



**AGENDA
REPRESENTATIVE TOWN MEETING
REGULAR MEETING
*AMENDED**

**Monday, February 3, 2025
7:00pm – Waterford Town Hall**

RECEIVED FOR RECORD
WATERFORD, CT
2025 JAN 24 A 10:58
ATTEST: *[Signature]*
TOWN CLERK

- A. Pledge of Allegiance
- B. Roll Call
- C. To consider and act upon the minutes of the December 2, 2024 Meeting
- D. Correspondence
- E. Public Comment
- F. Committee reports and referrals
- G. Appointee & Liaison updates
- H. Transaction of Business on the Call:
 - 1. To consider and act upon a recommendation from the Board of Finance to appropriate **\$243,335 from the Capital and Non-recurring designated line #20560-57891 (Energy Efficiency Program)** to accomplish the next phase of the program for all five schools.
 - 2. To consider and act upon a recommendation from the Board of Finance to appropriate **\$12,500 from the Capital and Non-recurring designated line #20541-57328 (Alewife Cove)** for the stabilization of Alewife Cove Study.
 - 3. To consider and act upon a recommendation from the Board of Finance to appropriate **\$19,800 from the Capital and Non-recurring designated line #20531-57890 (Wiemes and Marilyn Ejector Replacements)** for an engineering study.
 - 4. To consider and act upon a recommendation from the Recreation and Parks Commission to adjust the Waterford Beach Park Fee Schedule as presented.
 - 5. Oswegatchie Fire Station Building Committee Report
 - 6. To consider and act upon a recommendation from the Board of Finance to transfer **\$286,000 from the Undesignated Fund Balance of the Capital Nonrecurring Expenditure Fund (line #205-31520) to line #20523-57792 (Oswegatchie Building)** and appropriate the funds for

architectural and design services from Silver Petrucelli & Associated, Inc. for the Oswegatchie Fire Station.

7. To consider and act upon two regular member appointments to the Ethics Commission. (Term 02/03/2025 – 02/01/2027)
8. To consider and act upon an alternate member appointment to the Ethics Commission. (Term 02/03/2025 – 02/01/2027)
9. To consider and act upon the budget schedule for the May 2025 budget hearings for the Fiscal Year 2026 Budget.
10. To consider and act upon a motion to discuss strategy and/or negotiations with respect to collective bargaining units in executive session, said action to be taken without prejudice to the Representative Town Meeting's right to discuss said matters in a private meeting pursuant to Connecticut Statute § 1-200.
11. To consider and act upon a contract between the Waterford Board of Education and the Waterford Administrators' and Supervisors' Association for July 1, 2025 through June 30, 2028 and to request the funding thereof, pursuant to Connecticut General Statute §10-153d.

I. New Business

J. Adjournment



RECEIVED FOR RECORD
WATERFORD, CT
2024 DEC - 6 P 1:35
ATTEST: David L. Campo
TOWN CLERK

C

MINUTES
REPRESENTATIVE TOWN MEETING
Regular Meeting
December 2, 2024

First Selectman Robert Brule, Acting Moderator, called the December 2, 2024 Annual Meeting of the Representative Town Meeting to order at 7:00 P.M.

PLEDGE OF ALLEGIANCE

ROLL CALL

PRESENT: Kyrar Augmon-Bossa, Michael Bono, Jennifer Bracciale, Mark Campo, Erica Casper, Mary Childs, Harry Colonis, Timothy Condon (speaker phone), Thomas J. Dembek, Susan Driscoll, Timothy Fioravanti, Nicholas Gauthier, Paul Goldstein, Kristen Gonzalez, Ryan Healy, Christina Jessuck, Matthew Keatley, Lindsay Khan, Kate MacKenzie, Shawn Monahan, Ursula Moreshead, Kayla Mullen, Kathleen Mullen Kohl, Theodore Olynciw, Danielle Steward-Gelinas, David Sugrue

ABSENT: None

EX-OFFICIO MEMBERS PRESENT: First Selectman Robert J Brule; Chair of the Board of Education Pat Fedor

EX-OFFICIO MEMBERS ABSENT: Board of Finance Chair Glenn Patterson; Selectman Richard Muckle, Selectman Greg Attanasio

ALSO PRESENT: Town Clerk David L. Campo; Town Attorney Nick Kepple; Director of Finance Kim Allen.

AGENDA ITEM C – Elect a Moderator

NOMINATION by Steward-Gelinas, seconded by Olynciw, to nominate Paul Goldstein to serve as Moderator for a term of one year.

GOLDSTEIN selected as Moderator: Unanimous

AGENDA ITEM D – October 7, 2024 Minutes

MOTION by Steward-Gelinas, seconded by Keatley, to accept the October 7, 2024 Minutes as presented

MOTION PASSED: 25-0-1 (Sugrue abstained)

CORRESPONDENCE

The following items were received: A letter from Tax Collector Alan Wilensky, a quarterly report from the Waterford Public Schools, an email from Jason M. Kohl, an email from Jeff Knight, an email from Dani Gorman, an email from Greg Attanasio, a letter from the Waterford Democratic Town Committee, a letter from the Waterford Republican Town Committee, a letter from First Selectman Robert Brule. Copies of correspondence can be obtained from the office of the Town Clerk.

PUBLIC COMMENT

Waterford resident Jim Auwood, 19 Penninsular Ave, spoke in favor of Item 10.

AGENDA ITEM H

Oswegatchie Fire House Building Committee Member Ted Olynciw provided an Appointee Report.

CALL ITEM 1 – Oswegatchie Fire Station Building Committee Report

PRESENTATION: Oswegatchie Fire Station Building Committee Chairman Robert Tuneski
Chairman Tuneski provided an update on the project and answered questions from the body. (See Attachment)

MOTION by Steward-Gelinas, seconded by Bracciale, to move ITEM 10 up.

MOTION PASSED: Unanimous

CALL ITEM 10 – Leary Park Renovations

PRESENTATION: Recreation & Parks Director Ryan McNamara, Regional Vice President Andrew Dyjak
Motion by Steward-Gelinas, seconded by Sugrue, to approve an **additional appropriation of \$1,197,250 from the Unassigned Fund Balance of the General Fund to Line Item #33720-55855 Town Basketball Court Repairs** for the court renovations and accessibility at Leary Park.

Friendly amendment offered by Driscoll and accepted to change the Line name to “Town Courts” to read as follows: Motion by Steward-Gelinas, seconded by Dembek, to approve an **additional appropriation of \$1,197,250 from the Unassigned Fund Balance of the General Fund to Line Item #33720-55855 Town Court Repairs** for the court renovations and accessibility at Leary Park.

MOTION PASSED: Unanimous

CALL ITEM 2 – Pre-Emption Light Repairs

PRESENTATION: Interim Fire Director Stephen Dubicki, Jr
Motion by Steward-Gelinas, seconded by Dembek, to approve an additional appropriation of **\$27,000 from Line #205-31520 Undesignated Fund Balance of the Capital Nonrecurring Expenditure Fund to Line #20523-57838 Capital Pre-Emption Light Repairs** for a study to test all town pre-emption lights and create a plan to be used as the basis of a **FY2026** Capital Project budget request.

MOTION PASSED: Unanimous

CALL ITEM 3 – Jordan Traffic Light Upgrade Designation

PRESENTATION: Interim Fire Director Stephen Dubicki, Jr
Motion by Steward-Gelinas, seconded by Keatley, to approve a recommendation from the Board of Finance to designate an additional **\$10,460 to Line #20523-57791 Jordan Traffic Light Upgrade** from **Line #205-31520 Undesignated Fund Balance of the Capital Nonrecurring Expenditure Fund** for a study to complete a capital project for fire services.

Discussion ensued

MOTION by Olynciw, seconded by Mullen Kohl, to table.

Motion withdrawn

MAIN MOTION PASSED: Unanimous

CALL ITEM 4: Jordan Traffic Light Upgrade

PRESENTATION: Interim Fire Director Stephen Dubicki, Jr

Motion by Steward-Gelinas, seconded by Dembek, to approve a recommendation from the Board of Finance to appropriate **\$35,460** from the currently designated line **#20523-57791 Jordan Traffic Light Upgrade**.

MOTION PASSED: Unanimous

RTM Member Tim Condon Left

CALL ITEM 5: Public Safety Radio Grant Acceptance

MOTION by Dembek, seconded by Moreshead, to act upon a resolution to accept a grant in the amount of **\$500,000** from the State Department of Emergency Services and Public Protection for replacement of the town public safety radio system as per the attached resolution.

Friendly amendment offered by Driscoll and accepted to correct typos in final draft.

MOTION PASSED: Unanimous

CALL ITEM 6 – Alewife Cove

PRESENTATION: Planning Director Jonathan Mullen, AICP; Environmental Planner Maureen Fitzgerald

MOTION by Steward-Gelinas, seconded by Keatley, to approve a recommendation from the Board of Finance to appropriate **\$37,500** from the currently designated Line **#20541-57238 Alewife Cove** to fund a matching grant contribution to the National Wildlife Foundation 2022 Long Island Sound Futures Fund Grant Award for the Stabilization of Alewife Cove Study.

