

Town of Seymour
Board of Selectmen and Board of Finance

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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 the 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 Bitso – 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 20th at 7:00pm after reviewing the additional information
- BENEFIT Package:
 - Travel stipend - \$1,800 per year
 - Health Insurance – BCBS HSA - \$2,000 town contribution plus 95% of plan cost
BCBS PPO – 91% of plan cost (remainder paid by participant)
 - 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