

Stacy Gravano, C.T.C.  
TOWN CLERK

**EAST HAVEN TOWN COUNCIL  
PUBLIC HEARING MINUTES  
TUESDAY, APRIL 18, 2017**

In accordance with Chapter III, Section 6 of the East Haven Town Charter, the East Haven Legislative Town Council conducted a Public Hearing meeting on Tuesday, April 18, 2017, at 7:00PM at the East Haven Senior Center, 91 Taylor Avenue, East Haven, CT 06512.

Chairman Fred Parlato calls the meeting to order at 7:00PM.  
He asks all to stand for the pledge of allegiance.

**Item #1**

Roll Call for Public Hearing #1-12 present – 2 absent (Santino and Butler III).  
A quorum is present.

**Item #2**

To conduct Public Hearing #1 to discuss an "Ordinance adopting the Town and Board of Education Budgets and fixing the tax rate in mills for the 2017-2018 fiscal year of the Town of East Haven." - Town Side of the Budget.

No public comment.

**Item #3**

Adjournment of Public Hearing #1.

Councilman Robert Parente makes a motion.  
Councilman Ken McKay seconds the motion.  
Voice vote: all in favor-none oppose-none abstain. Motion carries.

**Item #4**

Roll Call for Hearing Committee - 12 present – 2 absent (Santino and Butler III).

**Item #5**

Hearing Committee report to the full Town Council to recommend action on Public Hearing #1.

Finance Director Paul Rizza provides the Council members with the below proposed increases for non-union employees.

	Non Union Employees		
	Current	Mayor's Recommnd.	
Town Engineer	\$ 91,830.00	\$ 94,584.90	2,755.00
Supernt operations	\$ 78,787.00	\$ 81,150.61	2,364.00
Adm. Mgt.	\$ 84,050.00	\$ 86,571.50	2,522.00
Ass't Adm. Mgt.	\$ 84,050.00	\$ 86,571.50	2,522.00
Admin.Ass't.	\$ 44,126.00	\$ 45,449.78	1,324.00
Finance Dir.	\$ 95,252.00	\$ 100,014.60	4,763.00
Police Chief	\$ 106,113.00	\$ 109,296.39	3,184.00
Deputy Chief	\$ 91,982.00	\$ 94,741.46	2,760.00
Fire Chief	\$ 106,113.00	\$ 109,296.39	3,184.00
Ass't. Chief	\$ 91,982.00	\$ 94,741.46	2,760.00
Exec. Admin. Ass't.	\$ 48,855.00	\$ 50,320.65	1,466.00
		Total	29,604.00

- Mr. Rizza explains this is for non-union employees that are not covered by any type of an agreement. We usually do this about this time in the budget process; it is usually towards the end. Basically, he outlined the positions and titles, the current pa and the Mayor's recommendations. For the most part these are 3% increases, which is about where the current unions in place are. The only one that is a little different is the Director of Finance which based on the Mayor's recommendation is a 5% increase as there has been quite a bit of compression between that position and employees that work under the Director of Finance which is the reasoning for the increase.
- Councilman Richard Anania asks about the Fire Chief; he is brand new just coming on and we are going to give him a 3% raise. We don't really know what he can do or can't do. He doesn't think it is fair to the other people who have



been here when he is just getting hired and getting 3%. And the other ones on here got an increase last year.