Friendly amendment offered and accepted to change "2022" to "2023".

MOTION PASSED: Unanimous

CALL ITEM 7 – Mago Point Improvements

PRESENTATION: Planning Director Jonathan Mullen, AICP, Town Attorney Robert Avena, Director of State Boating Law Administrator Peter B. Francis

MOTION by Steward-Gelinas, seconded by Moreshead, to approve a recommendation from the Board of Finance to appropriate **\$374,500** from the designated Line Item **#20511-57870 Mago Point Improvements** for the Town's contribution to the municipal/state improvements to the Mago Point parking lot and state launching area, pursuant to the contract provided.

MOTION PASSED: Unanimous

CALL ITEM 8 – Nevins Cottage Structural Repairs

PRESENTATION: Planning Director Jonathan Mullen, AICP

MOTION by Steward-Gelinas, seconded by Khan, to approve a recommendation from the Board of Finance to appropriate **\$75,000** from the **Capital and Non-recurring designated line# 20511-57767 Nevins Cottage Structural Repairs**, for Nevins Cottage Repairs.

Friendly amendment offered by Olynciw and accepted to remove "Structural" to read as follows:

MOTION by Steward-Gelinas, seconded by Khan, to approve a recommendation from the Board of Finance to appropriate **\$75,000** from the **Capital and Non-recurring designated line# 20511-57767 Nevins Cottage Repairs**, for Nevins Cottage Repairs.

MOTION PASSED: 24-1-0 (MacKenzie opposed)

CALL ITEM 9 – Service Contracts and Repairs

PRESENTATION: Public Works Director Gary Schneider

MOTION by Steward-Gelinas, seconded by Olynciw, to approve a recommendation from the Board of Finance for an additional appropriation of **\$98,254 from the Unassigned Fund Balance of the General Fund to line item #10111-52040 Service Cont. and Repairs.**

MOTION PASSED: Unanimous

CALL ITEM 11 – Track and Field Turf Replacement

PRESENTATION: Board of Education Finance Director Joe Mancini, Regional Vice President Andrew Dyjak

MOTION by Steward-Gelinas, seconded by Sugrue, to approve a recommendation from the Board of Finance to appropriate **\$1,147,000 from the designated Line Item #20560-57820 Track and Field Turf Replacement** to replace the turf on the Waterford High school track and field.

MOTION by Moreshead to table until further test results are available and a second making the motion contingent on future test results.

Both withdrawn

MOTION PASSED: 21-1-3 (M. Campo opposed; Gonzalez, Olynciw, Mullen Kohl abstained)

CALL ITEM 12 – High School Tennis Courts Replacement

PRESENTATION: Board of Education Finance Director Joe Mancini, Regional Vice President Andrew Dyjak

MOTION by Steward-Gelinas, seconded by Keatley, to approve a recommendation from the Board of Finance to appropriate **\$1,148,100 from the designated Line Item #20560-57833 Tennis Court Replacement** for replacing the tennis courts at Waterford High School.

MOTION PASSED: 22-2-1 (M. Campo MacKenzie opposed, Olynciw abstained)

CALL ITEM 13 – Wage Increases

PRESENTATION: Human Resource director Christine Walters, Labor Attorney Kristi Kelly

MOTION by Steward-Gelinas, seconded by Keatley, to accept a request from the First Selectman to approve the non-union Administrative Support (AS) & Technical Crafts (TC) and the non-union Management Professional general wage increase of 2.50% for fiscal year 2025-2026.

MOTION PASSED: 22-0-2 (Bracciale, Gauthier abstained)

CALL ITEM 14 – Executive Session

MOTION by Steward-Gelinas, seconded by Khan to discuss strategy and/or negotiations with respect to the Waterford Professional Firefighters Association Local 4629, International Association of Firefighters, AFL-CIO bargaining agreement in executive session and invite First Selectman Robert Brule, Interim Fire Director Stephen Dubicki, Labor Attorney Kristi Kelly, and Human Resource Director Christine Walters to attend at 9:58 P.M.

MOTION PASSED: Unanimous

MOTION by Steward-Gelinas, seconded by Bracciale, to come out of executive session at 10:22 P.M.

MOTION PASSED: Unanimous

CALL ITEM 15 – Waterford Professional Firefighters Association Local 4629

PRESENTATION: Human Resource director Christine Walters, Labor Attorney Kristi Kelly

MOTION by Driscoll, seconded by Gauthier, to approve the funds necessary to implement the tentative Agreement between the Town of Waterford and the Waterford Professional Firefighters Association Local 4629, International Association of Firefighters, AFL-CIO, to be effective July 1, 2024 – June 30, 2028, and authorize the First Selectman to sign on the Town's behalf.

MOTION PASSED: Unanimous

CALL ITEM 16 – Oswegatchie Fire Station Building Committee

MOTION by Driscoll, seconded by Childs, to appoint Guy Russo to the Oswegatchie Fire Station Building Committee.

MOTION by Steward-Gelinas, seconded by Sugrue, to appoint Michael Elbaum to the Oswegatchie Fire Station Building Committee.

VOTING IN FAVOR OF RUSSO: Augmon-Bossa, Bono, Casper, Childs, Driscoll, Floravanti, Gauthier, Gonzalez, Khan, Moreshead, Mullen, Mullen Kohl, Olynciw

VOTING AGAINST: Bracciale, Campo, Colonis, Dembek, Goldstein, Healy, Jessuck, Keatley, MacKenzie, Monahan, Steward-Gelinas, Sugrue

GUY RUSSO APPOINTED

CALL ITEM 17 – Personnel Review Board

MOTION by Steward-Gelinas, seconded by Keatley, to appoint Tali Maidelis to the Personnel Review Board. (Term 12/01/2024 – 11/30/2027)

MOTION PASSED: Unanimous

CALL ITEM 18 – Social Services Grants Review Board

MOTION by Steward-Gelinas, seconded by Keatley, to appoint Thomas Dembek to the Social Services Grants Review Board. (Term 12/02/2024 – 11/30/2025)

MOTION by Driscoll, seconded by Gauthier, to appoint Lindsay Khan to the Social Services Grants Review Board. (Term 12/02/2024 – 11/30/2025)

MOTION PASSED: 23-0-2 for both (Dembek, Khan abstained)

CALL ITEM 19 – RTM Proposed Schedule

MOTION by Steward-Gelinas, seconded by Keatley, to approve the 2025 Regular Meeting Schedule. (See attachment)

MOTION PASSED: Unanimous

CALL ITEM 20 – RTM Proposed Budget

MOTION by Steward-Gelinas, seconded by Bracciale, to approve the FY26 budget in the amount of \$18,903 and forward to the Board of Selectmen for approval. (See attachment)

MOTION PASSED: 23-2-0 (Childs, Gauthier opposed)

NEW BUSINESS:

MOTION by Gauthier, seconded by Steward-Gelinas, to refer the subject of "salaries of elected officials" to the Finance Wage & Personnel Standing Committee of the RTM in regard to the letter submitted by First selectman Robert Brule. (See Attachment)

MOTION PASSED: 24-1-0 (Driscoll opposed)

MOTION by Steward-Gelinas, seconded by Dembek, to adjourn at 10:44 P.M.

MOTION PASSED: Unanimous

Respectfully Submitted,



David L. Campo, CCTC

Waterford Town Clerk

1. Accomplishments

- a. Committee Formed
- b. Architect (Silver Petrucelli and Associates) hired and working
- c. Project Manager (Downes Construction) hired and working
- d. Phase 1-Environmental Survey Completed by Barton and Loguidice
- e. Phase 2- Environmental Survey Completed by Barton and Loguidice
- f. Schematic Design of Oswegatchie Fire Station Completed

2. Schematic Design Highlights

- a. Current size of station is 10,161 sq.ft.(+/-), which includes a small (561 sq.ft. mezzanine for storage)
- b. The design includes 3 bunk rooms each sized for 3 firefighters, 3 bays for apparatus, a workout room, IT closet, day room, training room, and kitchen

3. The Design Development phase is underway, and the Committee is currently discussing and deciding upon MEP (Mechanical, Electrical and Plumbing) design alternatives

4. The Architect and Project Manager met with Department Heads and staff (Planning and Development, Public Works, and Utilities Departments) on November 12th to introduce current state of the site plan and initiate discussion. No red flags identified

