

CT Paid Family & Medical Leave Insurance Authority FY 2025 Operating Budget

	July	August	September	October	November	December	January	February	March	April	May	June	Total
Total 53700 · IT - Information Technology	293,520	180,620	243,420	531,320	441,620	176,120	248,670	148,670	226,870	177,270	186,170	176,970	3,031,240
53800 · Travel & Meetings													
Total 53800 · Travel & Meetings	5,575	3,100	620	620	620	2,620	2,860	620	620	620	600	600	19,075
53900 · Professional Development	10,300	2,400	2,400	2,400	2,400	2,400	2,500	2,500	2,500	2,500	2,500	2,500	37,300
53910 · Conference	820	1,300	300	300	300	300	1,550	300	300	300	300	300	6,370
53920 · Dues & Memberships	25	25	25	525	25	25	25	25	25	25	25	25	800
59900 · Contingency	20,837	20,833	20,833	20,833	20,833	20,833	20,833	20,833	20,833	20,833	20,833	20,833	250,000
Total Expense	1,427,419	1,450,720	1,384,540	1,688,740	1,670,840	1,711,890	1,440,330	1,445,040	1,413,440	1,367,140	1,876,218	1,569,118	18,445,435
Income Less Expenses	\$ 3,603,781	\$ (1,388,720)	\$ (1,359,440)	\$ 3,337,060	\$ (1,620,240)	\$ (1,690,290)	\$ 3,581,770	\$ (1,403,040)	\$ (1,396,340)	\$ 3,649,660	\$ (1,843,618)	\$ (1,554,918)	1,915,665

Line Item	Assumption
Income	
45100 · CTPL Administrative Fees	\$20M annual transferred quarterly
43200 · Fund Recovery Penalties	Non-compliance based on historic collection since July 2024
Expense	
50100 · Payroll	2.5% COLA effective 7/1/24 and 3.0% Annual (or Step) Increase effective 1/1/25. Salary contingency of \$50k
50400 · Fringe Benefits	24% based on experience
50500 · Pension Benefits	60% based on experience & guidance from OSC
51118 · Legal Services	Legal services including development of RFP and contract negotiations
51135 · Translation & Interpretation	Website assistance
51160 · Contact Center Services	Contracted amount with up to 5% increase upon renewal
51180 · Accounting/Auditing Services	Auditing services & small additional amount for support
51185 · Actuary Services	Contracted amount with budget for possible additional out of scope projects
51350 · DOL Grievance Adjudication	MOU with Fiscal Year 2025 staff and maintenance cost including wage increases
51380 · DAS HR Services	MOU with Fiscal Year 2025 staff cost including wage increases
51970 · Temporary Services	Fund recovery and other efforts
58100 · Fund Recovery Fee	Based on 5% collection rate of files placed at 10%
51510 · Outreach & Engagement	\$1M based on Fiscal Year 2024 projection and \$405k of \$750k Community Education Coordinator Initiative beginning October 2024 for Fiscal Year 2025
51520 · Printing & Postage	Fund recovery efforts and other mailing costs
51600 · Bank & Payment Processing Fees	Based on historic experience and Contribution Revenue budget
51675 · Subscriptions	Based on historic experience
51690 · Insurance	Based on historical premiums with a 17% increase
53715 · IT Consultant Services	Platform work, security, fund recovery and website maintenance
53735 · IT Hardware	Laptops and other hardware
53755 · IT Software Licenses	Salesforce, Mulesoft, Forgerock, Blackthorn, Sitecore, Cloudcollect, and others
53775 · IT Cell Phones	Cell phones \$50 per employee
53900 · Professional Development	\$350 per employee & training for new software and platforms
59900 · Contingency	\$250k for non-specified expenditures

CT Paid Family & Medical Leave Insurance Authority
 Significant Budget Assumptions - Contribution Budget
 FYE 6/30/25

