

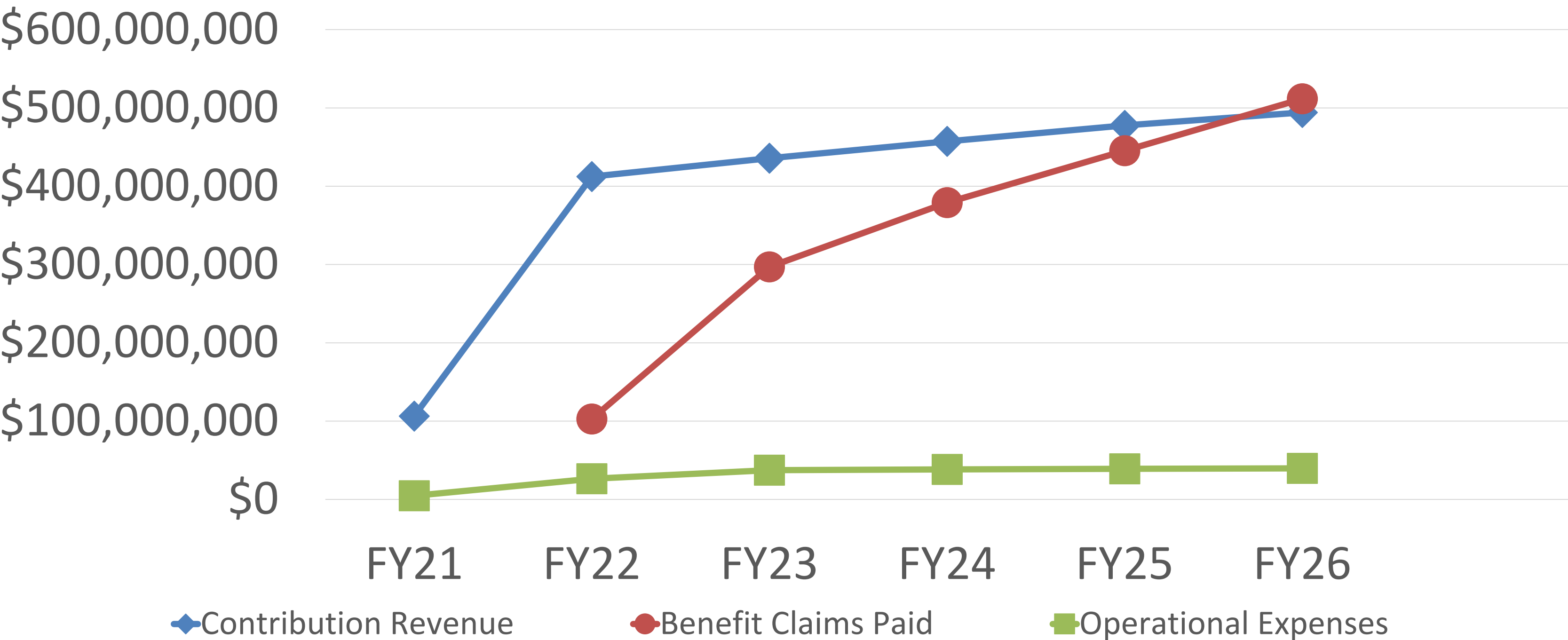
Historical Review of Expenses As of June 30, 2026