5. Completion of Construction Documents is targeted for May 1, 2025

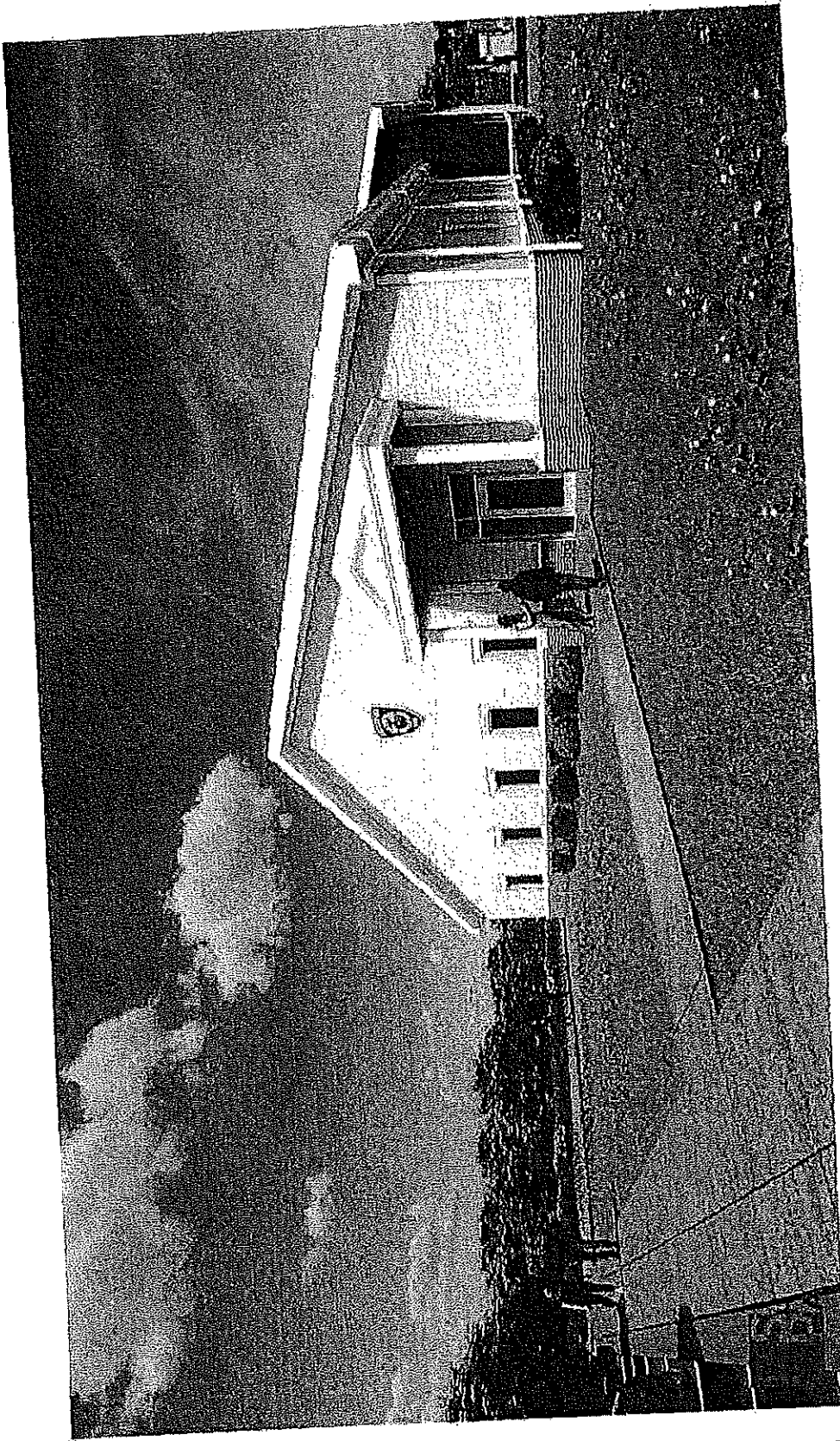
6. Construction targeted for July, 2025-July 2026

7. Committee has spent \$128,936.38 out of \$645,971.00 allocated

8. The estimated hard cost of fire station construction is predicated upon prevailing cost / sq. ft. building costs. Estimates have ranged from \$650 to \$1,000 / sq. ft. Soft costs add an approximate 20% of base hard costs. Expected range of construction costs- \$7,900,000-\$12,200,000

9. The ROM estimated cost to demolish the existing fire station upon completion of the new is \$171,000

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2024 DEC -2 P 3:38
ATTEST
TOWN CLERK