Prepared on: 3/18/24

Position	Type	Beginning Salary 1/1/24 Salary	2.5% COLA 7/1/24 Salary	3.0% AI 1/1/25 Salary	7/12/2024	7/26/2024	8/9/2024	8/23/2024	9/6/2024
Executive									
Chief Executive Officer	M	221,707.50	227,250.19	234,067.69	8,494.54	8,706.90	8,706.90	8,706.90	8,706.90
Government & Community Relations Manager	M	121,412.00	124,447.30	128,180.72	4,651.80	4,768.10	4,768.10	4,768.10	4,768.10
Executive Assistant	M	83,597.00	85,686.93	88,257.53	3,202.95	3,283.02	3,283.02	3,283.02	3,283.02
Clerical Assistant	CL13	50,438.00	51,698.95	53,249.92	1,932.49	1,980.80	1,980.80	1,980.80	1,980.80
Operations Manager	M	145,000.00	148,625.00	153,083.75	5,555.56	5,694.44	5,694.44	5,694.44	5,694.44
Executive Total		622,154.50	637,708.36	656,839.61	23,837.34	24,433.27	24,433.27	24,433.27	24,433.27
Benefits									
Business Systems Manager	M	154,989.00	158,863.73	163,629.64	5,938.28	6,086.73	6,086.73	6,086.73	6,086.73
Vendor Performance Manager	M	135,136.00	138,514.40	142,669.83	5,177.62	5,307.07	5,307.07	5,307.07	5,307.07
Small Business Support Specialist	M	84,373.00	86,482.33	89,076.79	3,232.68	3,313.50	3,313.50	3,313.50	3,313.50
Small Business Support Specialist	M	84,373.00	86,482.33	89,076.79	3,232.68	3,313.50	3,313.50	3,313.50	3,313.50
Quality Control Reviewer	M	84,373.00	86,482.33	89,076.79	3,232.68	3,313.50	3,313.50	3,313.50	3,313.50
Quality Control Reviewer	M	84,373.00	86,482.33	89,076.79	3,232.68	3,313.50	3,313.50	3,313.50	3,313.50
Benefits Total		627,617.00	643,307.43	662,606.65	24,046.63	24,647.79	24,647.79	24,647.79	24,647.79
Finance									
Controller	M	175,386.00	179,770.65	185,163.77	6,719.77	6,887.76	6,887.76	6,887.76	6,887.76
Assistant Controller	M	150,474.00	154,235.85	158,862.93	5,765.29	5,909.42	5,909.42	5,909.42	5,909.42
Contribution & Compliance Manager	AR26	97,464.00	99,900.60	103,097.57	3,734.25	3,827.61	3,827.61	3,827.61	3,827.61
Financial Analyst	AR26	94,346.00	96,704.65	99,900.60	3,614.79	3,705.16	3,705.16	3,705.16	3,705.16
Contribution Examiner	AR23	87,510.00	89,697.75	92,553.40	3,352.87	3,436.70	3,436.70	3,436.70	3,436.70
Contribution Examiner	AR23	84,727.00	86,845.18	89,679.75	3,246.25	3,327.40	3,327.40	3,327.40	3,327.40
Contribution Examiner	AR23	84,727.00	86,845.18	89,679.75	3,246.25	3,327.40	3,327.40	3,327.40	3,327.40
Contribution Examiner	AR23	79,173.00	81,152.33	83,985.43	3,033.45	3,109.28	3,109.28	3,109.28	3,109.28
Accounts Examiner	AR23	79,173.00	81,152.33	83,985.43	3,033.45	3,109.28	3,109.28	3,109.28	3,109.28
Fiscal Administrative Assistant	AR19	66,513.00	68,175.83	70,369.33	2,548.39	2,612.10	2,612.10	2,612.10	2,612.10
Accounts Examiner (ACT)	AR23	60,715.00	60,715.00	66,170.00	2,326.25	2,326.25	2,326.25	2,326.25	2,326.25
Accounts Examiner	AR23			92,896.58					
Finance Total		1,060,208.00	1,085,195.33	1,216,344.54	40,621.00	41,578.36	41,578.36	41,578.36	41,578.36
IT									
IT Director	M	172,208.00	176,513.20	181,808.60	6,598.01	6,762.96	6,762.96	6,762.96	6,762.96
