Town of Seymour
Board of Selectmen and Board of Finance

Minutes
Joint SPECIAL Committee Meeting
Tuesday, June 29, 2015 at 7:00pm
Norma Drummer Room, Seymour Town Hall

Members Present: Al Bruno, Beverly Kennedy, Paul Roy, Bill Sawicki

Others Present: David Bitso

Item #1 – Call Meeting to order
Board of Finance Chairman Bill Sawicki called the meeting to order at 7:02pm.

Item #2 – Pledge of Allegiance
Everyone saluted the Flag and recited the Pledge of Allegiance.

Item #3 – Public Comment
David Bitso (1 Meadow Woods Road) - Caution not to raise the salary too high to begin with; we should increase in increments based on performance

Item #4 – Discuss and Take Possible Action on 1st Selectman’s Salary
- Bill Sawicki – the current salary ($72,500) has been in place since 2003; effective with the election this November; can we start with $90,000 and then have increases of 2.99% at each re-election; the position is currently grossly underpaid; the democratic and republican parties need to carefully screen candidates
- Al Bruno – if we make the salary too high, someone could take the job for the wrong reason
- Bill Sawicki – this person needs to be compensated for managing a $25 million budget – debt of $1 million
- Paul Roy – if we had a Town Manager, we could get rid of him if not doing the job
- Al Bruno – probably the Town Manager idea would not fly; people here are resistant to change
- Paul Roy – we should start more in the $75 to $80,000 with increases on re-elections; many responsibilities have been taken away from the First Selectman over the past four years
- Bill Sawicki – Human Resources management is critical – 300 Board of Ed people – 150 for the Town – a competent HR person is necessary
- Beverly Kennedy – Is there any criteria for running for the First Selectman? To go from $72,500 to $90,000 is a big jump
- Al Bruno – regarding the information attached of the other neighboring towns with comparable populations, would like to see the $ of the budgets that they are managing
- Bill Sawicki & Al Bruno – after 12 years, $75 to $80,000 is not a lot
- Bill Sawicki – will ask Doug Thomas to please update attached information to include the budget information for each town and per capita
- Al Bruno – should have at least $85,000
- Bill Sawicki – this person needs to deal with rating agencies and the state – need to make sure that the people elected are qualified – will also check on what year we can implement the new salary
• *David Bitto* – anything above $85,000 we will need to defend our reasoning; Tony Caserta’s position is also seriously underpaid

• Will have another discussion on Monday, July 20\textsuperscript{th} at 7:00pm after reviewing the additional information

• BENEFIT Package:
  
  o Travel stipend - $1,800 per year
  
  o Health insurance – BCBS HSA - $2,000 town contribution plus 95% of plan cost

  BCBS PPO – 91% of plan cost (remainder paid by participant)

  o Retirement – 2.25% of salary contribution

**Item #5 – Adjournment**
Motion to adjourn

Motion: Al Bruno  
Yes: 4  
No: 0  
Second: Beverly Kennedy  
Abstain: 0

Meeting was adjourned at 7:38pm.

Submitted by:

*Monica Dimon*  
*Recording Secretary*