A310

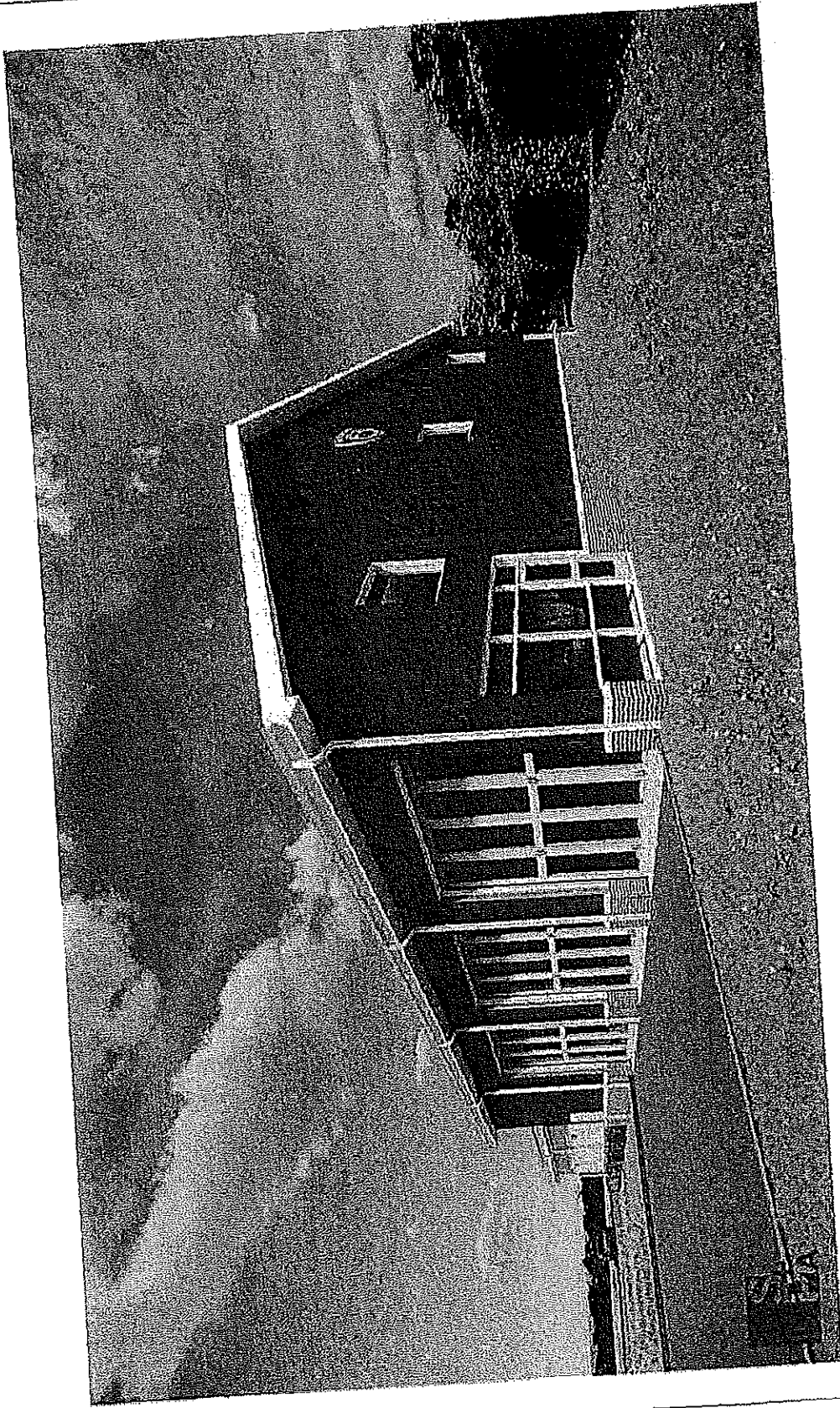
RENDERING - FRONT ENTRY

SCHEMATA INC. DESIGN

SILVER PETRACELLI - ASSOCIATES



NEW CONSTRUCTION
OSWEGATCHIE FIRE STATION
441 BOSTON POST RD
WATERFORD CT 06895



A313

RENDERING - APPARATUS

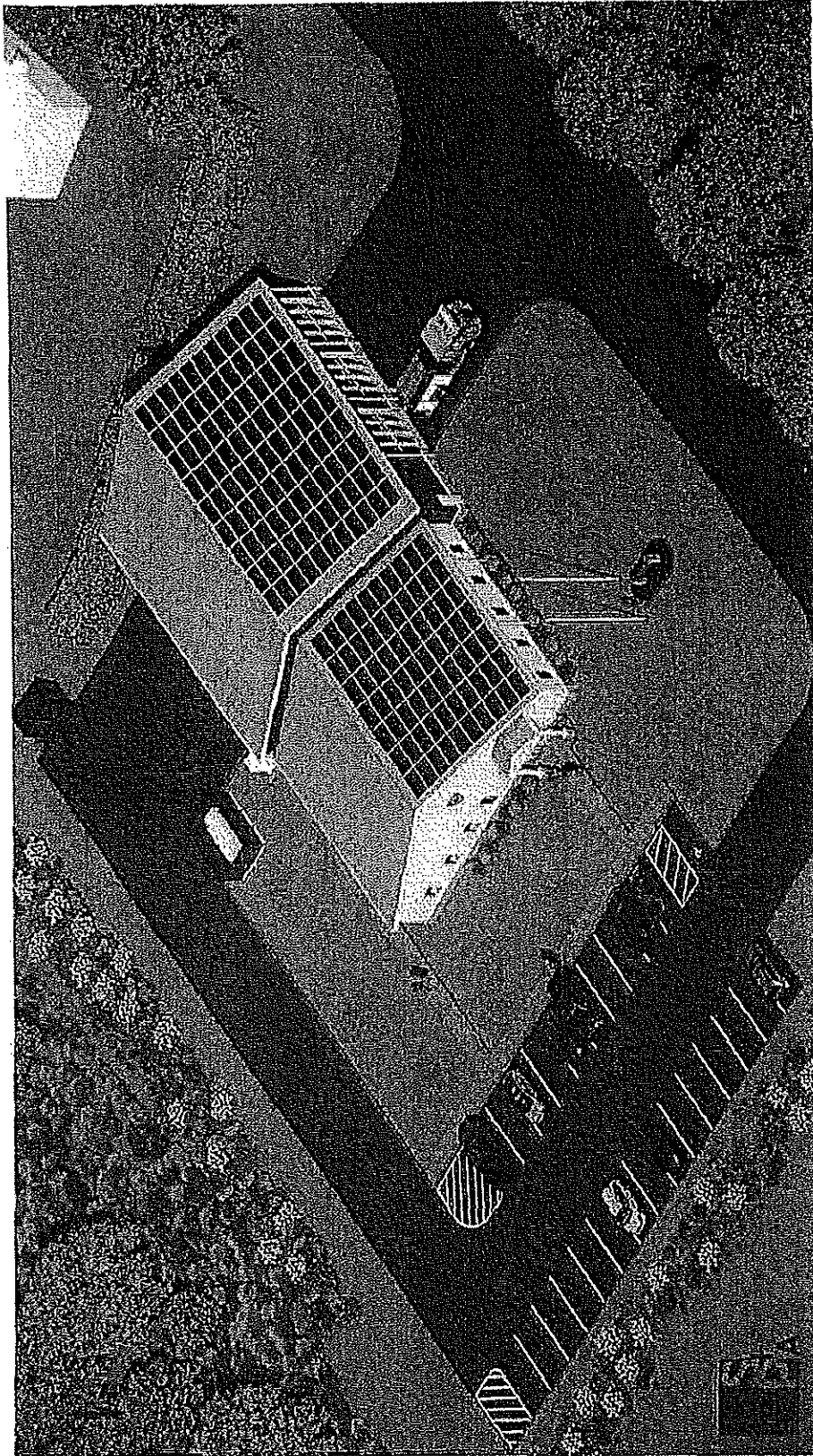
SCHEMATIC DESIGN

SEMPER PROGRESSUS ASSOCIATES

ARCHITECTS
1000 WASHINGTON STREET
SUITE 200
BOSTON, MA 02108
TEL: 617.552.1234
FAX: 617.552.1235



NEW CONSTRUCTION
OSWEGATCHIE FIRE STATION
231 EASTON POST RD.
WATERFORD CT 06495



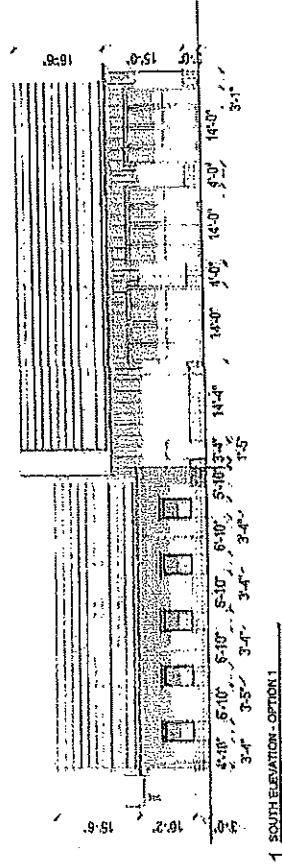
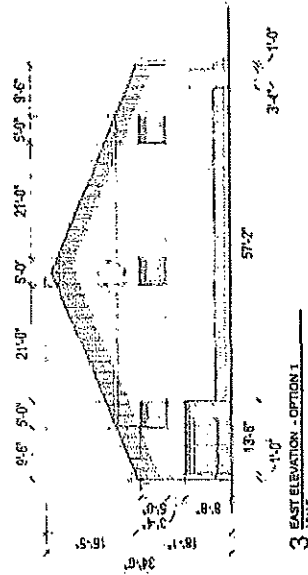
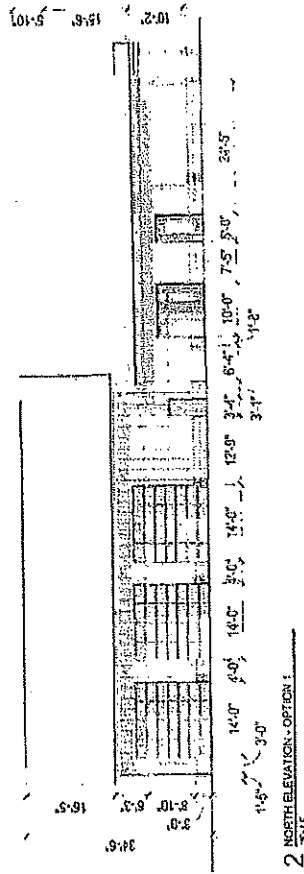
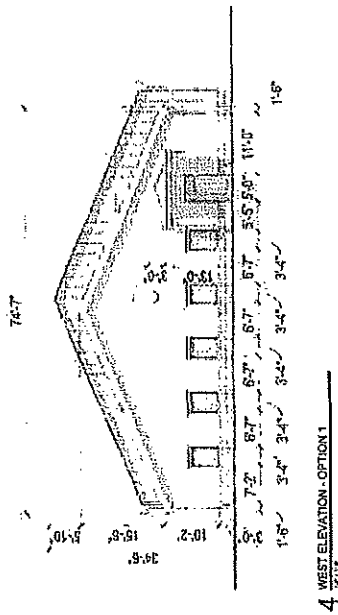
NEW CONSTRUCTION
 OSWEGATCHIE FIRE STATION
 241 BESSON POST RD
 WATERFORD, CT 06184



Scherer Construction Associates
 1000 Main Street, Suite 200
 Waterford, CT 06184
 Tel: (860) 241-1111
 Fax: (860) 241-1112
 www.sca-ct.com

RENDERING - AERIAL
 SC-PLAN-00 DESIGN

A314



NEW CONSTRUCTION
OSWEGATCHIE FIRE STATION
441 BOSTON POST RD
WATERFORD CT 06395

**STEELE PETRUCELLI & ASSOCIATES**

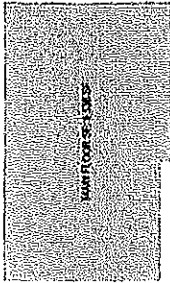
Staphylococcus aureus

1. *Staphylococcus aureus* (10⁸ CFU/ml)