IT Solutions Architect	M	149,249.00	152,980.23	157,569.63	5,718.35	5,861.31	5,861.31	5,861.31	5,861.31
IT Solution Manager	M	149,249.00	152,980.23	157,569.63	5,718.35	5,861.31	5,861.31	5,861.31	5,861.31
Salesforce Technical Manager	M	144,901.00	148,523.53	152,979.23	5,551.76	5,690.56	5,690.56	5,690.56	5,690.56
Solution Delivery Lead	M	144,901.00	148,523.53	152,979.23	5,551.76	5,690.56	5,690.56	5,690.56	5,690.56
MuleSoft Integration Architect	M	144,901.00	148,523.53	152,979.23	5,551.76	5,690.56	5,690.56	5,690.56	5,690.56
Data Engineer	FR32	132,622.00	135,937.55	140,125.70	5,081.30	5,208.34	5,208.34	5,208.34	5,208.34
Salesforce Administrator	FR30	119,163.00	122,142.08	126,093.45	4,565.63	4,679.77	4,679.77	4,679.77	4,679.77
Salesforce Administrator	FR30	123,018.00	126,093.45	130,052.00	4,713.33	4,831.17	4,831.17	4,831.17	4,831.17
Mulesoft Developer	FR30	123,018.00	126,093.45	130,052.00	4,713.33	4,831.17	4,831.17	4,831.17	4,831.17
Software Quality Assurance Analyst	FR28	112,398.00	115,207.95	122,170.78	4,306.44	4,414.10	4,414.10	4,414.10	4,414.10
Quality Assurance Automation Engineer	FR28	109,011.00	111,736.28	115,207.95	4,176.67	4,281.08	4,281.08	4,281.08	4,281.08
Business Analyst	FR23	89,017.00	91,242.43	94,145.23	3,410.61	3,495.88	3,495.88	3,495.88	3,495.88
Durational Project Manager	VR99	83,350.00	85,433.75	88,423.93	3,193.49	3,273.32	3,273.32	3,273.32	3,273.32
Salesforce Developer	FR30	127,031.29	130,207.08	134,764.32	4,867.10	4,988.78	4,988.78	4,988.78	4,988.78
Portal	FR30	127,031.29	130,207.08	134,764.32	4,867.10	4,988.78	4,988.78	4,988.78	4,988.78
Dev Ops Engineer	FR30	127,031.29	130,207.08	134,764.32	4,867.10	4,988.78	4,988.78	4,988.78	4,988.78
IT Total		2,178,099.88	2,232,552.38	2,306,449.57	83,452.10	85,538.41	85,538.41	85,538.41	85,538.41
Legal									
General Counsel	M	158,363.00	162,322.08	167,191.74	6,067.55	6,219.24	6,219.24	6,219.24	6,219.24
Benefits Process Lead	M	126,287.00	129,444.18	133,327.50	4,838.58	4,959.55	4,959.55	4,959.55	4,959.55
Associate General Counsel	M	124,579.00	127,693.48	131,524.28	4,773.14	4,892.47	4,892.47	4,892.47	4,892.47
Insurance Examiner	AR22	83,650.00	85,741.25	88,742.19	3,204.98	3,285.11	3,285.11	3,285.11	3,285.11
Legal Total		492,879.00	505,200.98	520,785.71	18,884.25	19,356.36	19,356.36	19,356.36	19,356.36
Outreach									
Chief Marketing & Communications Officer	M	146,989.00	150,663.73	155,183.64	5,631.76	5,772.56	5,772.56	5,772.56	5,772.56
Engagement Manager	M	105,890.00	108,537.25	111,793.37	4,057.09	4,158.52	4,158.52	4,158.52	4,158.52
Community Partnership Liaison	VR99	81,000.00	83,025.00	85,515.75	3,103.45	3,181.03	3,181.03	3,181.03	3,181.03
Grants & Contract Specialist	AR26	100,709.50	103,227.24	106,840.19	3,858.60	3,955.07	3,955.07	3,955.07	3,955.07
Outreach Total		434,588.50	445,453.21	459,332.95	16,650.90	17,067.17	17,067.17	17,067.17	17,067.17
Grand Total		5,415,546.88	5,549,417.68	5,822,359.02	207,492.22	212,621.37	212,621.37	212,621.37	212,621.37

