SCRCOG
SOUTH CENTRAL REGIONAL COUNCIL OF GOVERNMENTS
Planning for Our Region's Future

Bethany Branford East Haven Guilford Hamden Madison Meriden Milford
New Haven North Branford North Haven Orange Wallingford West Haven Woodbridge

Carl J. Amento, Executive Director

EXECUTIVE/PERSONNEL COMMITTEES MEETING NOTICE & AGENDA June 27, 2012 – 9:00A.M.

Location: 127 Washington Avenue, 4th Floor West
North Haven, CT 06473

Full agenda materials can be found at our website – www.scrcog.org

1. Call to order – *First Selectman Anthony DaRos, Chairman*
2. Adopt Minutes of May 23, 2012 Executive Committee Meeting – *Mayor John Picard, Secretary* Pages 2-3
3. Review and Approve Work Program and Goals for FY 2012-13 *Executive Director Carl Amento* Pages 4-6
4. Personnel and Salary Review – *Executive Director Carl Amento* Pages 7-20
5. Review and Recommendation to Board of SCRCOG Budget for FY 2012-13 Pages 21-34
6. Other Business
7. Adjournment

Special needs: Hearing impaired closed audio loops and/or sign language interpreter and limited English proficiency translator will be provided upon two weeks' notice. Agenda can be requested in a language other than English by contacting SCRCOG.

TO: **SCRCOG Executive/Personnel Committees**
FROM: **First Selectwoman Derrylyn Gorski, Acting Secretary**
DATE: **June 20, 2012**
SUBJECT: **SCRCOG Executive/Personnel Committees Minutes of May 23, 2012**

Present:

Bethany	First Selectwoman Derrylyn Gorski- ***Acting Secretary***
Branford	First Selectman Anthony DaRos **– *Chairman***
New Haven	Michael Piscitelli, **proxy for Mayor John DeStefano**
North Haven	First Selectman Michael Freda--***Treasurer***
Orange	First Selectman James Zeoli
Wallingford	Mayor William Dickinson
Woodbridge	First Selectman Edward Sheehy
SCRCOG Staff	Executive Director Carl J. Amento

ITEM 1 - Call to Order
The joint Executive/ Personnel Committee meeting was called to order at 9:10 a.m. by Chairman DaRos.

ITEM 2 – Adopt Minutes of April 25, 2012 Executive Committee Meeting
Chairman DaRos presented the minutes contained in the agenda packet on pages 2-3. First Selectwoman Freda moved for their acceptance. First Selectman Sheehy seconded. The minutes were accepted unanimously.

ITEM 3- Review of Work Program and Goals for FY 2012-13
Executive Director Amento reviewed the proposed work plan and goals contained on pages 4-6 of the agenda packet.

ITEM 4- Personnel and Salary Review
Executive Director Amento recommended salary increases totaling $11,831 for the 5 staff members—2.5% for each employee, except 1.25% for Stephen Dudley who had a salary adjustment during the fiscal year, and except for a $5000 salary adjustment for James Rode. These proposed salary increases and adjustment are shown on pages 7-15 of the agenda packet.
Executive Director Amento recommended a salary increase of $2,500 or 2.5% plus a salary adjustment of $4500 for the Executive Director position.

ITEM 5- Review and Recommendation to Board of SCRCOG Budget for FY 2012-13
Executive Director Amento reviewed the proposed budget contained on pages 21-29 of the agenda packet. First Selectman Zeoli moved that the Committees move into Executive Session. First Selectman

Sheehy seconded the motion, which passed unanimously. First Selectman Zeoli moved that the Committees move out of Executive Session. First Selectman Sheehy seconded the motion, which passed unanimously. Chairman DaRos requested the Executive Director to schedule another Joint Special Meeting of the Executive Committee and Personnel Committee before the next SCRCOG meeting date.

ITEM 6 - Other Business:
None

ITEM 7 - Adjournment:
Motion to adjourn made by First Selectwoman Gorski and seconded by First Selectman Zeoli. It passed unanimously. The meeting was adjourned at 10:00 a.m.

Respectfully submitted,

First Selectwoman Derrylyn Gorski, Acting Secretary

SCRCOG FY2012-13 Goals and Work Program
SCRCOG Meeting – June 27, 2012

ADMINISTRATIVE AND LEGISLATIVE:

July 2012
- Complete personnel evaluations of employees

July- September 2012
- Complete re-write of Personnel Management Procedures/ SCRCOG By-Laws
- Update SCRCOG Contact Lists
- Complete project for securely storing computer back-up tapes
- Add social media capabilities to SCRCOG website

October- December 2012
- Legislation Committee meets, develops and adopts legislative agenda

November-December 2012
- Executive Director and Legislation Committee meet with legislators and advocate legislative agenda
- Complete audit of SCRCOG finances for fiscal year ending June 30, 2012
- Complete Annual Report for fiscal year ending June 30, 2012

January 2013
- Complete personnel evaluations of employees

January-May 2013
- Executive Director and Legislation Committee members advocate legislative agenda during General Assembly session

March 2013
- Submit draft FY 2012-13 SCRCOG budget

May 2013
- Adopt FY 2012-2013 Budget

July 2012 - June 2013
- Executive Director's continued participation in Workforce Alliance, Regional Alliance, C-Med Board, Regional Planning Commission, REX Development, REX Strategic Planning Committee, Regional Economic Development Directors, Governmental Affairs Committee of the Greater New Haven Chamber of Commerce, HOME CT Steering Committee, Growing CT Around Transit, Connecticut Association of Regional Planning Organizations, and Department of Emergency Management and Homeland Security – Region 2
- Continue updates of SCRCOG website
- Plan and prepare for monthly SCRCOG meetings and Executive Committee meetings, when required

TRANSPORTATION:

July 2012
- Select consultants for UPWP studies

August-September 2012
- Obtain SCRCOG approval and execute consultant contracts for UPWP Studies

September-December 2012
- Quadrennial Review by CT DOT, FHWA and FTA

January-February 2013
- Solicit, if necessary, additional proposals for UPWP studies from municipalities

January-March 2013
- Update region's locally-coordinated Public Transit Human Services Transportation Plan (LOCHSTP)

March-April 2013
- Approve any revisions to UPWP and submit to DOT for approval

April 2013

- Submit municipal grant applications for senior and disabled transportation in the region
- Develop Section 5310 funding priorities for purchase of wheelchair accessible vehicles

May-June 2013

- Solicit consultants for FY 2012 UPWP studies

March-June 2013

- Work closely with consultants to complete UPWP planning studies

July 2012-June 2013

- Regular maintenance and amendments to Transportation Improvement Plan (TIP)
- Frequent meetings with towns and DOT regarding status of projects
- Preparation for monthly Transportation/ Technical Committee meetings
- Technical assistance to towns and other agencies
- Attendance at public hearings on UPWP studies

LAND USE PLANNING:

July-September 2012

- Continue update of GIS data
- Update demographic and socioeconomic data using the latest U.S. Census, American Community Survey and Economic Census Data
- Assemble zoning regulations/maps, Plans of Conservation and Development from all of the region's cities and towns

August-September 2012

- Organize 2nd workshop to review draft OPM State POCD
- Review and comment on OPM State POCD
- Update zoning regulations/maps and Plans of Conservation and Development from all of the region's cities and towns

October 2012

- Address vacancies on Regional Planning Commission

November 2012 - January 2013

- Plan and hold 2013 Regional Planning Commission Annual Meeting and Dinner

February-June 2013

- Data collection for future update to the Regional Plan of Conservation and Development