- Town Attorney Joseph Zullo explains that the Mayor's philosophy with respect to Fire and Police is that he desires to treat them equally; they both head emergency services for the Town and he didn't want to penalize the Police Chief because the Fire Chief is brand new. In comparison, the Fire Chief's salary is still below the median in the region. The Mayor wants to treat them equally and so as to not penalize Chief Lennon; he afforded the raise to both positions. On the same token in negotiating the contract with the new Fire Chief, the Mayor was more stringent in terms of other things which makes up for the fact that he is getting a little more money as far as the wage goes. Doug Jackson used to get a stipend for being the Town's Emergency Services person and they are talking about restructuring that and all of the new hires as opposed to the old come with a cash out of 50% of their vacation time rather than 100% which was a big problem a couple of years ago with the PD at 100% or 70% for some. As much as there is a pay increase, he wouldn't be too concerned about it; he thinks the Town has made up for it in other areas.
- Councilwoman Letizia Lettieri-Morales says when the new Fire Chief was hired; did he know what he was being hired at? Was he hired at the \$106,000?
- Attorney Zullo says assuming he is sworn in Thursday, they actually don't have a signed contract as of yet, but it would be at the \$106,000 because it's the current fiscal year. If the Council approves it along with the Police Chief for fiscal year 17'-18' it would be at the \$109,000.
- Councilwoman Lettieri-Morales says she agrees with the Mayor that they shouldn't penalize the Police Chief however this is why she thinks these positions should be taken separately. She thinks the Chief and Deputy Police Chief deserve a raise but this guy was just hired, he had to know what he was going to be hired at, even though he didn't sign a contract someone had to have sat down with him to tell him what the position pays. So, her suggestion is to take this separately, vote separately on it because she doesn't want to penalize the Police Chief he does a great job. Paul tells them how we are struggling with money in the Town how about all of the people who are getting 3% go down to 2% to save money. Her other suggestion is, depending on if they give the Fire Chief the raise and go down to 2%, she thinks the Administrative Assistant is underpaid and she deserves 4% for the amount of work she does.
- Councilwoman Linda Hennessey says her questions were answered with regard to the Fire Chief so she is okay with that now. She understands cost of living but everyone has been talking about the Town and the Town's finance issues so does everyone warrant a 3% increase, that she isn't sure about. Can they do 2% instead, that is something that she would like to see. Also, for Paul, the 5% she thinks is a little high also so if they could possibly lower that. Everyone is



concerned about the budget and where monies are going and where things are being cut. Her biggest concern about the whole budget process is what they are getting for their money, we keep handing out more and more and what are we getting in return.

- Councilwoman Judy Esposito says in regards to the Fire Chief she understands this won't go into effect until the next budget year and he does come with experience so she is fine with it.
- Vice Chairman Robert Sand says he sees this as non-union positions that they are treating like they are when they are doing everything across the board; there is not a separate evaluation process where they can do 8% for 1, 2% for another or 1% in another. Both positions in terms of Police and Fire Chief would be new to the position, the Police Chief just came in and he felt his increase; is he doing a good job, of course he is. Our new Fire Chief is coming with experience as Councilwoman Esposito expressed. He understands that but he could also eliminate the 3% for Police Chief and Fire Chief and let the others go and possibly support the 4% for the Executive Administrative Assistant.
- Councilman Robert Parente says timing is everything, it is unfortunate that we are putting a new Chief in the Fire Department at the same time we are discussing allocation of monies. If this happened in February of December we wouldn't even be thinking about it like when it happens to fall within the same week as we are passing the budget. The reason we wouldn't even be thinking about it is because we always kept those two positions pretty much equal because they both handle two distinct departments with special skills and should be making the same amount of money. A lot of the reason a lot of administrators get more money who are not in the union is because in his opinion, you can't have someone in a supervisory position where people under them are making more money. It's difficult to run a Department and have the respect in terms of seniority of a position, even if it is just by \$1.00 nobody should be making more than their bosses. He should abstain any way but in his opinion the raises are warranted and it's what all of the other Town employees are getting.
- Councilman Nicholas Palladino asks about all of the non-union employees, do they all get medical benefits like all other employees in Town and do they help pay for them like all of the union employees?
- Mr. Rizza says yes they get the benefits and no they do not pay.
- Councilman Palladino says so in other words, for example, the position of Superintendent of Operations doesn't pay for medical, they get a salary and free benefits. The Police Officers and Firefighters who risk their lives, the Public Works employees that plow the streets, the teachers and everyone who work with our kids all pay for their medical but these people don't. He has a problem there because that is saying the union employees are getting a 3% raise however we charged them whatever percent toward their medical, so what did



we really give them, nothing. If you say all of these people will share that cost like all of the unions do, then he doesn't have a problem with any of these raises. But right now, we are in a financial situation, nobody is going to say they aren't going to work there for \$84,050 and free benefits. It's not going to happen and if it does there will be someone there in 30 seconds. He thinks all of these jobs are the same thing. The Police Chief/Deputy Chief, Fire Chief, etc. they don't pay for their benefits either. The new Fire Chief who is brand new but not because he is experienced, is coming over to us like the Asst. Police Chief did with a comfortable pension from another municipality and is now getting a comfortable salary and free benefits; he thinks that is enough. He doesn't think that a Police Officer or Firefighter who risk their lives every day should have to pay for benefits and people who have basically desk jobs get the free benefits. That is his biggest problem with giving them a raise on top of it; if they want to start paying for the benefits then we can talk about it.

