

**Minutes of the
MEETING OF THE BOARD OF SELECTMEN
Monday, February 18, 2020 @6:00 p.m.
TOWN OFFICE BUILDING**

First Selectwoman Catherine Iino called the meeting of the Board of Selectmen to order at 6:05 pm. In attendance were Selectman Lou Annino, Jr., Selectman Eileen Blewett. Visitors: Finance Director Regina Regolo; Robert and Marcella Sassi.

Iino moved the approval of the regular meeting minutes for Monday, January 27, 2020 and Monday, February 10, 2020. Second by Annino. Motion approved unanimously.

Regolo informed the board that Parmelee Farm and Youth & Family Services will be coming to Thursday's meeting, and she assumes that the Fire Commissioners will be coming on Monday February 24th at 7 p.m. Iino discussed the board's proposed reduction in the Library's request with Lucinda Hogarty, chair of the Library Association. Hogarty did not feel the need to attend to discuss it further.

The board resumed a discussion of the capital equipment requests for both public works and Parmelee. Regolo had questions about the John Deere that was purchased for Public Works in 2017 and whether or not the proposed attachment in next year's budget was for the 2017 John Deere or the proposed new payloader. Iino will ask for clarification from Walter Adametz, highway foreman. The board discussed Parmelee's request for a John Deere tractor/backhoe and the John Deere 4x4 utility gator. These items will be discussed with Tim Gannon, chair of the Parmelee Farm committee, on Thursday, February 20, 2020.

With regard to the operating budget, Iino expressed her concern that the question of salaries for elected and nonelected employees has not been finalized. She asked whether the board felt that the Joint Commission on Compensation should be reconvened. Iino stated that she felt it should. She thought that the committee needs to make a determination about what the policy is with regard to elected officials. Annino described the methods that the committee used in the past. The committee compared Killingworth to towns with similar demographics. With regard to elected officials, the committee recommended that there be no increases during a term of office but for those serving a 4-year term, there would be a mid-term review to see if the salary remains appropriate relative to our peer municipalities. He reminded the board that this was not a performance-based review. Both Iino and Annino agreed that the Charter Revision Commission should consider whether the Tax Collector and Town Clerk positions should remain elected or become appointed. Annino stated that he had served on the committee twice and that he did not intend to participate this time. Annino suggested that

rather than reconvene the Joint Commission on Compensation, the board of selectmen could make recommendations for salary changes. lino agreed. After some discussion about the challenges of compensation levels for various categories or workers, Blewett suggested that this board take another look at the total compensation packages provided by the town at a separate meeting outside of the budgeting process. She felt that the town should reconsider the employee health insurance cost-share and the need for a buyout as well as other components of the package.

Regolo pointed out that the draft budget shows a 2.5% increase for the Administrative Assistant although other nonunion positions are slated for a 2% increase. While the Administrative Assistant is not a union position, the Board agreed that an increase in keeping with the AFSCME levels was appropriate.

Blewett asked about the Board of Election funding. Regolo explained that the increase for FY20/21 is due to the busy election year.

Blewett inquired about the increase for the Town Engineer. Regolo pointed out there had not been an increase. The budget request is unchanged and based upon a historical average. lino pointed out that engineering expenses related to approved capital projects are charged to the capital budget but when engineering work is performed before the project is approved - in an effort to present "shovel ready" projects to the town - those expenses are charged to the operating budget.

Blewett inquired about the \$35,000 repair line. Regolo explained that these funds are used for a very broad range of expenses ranging from town hall lightbulbs to larger painting or repair projects. There is no proposed increase in this line item. Annino would like to see a multi-year list of the more routine maintenance needs of town facilities. lino thought those responsibilities would fall to a facility manager and pointed out that we did not have one. Annino suggested that the Highway Foreman manage the responsibility.

Blewett had concerns about the increased request for Highway Other as well as the expenses year-to-date. lino and Annino explained that the budget request from last year reflected the estimated cost for completing work that had not been getting done in the past. The Board of Finance cut the FY19/20 Highway other budget by over \$50,000. At the time, the Board of Selectmen told the Board of Finance that when the 19/20 funding levels proved to be inadequate, they would be returning to the Board of Finance for additional funding.

With regard to the Highway Department's request for additional personnel, Regolo provided an estimate for the cost of two additional full-time employees. The estimate includes the base

hourly rate for an entry level position under the UPSEU contract, estimated overtime, snow overtime, payroll taxes, pension, health, life, disability, uniforms, safety shoes, random drug testing, and physicals. She estimates the annual cost to be \$89,264 for one employee and \$178,528 for two employees. She reminded the group that additional employees also presented exposures for workers compensation and unemployment liabilities. lino said that Adametz will provide the board with the reductions in other line items and a program work to be performed that would justify the additional cost of the new hires.

lino moved that the meeting be adjourned. The motion was seconded by Annino and approved unanimously. The meeting adjourned at 7:39 p.m.

Respectfully submitted,

Regina Regolo
Acting Recording Secretary