

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



PHONE: 860-442-0553
www.waterfordct.org

AGENDA
FINANCE, WAGE & PERSONNEL STANDING COMMITTEE of the RTM
SPECIAL MEETING
Wednesday, December 21, 2022
6:30 P.M. - Waterford Town Hall
Louise Appleby Room

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Public Comment
5. To consider and act upon the January 20, 2022 Meeting Minutes.
6. Consideration and possible action on item referred to committee:
A. Salaries of Registrar of Voters. (RTC 12-05-2022)
7. Adjournment

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ATTEST: *[Signature]*
TOWN CLERK



2022 JAN 21 PM 3:35

RECEIVED TOWN OF WATERFORD

**MINUTES
FINANCE, WAGE & PERSONNEL STANDING COMMITTEE OF THE RTM
SPECIAL MEETING**

**Thursday, January 20, 2022
7:00 P.M. - Waterford Town Hall**

The January 20, 2022 Special Meeting of the Finance, Wage & Personnel Standing Committee of the RTM was called to order by Chairperson Kevin Girard at 7:00 P.M.

ROLL CALL

Present: Danielle Steward-Gelinas, Kevin Girard (Chair), Jennifer Kohl, Cheryl Larder, Michael Rocchetti

Absent: None

Also Attending: Director of Finance Kim Allen

PUBLIC COMMENT

None

AGENDA ITEM 5: March 18, 2021 Minutes

Discussion of how to proceed since no members were present on March 18, 2021.

No action taken.

AGENDA ITEM 6: January 10, 2022 Minutes

MOTION by Steward-Gelinas, seconded by Rocchetti, to approve the minutes from the January 10, 2022 meeting.

VOTING IN FAVOR: Unanimous

AGENDA ITEM 6: Salaries of Elected Official (RTC 02-01-2021)

K. Allen provided clarification on reports provided to the committee showing actual payments to elected officials. She explained why percentage increases calculated from actual payments may not exactly match percentage increases the RTM had approved. She assured the committee that percentage increases are paid on a base salary basis, not inclusive of any additional compensation an official may receive beyond salary for valid reasons.

Lengthy discussion ensued by the committee on elected official salaries.

Motion made by D. Steward-Gelinas, seconded by J. Kohl to recommend to the Representative

Town Meeting to annually increase elected official salaries by the least of the following, effective July 1, 2022:

- a.) Percentage increase of the CPI-U from July of the preceding fiscal year.
- b.) Half (50%) of the percentage increase approved for non-union management.
- c.) One point five percent (1.5%)

VOTING IN FAVOR: Unanimous

MOTION by Steward-Gelinas, seconded by Kohl, to recommend to the Representative Town Meeting that the item "Salaries of Elected Officials (RTC 02/01/2021)" be taken out of committee.

VOTING IN FAVOR: Unanimous

Finance Director Kim Allen was actioned to provide base salary figures for FY 22 and the official value for CPI-U from July 2021 to the committee for the purpose of accurately recording this action by the committee.

MOTION by Steward-Gelinas, seconded by Kohl, to adjourn at 8:41 P.M.

VOTING IN FAVOR: Unanimous

Respectfully submitted,

Kevin Girard

Chairman

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WILLIAMSBURG
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TOWN CLERK

Paul Goldstein

September 24, 2022

RTM Moderator

Subject: Registrar of Voters (ROV) Salary Increase

Dear Mr. Moderator,

The ROV are requesting a salary increase based on the requirements of the job expanding and the growing emphasis and scrutiny placed on the voting process over the last several years. A recent (July 2022) pay hike for elected officials in the town of Waterford increased our yearly salary 1.1% from \$23,923.56 to where it currently sits at \$24,192.72.

Office duties have increased due to the following:

- DMV voter registration is now automatic unless the person opts out. Waterford voter rolls now top 14,000. More voters create more work processing changes.
- More training required by the Secretary of the State for cybersecurity and new technology.
- The Electronic Registration Information Center (ERIC) is an organization that assists member states in improving the accuracy of its voter rolls. Membership in ERIC increases every year. Six years ago we started with 5 states and now that number stands at 30. This is a good thing but it generates increased workload during our Canvas season.
- FOI requests have greatly increased since 2020. These requests demand time to conduct research to find the documents/answers they are looking for.
- Longtime poll workers have left. Finding, hiring and training capable workers is taking increased time. Each election/primary requires 30-40 workers.
- The expansion of Absentee Ballot options has created a surge of ballots to be processed and counted during the election season requiring additional hires and training.

To give you a sense of what other towns pay can prove difficult to show. The size of the town determines how many hours a ROV will work and then even that is difficult to compare due to some towns using their deputies/assistants in a more active role in day to day operations.

The following towns are similar in size to Waterford and run their offices like we do with the ROV's doing the vast majority of the work and the deputies coming in at busy times of the year (elections, canvas, special projects) unless we are training someone new.

The populations are from the 2020 census. Town of Waterford population is 19,571.