- Attorney Zullo says he thinks the Administration would wholeheartedly agree that if all those people, that he agrees risk their lives, or anyone in a union, give up their union card, the Town would be more than willing to pay for their benefits. The fact of the matter is most town employees enjoy a sense of security and a benefit that none of the people on this list enjoy. They get to work with the protection of the union and everyone on that list is subject to being fired at any time and is subject to change every two years when administrations change so the fact that they don't have to pay for benefits is one of the only luxuries they enjoy.
- Councilman Palladino says but that is also a patronage job, they are given because of patronage and that's what it is. When you say if the Mayor leaves then they leave to, he says he knew that as Town Attorney that he would only be Town Attorney as long as this particular Mayor is here and he's sure Bobby knew it when he took the job and all of these other people knew it. The Police Chief/Fire Chiefs are protected with some other things, the other people he's right but they knew that when they took the job. You can't tell him that the Town Engineer didn't realize that if the Mayor changes he is out of a job, of course he knew it taking the job this is nothing new with patronage jobs. It has been like this since the beginning of time and will be like that until the end of time.
- Attorney Zullo says he wouldn't call them patronage jobs.
- Councilman Palladino says it's not a civil service job; it's a patronage job.
- Attorney Zullo says no they serve at the pleasure of the Mayor but he is giving it the connotation that it doesn't require some kind of specialty, the Town Engineer needs to have an Engineering degree they aren't just giving that to anyone.
- Councilman Palladino says right and he needs a degree to be an Attorney, but it doesn't mean that he has to be the Town Attorney, it doesn't mean Kevin White has to be the one there.

- Attorney Zullo says keep in mind people are quick to say these people don't pay for benefits but it's a real reality, if you ask any union employee in this Town to turn over their union card for free benefits, he would bet dollars to donuts not a single one would.
- Councilman Palladino says he is talking about two different things, a civil service job and a job you got just because you applied. When talking about raises, we want to compare these people to unions but then they don't have to pay for benefits, you can't have it both ways. They are getting good salaries, are any of these close to the median income of the East Haven residents?
- Attorney Zullo says the median income of East Haven residents is about \$44,000.
- Councilman Palladino says exactly, are any of these with the exception of the secretaries anywhere near there? They are getting good money; they are not working for minimum wage.
- Attorney Zullo says no, most of these positions require specialty knowledge; the positions that don't require specialty knowledge are the ones that equate to the average salary of the Town. The Engineer requires an engineering degree so he should obviously make more than the median. The Superintendent of Operations requires some degree of expertise and it's reflected in the fact that it is not paid as much as the Town Engineer. Your Administration & Management most of the time have Bachelor's Degrees, your Finance Director obviously isn't going to make what the median salary is. We can agree to disagree, but he likes people to understand the other side and the reason these people deserve raises is because they function without a lot of the benefits our union people receive.
- Councilman Palladino says we have to understand the benefits people are paying now is a significant amount of money coming out of their salary every week to help the Town, but these people are taking and not giving.
- Councilman Anania says he thinks it is proper protocol to discuss this in a way that it is the position they are talking about; it's not the person. The position is getting the raise and that person may not be there so we should not name names.
- Councilman Gary DePalma says he thinks it is important for our Town to stay parallel with the surrounding Towns, obviously a big city might make more. But it's important for our Town when it comes to the Chiefs, Deputy Chiefs, Finance Director, etc. to stay competitive. If we lag behind, who is going to apply? He was talking with Councilman Mckay about North Haven, Branford and Guilford's chiefs have a similar pay, and so if it is similar he is good with it. He thinks it is important to stay competitive with our competition around us so we get quality people in the future.
- Councilman Ken Mckay says he agrees with Councilman DePalma that we have to have good quality people running the Town because we have to take care of