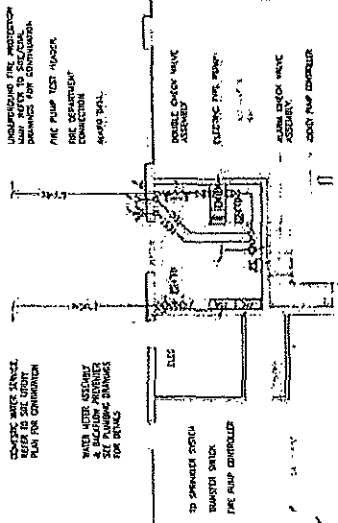
EXTERIOR ELEVATIONS

SCHEMATIC DESIGN

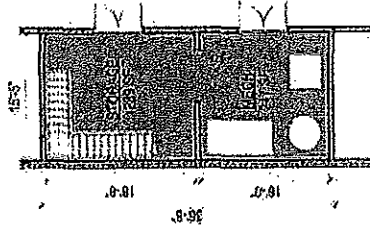
A300



MEZZANINE FLOOR SF 520 SF
TOTAL GROSS SF 10,191 SF

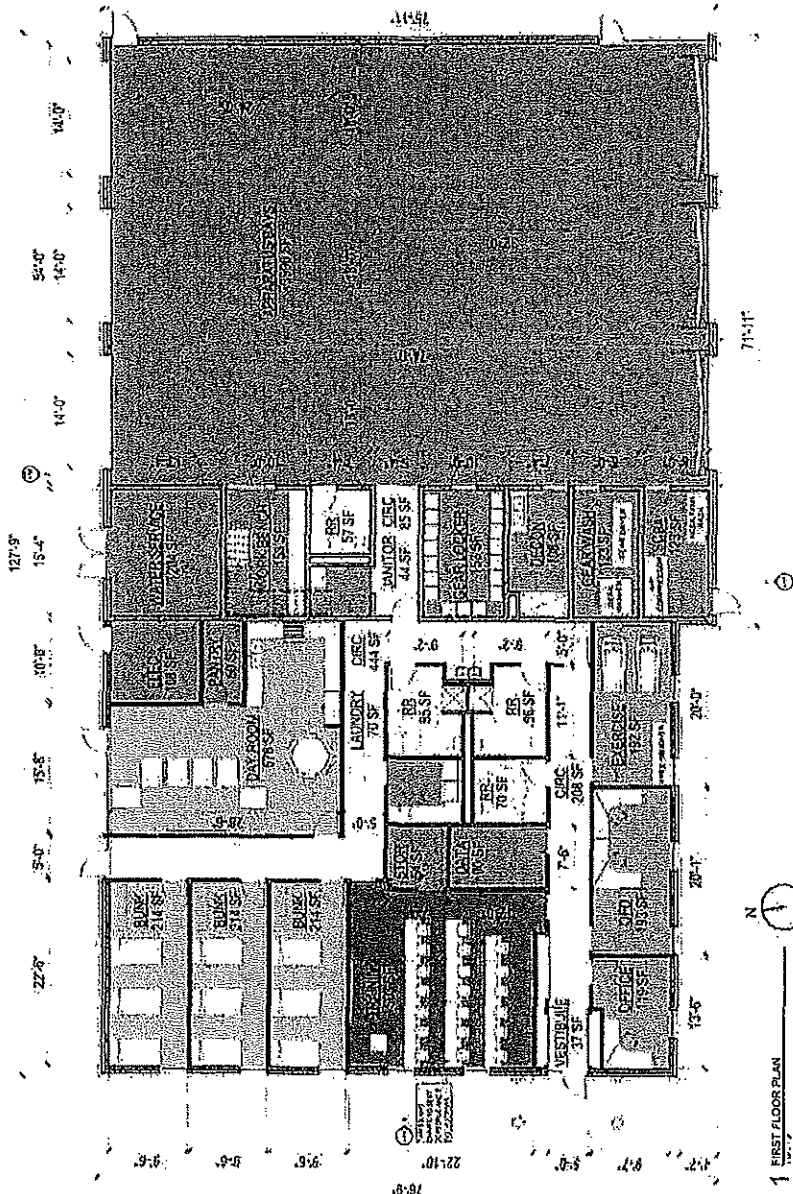


3 WATER PUMP ROOM LAYOUT



2 MEZZANINE FLOOR PLAN

Department Legend
Assembly
Business
Residential
Storage



1 FIRST FLOOR PLAN

NEW CONSTRUCTION
OSWEGATCHIE FIRE STATION
441 BOSTON POST RD
WATERFORD, CT 06395

S. P. A.
S. P. A. PETROLEUM ASSOCIATES
1000 W. 10TH AVE
DENVER, CO 80202

FLOOR PLANS - WITH WATER PUMP
SCHEMATIC DESIGN

**REPRESENTATIVE TOWN MEETING
2025 REGULAR MEETING SCHEDULE
7:00pm – Waterford Town Hall Auditorium**

February 3, 2025

April 7, 2025

May 5, 7, 12 and 14, 2025 (FY26 Annual Budget Meeting)

June 2, 2025

August 4, 2025

October 6, 2025

December 1, 2025 (Annual Meeting)

RECEIVED FOR RECORD
WATERFORD, CT
2024 NOV 18 1A 9:16
ATTEST: *David J. Longo*
TOWN CLERK

TOWN OF WATERFORD
GENERAL FUND
2024-2025 PROPOSED BUDGET

10117 REPRESENTATIVE TOWN MEETING

DEPT/AGENCY:

LINE ITEM	DESCRIPTION	COLUMN 1 2023/2024 ACTUAL EXPENDED	COLUMN 2 2024/2025 RIM APPROP.	COLUMN 3 2022/2023 ADDITIONAL/ TRANSFERS	COLUMN 4 ACTUAL EXPEND & ENCUMBRAS OF 1/1/25	COLUMN 5 2025/2026 DEPT/ AGENCY REQUEST	COLUMN 6 2022/2023 APPROVED BD/COMM.
	PERSONNEL COSTS						
51210	CLERICAL/TECHNICAL	0	1			1	
51920	F.I.C.A						
	SUBTOTAL	0	1	0	0	1	
	SERVICES						
52010	ADVERTISING	3,394	6,000			6,000	
52020	POSTAGE	0	50			50	
52050	DUES, CONFERENCES, EDUC.	12,852	12,852			12,852	
	SUBTOTAL	16,246	18,902	0	0	18,902	
	DEPARTMENT TOTAL	16,246	18,903	0	0	18,903	

ATTEST: *[Signature]*
TOWN CLERK

2024 NOV 18 1 A 9 16

RECEIVED FOR RECORD
WATERFORD, CT

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



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

December 2, 2024

Mr. Paul Goldstein
Moderator
Representative Town Meeting
15 Rope Ferry Road
Waterford, CT 06385

RECEIVED FOR RECORD
WATERFORD, CT
2024 DEC -2 P 6:22
ATTEST: *David Campo*
TOWN CLERK

Dear Mr. Moderator:

Paul,

I am respectfully requesting that the RTM's Finance, Wage & Personnel Standing Committee consider amending the procedure used for calculating the salary increases for the following elected officials: Town Clerk, Tax Collector, Treasurer and Registrars of Voters.

Back on January 20, 2022, the RTM's Finance, Wage & Personnel Standing Committee voted 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%)

I am hopeful that the Committee and RTM will consider granting these elected officials increases equal to the RTM approved non-union management employee increases.

Thank you for your consideration.

Sincerely,

Robert J. Brule
First Selectman

cc: David Campo, Town Clerk

RECEIVED FOR RECORD
WATERFORD, CT
2024 DEC 16 P 3:51

ATTEST: *[Signature]*
TOWN CLERK

TOWN OF WATERFORD
AMERICAN RESCUE FUNDS QUARTERLY REPORT
THRU 12/31/2024

1: PUBLIC HEALTH

	BUDGET	EXPENDED	ENCUMBERED	BALANCE
1.2 COVID-19 Testing				
Wfd-1.2-01 COVID Test Kits PROJECT COMPLETE	\$ 3,499.84	\$ 3,499.84	-	\$ -
1.5 Personal Protective Equipment				
Wfd-1.5-01 PPE Supplies PROJECT CANCELLED	\$ -			
1.7 Other COVID-19 Public Health Expenses				
Wfd-1.7-01 First Responder CADLink Equip/ Software PROJECT COMPLETE	\$ 74,666.69	\$ 74,666.69	-	\$ -
Wfd-1.7-02 ESO Fire RMS Software PROJECT COMPLETE	\$ 10,923.95	\$ 10,923.95	-	\$ -
Wfd-1.7-03 Dispatch Upgrades PROJECT COMPLETE	\$ 26,662.50	\$ 26,662.50	-	\$ -
Wfd-1.7-04 Emergency Services Pagers & Mobile Radios PROJECT COMPLETE	\$ 13,671.00	\$ 13,671.00	-	\$ -
1.12 Mental Health Services				
Wfd-1.12-01 Human Services Coordinator PROJECT COMPLETE	\$ 123,470.64	\$ 123,470.64	-	\$ -
Wfd-1.12-02 Safe Futures PROJECT COMPLETE	\$ 50,000.00	\$ 50,000.00	-	\$ -
1.14 Other COVID-19 Public Health Services				
Wfd-1.14-01 Ledgelight Health District PROJECT COMPLETE	\$ 55,478.90	\$ 55,478.90	-	\$ -
PUBLIC HEALTH SUBTOTAL	\$ 358,373.52	\$ 358,373.52	-	\$ -

2: NEGATIVE ECONOMIC IMPACTS

2.32 Small Business Economic Assistance (General)				
Wfd-2.32-01 Waterford Small Business Grants PROJECT COMPLETE	\$ 236,311.21	\$ 236,311.21	-	\$ -
2.35 Aid to Tourism, Travel or Hospitality				
Wfd-2.35-01 Eugene O'Neill Theater	\$ 349,737.84	\$ 309,313.18	40,424.66	\$ -
NEGATIVE ECONOMIC IMPACTS SUBTOTAL	\$ 586,049.05	\$ 545,624.39	40,424.66	\$ -