July 2012-June 2013

- Review Statutory Referrals
- Plan and prepare for monthly RPC meetings
- Review state, regional and local Plans for consistency

SUSTAINABLE COMMUNITIES GRANT:

July-October 2012

- Plan and prepare for a regional Town Hall meeting in New Haven area
- Collaborate with RPA on materials needed for narratives regarding the identified spatial and topical gaps and case studies of the place-based projects

October 2012-January 2013

- Review and collaborate with RPA on comments regarding the draft report on consolidating the regional gap analysis and case studies from the place-based projects

February-June 2013

- Collaborate with RPA on the draft execution plan for Regional Sustainable Development
- Collaborate with RPA on summarizing the comments pertaining to the draft execution plan for Regional Sustainable Development

July 2012-June 2013

- Proceed to work on Task A: Enhancement of Existing Plans to Produce Execution Plan for Regional Sustainable Development
- Participate in bi-weekly conference calls, monthly regional meetings and quarterly steering committee

FEMA HAZARD MITIGATION GRANT

July- October 2012
- Hire consultant after RFP process and panel interviews
- Data collection and analysis
- Organize Regional Hazard Mitigation Advisory Committee

November- December 2012
- Prepare draft plan with consultant

January 2013
- Review draft plan with consultant

February 2013
- Solicit public comment on draft plan

March 2013
- Revise draft plan based upon public comment

April 2013
- Solicit public comment on revised plan

May 2013
- Finalize plan

June 2013
- Adoption of final plan by participating towns

July 2012- June 2013
- Work with towns and supervise consultant in identifying hazards and recommended mitigation measures
- Plan and prepare for monthly meetings of Advisory Committee

REGIONAL FORECLOSURE PREVENTION (ROOF) PROGRAM:

July 2012-June 2013
- Coordinate bi-monthly meetings of Regional Housing Committee
- Attend monthly meetings of ROOF Executive Committee
- Coordinate and monitor program activities

REGIONAL PERFORMANCE INCENTIVE GRANTS:

July 2012
- Await possible notification of grant awards for two grants submitted in December 2011

July 2012-June 2013
- If GIS and Shared Services grants awarded, commence work on both grants

September- December 2012
- Prepare new grant applications for December 2012 submission

SCRCOG STAFF SALARY RECOMMENDATIONS FOR FY 2012-13

To: Joint meeting of Executive and Personnel Committees
By: Executive Director Carl Amento
Date: June 27, 2012

My recommendation of a 2.5% increase for all staff members (with the exception of a 1.25% increase requested for Stephen Dudley who obtained a substantial salary adjustment in September of 2011) is based upon the excellent performance evaluations of all of their work. The staff actually deserves, in my mind, a larger increase. However, after consulting with the Personnel Committee, I have reduced my originally requested salary increase for staff members of 5% to that being awarded at the municipal level (approximately 2.5%).

CCM provided us with the attached list of collective bargaining settlements and awards for cities and towns in our region. The average settlement/negotiation for FY11-12 was 2.39% and for FY12-13 was 2.36%. The request for 2.5% increases is in line with these settlements/ negotiations. Staff did not receive any salary increases last year, except for a salary adjustment made for Stephen Dudley as of September 1, 20111. I have also attached a list of salaries paid to land use planners by the cities and towns in our region.

Proposed salary increases of $9,331 represent only a 2.2% increase over the current year's salaries. Salary adjustments totaling $9,500 are also proposed. Municipal dues only pay, at the most, 10% of these increases and adjustments or $1,883. Staff salaries will be partially funded by

$28,450 of the federal grants obtained by SCRCOG, reducing the draw upon municipal dues and federal transportation funds.

The staff has works very well as a team, has cross-trained to cover for and back up each other, and has taken on more responsibilities. We no longer employ any staff devoted to clerical work, so that each staff member does their own clerical work and the office-wide clerical work has been divided up among the staff members. Attached is a breakdown of work tasks and how they are assigned.

SCRCOG has obtained two federal grants---the HUD Sustainable Communities Regional Planning Grant and the FEMA Regional Hazard Mitigation Planning Grant--- resulting in greater workloads for staff. SCRCOG is also supervising the Regional Foreclosure prevention program, and we are awaiting word on whether we will be awarded two state Regional Performance Incentive Grants for a Regional Web-Based Geographic Information System and a Inter-Municipal Shared Services Study.

I am requesting that a salary adjustment of $5000 be made for James Rode. When Jim was hired in 2006, he was promised two $5000 increases. Please see handwritten notes by Executive Director Judy Gott on his resume. He received the first of those increases, but not the second. Jim has never mentioned this oversight to me. It was brought to my attention by a SCRCOG member, then Al Ruggiero also remembered it, and the notations were found in Jim's personnel file. I have also attached comparative salaries for other RPOs in the state that support this request for an adjustment. Jim and Steve work together as a topnotch tandem of Transportation Planners. Jim's expertise is in transit and he was the Executive Director of the Estuary Transit District before coming to SCRCOG. Please consider approving this request for a salary adjustment for James Rode.

2013 SCRCOG Budget

Proposed SCRCOG Salary Expense

	FY 11				Base	Recommended	
	Budgeted	Actual	*FY 12 Budget*	% Increase	Increase	Adjustment	Total
Executive Director							
C. Amento	100,000	100,000	100,000	2.5	102,500	4,500	107,000
SCRCOG Staff							
A. Ruggiero	74,051	74,051	74,051	2.5	75,902		75,902
S. Dudley	67,965	67,965	85,635	1.25	86,705		86,705
J. Rode	59,363	59,363	59,363	2.5	60,847	5,000	65,847
E. Livshits	52,022	52,022	52,022	2.5	53,323		53,323
C. Rappa	----------	----------	45,000	2.5	46,125		46,125
M. Beavis	50,536	40,106	----------		----------		----------
B. Bograd	19,585	0	----------		----------		----------
D. Sullivan	700	269	500		500		500
Student Intern	----------	----------	3,000		3,000		3,000
SCRCOG Staff	324,222	293,776	319,571		326,402		331,402
Total Salaries	**424,222**	**393,776**	**419,571**				**438,402**

