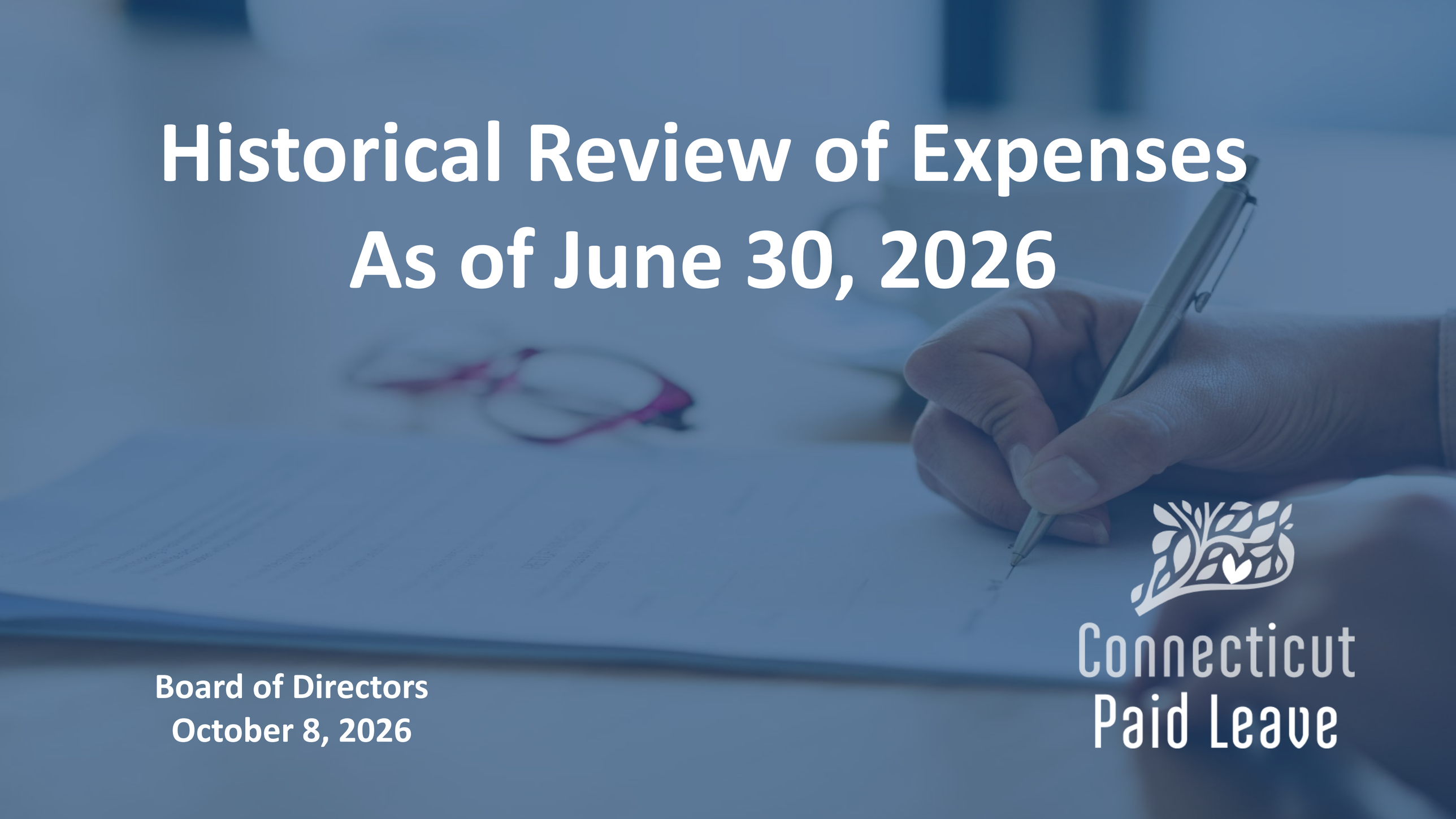
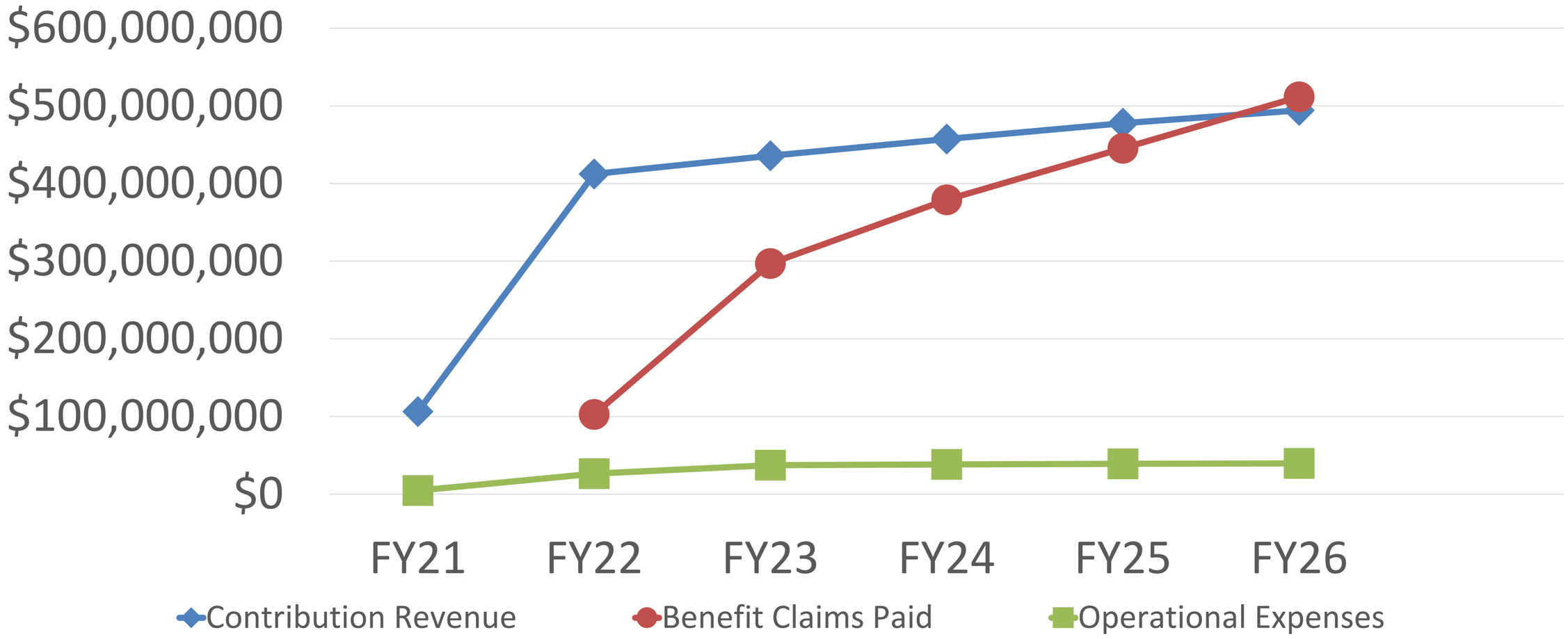
# Historical Review of Expenses
# As of June 30, 2026