D

**TOWN OF WATERFORD
AMERICAN RESCUE FUNDS QUARTERLY REPORT
THRU 12/31/2024**

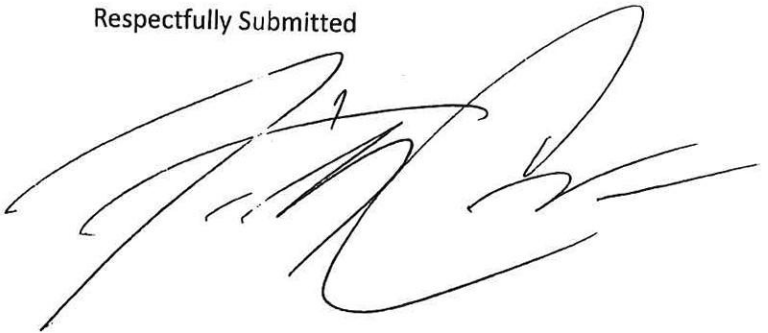
		BUDGET	EXPENDED	ENCUMBERED	BALANCE
5: INFRASTRUCTURE					
5.5 Clean Water: Other Sewer Infrastructure					
Wfd-5.5-01	Cross Road Pump Station Upgrade PROJECT CANCELLED	\$ 54,361.28	\$ 54,361.28	\$ -	\$ -
Wfd-5.5-02	Old Norwich Road Pump Station Upgrade	\$ 1,165,306.72	\$ 421,691.57	\$ 743,615.15	\$ -
Wfd-5.5-03	Gorman Pump Station Control Panels Upgrade PROJECT COMPLETE	\$ 141,792.18	\$ 141,792.18	\$ -	\$ -
Wfd-5.5-04	Save the River-Save the Hills PROJECT COMPLETE	\$ 2,500.00	\$ 2,500.00	\$ -	\$ -
5.14 Drinking Water: Storage					
Wfd-5.14-01	Fargo Lane Water Tower Rehab	\$ 1,200,000.00	\$ 283,011.92	\$ 916,988.09	\$ (0.01)
5.21 Broadband: Other Projects					
Wfd-5.21-01	Broadband/Security Upgrades at Stations PROJECT COMPLETE	\$ 29,574.00	\$ 29,574.00	\$ -	\$ -
	INFRASTRUCTURE SUBTOTAL	\$ 2,593,534.18	\$ 932,930.95	\$ 1,660,603.24	\$ (0.01)
6: REVENUE REPLACEMENT					
6.1 Wfd-6.1-01	Civic Triangle Park ADA Revitalization	\$ 1,886,864.85	\$ 1,489,089.67	\$ 397,775.18	\$ -
Wfd-6.1-02	Town GIS Updates PROJECT COMPLETE	\$ 27,655.32	\$ 27,655.32	\$ -	\$ -
Wfd-5.21-02	Cyber Security PROJECT COMPLETE	\$ 25,168.00	\$ 25,168.00	\$ -	\$ -
Wfd-5.21-03	Baseball Field Renovation NEW PROJECT	\$ 22,000.00	\$ 22,000.00	\$ -	\$ -
Wfd-5.21-04	8 Goshen Road Air Quality Testing PROJECT COMPLETE	\$ 2,395.00	\$ 2,395.00	\$ -	\$ -
	REVENUE REPLACEMENT SUBTOTAL	\$ 1,964,083.17	\$ 1,566,307.99	\$ 397,775.18	\$ -
TOTAL		\$ 5,502,039.92	\$ 3,403,236.85	\$ 2,098,803.08	\$ (0.01)

January 11th 2025

Moderator Goldstein,

We recently successfully passed an ordinance to address Public Act 24-16 **AN ACT CONCERNING AUTHORITY TO DECLARE THAT A FIREFIGHTER, POLICE OFFICER OR EMERGENCY MEDICAL SERVICE PERSONNEL DIED IN THE LINE OF DUTY**. In the course of conducting the due diligence for the passage of ordinance **2.116.110 Line of duty death determination committee** I discovered that other municipalities have ordinances creating tax abatements for surviving spouses of first responders (Police Firefighters, Emergency Medical Technicians). I am requesting that we join other communities like Groton, Cromwell and North Haven and extend these types of support and relief to those families of first responders that may give the last full measure and pay the ultimate sacrifice. Therefore, I am requesting that this issue be referred to committee for investigation and possible creation. Attached to this request are the ordinances of the aforementioned Towns.

Respectfully Submitted



Timothy Condon

District 1 Representative

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WATERFORD, CT
2025 JAN 13 P 12:07
ATTEST: David Campo
TOWN CLERK

CC. David Campo, Town Clerk

Neil T. Wiseman, President Waterford Ambulance

Marc Balestracci, Chief of Police

Stephen Dubicki, Acting Director of Fire Service

MODERATOR'S REPORT

Representative Town Meeting

February 3, 2025

F

Matters Currently in Standing Committees

LEGISLATION & ADMINISTRATION

Review how the RTM considers recommendations for committee assignments,
RTC 06/06/22

Public Act 22-3, an act concerning remote meetings under the freedom of
information act, RTC 02/06/23

Review of a "Public Comment Ordinance" RTC 02/06/23

Police Commission expansion to seven members, RTC 10/02/23

Review of ordinances included within Senior Citizens Commission and Youth &
Family Services Bureau, RTC 08/07/24

Review of Chapter 2.50 Ethics Commission of the Waterford code of Ordinances,
RTC 10/07/24

EDUCATION

FINANCE, WAGE & PERSONNEL

Salaries of Elected Officials, RTC 12/02/24

PUBLIC HEALTH, RECREATION & ENVIRONMENT

Review of Feral Cat Management, RTC 12/05/2022

PUBLIC PROTECTION & SAFETY

Open Burn Ordinance, RTC 12/04/23

ATV and Dirt Bike Ordinance Consideration, RTC 10/02/23

Review of assigned duties to the Director of Fire Services, RTC 06/03/24

PUBLIC WORKS, PLANNING & DEVELOPMENT

Short Term Rentals, RTC 12/06/21

RTC: referred to committee

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



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

1

January 17, 2025

Mr. Paul Goldstein, Moderator
Representative Town Meeting
15 Rope Ferry Road
Waterford, CT 06385

Dear Moderator Goldstein:

At the meeting of the Board of Finance held Wednesday, January 15, 2025, it was voted to recommend to the Representative Town Meeting appropriating **\$243,335 from the Capital and Non-recurring designated line #20560-57891 (Energy Efficiency Program)** to accomplish the next phase of the program for all five schools.

I respectfully request you place this item on the agenda of the next meeting of the Representative Town Meeting. Copies of backup justification are attached hereto.

Respectfully submitted,

Glenn Patterson

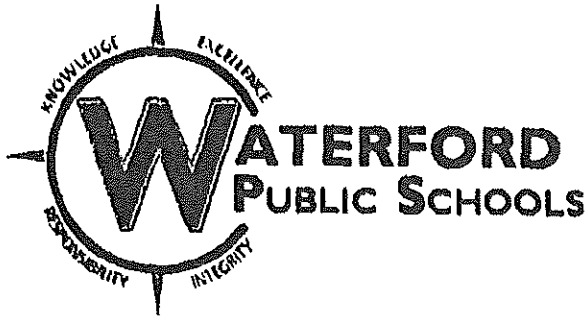
Glenn Patterson, Chairman
Board of Finance

Enclosure: BOE Energy Efficiency Program

GP/rlh

Cc: Town Clerk

RECEIVED FOR RECORD
WATERFORD, CT
2025 JAN 17 P 3:37
ATTEST: *David J. Langner*
TOWN CLERK



60.
Mr. Joseph P. Mancini
Director of Finance

Mr. Thomas W. Glard III
Superintendent of Schools

Mr. First Selectman

December 31, 2024

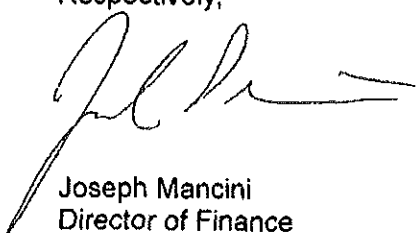
57891

This request is for an appropriation in the amount of \$243,335 from Capital and Non-recurring designated line 20560-~~57003~~ Energy Efficiency Program.

This is for the second installment of the on bill financing for energy efficiency projects done across the five schools. In May of 2023, the boards made the decision to have this yearly appropriation come out of CNR as opposed to out of the operating budget.

As an overview, this was a \$2.1 million dollar project which placed LED, new transformers, new VFD's across the district. The State of Connecticut provided \$1.1M in incentives leaving the balance to be paid to Eversource in the form of a zero percent loan paid out over 48 months. The projected savings from are generated by a reduction of 1.8 M kWh per year.

Respectively,



Joseph Mancini
Director of Finance

1/7/25, BOS - approved

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



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

2

January 17, 2025

Mr. Paul Goldstein, Moderator
Representative Town Meeting
15 Rope Ferry Road
Waterford, CT 06385

Dear Moderator Goldstein:

At the meeting of the Board of Finance held Wednesday, January 15, 2025, it was voted to recommend to the Representative Town Meeting appropriating **\$12,500 from the Capital and Non-recurring designated line #20541-57328 (Alewife Cove)** for the stabilization of Alewife Cove Study.

I respectfully request you place this item on the agenda of the next meeting of the Representative Town Meeting. Copies of backup justification are attached hereto.