what we have. With the Town Engineer we have some big projects coming up that he is responsible for. The Superintendent of Operations is 24/7, he doesn't go home at 4:00 and shut his phone off, he gets calls in the middle of the night if a catch basin falls off somewhere, he has to get men to come in, he has to go in. He doesn't go home at 3:00 or 4:00 just like the Chiefs, Deputy Chiefs, and the Mayor they are 24/7. Everyone thinks the Mayor comes in in the morning and goes home for the day in the afternoon, we are fortunate to say our Mayor spends more time after hours at functions than any other Mayor he has ever seen in this Town. He has been involved in politics for over 20 years in this Town and the previous administration 2 administrations ago before Joe Maturo got into office; he was never at any functions. The jobs warrant the money they are getting, we have to keep the quality people we have in Town.

- Chairman Parlato says he agrees with Councilman Palladino on one thing, he was not aware that these people don't pay anything towards medical. He doesn't think they should have to pay the max like the union people do because the union employees negotiate that as part of their package but that is something the Council should address at a later day. Any administration is a team, he doesn't think we can put a dollar figure on the amount of hours that Paul Rizza for example spends on his own and on weekends straightening out the budget; we couldn't afford a person like that. People in management are self-starters, they don't have to be told what has to be done they are the ones that initiate it. And there is a type of distinction between a union member, who he won't say doesn't work as hard, but there is a different type of incentive. He wasn't the top foreman for many years but every tough job that came up he got because he could take care of it and he appreciated it when he finally because the senior foreman and made \$10/year more than someone else. We are talking less than \$30,000 on an \$89 million dollar budget. Morale wise, he thinks if we didn't vote for this, not that it would have an effect, he thinks they will work just as hard, but he would be embarrassed to say that they aren't worth this 3% because they save us a tremendous amount of money. Whenever he goes into Town Hall and asks any of the administrative assistants for something, it's there, they already have it prepared and he doesn't even have to ask them to do it. This team works well together and we are not talking about any fantastic raises. As far as the Fire Chief is concerned, he is a professional and in his prior employment he earned whatever he got and if he has a pension from there he earned it and it should have no direct reflection on what we pay him because he comes qualified. He earned his stars and there's no reason why we should penalize him because he stayed somewhere 20-30 years and got a pension. In his personal opinion, he will vote for it and everyone should vote their conscious and whatever they feel but for less than \$30,000 in the size budget we have, and the problems the Town has had to bring us to where we are, if we didn't have such a collective group

that works to well together and deserve this raise we would be in serious trouble; we saw that in a previous administration.

- Councilwoman Hennessey asks what the raises were last year.
- Mr. Rizza says 2.5%; most of the contracts that we settled in the past year were closer to 3%.
- Councilwoman Lettieri-Morales says for the suggestions she made earlier, can motions be made on them or is it just pass or fail.
- Chairman Parlato says if she wants to make a motion to add or delete something she can.
- Vice Chairman Sand says can it be done one at a time starting at the top.
- Councilman McKay asks what the teacher's got this year for raises?
- Mr. Rizza says for a 3-year contract he thinks they ended up at about 8.25% in total, phased in over the 3 years.

Councilman Robert Parente makes a motion to accept all non-union employee wage increases as proposed.

Councilman Gary Depalma seconds the motion.

Roll call vote: 6 in favor- 5 oppose (Palladino, Sand, Hennessey, Lettieri-Morales and Anania). Motion carries.

- Councilman Palladino says as a point of order, should Mr. Parente of been allowed to vote on this considering he is on it, should he not have had to abstain
- Chairman Parlato says nobody brought forward an objection before it was voted on, he doesn't think he should be penalized for being a Town employee, he doesn't see a conflict of interest.
- Councilman Palladino says his position is right there; he doesn't see a conflict of interest and think he should have abstained from voting?
- Attorney Zullo says he thinks when it comes to the budget if he abstains from voting then it would have the same effect.
- Attorney Zullo says the next item he thinks they all talked about was moving stipend money to contingency.
- Chairman Parlato says he spoke with the Chair of Recreation and explained exactly what the Council was looking for and she agreed and thought it was long overdue and would be happy to take that up where the money isn't allocated to these groups until they give a mission statement/description of the group and follow all of the guidelines in place.
- Councilwoman Archambault says for Foxon Rec, they are getting everything together now and they will be showing theirs, but it has happened before when some of them show what is required and others don't.
- Councilman Parente says we are going to set the criteria, a representative from every group will sit before us with the information.