Board of Directors
October 8, 2026

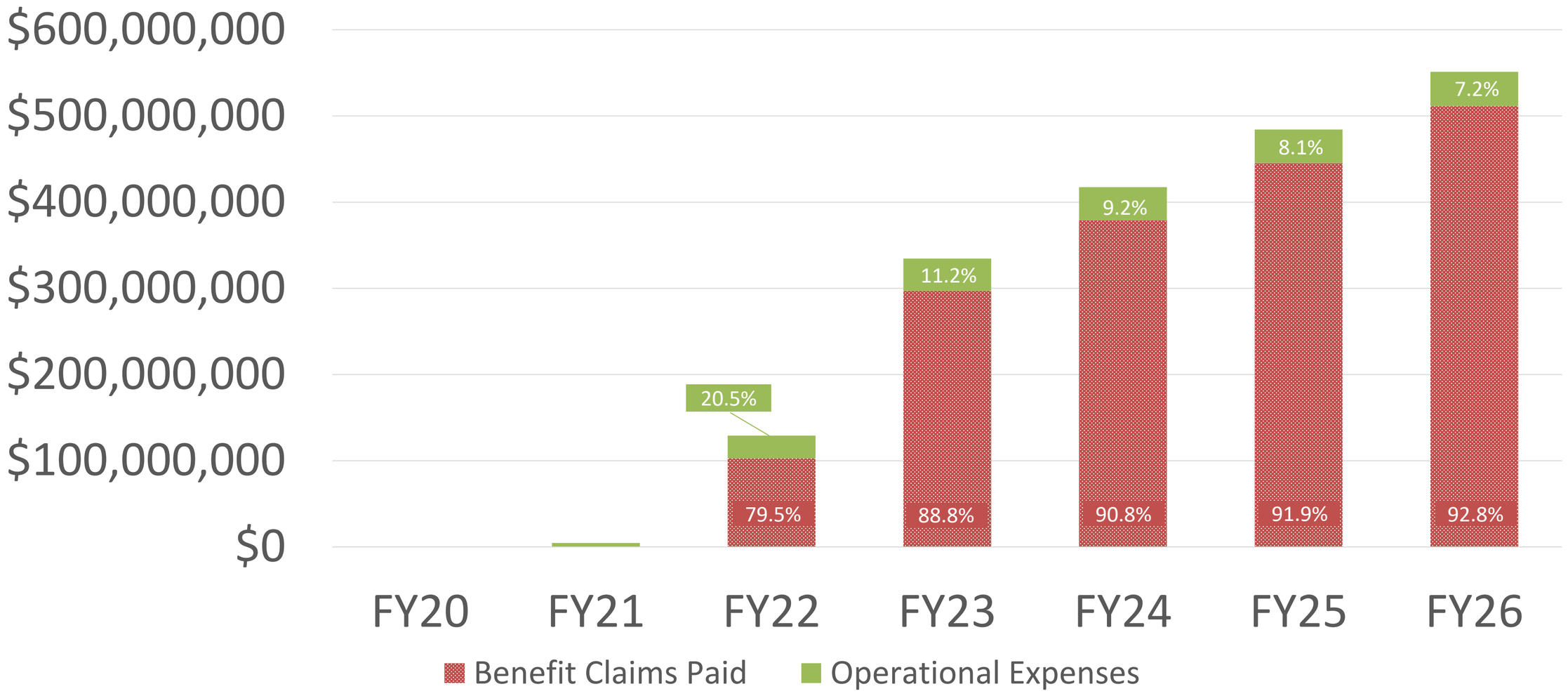
Connecticut
Paid Leave

# Historical Contributions, Benefits, and Expenses




Connecticut Paid Leave

# Historical Benefits and Expenses




Connecticut Paid Leave

# Total Actual Operational Expenses

| Account | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|
| Benefit Administrative Fee | $0 | $11,377,806 | $22,380,144 | $22,755,612 | $23,061,467 | $23,795,519 |
| CTPL Admin Expenses | $4,657,616 | $11,839,827 | $11,631,670 | $13,394,376 | $13,917,441 | $13,866,471 |
| Bond Repayment | $0 | $0 | $2,162,664 | $2,106,595 | $2,050,526 | $1,994,457 |
| Seed Repayment | $0 | $3,187,500 | $1,254,137 | $0 | $0 | $0 |
| **Total Operational Expenses** | **$4,657,616** | **$26,405,133** | **$37,428,615** | **$38,256,583** | **$39,029,434** | **$39,656,447** |

Connecticut Paid Leave

# CTPL Admin Expenses (Operating Account)

| Account | FY20 | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|
| Payroll | $104,648 | $1,976,536 | $5,023,859 | $6,999,586 | $8,040,636 | $8,960,208 | $8,955,210 |
| Contact Center | $0 | $900,000 | $1,475,000 | $1,526,250 | $1,545,000 | $1,572,038 | $1,619,199 |
| Outreach | $13,200 | $295,158 | $793,037 | $1,060,154 | $890,459 | $1,440,071 | $1,367,953 |
| Information Technology | $290,988 | $1,131,352 | $3,192,868 | $982,136 | $1,748,479 | $953,116 | $1,048,626 |
| DOL - Grievance Adjudication | $0 | $0 | $198,459 | $511,538 | $378,970 | $214,414 | $146,024 |
| Additional Expenses | $103,743 | $354,570 | $498,242 | $552,006 | $790,833 | $777,594 | $729,459 |
| Seed Repayment | $0 | $0 | $658,363 | $0 | $0 | $0 | $0 |
| **Total CTPL Admin Expenses** | **$512,579** | **$4,657,616** | **$11,839,827** | **$11,631,670** | **$13,394,376** | **$13,917,441** | **$13,866,471** |