Negotiated Settlements and Arbitration Awards - SCRCOG Region

Municipality	Unit	FY09-10	FY10-11	FY11-12	FY12-13	FY13-14	FY14-15	Notes
Branford	Police	3.25%	3.25%	3.25%	2.00%			
Branford	Dispatchers	3.25%	3.25%	3.25%	3.25%			
Branford	Fire	3.25%	3.25%	3.25%				
Branford	Parks and Recreation	3.25%	3.25%	3.50%				
Branford	Water Treatment	3.25%	3.25%	3.25%	3.25%			
Branford	Police	3.25%	3.25%	2.00%	2.00%			
East Haven	Police	0.00%	2.50%	3.50%				
East Haven	Town Hall	0.00%	2.50%	3.25%				
East Haven	Public Works	0.00%	3.00%	3.00%				
East Haven	Supervisors	0.00%	2.75%	3.25%				
East Haven	Fire	3.00%	3.25%	4.00%				
Guilford	Supervisors			1.00%	2.50%	2.50%		
Guilford	Public Works	0.00%	2.00%	2.00%				
Guilford	Police	0.00%	3.75%	3.75%				
Guilford	Dispatchers	3.25%	3.25%					
Guilford	Fire	3.00%	3.00%					
Hamden	Fire	3.00%						
Hamden	Police	3.00%						
Hamden	Town Hall/Crossing Guard	2.75%	2.75%					
Hamden	Library	2.75%	2.75%					
Hamden	Parks & Recreation	2.75%	2.75%	2.75%	2.50%			
Hamden	Public Works	2.75%	2.75%	2.50%				
Hamden	Supervisors	2.75%	2.75%					
Madison	Dispatcher	2.50%	2.50%					
Madison	Police	0.00%	2.25%	2.25%				
Meriden	Police	3.25%	3.35%					
Milford	Police	0.00%	2.00%	2.90%				
North Branford	Public Works	3.00%	3.00%					
North Branford	Police	3.25%	3.25%					
North Branford	Clerical & Technical	3.00%	3.00%					
North Branford	Library	3.00%	3.00%					
North Haven	Town Hall	0.00%	0.00%	3.00%				Agreement signed on April 19, 2010.
North Haven	Social Workers	0.00%	0.00%	3.00%				
Orange	Highway	3.00%	3.00%	3.00%				
Orange	Town Hall			0.00%	1.75%	2.00%		
Wallingford	POlice	3.25%	3.30%	3.30%				
Wallingford	Fire	0.00%						FY10-11: 1.5%/1.5%; FY11-12: 1.5%-1.75%
Wallingford	Town Hall/Public Works	2.00%	2.00%	0.00%				
Wallingford*		1.00%	1.95%					*arbitration award, 2010-MBA-038 (6-1-2010)
Wallingford*		2.00%	2.00%	0.00%				*arbitration award, 2009-MBA-9 (10-12-2010)
Wallingford*		0.00%						*arbitration award, 2010-MBA-318 (10-7-2010); FY10-11: 1.5%/1.75%
Wallingford*			0.00%	2.25%	2.00%			*arbitration award, 2010-MBA-36 (8-10-11)
West Haven	Fire		0.00%	0.00%				Split
West Haven	Professional		0.00%	0.00%				Split
West Haven*			0.00%	2.25%	2.00%			*arbitration award, 2009-MBA-064 (3-6-2010)

Summary Statistics for Negotiated Settlements and Arbitration Awards - SCRCOG Region

	FY09-10	FY10-11	FY11-12	FY12-13	FY13-14	FY14-15
AVERAGE	1.99%	2.41%	2.39%	2.36%	2.25%	N/A
MIN	0.00%	0.00%	0.00%	1.75%	2.00%	N/A
MAX	3.25%	3.75%	4.00%	3.25%	2.50%	N/A
MODE	0.00%	3.25%	3.25%	2.00%	N/A	N/A
Sample Size	*39*	*39*	*29*	*9*	*2*	*0*

CCM Municipal Salary Survey Fall 2011

Municipality	Salary ($)	
	Planning Official	***Deputy Planning Offical***
Meriden	109,450	82,118
Wallingford	106,682	79,608
Guilford	97,239	-
Branford	93,344	61,430
Milford	84,132	67,500
Hamden	83,667	79,969
North Haven	69,722	-

James Rode
(203) 421-4323
weirode@yahoo.com

2061 Durham Rd
Madison, Ct 06443

OBJECTIVE

A challenging position and active involvement with an organization and industry with the opportunity for advancement and personal growth.

SKILLS PROFILE

- Proven ability to work independently or as a member of a team.
- Problem solver able to work with multiple groups on multiple projects
- Developed, interpreted and wrote grants, contracts, policies and procedures.
- Task orientated individual able to meet multiple deadlines.

EMPLOYMENT HISTORY

Executive Director, November 2003-present
The Estuary Transit District
Old Saybrook, Ct

- Managed a Public Transit agency with over 25 employees and an annual budget in excess of $800,000
- Directed the reorganization of the district programs including a RFP process to select a subcontractor.
- Directed the set up of new operations including new offices, facilities and the hiring of new staff.
- Developed new marketing programs including brochures, schedules, press releases, Website. In one year's time ridership has grown by 32%
- Worked closely with the area Selectmen, regional planning organizations and Connecticut DOT to develop new funding and new programs for the region.

Associate Manager of Operations, September 1998-November 2003
The Greater New Haven Transit District
Hamden, CT

- Oversaw the booking of over 10,000 trips a month. Providing ADA and Dial-a-Ride services in 17 towns throughout New Haven County.
- Increased Scheduling efficiency from 1.5 trips to over 2 trips per hour with a denial rate of less than 1%
- Working knowledge of Federal ADA guidelines. Wrote agency policy and developed a users' guide for ADA and Dial-a-Ride programs
- Worked with the Region Growth connection to develop a shuttle service providing transportation from New Haven to Old Saybrook.
- Worked with the New Haven savings bank and UI to develop a parking shuttle service for commuters in downtown New Haven.
- Data collection, report writing, SQL queries.
- Provided network services, database management, worked closely with IT support.

EDUCATION

Albertus Magnus College September 1999-May 2001
New Haven, Ct

- B.S. , Human Resources

Middlesex Community College September 1997-May 1999
Middletown, Ct

Salary History

J. Rode

7/11/2006	48,000
1/1/2007	53,000
7/1/2007	54,855
7/1/2008	56,501
7/1/2009	57,631
7/1/2010	59,363
7/1/2011	59,363

RPO FRINGE BENEFITS SURVEY: FY 2011-12

	Capitol	Central CT	Central Naugatuck Valley	Greater Bridgeport	Housatonic Valley	Midstate	Southeastern	South Western	South Central
HEALTH PLAN									
Type:	POS / or H S A	PPO	PPO/HSA	HMO	HMO	POS	FlexPOS Health Sav.Acct.[a]	Flex POS with Health Sav. Acct*	POS[a]
Name of Plan:	Bluecare	Century Pref	HSA High Ded	HMO High Ded	BlueCare Plus	Indiv. Choice	ConnectiCare	Oxford 200D	Aetna Choice
Provider:	Anthem/Anthem	Anthem	Aetna	Oxford	Anthem	Indiv. Choice	ConnectiCare	CBIA Connections	Aetna
Major medical	Y	Y	Y	Y	Y	Y	Y	Y	Y
Doctor visits	Y	Y	Y	Y	Y	Y	Y	Y	Y
Dental	Y(Guardian)	Y	Y (Anthem)	Y (Guardian)	Y	Y	Y (Anthem Flex)	Y (separate)	Y
Prescriptions	Y	Y	Y	Y	Y	Y	Y	Y	Y
Eyeglasses	Y	N	N	N	N	N	Y	N	Y
Other:	Section 125; Vision reimbursement*			Vision Care Emp only					
Pct Paid by Agency for:									
Employee:	90% / 100%	95%	90%	100%	100%	80%	90%	90% premium; 90% HSA	90%
Family:	90% / 100%	90%	90%	90%	100%	80%	90%	90% premium; 90% HSA	90%
LIFE INSURANCE									
Amount	1x salary $100,000 max	up to $30,000	employee option: up to 15% of pension	$50,000 max.	2x salary	1.5x salary	$50,000	up to $75,000	$50,000
Pct paid by Agency:	100%	100%	varies	100%	100%	80%	100%	100%	100%
DISABILITY INSURANCE									
Carrier:	Mutual of Omaha	Guardian	The Standard	Sun Life	Mut of Omaha & IDS	Guardian	UNUM	Hartford Life	None
Short-term benefit:	60% salary	60% salary	60% salary	Y	100% salary	70% salary	None	67% for 26 wks	None
Long-term benefit:	60% salary	None	60% salary	Y	60% salary	60% salary	60%/ Salary	60% for 5 yrs.	None
Pct paid by Agency:	100%	90%	100%	100%	100%	0.8	100%	100%	None
RETIREMENT PLAN									
Type:	Defined Comp	Money Purchase (Savings) Plan	Target Trust	401(a)	SEP	457 Def Comp	Defined Benefit	Defin. Bnft	457 Def Comp
Pct Paid by Agency:	10%	4%	varies	5%	8%	4.5%	9.50%	100%	5%
Employee Contrib:	0%	3%	2% of salary	2% - 5%	0%	3%+	2.25	0%	optional
Yrs before eligible:	6 mos	500 hours	1,000 hours	6 mos	6 mos	1 year	0	1 year	3 mos
Yrs to be fully vested:	5	5	5	5	na	1 year	10 years	7 years	5 years
Min yrs for retirement:	Age 65	na	age 65	age 64	na	age 55	na	age 55	age 65
Carrier:	Fidelity	ING	ING	ICMA	various	various	MERF	Charles Schwab	Prin. Fin. Grp.