- Chairman Parlato says the documentation they are worried about is liability insurance that will be presented and Mr. Rizza will make sure it follows all of the guidelines and then and only then will the funds be released.
- Councilwoman Archambault asks in terms of the insurance, do they want the policy or the bill showing it was paid?
- Chairman Parlato says a certificate of insurance, they don't need to see exactly what they are paying and micromanage all of these groups. We just want to make sure in case something does happen there isn't an oversight on something that should have been done. Everyone will know everyone is on the same level playing field and living up to what they say they are doing.
- Councilman McKay asks clarification on something, he mentions the Chair of Park/Rec-are they going to decide who gets the money?
- Chairman Parlato says we have no control over Park/Rec, they are going to notify all the people that are getting stipends that in order for those groups to get the stipend again, they have to submit the publications to the Park/Rec Dept. and that will go to Mr. Rizza to say whether or not they comply with the request and then release the stipend if so.
- Councilman McKay says so is there going to be a Special Meeting where we go over everything from these groups.
- Councilman Parente says they are going to sit before us so we can ask any questions or concerns we have.
- Chairman Parlato says that will be done if there is a problem and Mr. Rizza sees a problem with the paperwork submitted and he doesn't see it as sufficient enough to protect the Town or they are not following the guidelines of what the Council is looking for, then they will be sitting in front of us. We won't sit down and go through all of the paperwork for every group.
- Councilman McKay asks when they are going to make up the guidelines.
- Chairman Parlato says they have already been told and it seems as though since nobody every checked into things to any great extent there has always been controversy. Mr. Rizza is familiar with the guidelines that haven't been followed, his office is where the funds are so he can let us know what groups are in compliance or not.
- Councilman McKay says we should see the guidelines if we are going to be the ones questioning them.
- Chairman Parlato says there are so many diverse groups, he can give him a list of what he wants but there's soccer, hockey, etc. and they are all using town facilities so we need to know if they are protected during what they are doing.
- Councilman Palladino asks if they are going to make sure these are non-profit organizations only and not LLC Corps?

- Chairman Parlato says yes, that is one of the things they are going to look at. He believes it can still be an LLC but a not for profit from what he was explained which is what he wants the Finance Director to let us know because he is not sure.
- Councilman Palladino says as a Council he thinks they need to come up with an agreement that says any organization is going to be run by volunteers not paid people.
- Chairman Parlato says he doesn't doubt that some of these organizations have to pay people. But how it is handled is what they are going to look at.
- Councilwoman Hennessey asks for an explanation on the non-profit, she understands everyone charges a fee and they pay to play and need to make some money to supply uniforms and such. There was a suggestion before to look at tax returns, are we looking for bank statements, savings accounts, etc.?
- Attorney Zullo asks Mr. Rizza if there is a line item that all of these are paid out of.
- Mr. Rizza says there are individual line items, for example Foxon Rec is 0807 then there's 0808 and so on sequentially.
- Attorney Zullo says his suggestion is simple that there should be a Section 5 added to the Ordinance that says that the Finance Department shall not release funds to any group its allocated a stipend for this fiscal year until the Finance Department has been provided with tax returns for the preceding year, bank statements for the preceding year and adequate insurance if applicable so you know who they are paying if anyone and what their profit is. This keeps it so they don't have to come to the Council unless the Finance Department deems something wrong and they won't release the funds without Council approval. Otherwise, they would submit these documents yearly to either Paul or Jim in Finance and if anyone on the Council wanted to inspect them, they can do so on their own. That's just his opinion because he doesn't think they are going to want to see every group come before them.
- Chairman Parlato says there has to be guidelines for a 501C3 non-profit that they have to follow so he can't see the Council wasting time on it because there is no need. For some groups they may need some funds to start the season but we may need to consider how much is an acceptable amount of excess funds.
- Councilman Anania says he believes you can keep whatever your operating costs are for a year as a reserve. Each group is different so they may have a different amount based on their operating costs for the next year. Just because they are non-profit, they don't have to deplete everything down to zero. If it's double that then that would be something different.
- Attorney Zullo says you don't necessarily need to be a charitable group to deserve a stipend; the point they want to make sure of is that these groups aren't using a Town stipend when they don't need it. If you ask for those three things;