Wage Increases delayed until FY27

Significant increase in staff count

Includes CECI costs beginning in FY25

Utilization of consultants for fund recovery

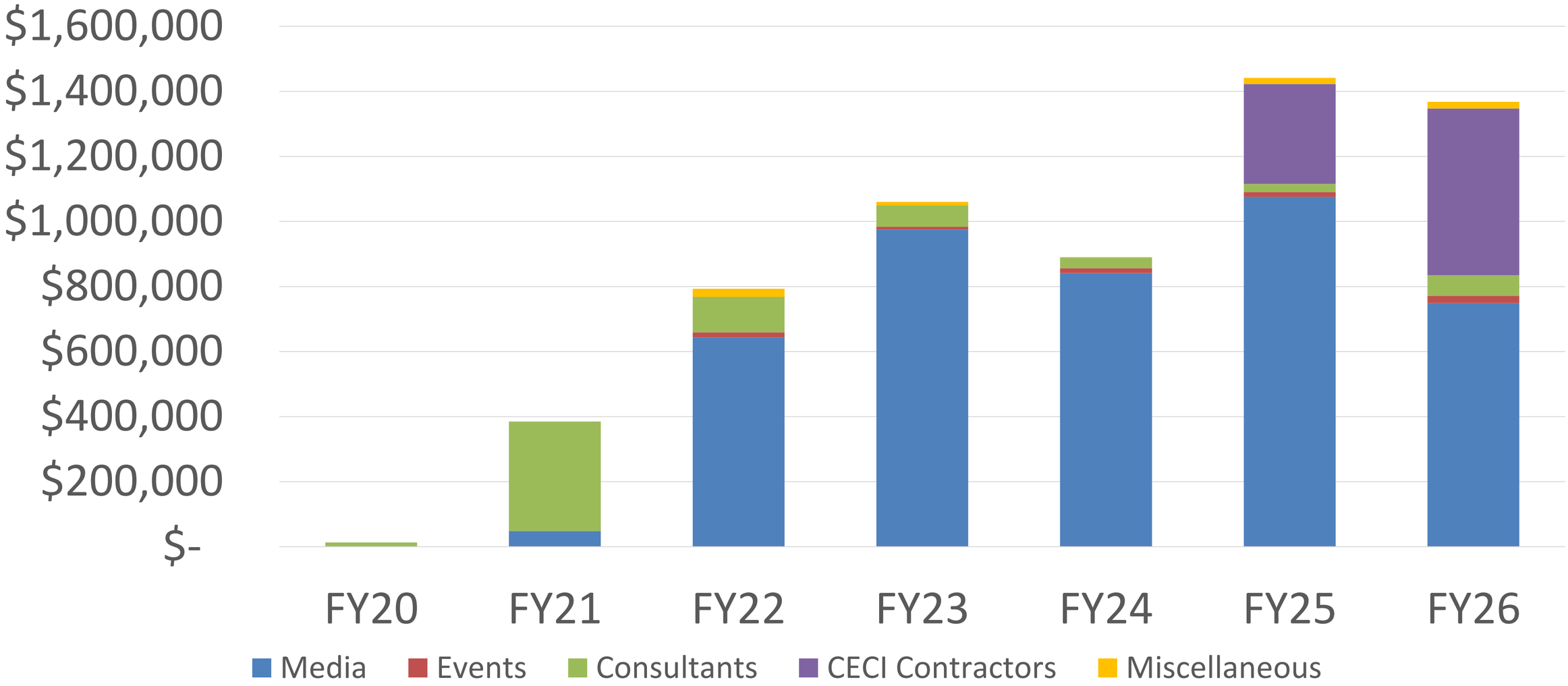
Utilization of consultants for system maintenance and transfer of obligation from Bond Funds to Operating for Contribution System