Headcount 47 47 47 47 47

CT Paid Family & Medical Leave Insurance Authority
 Significant Budget Assumptions - Contribution Budget
 FYE 6/30/25

Prepared on: 3/18/24

Position	Type	5/30/2025	6/13/2025	6/27/2025	FY24 Total
Executive					
Chief Executive Officer	M	8,968.11	8,968.11	8,968.11	229,301.62
Government & Community Relations Manager	M	4,911.14	4,911.14	4,911.14	125,570.71
Executive Assistant	M	3,381.51	3,381.51	3,381.51	86,460.44
Clerical Assistant	CL13	2,040.23	2,040.23	2,040.23	52,165.65
Operations Manager	M	5,865.28	5,865.28	5,865.28	149,966.67
Executive Total		25,166.27	25,166.27	25,166.27	643,465.08
Benefits					
Business Systems Manager	M	6,269.33	6,269.33	6,269.33	160,297.82
Vendor Performance Manager	M	5,466.28	5,466.28	5,466.28	139,764.80
Small Business Support Specialist	M	3,412.90	3,412.90	3,412.90	87,263.02
Small Business Support Specialist	M	3,412.90	3,412.90	3,412.90	87,263.02
Quality Control Reviewer	M	3,412.90	3,412.90	3,412.90	87,263.02
Quality Control Reviewer	M	3,412.90	3,412.90	3,412.90	87,263.02
Benefits Total		25,387.23	25,387.23	25,387.23	649,114.69
Finance					
Controller	M	7,094.40	7,094.40	7,094.40	181,393.47
Assistant Controller	M	6,086.70	6,086.70	6,086.70	155,628.17
Contribution & Compliance Manager	AR26	3,950.10	3,950.10	3,950.10	100,894.35
Financial Analyst	AR26	3,827.61	3,827.61	3,827.61	97,713.17
Contribution Examiner	AR23	3,546.11	3,546.11	3,546.11	90,583.20
Contribution Examiner	AR23	3,436.01	3,436.01	3,436.01	87,734.53
Contribution Examiner	AR23	3,436.01	3,436.01	3,436.01	87,734.53
Contribution Examiner	AR23	3,217.83	3,217.83	3,217.83	82,068.14
Accounts Examiner	AR23	3,217.83	3,217.83	3,217.83	82,068.14
Fiscal Administrative Assistant	AR19	2,696.14	2,696.14	2,696.14	68,859.41
Accounts Examiner (ACT)	AR23	2,535.25	2,535.25	2,535.25	62,990.42
Accounts Examiner	AR23	3,559.26	3,559.26	3,559.26	42,711.07
Finance Total		46,603.24	46,603.24	46,603.24	1,140,378.61
IT					
IT Director	M	6,965.85	6,965.85	6,965.85	178,106.62
IT Solutions Architect	M	6,037.15	6,037.15	6,037.15	154,361.21
IT Solution Manager	M	6,037.15	6,037.15	6,037.15	154,361.21
Salesforce Technical Manager	M	5,861.27	5,861.27	5,861.27	149,864.28
Solution Delivery Lead	M	5,861.27	5,861.27	5,861.27	149,864.28
MuleSoft Integration Architect	M	5,861.27	5,861.27	5,861.27	149,864.28
Data Engineer	FR32	5,368.80	5,368.80	5,368.80	137,215.27
Salesforce Administrator	FR30	4,831.17	4,831.17	4,831.17	123,376.68
Salesforce Administrator	FR30	4,982.84	4,982.84	4,982.84	127,312.52
Mulesoft Developer	FR30	4,982.84	4,982.84	4,982.84	127,312.52
Software Quality Assurance Analyst	FR28	4,680.87	4,680.87	4,680.87	117,860.18
Quality Assurance Automation Engineer	FR28	4,414.10	4,414.10	4,414.10	112,799.92
Business Analyst	FR23	3,607.10	3,607.10	3,607.10	92,142.19
Durational Project Manager	VR99	3,387.89	3,387.89	3,387.89	86,401.38
Salesforce Developer	FR30	5,163.38	5,163.38	5,163.38	131,681.81
Portal	FR30	5,163.38	5,163.38	5,163.38	131,681.81
Dev Ops Engineer	FR30	5,163.38	5,163.38	5,163.38	131,681.81
IT Total		88,369.72	88,369.72	88,369.72	2,255,887.95
Legal					
General Counsel	M	6,405.81	6,405.81	6,405.81	163,787.39
Benefits Process Lead	M	5,108.33	5,108.33	5,108.33	130,612.69
Associate General Counsel	M	5,039.24	5,039.24	5,039.24	128,846.19
Insurance Examiner	AR22	3,400.08	3,400.08	3,400.08	86,712.36
Legal Total		19,953.48	19,953.48	19,953.48	509,958.63
Outreach					
Chief Marketing & Communications Officer	M	5,945.73	5,945.73	5,945.73	152,023.80
Engagement Manager	M	4,283.27	4,283.27	4,283.27	109,517.04
Community Partnership Liaison	VR99	3,276.47	3,276.47	3,276.47	83,774.48
Grants & Contract Specialist	AR26	4,093.49	4,093.49	4,093.49	104,396.39
Outreach Total		17,598.96	17,598.96	17,598.96	449,711.71
Grand Total		223,078.89	223,078.89	223,078.89	5,648,516.66