East Lyme: (population 18,693)

ROV salary \$30,000. In addition to their salary, they receive a \$1,250 stipend for each election, primary and referendum.

Montville: (population 18,387)

ROV salary \$22,000. In addition to their salary, they receive a \$375 stipend for each election, primary and referendum.

Berlin: (population 20,175)

ROV salary \$37,000

(Even though they are similar in size to Waterford, they have 1500 more registered voters).

Rocky Hill: (population 20,845)

ROV salary \$26,500 (Their budget includes \$18,000 for their deputies as compared with our \$3,000 for deputies)

We are requesting an increase to \$30,000 per year and asking the RTM to place it on the upcoming agenda.

Thank you.

Patti Waters

Bigl Ebbin

cc: Rob Brule

Dave Campo

Christine Walters

Run 12/6/2022

Survey Reports :: CT Municipal Salary Survey

Municipality	Mill Rate	Population	Land Area	Government Type	Registrar of Voters	Number of ROVs
Groton (T)	24.17	39,075	31.3	Council-Manager	20,000.00 \$	2
Montville	32.51	19,149	42	Mayor-Council	19,384.00 \$	2
New London	39.90	27,072	5.5	Mayor-Council	27,540.00 \$	2
Norwich	40.28	39,470	28.3	Council-Manager	28,410.90 \$	2
Waterford	27.98	19,007	32.8	Representative town meeting	23,221.00 \$	2
East Lyme	23.84	18,645	42	First Selectman - town meeting	30,000.00 \$	2

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ATTEST: *[Signature]*
TOWN CLERK

NAME	JOB TITLE	2015 SALARY	2015 STIPEND \$	2016 SALARY	2016 STIPEND \$	2017 SALARY	2017 STIPENDS	2018 SALARY	2018 STIPENDS	2019 SALARY	2019 STIPEND \$	2020 SALARY	2020 STIPENDS	2021 SALARY	2021 STIPENDS	2022 SALARY	2022 STIPENDS
Cramer, Estate Of Diana R																	
	D REG-Democrati c Registrar																
Watson Jones, Julie	D REG-Democrati c Registrar	\$ 5,896.48	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		\$ 11,301.64	\$ -	\$ 19,764.72	\$ 250.00	\$ 22,025.64	\$ 280.00	\$ 22,433.40	\$ 760.00	\$ 22,938.72	\$ 105.00	\$ 23,430.92	\$ -	\$ 23,781.72	\$ -	\$ 12,096.36	\$ 700.00
Ebbin, Bigi																	
	D REG-Democrati c Registrar	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 10,080.30	\$ 700.00
Waters, Patricia L																	
	R REG-Republican Registrar	\$ 17,724.44	\$ -	\$ 19,764.72	\$ 250.00	\$ 22,025.64	\$ 280.00	\$ 22,433.40	\$ 760.00	\$ 22,938.72	\$ 105.00	\$ 23,430.92	\$ -	\$ 23,781.72	\$ -	\$ 24,058.14	\$ 1,400.00
TOTAL SALARIES PAID																	
		\$ 34,922.56	\$ -	\$ 39,529.44	\$ 500.00	\$ 44,051.28	\$ 560.00	\$ 44,866.80	\$ 1,520.00	\$ 45,877.44	\$ 210.00	\$ 46,861.84	\$ -	\$ 47,563.44	\$ -	\$ 46,234.80	\$ 2,800.00

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



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December 12, 2022

Mr. Kevin Girard, Chair
Finance, Wage & Personnel Committee
15 Rope Ferry Road
Waterford, CT 06385

Dear Mr. Girard:

RECEIVED FOR RECORD
WATERFORD, CT
2022 DEC 20 A 8:55
ATTEST: David L. Campo
TOWN CLERK

As Town Clerk I have intimate knowledge of what it takes to work elections. Much has changed in the seven years that I have been in office and will continue to change, as our State Constitution has just been amended to allow for early voting. We are very fortunate to have had competent Registrar's of Voters in our Town. Throughout the State this position, due to resignation and retirements, has turned over in many municipalities. This is in no small part due to the stress, increased work load, change of election law and the public's mistrust of elections over the past few years.

I urge this committee to consider the request that the ROV's have put forth. I understand that the hours worked at times may seem limited, but the training and knowledge of elections is a highly fluid and complicated subject. Much of this is learned over time and it is important that the town attracts and retains people that can comprehend and accomplish the duties put forth by the State of Connecticut. The negative attention that could be garnered by an election violation is not worth the savings of not paying this position properly. It would also result in legal fees as well as a loss of trust in our administration and local government officials. It should be known that many towns pay this position a considerably higher rate than our current salary. Many of the towns that pay equal or less are more than likely researching similar requests.

The Town of Waterford has avoided any kind of election violation due to the professionalism of our election officials. Let us commit to retaining and attracting the best Registrars we can find.

Sincerely,

David L. Campo, CCTC
Waterford Town Clerk