Connecticut Paid Leave

# Payroll Expenses – Staffing FTE

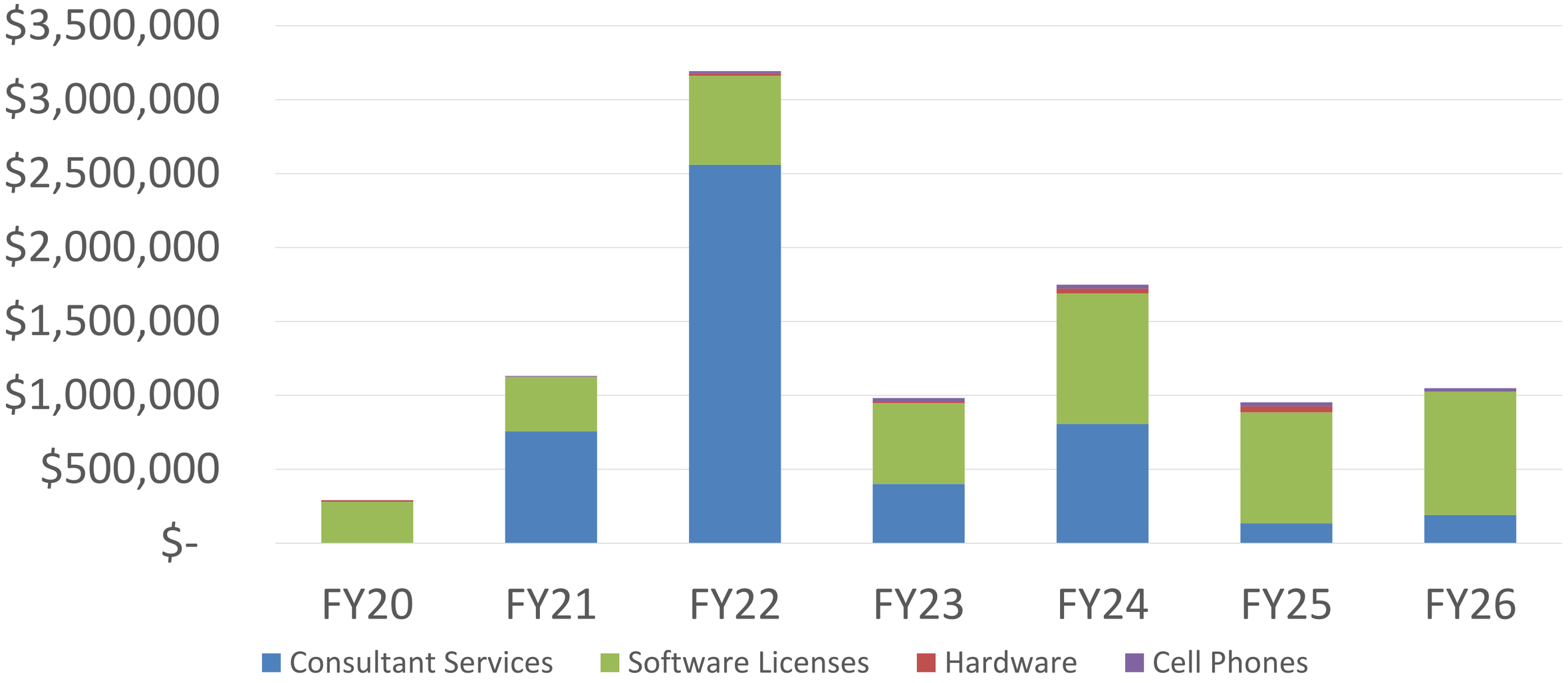
| Account | FY20 | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|
| Full Time | 3 | 19 | 33 | 38 | 43 | 45 | 44 |
| Part Time | 0 | 0 | 1 | 1 | 1 | 0 | 0 |
| Temporary | 0 | 0 | 0 | 0 | 0 | 2 | 1 |
| **Total Number of Employees** | **3** | **19** | **34** | **39** | **44** | **47** | **45** |
| **FTE (Full-Time Equivalency)** | **3.0** | **19.0** | **33.6** | **38.7** | **43.8** | **46.6** | **44.5** |

# Outreach Expenses




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# Information Technology Expenses




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# Additional Expenses

**Examples including but not limited to:**

- Contribution system processing fees
- Professional/contract services
  - Actuarial services
  - Auditing services
  - Legal services
- Fund recovery printing and postage
- Insurance

# Efforts to Ensure Budget is Efficient and Economical

- Making decisions with purpose and clear intent to support long-term fiscal stability
- Using a TPA (Aflac) and Contact Center (United Way) that are less than building and maintaining internally
- Hiring fully remote employees with no occupancy, furniture, or related expenses
- Utilizing procurement that ensures the services needed are at a competitive price
- Maximizing the reach of outreach efforts with free articles and TV appearances
- Strengthening vendor management through CECI oversight and annual procurement
- Partnering with Aflac to streamline claims processes and improve operational efficiency

# Proactive Actions to Keep Costs Under Budget

- Exercising caution and scrutiny with all new hiring decisions
- Conducting monthly, proactive reviews of the budget to identify savings opportunities
- Continually evaluating software licenses to eliminate unused or unnecessary costs
- Managing IT costs by utilizing internal vs. consultant resources appropriately
- Actively managing controllable expenses to reduce avoidable spending, for example…

# Fiscal Year 2027 Budget Reduction Efforts

| Expense | FY26 Budget | Reduction Amount | Reduction Percentage | Efforts |
|---|---|---|---|---|
| IT Consultant Services | $514,900 | $194,100 | 37.7% | Increased use of internal resources |
| Grievance Adjudication | $300,000 | $85,000 | 28.3% | Leveraged internal reconsideration process to reduce appeals volume |
| Temporary Services | $120,000 | $60,000 | 50.0% | Less reliance on temporary support |
| Printing & Postage | $160,000 | $37,000 | 23.1% | Reduced mailings by identifying non-responsive or invalid addresses |