the tax returns from the prior year, bank statements from the prior year and evidence of insurance for the upcoming year you will address all of the concerns. They have to get away from the type of the organization in terms of LLC, 501C3's, etc. He recommends inserting a Section 5 days that no stipend shall be released to any such group until such time that they provide to the Finance Department tax returns from the prior year, bank statements from the prior year and evidence of insurance for the present year.

- Vice Chairman Sand says we have been chasing this ghost for quite a few budgets and the Council was looking to dig into this and set the policy. As much as he appreciates the alternative, the Council was the one driving this and wanted to be hands on in establishing the policy. He had asked the Chair to consider forming a subcommittee to make that happen and bringing in the Finance Director and Town Attorney to make certain they were on target. His position is that the Council does a subcommittee to work out the details to do this.
- Councilwoman Archambault asks how much we pay out in stipends.
- Vice Chairman Sand says a little over \$85,000.
- Mr. Rizza says they may want to touch base with the Park/Rec Commission because he knows in the past they have done some of this and maybe we could form a subcommittee to put the list together of what they would like to see and then touch base with the Commission to see if they have had a problem with this.
- Vice Chairman Sand says he spoke with Joan Adamczyk, Chair, and explained the direction they were going and she was supportive of the concept.
- Attorney Zullo says a compromise to Councilman Sand's position is that this is the budget ordinance, you need an ordinance to amend an ordinance so they can keep the stipends where they are and then in the next month or two sit down and pass an Ordinance that says any group receiving a stipend shall be required to do "X". They don't necessarily have to come up with that now, if they were inclined to do that now then that was his recommendation but if the Council wants to get into it and come up with something more in depth they can do so via ordinance.
- Chairman Parlato says just the fact that the Council is concerned about the stipends has sent a message to the groups that they have to make this information available. So we can talk it through and work on it rather than rushing into it now. If they need a subcommittee to go through it they can do so.
- Councilman Parente says one of the reasons this was brought to a discussion as far as he thought was that the word stipend was implied as a way to help a parent with a child in a particular program which is why we wanted people to come before us, to ask how the money they are getting is helping a child. You aren't going to see that in an insurance policy or bank statement. He thinks they should come before the Council to explain how the money is going to help the

kids of our Town, that is what stipends are for that shouldn't be for umpires, which is why they spoke about a voucher system. He personally wants to hear how it is benefiting a child or family of 5 that can't afford to pay for their child to play.

- Councilwoman Archambault says she thought that was more for helping the organization run. They have their sign up forms marked so that not everyone knows what child needs help because the family can't afford it. They have parents who can only afford to give them so much; they don't question them they just tell them to come sign up. So she thought the stipend was more to help the organization.
- Councilman Parente says but that trickles down to the child, which is exactly what he is saying. He's not saying he doesn't want to give stipends out to the organizations but it should go to the children.
- Councilman Anania says the stipends, at least for Foxon Rec, help pay for the officiating fees, it doesn't cover it all but a lot of kid's come that can't afford it and the league has to eat the cost. The stipends are to help run a lot of the organizations; he thinks it's the same for Bidy Basketball with the officiating fees.
- Chairman Parlato says a lot of the things being talked about are Park/Rec responsibilities.
- Councilwoman Hennessey says when Lou Pane was here he brought it up and made it clear it was an issue as to what these stipends are for. There were questions regarding all organizations such as the pool, bidy basketball for fees and gym time use, baseball, softball, basketball, soccer, etc. The yellow jacket club couldn't wait for the \$4,000 because they use that for the stocking of the stand and Bidy Basketball is the same they use part of the money to stock the concession stand.
- Chairman Parlato says a few things are floating around regarding some groups that only accept cash where there may be something that doesn't sound right and parks/rec should be aware of that. If we require certain things and they follow them that is all the Council should be concerned about. Park/Rec will be the ones that monitor it.
- Councilwoman Hennessey says going back to the list of items to check, such as if they are collecting cash; at the end of the year how will we check that?
- Chairman Parlato says he knows there are some things with Bidy Basketball such as when they use the gym they pay for the janitors and he has no problem with that. The problem he has is for years there were operations driven by personalities and not functioning the proper way.
- Councilwoman Hennessey says years ago it was all volunteer, her uncle Sal started Bidy and they were making \$0, nobody got paid.