Headcount 48 48 48

CT Paid Family & Medical Leave Insurance Authority

FY 2025 Contribution Budget

	July	August	September	October	November	December	January	February	March	April	May	June	Total
Income													
41000 · Contribution Revenue													
Total 41000 · Contribution Revenue	\$ 113,385,700	\$ 273,500	\$ 408,200	\$ 108,705,600	\$ 315,300	\$ 420,900	\$ 100,419,000	\$ 446,700	\$ 537,200	\$ 138,638,600	\$ 380,800	\$ 448,200	\$ 464,379,700
43000 · Fund Recovery													
43100 · Fund Recovery Income	111,400	221,400	89,500	92,000	180,500	77,000	78,800	149,700	61,100	59,800	116,500	50,400	1,288,100
43200 · Fund Recovery Interest	2,900	5,100	2,300	2,400	4,200	2,100	2,200	3,600	1,700	1,600	2,700	1,400	32,200
Total 43000 · Fund Recovery	114,300	226,500	91,800	94,400	184,700	79,100	81,000	153,300	62,800	61,400	119,200	51,800	1,320,300
45030 · Investment Income	1,900,000	1,900,000	1,900,000	1,900,000	1,900,000	2,000,000	1,900,000	1,900,000	2,000,000	2,100,000	2,100,000	2,200,000	23,700,000
Total Income	115,400,000	2,400,000	2,400,000	110,700,000	2,400,000	2,500,000	102,400,000	2,500,000	2,600,000	140,800,000	2,600,000	2,700,000	489,400,000
Expense													
56000 · Program Expenditures													
Total 56100 · Benefit Claims Paid	28,300,000	35,500,000	28,500,000	28,800,000	36,100,000	29,000,000	36,700,000	29,400,000	29,500,000	29,800,000	37,400,000	30,200,000	379,200,000
56200 · Benefit Administrative Fees	2,083,337	2,083,333	2,083,333	2,083,333	2,083,333	2,083,333	2,083,333	2,083,333	2,083,333	2,083,333	2,083,333	2,083,333	25,000,000
56300 · CTPL Administrative Fees	5,000,000			5,000,000			5,000,000			5,000,000			20,000,000
56500 · Bond Repayment												2,106,595	2,106,595
Total 56000 · Program Expenditures	35,383,337	37,583,333	30,583,333	35,883,333	38,183,333	31,083,333	43,783,333	31,483,333	31,583,333	36,883,333	39,483,333	34,389,928	426,306,595
Total Expense	35,383,337	37,583,333	30,583,333	35,883,333	38,183,333	31,083,333	43,783,333	31,483,333	31,583,333	36,883,333	39,483,333	34,389,928	426,306,595
Income Less Expenses	\$ 80,016,663	\$ (35,183,333)	\$ (28,183,333)	\$ 74,816,667	\$ (35,783,333)	\$ (28,583,333)	\$ 58,616,667	\$ (28,983,333)	\$ (28,983,333)	\$ 103,916,667	\$ (36,883,333)	\$ (31,689,928)	\$ 63,093,405