SCRCOG Tasks

	Supervisor	Point Person	Backup
Administrative		Carl	Al/Steve
Finance:	Carl	Al	Chris
Budget:		Carl/Al	Steve
Agendas/ Minutes:		Carl	Jim/Steve
Public Relations:		Carl	Staff
Website:	Carl	Chris	Steve
Technology:	Carl	Jim	Chris
Mail/ Clerical	Carl	Chris	Jim/Eugene
Transportation:	Carl	Carl/Steve/ Jim	Chris
Transit:	Carl	Carl/Jim/Steve	Chris
Land Use Planning:	Carl	Eugene	Chris
Regional Planning Commission:	Carl	Eugene	Chris
Environmental/ Energy Initiatives:	Carl	Chris	Eugene
Foreclosure Prevention Project:	Carl	Eugene	Chris
Sustainable Communities Grant:		Carl/ Eugene	Chris
FEMA Hazard Mitigation Grant:	Carl	Eugene	Chris
GIS Project:	Carl	Eugene	Chris
Emergency Preparedness:	Carl	Steve/Al	Chris
Housing:	Carl	Carl/Eugene	Chris
REX Assistance:	Carl	Carl/Eugene	Chris

SCRCOG EXECUTIVE DIRECTOR SALARY RECOMMENDATION FOR FY2012-13

To: Joint meeting of Executive and Personnel Committees
By: Executive Director Carl Amento
Date: June 27, 2012

I am requesting a 2.5% salary increase and a $4500 salary adjustment (reduced from original requested adjustment of $7500) for the Executive Director's salary based upon performance, new programs and comparable salaries paid to executive directors at other Connecticut Regional Planning Organizations (RPOs). The 2.5% salary increase is the same as that requested for the SCRCOG staff. This request would increase the Executive Director salary from $100,000 (as agreed at hiring in January 2010) to $107,000.

The salary adjustment is based upon performance in maintaining a virtually flat operating budget, increasing programming with new grants and initiatives, and creating a smooth functioning staff that works well as a team and exhibits increased productivity and morale.
SCRCOG has obtained two federal grants---the HUD Sustainable Communities Regional Planning Grant and the FEMA Regional Hazard Mitigation Planning Grant--- resulting in greater workloads for staff. SCRCOG is also supervising the Regional Foreclosure prevention program, and we are awaiting word on whether we will be awarded two state Regional Performance Incentive Grants for a Regional Web-Based Geographic Information System and an Inter-Municipal Shared Services Study.

The SCRCOG Personnel Management procedures, Section IIA, provides: "All salaries are, to the maximum extent feasible, based on comparable salary ranges within the Region and other regional organizations."

Attached is a list of salaries paid to other executive directors in the state. SCRCOG is the second largest RPO in the state. My current salary is the 6th highest in the state. Even with the salary increase requested, my salary would remain the 6th highest in the state. Of the executive directors in the state, three of us have doctorate degrees, myself and the executive directors at CRCOG and SWRPA.

Please consider the requested salary increase and adjustment and determine whatever you consider to be fair.

RPO Executive Director Salaries

Regional Planning Organization (RPO)	Abbrev.	Principal City/Town	Regional Population (2010)	Number of Towns	Executive Director Salary, 2011-2012
Capitol Regional Council of Governments	CRCOG	Hartford	769,598	30	$ 145,656
South Central Regional Council of Governments	SCRCOG	New Haven	570,001	15	$ 100,000
South Western Regional Planning Agency	SWRPA	Stamford	364,519	8	$ 120,361
Greater Bridgeport Regional Council	GBRC	Bridgeport	318,004	6	$ 110,000
Council of Governments of the Central Naugatuck Valley	COG-CNV	Waterbury	287,768	13	$ 95,293
Southeastern CT Council of Governments	SECCOG	New London	256,738	18	$ 110,670
Central CT Regional Planning Agency	CCRPA	New Britain	235,878	7	$ 98,645
Housatonic Valley Council of Elected Officials	HVCEO	Danbury	224,616	10	$ 94,111
CT River Valley Planny Agency	LCRVA	Middletown	175,685	16	$ 94,283
Windham Region Council of Governments	WINCOG	Windham	93,291	10	$ 74,453
Valley Council of Governments	VCOG	Shelton	88,250	4	$ 112,500
Northeastern CT Council of Governments	NECCOG	Killingly	83,803	11	$ 90,000
Litchfield Hills Council of Elected Officials	LHCEO	Torrington	83,174	11	$ 84,208
Northwestern CT Council of Govermnents	NWCOG	Salisbury	22,772	9	$ 63,579

Position Title full-time emplo ees onl	Regional Planning Organi ation					
	SCRCOG	***SWRPA***	***GBRC***	***COGCNV***	***SECCOG***	***CCRPA***
Population (2010)	570,001	364,519	318,004	287,768	256,738	235,878
Number of Municipalities	15	8	6	13	18	7
Principal City/Town	New Haven	Stamford	Bridgeport	Waterbury	New London	New Britain
Executive Director/Planning Director	$100,000	$120,361	$110,000	$95,293	$110,670	$98,645
Assistant Director/Deput Director						
Assistant Director					$87,989	
Senior Planner						
Senior Planner/IT Manager						$52,020
Senior Planner				$58,134	$73,230	
Senior Planner				$48,037	$71,257	
Senior Planner					$66,418	
Senior Transportation Planner	$85,635	$60,687	$88,000			
Senior Transportation Planner		$60,519	$75,000			
Senior Transportation Planner			$60,000			
Principal Planner	$74,051					
Senior Regional Transportation Coordinator		$83,185				
Planner						
Regional Planner	$52,022	$54,647				$42,840
Regional Planner						$42,840
Transportation Planner	$59,363		$43,000			$42,840
Sustainability Planner	$45,000					
GIS Coordinator & Specialist						
GIS Coordinator				$49,619	$49,128	
GIS Planning Assistant				$39,608		
GIS Manager						
GIS Analyst		$40,000				
GIS/Planner						
Planning Assistant						
Planning Assistant						$40,000
Planning Assistant						$40,000
Transportation Assistant						
General Administration						
Office Manager/Bookkeeper						$45,970
Financial Manager				$49,774		
Executive Assistant to Director			$74,915			
Administrative Assistant				$38,752		
Office/Fininancial Administrator		$68,261				
Secretary						
Executive Secretary					$50,524	
Total	**416,071**	**487,660**	**450,915**	**379,217**	**509,216**	**405,155**