Finance and Audit Committee
September 25, 2026

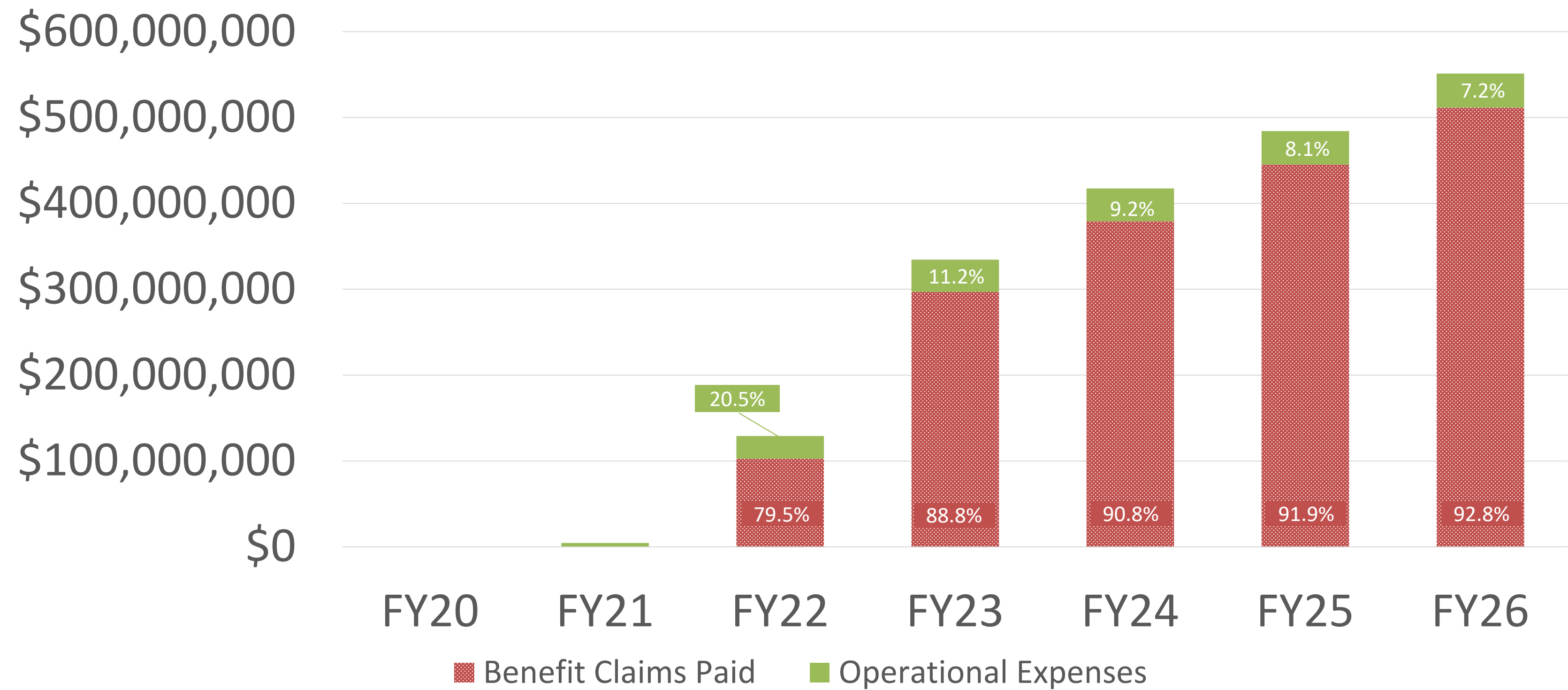


Connecticut
Paid Leave

Historical Contributions, Benefits, and Expenses



Historical **Benefits** and **Expenses**



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

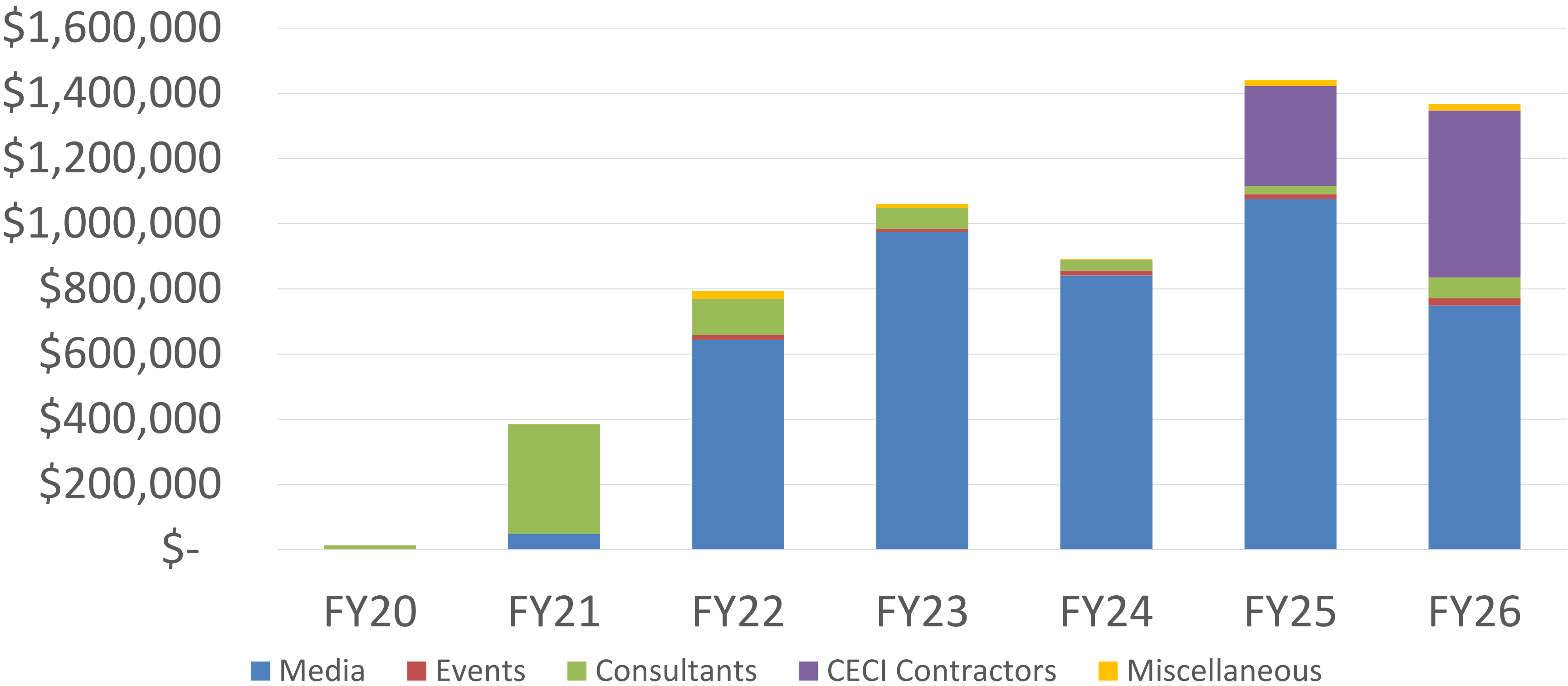
CTPL Admin Expenses (Operating Account)