- Attorney Zullo says now, unless there are no specific amendments, they need Hearing Committee to recommend action on the Ordinance.
- Councilwoman Hennessey says so that would leave it as is?
- Attorney Zullo says they discussed the stipends and can leave them as is for now and form a subcommittee as it was mentioned earlier. The Ordinance would be subject to the non-union salaries that were already voted on.
- Councilwoman Archambault says she thought they were also going to discuss the Mayor's raise.
- Attorney Zullo says it is part of the budget, so again, they can recommend action, they can amend or whatever they like.
- Councilwoman Lettieri-Morales says she wanted to make sure she read it right, is the Mayor requesting a \$22,000 raise? From \$87,000 to \$109,000?
- Councilman Anania says they have to approve this before they approve the budget then right?
- Attorney Zullo says no, it is part of the budget ordinance, so they can approve the ordinance as is or they can amend it.
- Mr. Rizza says he has some information to give them on that. Also there were some other changes from the Self Insurance Reserve 01-881-0950 account they were going to move \$30,000 out of that and into Contingency 01-885-0689. He received some information last week and at a minimum we will have \$100,000 in medical benefits that can also be moved to Contingency from the Blue Cross account 01-167-0901. Mr. Rizza also explains that he researched other municipalities on how much the Mayor or First Selectman are getting paid.
- Councilwoman Hennessey asks if any of these Towns are comparable to our Town size.
- Attorney Zullo says North Haven, Branford, Guilford is smaller.
- Mr. Rizza says Wallingford is in the process of increasing the Mayor's salary also, it is in the odd year and the last one they did was a \$12,000 increase.
- Councilman McKay asks when our last increase was in East Haven.
- Mr. Rizza says two years ago it was 2.5%.
- Councilwoman Archambault says she knows we are the lowest but what is this increase, like 22%?
- Councilman Parente says this is an increase for the position, not for the person.
- Councilwoman Lettieri-Morales says she doesn't care who comes in, she supports an increase but not that much.
- Attorney Zullo says the Council either supports the proposition that the Mayor should be the highest paid person in the Town, or not. That is what the ordinance is essentially asking them to decide. Should the Mayor who is the CEO of the Town and administers all Departments make less than the people who administer one Department, or should that person make the most? He gave a

civics presentation on this and East Haven has a strong mayoral model of government, the Mayor has very broad vast powers and responsibilities; so the Council either agrees that the Mayor should be the highest paid Department Head or not. Again, that is comparing it to the Town side; it would not be compared to the Board of Education side where there are Superintendents and Asst. Superintendents are making even more.

- Councilman Anania says he thinks he is right that the Mayor is underpaid and he recommended back when he was Chairman that they get \$10,000 more, he is underpaid but to give over \$20,000 all at once he doesn't think it is the right thing to do. Not now, especially when they have the Board of Ed. here asking for more money and we didn't give it to them; he can see maybe 5% and gradually increasing it over the years because there were a couple of years where nothing was taken and it is behind the 8 ball but he doesn't think it's right to just give it all right now. The position should definitely be paid more, he agrees with that 100%.
- Councilwoman Archambault says so if April had taken the raise, he wouldn't need this much right now the position would be getting up there and wouldn't need the whole 20% at once and right now we are trying to play catch up.
- Councilwoman Lettieri-Morales says but they also knew what they were going to get paid when they run for office.
- Vice Chairman Sand says his pitch was going to be to give the approx. \$11,000 this year and then another \$11,000 next year or the other possibility was to phase it in over a longer term but he understands this is an ordinance that is only affective for the term of the position of 2 years and then the ordinance would have to be renewed if it was going to stay at the same pace. This is time sensitive and only for a certain length of time of 2 years.
- Councilwoman Archambault says so it has to be all or nothing?
- Vice Chairman Sand says they could give 50% of it this year and then the other 50% the next year so that within two years you would be at the level of the highest paid position.
- Councilwoman Lettieri-Morales says she still thinks that it too much, if they gave 5% its \$4,356 more.
- Councilman Mckay says but they would still be making less than the other positions.
- Councilwoman Lettieri-Morales says she gets that it is going to be less.
- Attorney Zullo says there was a question posed as to how they go about this, they can go about it the same way as the other one; they can vote to recommend the budget with the amendments recommended tonight which were the non-union raises, moving the \$30,000 and the \$100,000 to contingency and if it fails someone can make a motion to amend Section 4.



