 | 100% |
| Net Change in Fund Balance | \$ (12,760,990) | \$ (14,389,590) | \$ 1,628,600 | 89% |



Connecticut Paid Leave

Contribution Account FY 2026 Projection

| | FY26 | Budget | Variance | Percentage |
|--------------------------------------------|---------------------|----------------------|-----------------------|-------------|
| Income | | | | |
| 41000 · Contribution Revenue | | | | |
| Total 41000 · Contribution Revenue | \$ 490,216,000 | \$ 490,216,000 | \$ - | 100% |
| 43000 · Fund Recovery | | | | |
| 43100 · Fund Recovery Contribution | 2,714,400 | 2,714,400 | - | 100% |
| 43200 · Fund Recovery Interest | 69,600 | 69,600 | - | 100% |
| Total 43000 · Fund Recovery | 2,784,000 | 2,784,000 | - | 200% |
| 45030 · Investment Income | | | | |
| Total 45030 · Investment Income | 23,300,000 | 23,300,000 | - | 100% |
| Total Income | 516,300,000 | 516,300,000 | - | 100% |
| Expense | | | | |
| 56000 · Program Expenditures | | | | |
| Total 56100 · Benefit Claims Paid | 482,800,000 | 475,300,000 | (7,500,000) | 102% |
| 56200 · Benefit Administrative Fees | 23,783,285 | 25,000,000 | 1,216,715 | 95% |
| 56300 · CTPL Administrative Fees | 16,000,000 | 16,000,000 | - | 100% |
| 56500 · Bond Repayment | 1,994,457 | 1,994,457 | - | 100% |
| Total 56000 · Program Expenditures | 524,577,742 | 518,294,457 | (6,283,285) | 101% |
| Total Expense | 524,577,742 | 518,294,457 | (6,283,285) | 101% |
| Income Less Expenses | (8,277,742) | (1,994,457) | (6,283,285) | 415% |
| Transfers | | | | |
| 33000 · Resignation Transfer | 14,169,197 | 14,229,071 | (59,874) | 100% |
| Total Transfers | 14,169,197 | 14,229,071 | (59,874) | 100% |
| Net Change in Fund Balance | \$ 5,891,455 | \$ 12,234,614 | \$ (6,343,159) | 48% |

Paid Family and Medical Leave Insurance Authority
DRAFT Expenditures and Contributions
For the month ending January 31, 2026

| Expense | Purpose | F/M/E 1/31/2026 |
|---------------------------------|---------------------------------------------------|----------------------------------|
| Operating: | | |
| Salaries and Benefits | Employee expenses paid | \$ 700,477 |
| Contact Center | UW support team for program inquiries | 136,591 |
| Outreach | Stakeholder outreach and education | 97,934 |
| Information Technology | Maintenance and support | 23,961 |
| Payment Processing | Fees for employers to pay contributions | 14,885 |
| Temporary Services | Fund recovery temporary assistance | 5,970 |
| Printing and Postage | Fund recovery related printing and postage | 5,492 |
| Licenses | Platform expenses | 3,991 |
| Miscellaneous | Cell phones, travel, scanning services & other | 2,759 |
| Operating total | | \$ 992,059 |
| Contribution: | | |
| Claim/Benefits Payments | Claims reimbursement to imprest account (5 weeks) | \$ 45,914,072 |
| Claims Administration Fee | Monthly claims administration fee | 1,957,472 |
| Contribution total | | \$ 47,871,544 |
| Bond: | | |
| Information Technology | Project costs for fund recovery system | \$ 39,431 |
| Bond total | | \$ 39,431 |
| Total DRAFT Expenditures | | \$ 48,903,034 |

| | |
|--------------------------------------------------------------------------|-----------------------|
| DRAFT contributions and interest for January 2026, net of refunds | \$ 111,425,926 |
| DRAFT investment income for January 2026 | \$ 1,725,343 |