Respectfully submitted,

Glenn Patterson

Glenn Patterson, Chairman
Board of Finance

Enclosure: Planning & Zoning Alewife Cove Study

GP/rh

Cc: Town Clerk

RECEIVED FOR RECORD
WATERFORD, CT
2025 JAN 17 P 3:37
ATTEST: *[Signature]*
TOWN CLERK

FIFTEEN ROPE FERRY ROAD



9.
WATERFORD, CT 06385-2886

DEPARTMENT OF PLANNING AND DEVELOPMENT

MEMORANDUM

TO: Rob Brule, First Selectman

FROM: Jonathan Mullen AICP, Planning Director

DATE: December 20, 2024

TITLE: Appropriation Request Matching Grant Contribution to the National Fish and Wildlife Foundation 2022 Long Island Sound Futures Fund Grant Award for the Stabilization of Alewife Cove Study

This request is for an appropriation in the amount of \$12,500 from Capital and Non-recurring designated line #20541-57328 – Alewife Cove to meet the Town of Waterford's \$12,500 matching contribution pledge.

Appropriation Request: Alewife Cove, Line #20541-57238.

	Line Item	Amount Requested
To: Alewife Cove Stabilization Study Matching Contribution for NFWF Grant	20541-57328	\$12,500
Total		\$12,500

These funds, transferred from Contingency by the Board of Finance to line # 20541-57328, on September 11, 2024 will fulfill Waterford's \$50,000 local matching fund commitment to the National Fish and Wildlife Foundation's 2023 Long Island Sound Futures Fund for the Stabilization of Alewife Cove Study.

1/7/25, BOS- approved

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



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

3

January 17, 2025

Mr. Paul Goldstein, Moderator
Representative Town Meeting
15 Rope Ferry Road
Waterford, CT 06385

Dear Moderator Goldstein:

At the meeting of the Board of Finance held Wednesday, January 15, 2025, it was voted to recommend to the Representative Town Meeting appropriating **\$19,800 from the Capital and Non-recurring designated line #20531-57890 (Wiemes and Marilyn Ejector Replacements)** for an engineering study.

I respectfully request you place this item on the agenda of the next meeting of the Representative Town Meeting. Copies of backup justification are attached hereto.

Respectfully submitted,

Glenn Patterson

Glenn Patterson, Chairman
Board of Finance

Enclosure: Utilities Wiemes and Marilyn Ejector Replacements

GP/rlh

Cc: Town Clerk

RECEIVED FOR RECORD
WATERFORD, CT
2025 JAN 17 P 3:37
ATTEST: *Dorothy K. Campion*
TOWN CLERK

1000 HARTFORD TURNPIKE



WATERFORD, CT 06385

December 18, 2024

Mr. Rob Brule, First Selectman
Town of Waterford Town Hall
15 Rope Ferry Road
Waterford, CT 06385

Dear Mr. Brule,

The Utility Commission respectfully requests an appropriation of the funds currently designated within L.I. # 20531-57890, Wiemes and Marilyn Ejector Replacements in the amount of \$19,800.

Wiemes Ct and Marilyn Rd pump stations were designed in 1981. These stations are known as Pneumatic Ejectors. The station itself is a steel cylinder 9' in diameter buried about 18 feet below ground and accessed via a manway. The station houses the pots, compressors and control panel. The stations have exceeded their design life and do not operate efficiently. An engineering study is warranted to fully evaluate the stations structural integrity and plan for the station's replacement. In addition, considerations for permanent stand by power should be evaluated, as portable generators have to be mobilized in the event of need.

A formal task order from our on-call engineers is included with this request and we are requesting funds currently designated be appropriated now in order to execute the task order and begin the engineering study.

Thank you.

A handwritten signature in cursive script, appearing to read "Jill N. Stevens".

Jill N. Stevens, Director
Utility Commission

Cc: Utility Commission
Kimberly Allen, Director of Finance

1/7/25, BOS- approved

**Exhibit A to Master Services Agreement
Between Town of Waterford, CT and Wright-Pierce
For On-Call Civil Engineering and Surveyor Services
-Template for Task Authorizations-**

Town of Waterford ("Owner") entered into a Master Services Agreement with Wright-Pierce ("Consultant" or "W-P") with an effective date of May 10, 2023. In accordance with that Master Services Agreement, the following Task Authorization is hereby approved and Consultant is authorized by Owner to proceed with the services as delineated below. This is Consultant's Task Authorization No. 5.

Effective Date of this Task Authorization:

W-P Project Name: Wiemes Road and Marilyn Road Pump Station Upgrades – Conceptual Evaluation

W-P Project Number: T17747

W-P Project Manager: Therlin Montgomery

Owner's Project Manager: Jill Stevens

Fee Limit for this Task Authorization, if any: \$19,800

Payment Method: *Time & Expense per hourly billing rates*

Consultant's Scope of Services: Evaluation of Wiemes Court Pump Station and Marilyn Road Pump Station per attached proposal dated November 16, 2023.

Approved for Owner By: _____
[insert signature and date of signature]

Type Name and Title of Owner's Approver: *Kimberly Allen, Finance Director*

Approved for W-P By: _____
[insert signature and date of signature]

Type Name and Title of W-P Approver: *Christopher N. Pierce, Vice President*

November 16, 2023

Mr. James Bartelli
Director of Utilities
Town of Waterford Utility Commission
15 Rope Ferry Road
Waterford, CT 06385

Subject: Proposal for Engineering Services
Wiemes Court and Marilyn Road Pump Station Upgrades- Conceptual Design Memorandum

Dear Mr. Bartelli:

As requested by the Water Utility Commission (WUC), this letter presents our scope of services to perform a conceptual evaluation of the pump stations located at Wiemes Court and Maryland Road. The pump stations were originally constructed in the early 1980s and include ejector pots to collect and transport sanitary wastewater to the Waterford collection system. The electrical, mechanical and process equipment is at the end of their service life and in need of replacement. Additionally, acquiring service parts for the ejector equipment is difficult, and some parts are no longer available. Therefore, WUC has requested that an evaluation be performed to determine their condition and make recommendations for improvements.

Wright-Pierce proposes to perform the following engineering services:

Preliminary Evaluation

1. Collect available data including existing pump station record drawings, parcel (property boundary) data, force main record drawings, ejector pot data sheets and run time data (if available).
2. Meet on site with WUC staff to obtain their insight and historical knowledge of these pump stations. Discuss and incorporate design standard or features requested by WUC staff.
3. Evaluate options to eliminate the ejector pot equipment and convert the station to either a dry-pit/wetwell style station with dry-pit pumps or fully convert to a submersible style station.
4. Using available data and record drawings, calculate the required pump station design capacity including average and peak flows and required pump discharge pressures.
5. Prepare a Conceptual Design Memorandum which will include the following:
 - a. Required pump station design capacity.
 - b. New pump design capacity (flow and pressure) and approximate horsepower.
 - c. Evaluation of options to eliminate the ejector pot equipment and replace with dry-pit/wetwell style station or fully convert to a submersible style station.
 - d. Recommendation for upgrades to control and electrical equipment including emergency standby power equipment.

11/16/2023

Mr. James Bartelli

Page 2 of 2

- e. Cursory review of space requirements for upgrade options to confirm new equipment will fit within the existing property boundaries. Space requirements for new emergency generator will also be considered.
- f. Opinion of probable construction cost for each option.
- g. Safety requirements, code requirements and TR-16 guidelines will be reviewed and outlined in the memorandum.

Proposed Fee

Wright-Pierce proposes to complete the above scope of work on a time-charge basis with a not to exceed fee of \$19,800.

If the proposed scope and fee are acceptable, we can prepare a Task Order under our on-call agreement. We are prepared to begin this work immediately upon WUC authorization.

Should you have any questions or desire additional information, please call.

Sincerely,

WRIGHT-PIERCE



Therlin Montgomery

Therlin.montgomery@wright-pierce.com



DATE: January 16, 2025
TO: David Goldstein, RTM Moderator
FROM: Ryan McNamara, Recreation and Parks Director
RE: Waterford Beach Park Fee Schedule Review

RECEIVED FOR RECORD
WATERFORD, CT
2025 JAN 21 A 9:47
ATTEST: *David I. Longo*
TOWN CLERK

Dear Members of the Representative Town Meeting,

I hope this letter finds you well. I am writing to request your review of the current municipal beach fee schedule for Waterford Beach Park. The Recreation and Parks Commission has recently conducted a thorough review of these fees following significant operational changes aimed at protecting our park's infrastructure, particularly the bathrooms and other facilities, due to the increased volume of visitors.