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	Wage Increases delayed until FY27
Contact Center	\$0	\$900,000	\$1,475,000	\$1,526,250	\$1,545,000	\$1,572,038	\$1,619,199	Significant increase in staff count
Outreach	\$13,200	\$295,158	\$793,037	\$1,060,154	\$890,459	\$1,440,071	\$1,367,953	Includes CECI costs beginning in FY25
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	Utilization of consultants for fund recovery
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	Utilization of consultants for system maintenance and transfer of obligation from Bond Funds to Operating for Contribution System

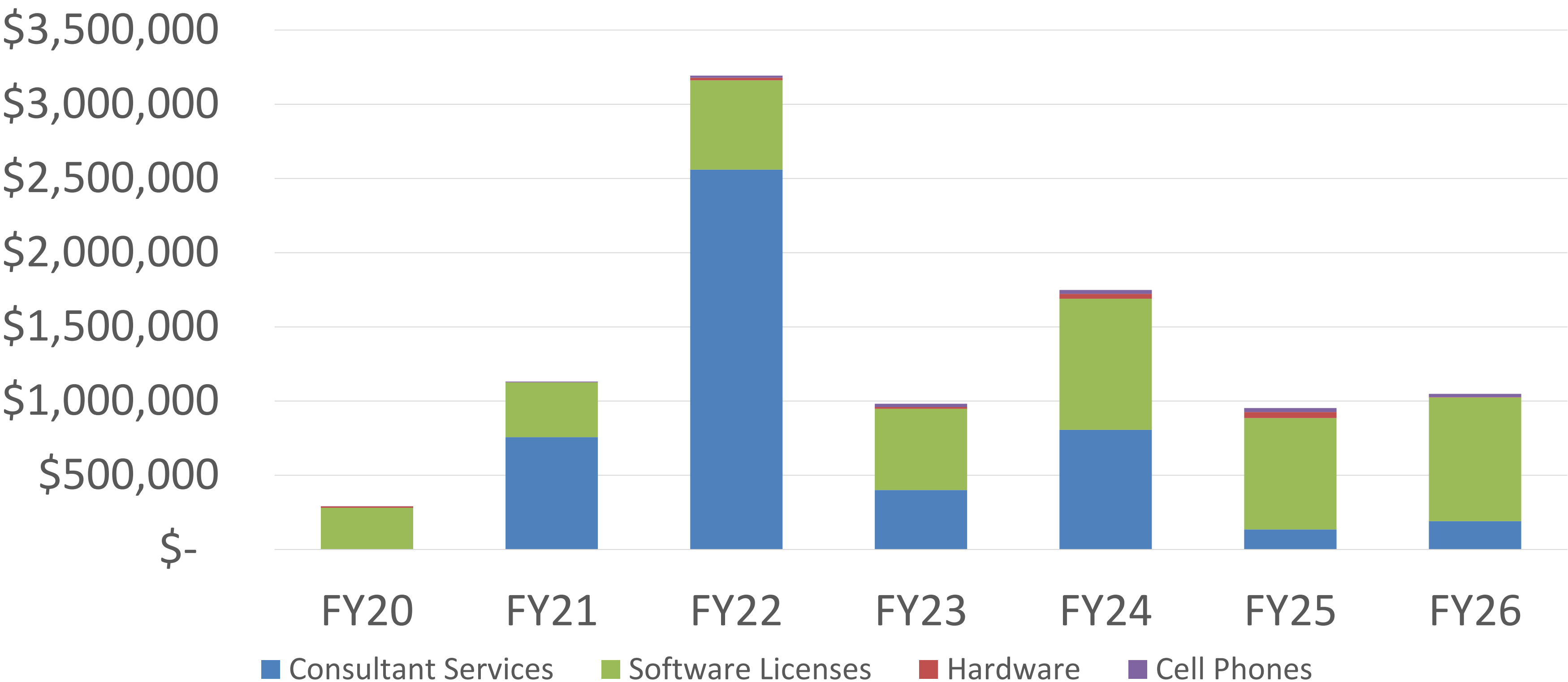
Payroll Expenses – Staffing FTE

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



Information Technology Expenses



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