

Tri-Board Meeting—January 8, 2018
Boards of Education, Finance and Selectmen
Citizen Questions and Responses

Board of Education

Was the large increase for fiscal year 2016, due to capital expenditures, bonding or expenses?

The increase followed a year of a zero budget increase. The Board of Education's average increase for the past eight budgets was less than 1%. Capital and bonding expenditures are not included in the Board of Education operating budget.

There was a suggestion to compare East Haddam School District's cost per pupil to other districts.

Please see link below to state website for information:

<http://www.sde.ct.gov/sde/lib/sde/PDF/dgm/report1/basiccon.pdf>

Boards of Finance and Selectmen

What consideration is being given to Town revenues given the State of Connecticut reducing aid to municipalities?

- The Town budget for expenditures is being prepared using the zero-based budget approach.
- The Board of Finance formed a Revenue Subcommittee to review:
 - the fees the town charges
 - Payments in Lieu of Taxes (PILOT)
 - services that we provide to other towns
 - grant and investment opportunities
- The Board of Finance will carefully review and analyze all revenue sources and expenditures as part of their budget process.

What does the Town's Grand List look like?

The increase to the Grand List following revaluation is 1.8%.

Will the Town be preparing a five-year plan that addresses/anticipates reductions in Municipal Aid from the State?

The Board of Finance formed a Long-Range Planning Subcommittee that will be preparing long-range planning and guidance for the Board's review.

Questions relating to employee compensation:

1. Are employee increases tied to or aligned to performance?

Increases are not tied to or aligned to performance.

2. Did all employees receive a 2.5% increase for 2017-2018?

There are eight collective bargaining agreements for employees of the Town and the Board of Education. Most contracts are negotiated for three-year terms. They are not tied to or aligned to performance. Not all employees received a 2.5% increase. Non-union town employees received a 1% increase, and have been tied to the clerical contract for over 20 years, but that changed with the 2017-2018 budget.

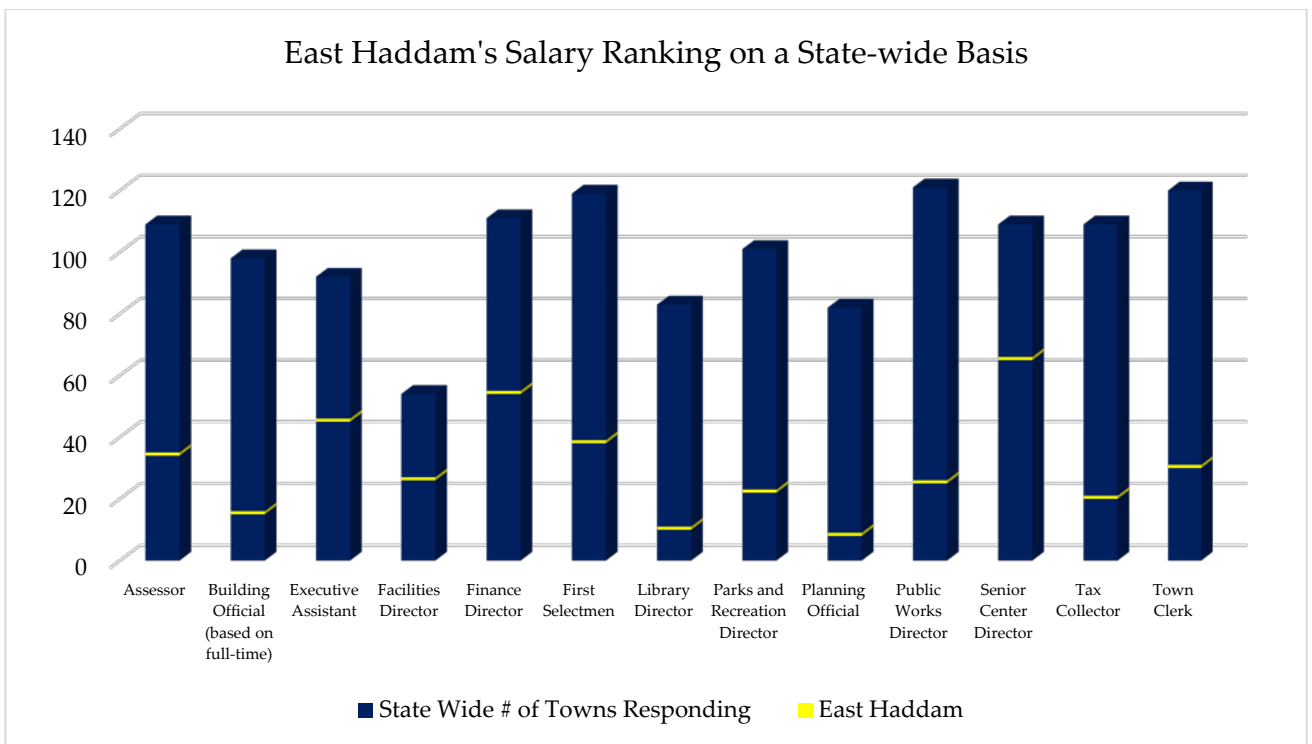
Please see information below for each of these contracts.

Union	2017-2018 Increase	2018-2019 Increase	Contract Expiration
TOWN UNIONS			
East Haddam Clerical Association	2.25%	2.25%	06/30/2020
East Haddam Firefighters Union	2.50%	2.25%	06/30/2019
General Teamsters Union (Public Works)	2.50%	TBD	06/30/2018
International Brotherhood of Police Officers	2.25%	2.25%	06/30/2020
International Union of Operating Engineers (Transfer Station)	2.50%	TBD	06/30/2018
BOARD OF EDUCATION UNIONS			
East Haddam Administrators' Association	2.25%	2.25%	06/30/2021
East Haddam Education Association (teachers)	2.50%	2.50%	06/30/2020
United Public Service Employees Union (custodians, maintenance, nurses, secretaries, para-educators and finance assistant)	2.25%	2.25%	06/30/2020

3. How do we ascertain the value of positions?

The Town is a member of the Connecticut Conference of Municipalities (CCM). CCM conducts an annual salary survey from member municipalities. That data provides insight to the Town when replacing positions. When hiring for positions within our community, it should be noted that many are specialized inasmuch as these are not positions found in general business and industry. Below is comparative salary data utilizing state and local data from the 2016 CCM survey (the 2017 survey has not yet been released).

East Haddam does not rank in the top of state wide salaries. Overall East Haddam ranks at mid-point or below. Please see the chart below that reflects where we rank state wide.



Please see the chart below that reflects where we rank in towns with a population between 9,000 and 13,000.