Line Item	Assumption
Income	
41000 · Contribution Revenue	Based on actuarial projection as of FY24 Q2 quarterly experience report. Includes 4% salary growth and projected changes in unemployment from OPM
43100 · Fund Recovery Income	Non-compliance based on historic collection since July 2024 & projected 5% of all amounts placed with third-party debt collection vendor
43200 · Fund Recovery Interest	Fund Recovery Interest is based on 1% on one month's Fund Recovery Income
45030 · Investment Income	Investment Income - 4% of trust account's prior average monthly balance
Expense	
56100 · Benefit Claims Paid	Based on actuarial projection as of FY24 Q2 quarterly experience report with an assumed incidence rate of 4%. Months of August, November, January and May projected based on 5 weeks of benefit payments instead of 4 weeks.
56200 · Benefit Administrative Fees	Straight line effective at \$25M annually
56300 · CTPL Administrative Fees	\$20M annual transferred quarterly
56500 · Bond Repayment	2nd payment of \$16M paid annually at 3.5% semi-annual interest for 10 years

CT Paid Family & Medical Leave Insurance Authority

FY 2025 Account Activity

	July	August	September	October	November	December	January	February	March	April	May	June	Total
10600 · Contributions Account													
Opening Balance	\$ 573,100,000	\$ 653,116,663	\$ 617,933,330	\$ 589,749,997	\$ 664,566,664	\$ 628,783,331	\$ 600,199,998	\$ 658,816,665	\$ 629,833,332	\$ 600,849,999	\$ 704,766,666	\$ 667,883,333	\$ 573,100,000
Incoming	115,400,000	2,400,000	2,400,000	110,700,000	2,400,000	2,500,000	102,400,000	2,500,000	2,600,000	140,800,000	2,600,000	2,700,000	489,400,000
Outgoing	(35,383,337)	(37,583,333)	(30,583,333)	(35,883,333)	(38,183,333)	(31,083,333)	(43,783,333)	(31,483,333)	(31,583,333)	(36,883,333)	(39,483,333)	(34,389,928)	(426,306,595)
Closing Balance	\$ 653,116,663	\$ 617,933,330	\$ 589,749,997	\$ 664,566,664	\$ 628,783,331	\$ 600,199,998	\$ 658,816,665	\$ 629,833,332	\$ 600,849,999	\$ 704,766,666	\$ 667,883,333	\$ 636,193,405	\$ 636,193,405
10700 · Operating Funds													
Opening Balance	\$ 12,251,491	\$ 15,855,272	\$ 14,466,552	\$ 13,107,112	\$ 16,444,172	\$ 14,823,932	\$ 13,133,642	\$ 16,715,412	\$ 15,312,372	\$ 13,916,032	\$ 17,565,692	\$ 15,722,074	\$ 12,251,491
Incoming	5,031,200	62,000	25,100	5,025,800	50,600	21,600	5,022,100	42,000	17,100	5,016,800	32,600	14,200	20,361,100
Outgoing	(1,427,419)	(1,450,720)	(1,384,540)	(1,688,740)	(1,670,840)	(1,711,890)	(1,440,330)	(1,445,040)	(1,413,440)	(1,367,140)	(1,876,218)	(1,569,118)	(18,445,435)
Closing Balance	\$ 15,855,272	\$ 14,466,552	\$ 13,107,112	\$ 16,444,172	\$ 14,823,932	\$ 13,133,642	\$ 16,715,412	\$ 15,312,372	\$ 13,916,032	\$ 17,565,692	\$ 15,722,074	\$ 14,167,156	\$ 14,167,156