Source: CT RPO Salary Survey FY12

FY2012-13 Proposed SCRCOG Budget
Executive/ Personnel Committee Review
June 27, 2012

The 2012-2013 Draft SCRCOG Budget proposes:

- **No municipal dues increase. SCRCOG dues rate is the lowest among the 15 Regional Planning Organizations in the state.**

- **The proposed SCRCOG budget for 2012-13 totals $1,577,519. Operating expenses total $791,800, and planning studies and the FEMA grant will result in expenditures of $720,750.**

- **Total operating expenses show an increase of only $12,400 or 1.6% over the current year and only $25,507 or 3.3% since the 2009-2010 FY**

- **The proposed budget contains an increased and more diversified revenue stream with the addition of two federal grants—HUD Sustainable Communities Regional Planning Grant and FEMA Hazard Mitigation Planning Grant---adding $234,000 to our revenues.**

- **Proposed salary increases of $9,331 represent only a 2.2% increase over the current year's salaries. Salary adjustments totaling $9,500 are also proposed. Municipal dues only pay, at the most, 10% of these increases and adjustments or $1,883. Staff salaries will be partially funded by $28,450 of the federal grants obtained by SCRCOG, reducing the draw upon municipal dues and federal transportation funds.**

- **Health and dental costs decreased a total of $4,900 for next year. Our high deductible/health savings account plan will cost SCRCOG $48,000 (31%) less than our 2009-2010 health benefits costs.**

- **We are proposing the addition of a long term disability plan for our employees which will only cost $2,300 per year. With the addition of the disability plan our employees will have a benefits package comparable to that offered by the other Regional Planning Organizations in Connecticut. The dental plan was introduced in FY2010-11. We are now proposing an employee contribution of 10% for the dental plan. In the**

current year, there was no employee contribution. The employee contribution to the health insurance plan was increased from 7 to 10% in FY 2010-11. In FY 2010-2011, we eliminated longevity payments for all employees who had not already started receiving them.

- **The long term disability plan is very inexpensive—only $2300 per year ($230 in local cost) to cover our 6 employees. It requires a 90 day waiting period and then pays up to $3000 per month until normal retirement age if an employee remains disabled. This benefit has been available to employees at all of the other Regional Planning Organizations in the state for several years.**

  In addition, many RPOs offer short term disability plans. We did not feel that a short term plan was needed because employees at SCRCOG accrue Sick Leave at the rate of 1-1/4 days per month and can accumulate up to a maximum of 75 days of Sick Leave. However, Sick Leave cannot be paid in cash to employee upon retirement, resignation or termination. Vacation leave is granted at 2 weeks per year for employees under 5 years of service, 3 weeks for employees with 5 to 10 years of service and 4 weeks for employees over 10 years of service. Vacation Leave is to be used in the current year. Carryover of up to 10 days must be approved by the Executive Director. Reimbursement for Vacation Leave earned but not used is limited to 20 days upon retirement, resignation or termination. The Personnel Policies provide that the Executive Committee may consider granting limited periods of Sick Leave beyond accruals. In addition to the long term disability coverage providing security to the employees, it is a benefit to the employer organization which will now not have to make difficult decisions about wage or Sick Leave continuation for a disabled employee, because that risk has been insured.

- **General overhead expenses are proposed to be reduced by $5,700 as a result of elimination of rental of a postage machine (we are using stamps) and lower liability insurance, workers compensation, audit and legal expenses.**

- **There are no capital expenses planned for next year. $30,200 was budgeted and spent in the current budget year on computer and server upgrades.**

- **Next year's Unified Planning Work Program will fund $515,000 in transportation studies for the benefit of our member cities and towns.**

- **Next year, we expect to expend $205,750 in FEMA grant funds producing a Regional Hazard Mitigation Plan for the 10 communities in our region who did not already have such a plan. Having a plan in place makes the cities and towns and the region eligible for FEMA project grants to eliminate or mitigate identified hazards.**

- **SCRCOG is awaiting notice of whether it will receive either or both of the state Regional Performance Grants it applied for in December of 2011. The applications were for: (1) a Regional Web-Based Geographic Information System (GIS)--$591,028; and (2) an Inter-Municipal Shared Services Feasibility Study--$54,581.**

REGIONAL PLANNING ORGANIZATIONS

Per Capita Dues, FY 2011-2012

CRCOG	$ 0.513; with base of $2,000 for rural towns and $3,000 for urban towns
CCRPA	$0.37
COGCNV	$0.427
CRERPA	$2.00
GBRPA	$0.285
HVCEO	$0.64
LHCEO	$0.80
MRPA	$0.76
NECCOG	$0.95
NWCCOG	$2.15
SCRCOG	$0.27
SCCOG	$0.50
SWRPA	$0.34
VCOG	$0.55
WRCOG	$0.71

South Central Regional Council of Governments
Proposed Budget - Fiscal Year 2013

Revenue	Actual Revenue		Current Budget	Proposed Budget
	Fiscal Year 2010	Fiscal Year 2011	Fiscal Year 2012	Fiscal Year 2013
Muncipal Contribution				
Municipal Contribution	**151,100**	**151,100**	**151,400**	**151,400**
Municipal Contribution - Carry-Over from FY 11	**0**		**28,700**	**0**
Transportation Planning				
U.S. Department of Transportation	**849,608**	**556,471**	**949,700**	**1,023,305**
U.S. Dept of Transportation - Carry-Over from FY 11	**0**	**0**	**229,700**	**0**
CT Department of Transportation	**106,201**	**69,558**	**118,800**	**127,914**
CT Dept of Transportation - Carry-Over from FY 11	**0**	**0**	**28,700**	**0**
Shoreline Greenways - Federal	**216,205**	**0**	**0**	**0**
Shoreline Greenways - Municipal	**54,150**	**0**	**0**	**0**
Regional Planning				
Connecticut Office of Policy & Management	**10,611**	**6,359**	**30,000**	**7,000**
Regional Economic Development Web Portal	**44,218**	**0**	**0**	**0**
REX Development				
Reimbursement for SCRCOG Rent	**0**	**10,000**	**10,000**	**10,000**
Investment Income	**2,015**	**938**	**3,200**	**1,200**
Emergency Response Planning				
NHASH Homeland Security Grant - FY 07	**20,854**	**22,861**	**0**	**0**
NHASH Homeland Security Grant - FY 08	**0**	**35,744**	**30,000**	**0**
NHASH FY 08 - Training Grant	**0**	**0**	**7,500**	**0**
NHASH FY 09 - Training Grant	**0**	**0**	**5,000**	**0**
Sustainable Communities Grant				
Sustainable Communities Reg Planning Grant	**0**	**0**	**48,300**	**20,000**
Hazard Mitigation Plan				
Federal Emergency Management Agency	**0**	**0**	**120,000**	**175,500**
Municipal - In-Kind Contribution	**0**	**0**	**15,000**	**58,500**
TOTAL	**1,454,962**	**853,031**	**1,776,000**	**1,574,819**