Councilman Ken McKay makes a motion to recommend action on the budget Ordinance as written with the amendments of:

- a) Inclusion of Non-Union Employee wage increases
- b) \$30,000 Transfer
  - From: Self Insurance Reserve 01-881-0950
  - To: Contingency 01-885-0689
- c) \$100,000 Transfer
  - From: Blue Cross 01-167-0901
  - To: Contingency 01-885-0689

Councilman Gary DePalma seconds the motion.

Roll call vote: 5 in favor- 6 oppose (Palladino, Sand, Hennessey, Lettieri-Morales, Archambault and Anania). Motion fails.

Councilman Richard Anania makes a motion to amend Item #4 of the Budget Ordinance to show a 5% increase for 17'-18' and 5% increase for 18'-19'.

- Attorney Zullo explains that for year 1 it would be \$91,481.25 and year 2 it would be \$96,055.31.

Councilwoman Letizia Lettieri-Morales seconds the motion.

Roll call vote: 3 in favor- 8 oppose (Parente, McKay, Parlato, Depalma, Sand, Esposito, Hennessey and Archambault). Motion fails.

Vice Chairman Sand makes a motion to amend Item #4 of the Budget Ordinance for an increase of \$11,086.50 for 17'-18' and an increase of \$11,086.50 for 18'-19' bringing it to \$109,298.00.

Councilman Ken McKay seconds the motion.

- Councilwoman Hennessey says so this would stand for the position if approved.
- Attorney Zullo says our Charter reads in a weird way that the Mayor, prior to an election, sets the budget schedule for the position for the next term.
- Councilwoman Hennessey says we have flat lined some areas, decreased some budget areas and she knows the Mayor is the CEO of our Town and has the biggest responsibility. But she looks at it a little differently, she thinks he is the role model for the Town and highest volunteer and they should be setting the example.
- Councilwoman Lettieri-Morales says she agrees with that, the Mayor should be setting the example.

Roll call vote: 9 in favor- 2 oppose (Palladino and Lettieri-Morales). Motion carries.

Councilman Robert Parente makes a motion to recommend action to the full Town Council on the Budget Ordinance with the following amendments:

- a) Inclusion of Non-Union Employee Raises
- b) \$30,000 Transfer
  - From: Self Insurance Reserve 01-881-0950

- To: Contingency 01-885-0689  
c) \$100,000 Transfer  
From: Blue Cross 01-167-0901  
To: Contingency 01-885-0689  
d) Section 4 as approved tonight.

Councilman Gary DePalma seconds the motion.  
Roll call vote: 9 in favor- 2 oppose (Palladino and Lettieri-Morales). Motion carries.

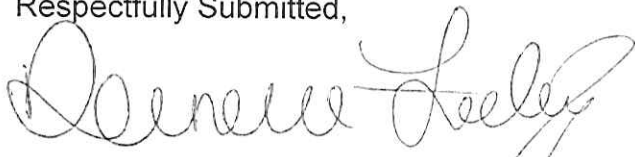
**Item #6**

Adjournment of Hearing Committee.

Councilman DePalma makes a motion.  
Councilman Mckay seconds the motion.  
Voice vote: all in favor-none oppose-none abstain. Motion carries.

Meeting is adjourned at 8:26PM.

Respectfully Submitted,

A handwritten signature in cursive script, appearing to read "Danelle Feeley".

Danelle Feeley, Clerk, East Haven Legislative Town Council