Expenses		Actual Expenses		Current Budget	Proposed Budget
		Fiscal Year 2010	Fiscal Year 2011	Fiscal Year 2012	Fiscal Year 2013
General SCRCOG Operations					
1.0	Labor	604,665	564,129	598,800	621,200
2.0	Travel	5,217	4,064	7,900	8,500
3.0	Data Process	8,336	7,556	11,200	9,400
4.0	General Overhead	148,077	148,718	161,500	155,800
	Total - General SCRCOG Operations	**766,293**	**724,467**	**779,400**	**794,900**
5.0	**COG Capital**	**0**	**0**	**30,200**	**0**
6.0	**Special Planning Studies & Pass-Through Grants**				
	Transportation Consultant Services	635,608	50,807	503,000	515,000
	Transportation Consultant Services from FY 11	0	0	287,100	0
	NHASH Homeland Security Grant	19,833	57,049	39,875	0
	ROOF - Regional Foreclosure Fund	0	25,000	0	0
	FEMA - Hazard Mitigation Plan	0	0	125,300	205,750
	Sustainable Communities Consultant	0	0	10,000	0
	Total - Special Planning Studies	**655,441**	**132,856**	**965,275**	**720,750**
7.0	**Contingencies**	----------	----------	**1,125**	**59,169**
	TOTAL	**1,421,735**	**857,323**	**1,776,000**	**1,574,819**

2013 SCRCOG Budget

1.1 Labor - Full & Part Time Staff

		Fiscal Year 10 Audited Expenses	Fiscal Year 11 Audited Expenses	Fiscal Year 12 To Date - 3/31	Fiscal Year 12 Current Budget	Fiscal Year 13 Proposed Budget
	Salaries					
1.111	Full & Part-Time Staff	394,818.37	395,907.91	306,008.06	416,700.00	438,500.00
1.113	Student Intern Program	0.00	0.00	0.00	3,000.00	3,000.00
	Total	**394,818.37**	**395,907.91**	**306,008.06**	**419,700.00**	**441,500.00**
	Benefits					
1.121	Social Security	23,856.19	24,060.05	16,152.10	26,200.00	27,200.00
1.122	Medicare	5,579.25	5,626.85	3,777.19	6,200.00	6,400.00
1.123	Unemployment Compensation	2,526.89	3,468.60	852.18	4,300.00	4,900.00
1.124	Health Insurance	153,000.83	108,411.60	81,539.06	107,600.00	104,900.00
1.125	Dental Insurance	----------	657.25	6,379.19	8,500.00	6,300.00
1.126	Life Insurance	2,183.12	2,440.47	1,323.00	2,300.00	2,300.00
1.127	Long Term Disablility Insurance	----------	----------	----------	----------	2,300.00
1.128	Pension - Contribution	17,671.87	19,528.11	12,738.83	20,900.00	22,200.00
1.129	Pension - Admin. Fee	3,528.00	2,528.00	2,264.00	2,700.00	2,700.00
1.130	Longevity	1,500.00	1,500.00	500.00	500.00	500.00
	Total	**209,846.15**	**168,220.93**	**125,525.55**	**179,200.00**	**179,700.00**
	Total	**604,664.52**	**564,128.84**	**431,533.61**	**598,900.00**	**621,200.00**

2013 SCRCOG Budget

2 Travel

		Fiscal Year 10 Audited Expenses	Fiscal Year 11 Audited Expenses	Fiscal Year 12 To Date - 3/31	Fiscal Year 12 Current Budget	Fiscal Year 13 Proposed Budget
2.1	**Travel - In State**					
2.111	Mileage - SCRCOG Staff	4,295.83	3,702.57	2,705.55	4,500.00	4,500.00
2.112	Field Staff		0.00	0.00	0.00	0.00
2.121	Parking Expense	57.50	133.50	173.08	300.00	400.00
2.131	Rail Transportation	0.00	0.00	22.00	100.00	200.00
2.1	**Total - In State Travel**	**4,353.33**	**3,836.07**	**2,900.63**	**4,900.00**	**5,100.00**
2.2	**Travel - Out of State**					
2.211	Mileage Reimbursement	136.95	84.00	96.90	800.00	400.00
2.212	Air Transportation	0.00	0.00	331.20	0.00	400.00
2.213	Rail Transportation	18.50	119.00	168.55	400.00	400.00
2.221	Parking Expense	42.00	25.00	0.00	200.00	200.00
2.222	Accomodations	665.72	0.00	866.09	1,400.00	1,700.00
2.223	Meal Allowance	0.00	0.00	24.45	0.00	100.00
2.224	Miscellaneous Expenses	0.00	0.00	24.00	200.00	200.00
2.2	**Total - Out of State Travel**	**863.17**	**228.00**	**1,511.19**	**3,000.00**	**3,400.00**
2.0	**Total - Travel**	**5,216.50**	**4,064.07**	**4,411.82**	**7,900.00**	**8,500.00**

2013 SCRCOG Budget

3.1 Computer Supplies & Software

		Fiscal Year 10 Audited Expenses	Fiscal Year 11 Audited Expenses	Fiscal Year 12 To Date - 3/31	Fiscal Year 12 Current Budget	Fiscal Year 13 Proposed Budget
	Computer Supplies					
3.111	Plotter Paper	0.00	0.00	0.00	100.00	100.00
3.121	Laser Ink - Black - HP 3700	147.99	0.00	71.98	300.00	200.00
3.122	Laser Ink - Color - HP 3700	566.97	0.00	77.97	600.00	600.00
3.123	Laser Toner Cartridges - HP 5200	777.88	0.00	0.00	800.00	700.00
3.124	Plotter Ink	0.00	0.00	77.98	100.00	200.00
3.131	Backup Storage Cartridges - Server	0.00	0.00	0.00	400.00	400.00
3.132	Cleaning Tape	0.00	0.00	0.00	100.00	100.00
3.133	CD & DVD Diskettes	106.76	0.00	64.37	100.00	100.00
3.141	Miscellaneous Computer Supplies	8.63	0.00	102.00	100.00	200.00
3.151	Miscellaneous Computer Equipment	0.00	62.95	0.00	100.00	100.00
	Total - Computer Supplies	**1,608.23**	**62.95**	**394.30**	**2,700.00**	**2,700.00**
	General Purpose Software					
3.211	Adobe Acrobat	0.00	0.00	840.00	500.00	0.00
3.212	Remote Access Operating System	0.00	0.00	259.00	0.00	0.00
3.213	Other General Purpose Software	0.00	0.00	1,039.98	400.00	400.00
3.221	Arc View Upgrade, Maint, & Support	0.00	0.00	0.00	1,200.00	0.00
3.231	Symantec Network Security	891.60	594.00	618.75	800.00	800.00
3.232	Sonic Wall	115.00	115.00	0.00	200.00	200.00
3.241	Transportation Software	0.00	0.00	0.00	300.00	0.00
3.251	Advantage - Accounting	2,514.39	2,939.00	3,450.95	3,400.00	3,500.00
3.252	TransCAD License & Support	2,495.00	995.00	0.00	1,100.00	1,100.00
3.253	Miscellaneous Software Support	0.00	0.00	0.00	100.00	200.00
3.261	Domain Registration	211.50	0.00	0.00	100.00	100.00
3.262	E-Mail / Web-Site Hosting Fee	300.00	225.00	225.00	400.00	400.00
3.263	SCRCOG Website Enhancements	199.99	2,625.00	0.00	0.00	0.00
3.2	**Total - Computer Software**	**6,727.48**	**7,493.00**	**6,433.68**	**8,500.00**	**6,700.00**
3.0	**Total Data Process**	**8,335.71**	**7,555.95**	**6,827.98**	**11,200.00**	**9,400.00**

2013 SCRCOG Budget

4.1 General Overhead

		Fiscal Year 10 Audited Expenses	Fiscal Year 11 Audited Expenses	Fiscal Year 12 To Date - 3/31	Fiscal Year 12 Current Budget	Fiscal Year 13 Proposed Budget
4.1	**Rent**					
4.111	Monthly Expense	98,561.52	97,123.30	80,880.80	97,300.00	99,200.00
4.112	Alarm Monitoring	395.40	395.40	395.40	500.00	500.00
	Total Rent	**98,956.92**	**97,518.70**	**81,276.20**	**97,800.00**	**99,700.00**
4.2	**Postage & Telephone**					
4.211	First Class Postage	1,000.00	1,505.59	0.00	2,200.00	1,700.00
4.212	Certified Mail	0.00	0.00	0.00	100.00	100.00
4.213	Express Mail	0.00	0.00	47.66	100.00	100.00
4.221	Telephone	3,817.62	5,941.07	1,749.99	3,800.00	3,800.00
4.222	Mobile Data Plan	----------	----------	713.33	1,800.00	1,800.00
	Total Postage & Telephone	**4,817.62**	**7,446.66**	**2,510.98**	**8,000.00**	**7,500.00**
4.3	**General Office Supplies**					
4.311	Tape, Staples, Clips	11.00	26.79	5.69	100.00	100.00
4.312	Note Paper & Pads	29.94	27.51	25.99	100.00	100.00
4.313	Pens, Pencils & Markers	53.78	24.14	111.05	100.00	100.00
4.314	Binders & Folders	183.44	147.20	8.28	300.00	300.00
4.315	Envelopes, Labels & Postal Supplies	487.85	168.37	107.45	700.00	700.00
4.316	FAX Machine Supplies	0.00	259.98	0.00	100.00	100.00
4.321	Copier Paper	0.00	0.00	0.00	1,700.00	1,500.00
4.322	Copier Supplies	0.00	0.00	0.00	100.00	100.00
4.323	Commercial Printing & Coping	165.00	100.00	46.00	400.00	400.00
4.324	Business Cards	43.00	0.00	0.00	100.00	100.00
4.325	Check Reprinting	0.00	343.62	0.00	400.00	400.00
4.326	Purchase Order Forms	0.00	0.00	0.00	200.00	200.00
4.331	Federal & State Labor Law Posters	0.00	0.00	57.25	100.00	100.00
4.332	Poland Springs Water	577.75	603.47	574.69	800.00	900.00
4.333	Miscellaneous Office Equipment	196.85	341.83	10.00	300.00	400.00
4.334	Miscellaneous Office Supplies	351.33	228.00	265.05	400.00	400.00
	Total Office Supplies	**2,099.94**	**2,270.91**	**1,211.45**	**5,900.00**	**5,900.00**

2013 SCRCOG Budget

	General Overhead	Fiscal Year 10 Audited Expenses	Fiscal Year 11 Audited Expenses	Fiscal Year 12 To Date - 3/31	Fiscal Year 12 Current Budget	Fiscal Year 13 Proposed Budget
4.41	**General Office Maintenance**					
4.411	Postage Machine Rental	600.00	600.00	375.52	700.00	0.00
4.412	FAX Machine Maintenance Contract	160.20	172.92	140.04	200.00	300.00
4.413	Miscellaneous Office Equipment	85.00	170.00	127.62	200.00	700.00
4.421	Network & Computers - Replacement Parts	0.00	0.00	616.88	400.00	500.00
4.422	Network & Server Maintenance Contract	2,091.00	6,054.50	216.02	7,000.00	5,500.00
4.431	Copier - Base Service Contract	5,807.64	5,807.64	3,871.76	6,000.00	6,000.00
4.432	Copier - Meter Usage Charge - B&W	665.47	547.17	290.30	700.00	600.00
4.433	Copier - Meter Usage Charge - Color	1,065.88	2,099.31	1,432.75	2,000.00	2,200.00
	Total Equipment Maintenance	**10,475.19**	**15,451.54**	**7,070.89**	**17,200.00**	**15,800.00**
4.51	**Dues, Subscriptions & Publications**					
4.511	American Planning Association	0.00	101.00	254.00	200.00	300.00
4.512	New England Assoc. of Regional Councils	0.00	0.00	0.00	200.00	0.00
4.513	Professional Engineer License	285.00	285.00	285.00	300.00	300.00
4.514	Assoc. of American Geographers	0.00	0.00	0.00	0.00	200.00
4.515	National Association of Regional Council	175.00	0.00	1,000.00	2,900.00	0.00
4.516	Other Dues & Contributions	30.00	0.00	0.00	200.00	300.00
4.521	Atlantic Northeast Rails & Ports	145.00	145.00	145.00	300.00	200.00
4.522	APA - Zoning Practice	0.00	90.00	95.00	100.00	100.00
4.523	APA - Journal of APA	0.00	0.00	0.00	200.00	0.00
4.524	Other Subscriptions	0.00	0.00	0.00	100.00	200.00
4.531	Technical Books & Reports	0.00	0.00	0.00	200.00	200.00
	Total Dues, Subscriptions & Publications	**635.00**	**621.00**	**1,779.00**	**4,700.00**	**1,800.00**
4.61	**Insurance, Audit & Legal**					
4.611	General Liability	10,420.00	2,829.00	2,890.00	3,100.00	2,700.00
4.612	Workers Compensation	1,680.00	1,446.00	1,358.00	1,600.00	1,500.00
4.613	Public Officials Liability	----------	2,560.00	2,560.00	2,700.00	2,600.00
4.621	Annual Audit	8,250.00	8,500.00	0.00	9,800.00	8,600.00
4.631	Land Use Issues	0.00	0.00	0.00	300.00	0.00
4.632	Pension Review	2,991.25	2,000.00	0.00	1,200.00	0.00
4.633	Other Legal Services	656.90	450.00	0.00	400.00	400.00
	Total Insurance, Audit & Legal	**23,998.15**	**17,785.00**	**6,808.00**	**19,100.00**	**15,800.00**

2013 SCRCOG Budget

	General Overhead	Fiscal Year 10 Audited Expenses	Fiscal Year 11 Audited Expenses	Fiscal Year 12 To Date - 3/31	Fiscal Year 12 Current Budget	Fiscal Year 13 Proposed Budget
4.71	**General Meeting Expenses**					
4.711	Meeting Refreshments	2,042.71	2,252.23	1,661.64	2,600.00	2,600.00
4.721	Regional Plan Comm - Annual Mtg	442.80	559.29	593.05	700.00	700.00
4.722	SCRCOG December Meeting	1,048.32	750.00	744.29	1,000.00	900.00
4.723	Other SCRCOG Meetings	0.00	45.00	635.25	300.00	700.00
		3,533.83	**3,606.52**	**3,634.23**	**4,600.00**	**4,900.00**
4.73	**Seminars & Conferences**					
4.731	Technical Transportation Seminars	115.00	970.00	750.00	500.00	1,800.00
4.732	Technical Land Use Seminars	310.00	250.00	185.00	500.00	500.00
4.733	Other Seminars & Conferences	0.00	0.00	500.00	300.00	500.00
	Total Seminars & Conferences	**425.00**	**1,220.00**	**1,435.00**	**1,300.00**	**2,800.00**
4.74	**Advertising Expense**					
4.741	Employment Opportunities	1,187.50	756.00	0.00	500.00	0.00
4.742	Audit - Legal Notice	69.75	80.40	71.51	100.00	100.00
4.743	RFP Consultant Selection	407.33	226.94	0.00	700.00	600.00
4.744	Other Published Notices	1,276.52	1,168.80	183.42	700.00	500.00
	Total Advertising	**2,941.10**	**2,232.14**	**254.93**	**2,000.00**	**1,200.00**
4.81	**Miscellaneous**					
4.811	Miscellaneous Expenses	193.85	285.59	225.36	400.00	400.00
4.812	Bank Account Analysis Charge	0.00	280.00	0.00	500.00	0.00
4.8	**Total - Miscellaneous**	**193.85**	**565.59**	**225.36**	**900.00**	**400.00**

2013 SCRCOG Budget

6.0 Consultants

		Fiscal Year 10 Audited Expenses	Fiscal Year 11 Audited Expenses	Fiscal Year 12 To Date - 3/31	Fiscal Year 12 Current Budget	Fiscal Year 13 Proposed Budget
	Transportation Consultants					
6.11	Regional Build-Out Analysis	38,429.50	0.00	0.00	0.00	0.00
6.12	Shoreline Greenways Planning Study	260,309.90	0.00	0.00	0.00	0.00
6.13	Meriden Road Study	65,473.94	0.00	0.00	0.00	0.00
6.14	Meriden Traffic Signal Study	53,526.06	0.00	0.00	0.00	0.00
6.15	New Haven - Whalley Avenue Corridor Study	68,012.00	0.00	0.00	0.00	0.00
6.16	Wallingford - Route 68 Corridor Study	67,070.50	0.00	0.00	0.00	0.00
6.17	East Haven - Route 100 Corridor Study	7,794.00	0.00	0.00	0.00	0.00
6.18	Region - Congestion Management	24,991.93	0.00	0.00	0.00	0.00
6.19	Region - TransCAD Update	35,000.00	0.00	0.00	0.00	0.00
6.20	SCRCOG - Sustainable Cities Application	15,000.00	0.00	0.00	0.00	0.00
6.21	North Haven - Spring Road Traffic Calming	0.00	10,200.00	8,050.00	15,000.00	0.00
6.22	Bethany - Road Study	0.00	8,000.00	17,000.00	0.00	0.00
6.23	Bethany - Mini-Bus	0.00	0.00	200.00	10,000.00	0.00
6.24	Hamden - East-West Transportation Study	0.00	4,050.00	25,950.00	28,600.00	0.00
6.25	Wallingford Transit Study	0.00	6,359.84	7,940.04	19,500.00	0.00
6.26	Regional School Bus Study	0.00	7,266.90	2,422.30	15,000.00	0.00
6.27	Regional Traffic Signal Study	0.00	1,500.00	10,000.00	22,700.00	0.00
6.28	Regional Road Classification	0.00	13,430.00	750.00	60,000.00	0.00
6.29	Meriden Trail Study	0.00	0.00	18,000.00	10,000.00	0.00
6.30	Regional Congestion Management	0.00	0.00	2,314.95	65,000.00	0.00
6.31	Regional Transit Data Acquisition	0.00	0.00	2,500.00	25,000.00	0.00
6.32	Madison Transportation/Transit Study	0.00	0.00	0.00	22,800.00	0.00
6.33	Bethany - Pavement Management	0.00	0.00	0.00	12,500.00	0.00
6.34	New Haven - Downtown Modal Split Study	0.00	0.00	0.00	21,000.00	0.00
6.35	East Haven - Hemingway Ave & Coe Ave Study	0.00	0.00	0.00	50,000.00	0.00
6.36	New Haven - Foxon Boulevard Corridor	0.00	0.00	0.00	70,000.00	0.00

6.0 Consultants

		Fiscal Year 10 Audited Expenses	Fiscal Year 11 Audited Expenses	Fiscal Year 12 To Date - 3/31	Fiscal Year 12 Current Budget	Fiscal Year 13 Proposed Budget
6.37	Wallingford Traffic Signal Study	0.00	0.00	0.00	45,000.00	0.00
6.38	Update TransCAD Transit Model	0.00	0.00	0.00	98,000.00	0.00
6.39	Multi-Community Road Study	0.00	0.00	0.00	150,000.00	0.00
6.40	Regional Traffic Signal Study	0.00	0.00	0.00	50,000.00	0.00
6.41	New Haven Street Pattern - Phase 1	0.00	0.00	0.00	0.00	150,000.00
6.42	Wallingford Sign Inventory	0.00	0.00	0.00	0.00	45,000.00
6.43	Hamden - Traffic Calming	0.00	0.00	0.00	0.00	50,000.00
6.44	Hamden - Traffic Signal Study - Phase 1	0.00	0.00	0.00	0.00	40,000.00
6.45	Madison, Guilford, East Haven - Road Study	0.00	0.00	0.00	0.00	50,000.00
6.46	Regional - Congestion Management Process	0.00	0.00	0.00	0.00	110,000.00
6.47	Transportation Mobility Management Study	0.00	0.00	0.00	0.00	40,000.00
6.48	Tweed Airport Cargo Study	0.00	0.00	0.00	0.00	30,000.00
	Total - Transportation Consultants	**635,607.83**	**50,806.74**	**95,127.29**	**790,100.00**	**515,000.00**
	Land Use & Other Consultants					
6.51	Regional Economic Development Web-Site	33,693.00	0.00	0.00	0.00	0.00
6.52	ROOF - Regional Foreclosure Fund	0.00	25,000.00	0.00	0.00	0.00
6.53	NHASH - Emergency Management Training	19,833.47	57,049.24	7,955.00	39,875.00	0.00
6.54	Pre-Diaster Mitigation Plan	0.00	0.00	0.00	110,300.00	147,750.00
6.55	Municipal - "In-Kind" Contribution - FEMA Grant	0.00	0.00	0.00	15,000.00	58,000.00
6.56	Sustainable Communities Grant	0.00	0.00	0.00	10,000.00	0.00
	Total - Land Use Consultants	**53,526.47**	**82,049.24**	**7,955.00**	**175,175.00**	**205,750.00**
5.0	**Total - Consultants**	**689,134.30**	**132,855.98**	**103,082.29**	**965,275.00**	**720,750.00**

SCRCOG
SOUTH CENTRAL REGIONAL COUNCIL OF GOVERNMENTS
Planning for Our Region's Future

Bethany Branford East Haven Guilford Hamden Madison Meriden Milford
New Haven North Branford North Haven Orange Wallingford West Haven Woodbridge

Carl J. Amento, Executive Director

Resolution

Fiscal Year 2013 (July 1, 2012 – June 30, 2013) South Central Regional Council of Governments Budget

Whereas: South Central Regional Council of Governments By-Laws prescribes that the Council shall review and approve SCRCOG budgets, and

Whereas: SCRCOG's Executive Committee has reviewed and recommends acceptance of the proposed Fiscal Year 2013 budget totaling $1,577,519

Now, therefore be resolved by the South Central Regional Council of Governments:

That a Fiscal Year 2013 Budget is adopted (copy attached), and

That Fiscal Year 2013 SCRCOG municipal dues are established at 27 cents per capita, per the CT Department of Public Health's July 2010 Population estimates.

Certificate:

The undersigned duly qualified and acting Secretary of the South Central Regional Council of Governments certifies that the foregoing is a true and correct copy of a resolution adopted at a legally convened meeting of the SCRCOG on June 27, 2012.

Date: June 27, 2012. By: _____

Scott Jackson, Secretary
South Central Regional Council of Governments

127 Washington Avenue, 4th Floor West, North Haven, CT 06473

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