The Commission has made several recommendations to ensure that the fee schedule is fair, sustainable, and reflective of the costs associated with maintaining and improving our beloved beach park. These recommendations are based on careful consideration of the park's operational needs and the surrounding towns' fees that operate waterfront parks while keeping our vision intact:

- ❖ Promote fair and competitive pricing
- ❖ Maintain resident discounts and preferred accessibility
- ❖ Protect the infrastructure investments

Summary of recommendations:

- Increase both season rates
 - Non-Resident increase from \$125 to \$175
 - Resident increase from \$25 to \$45
- Vets remain free with pass
- Seniors remain the same. \$11 for a sticker or just show your Waterford ID FREE
- Non-Resident weekdays keep the same - \$25
- Resident increase \$5 instead of \$2
- ❖ Summary of annual revenues attached
- ❖ Regional beach fee comparison attached
- ❖ R&P Commission meeting minutes and discussion attached

We believe that a revised fee schedule will help us better manage the park's resources, maintain its facilities, and continue to provide a safe and enjoyable environment for all visitors. We kindly request that the Representative Town Meeting review these recommendations and consider their implementation.

Thank you for your attention to this matter. We look forward to your support in ensuring the continued success and sustainability of Waterford Beach Park.

2024 Beach Pass Comparison

Town/Business	Season				Weekday Passes				Weekend/Holiday				Notes
	Resident	OOTown	Res Seniors	Res Vets	Resident	OOTown	Res Seniors	Res Vets	Resident	OOTown	Res Seniors	Res Vets	
Recreation and Parks Commission suggested price changes 2025	\$ 45.00	\$ 175.00	Remain Free	Remain Free	\$ 10.00	\$ 25.00	Remain Free	Remain Free	Stickers Only	Stickers Only	Remain Free	Remain Free	
Waterford Recreation and Parks 2024 Pre-Changes	\$ 25.00	\$ 125.00	Free	Free	\$ 2.00	\$ 25.00	Free	Free	\$ 6.00	\$ 35.00	Free	Free Sticker	Vets must have received a sticker through office - Senior must show Waterford ID at gatehouse - Walkers \$1/\$5
2024 July 1st changes from Commission	\$ 25.00	\$ 125.00	Free	Free	\$ 2.00	\$ 25.00	Free	Free	Sticker Only	Sticker Only	Free	Free Sticker	Wrist Band Walk/Bike(season pass) Res \$2/Non Res \$10 - Walk/bike day Res\$1/Non Res \$5
East Lyme	\$ 60.00	\$ 200.00	\$ 30.00	NA	\$ 20.00	\$ 45.00	NA	NA	\$ 30.00	\$ 55.00	NA	NA	All sales are credit card - Res walk in FREE - Non Res walk in \$16.00 Plus 6.35% Tax added on to ALL prices
Groton City - Eastern Point	\$ 40.00	\$ 100.00	\$ 20.00	NA	\$ 20.00	\$ 20.00	NA	NA	\$ 30.00	\$ 30.00	NA	NA	Free city walkin ins, \$5.00 all others Events \$40.00
Madison Beach & Recreation	\$ 40.00 \$ 20.00	NA	\$ 10.00	\$ 10.00 \$ 20.00	\$10	\$ 20.00	NA	NA	\$ 10.00	\$ 20.00	NA	NA	Limited amount of Non-Res then they sell out
Old Saybrook - Harveys Beach	\$ 20.00 \$ 30.00	\$ 150.00	\$ 10.00 \$ 20.00	\$ 10.00 \$ 20.00	\$ 15.00	\$ 15.00	NA	NA	\$ 25.00	\$ 25.00	NA	NA	NO Refunds - Max passes sold to a household 2 - Passes may not be available for 2 weeks after purchase
Ocean Beach	\$ 45.00	\$ 170.00	\$ 20.00	NA	\$ 30.00	NA	NA	NA	\$ 40.00	NA	NA	NA	Walk ins - \$10, 4th of July \$60 per car, Fireworks \$30,
Westerly Recreation Department	\$ 80.00	NA	\$ 45.00	\$ 45.00	NA	NA	NA	NA	NA	NA	NA	NA	
Misquamicut State Beach	No Seasonal Option				\$ 10.00	\$ 20.00	NA	NA	\$ 15.00	\$ 30.00	NA	NA	Rhode Island Residents vs. Out of state

Membership (Stickers)		Anticipated		2021-2024		Calendar Year			
Office Sales		Fees 2025		Fees					
						2024	2023	2022	2021
Non-Res - Town and BOE Full-time Emp		\$ 45.00	\$	25.00		\$ 275.00	\$ -		
Non-Res Add Town & BOE FullTime Emp		\$ 45.00	\$	11.00		\$ -	\$ -		
Non-Resident Additional Beach Sticker		\$ 175.00	\$	125.00		\$ 1,750.00	\$ 1,750.00	\$ 125.00	\$ 11,250.00
Non-Resident Beach Sticker		\$ 175.00	\$	125.00		\$ 62,150.00	\$ 47,090.00	\$ 52,650.00	\$ 32,250.00
Non-Resident Sticker - Replacement		\$ 10.00	\$	10.00		\$ 20.00	\$ 20.00	\$ 60.00	\$ 30.00
Non-Resident Wristbands		\$ 10.00	\$	10.00		\$ 40.00	\$ 142.00	\$ 110.00	\$ 170.00
Resident Additional Sticker		\$ 11.00	\$	11.00		\$ 6,875.00	\$ 5,621.00	\$ 6,468.00	\$ 5,753.00
Resident Senior Sticker (65+)		\$ 11.00	\$	11.00		\$ 5,899.00	\$ 4,950.00	\$ 4,964.00	\$ 4,510.00
Resident Senior Show ID at Gate		\$ -	\$	-		\$ -	\$ -	\$ -	\$ -
Resident Sticker		\$ 45.00	\$	25.00		\$ 32,883.00	\$ 27,408.00	\$ 29,350.00	\$ 27,225.00
Resident Sticker - Replacement		\$ 5.00	\$	5.00		\$ 40.00	\$ 45.00	\$ 70.00	\$ 40.00
Resident Wristbands		\$ 5.00	\$	2.00		\$ 390.00	\$ 268.00	\$ 347.00	\$ 304.00
Waterford PD Wellness - Beach Sticker		\$ 45.00	\$	25.00		\$ 1,175.00	\$ -	\$ -	\$ -
Waterford Veterans - Beach Sticker		\$ -	\$	-		\$ -	\$ -	\$ -	\$ -
In Office Totals						\$ 111,497.00	\$ 87,294.00	\$ 94,144.00	\$ 81,532.00
Waterford Beach Park Admissions				Price					
Gatehouse Sales						Totals	Totals	Totals	Totals
NR Picnic Weekday		\$ 8.00	\$	8.00		\$ 88.00	\$ 16.00	\$ 334.00	\$ -
NR Picnic Weekend/Holiday		\$ 11.00	\$	11.00		\$ 4,400.00	\$ 4,455.00	\$ 2,762.00	\$ 2,849.00
NR Walker/Biker		\$ 5.00	\$	5.00		\$ 670.00	\$ 395.00	\$ 250.00	\$ 235.00
NR Weekday		\$ 25.00	\$	25.00		\$ 29,375.00	\$ 26,525.00	\$ 22,500.00	\$ 21,250.00
NR Weekend/Holiday		Sticker Only	\$	35.00		\$ 11,480.00	\$ 46,900.00	\$ 47,320.00	\$ 22,505.00
Res Walker/Biker		\$ 1.00	\$	1.00		\$ 262.00	\$ 292.00	\$ 279.00	\$ 124.00
Res Weekday/Picnic		\$ 2.00	\$	2.00		\$ 1,790.00	\$ 1,888.00	\$ 1,876.00	\$ 1,630.00
Res Weekend/Holiday		Sticker Only	\$	6.00		\$ 2,802.00	\$ 6,618.00	\$ 5,802.00	\$ 3,864.00
Gatehouse Total						\$ 50,867.00	\$ 87,089.00	\$ 81,123.00	\$ 52,457.00
Annual Totals For All Entry Sales						\$ 162,364.00	\$ 174,383.00	\$ 175,267.00	\$ 133,989.00

Potential Price Changes

UPDATE provided by Robert Tuneski, Chair of the Oswegatchie Fire Station Building Committee.

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



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

6

January 17, 2025

Mr. Paul Goldstein, Moderator
Representative Town Meeting
15 Rope Ferry Road
Waterford, CT 06385

Dear Moderator Goldstein:

At the meeting of the Board of Finance held Wednesday, January 15, 2025, it was voted to recommend to the Representative Town Meeting, transferring **\$286,000** from the **Undesignated Fund Balance of the Capital Nonrecurring Expenditure Fund (line #205-31520)** to line **#20523-57792 (Oswegatchie Building)** and appropriating the funds for architectural and design services from Silver Petrucelli & Associated, Inc. for the Oswegatchie Fire Station.

I respectfully request you place this item on the agenda of the next meeting of the Representative Town Meeting. Copies of backup justification are attached hereto.

Respectfully submitted,

Glenn Patterson

Glenn Patterson, Chairman
Board of Finance

Enclosure: Oswegatchie Fire Station Building Committee Plans

GP/rlh

Cc: Town Clerk

RECEIVED FOR RECORD
WATERFORD, CT
2025 JAN 17 P 3:37
ATTEST: *[Signature]*
TOWN CLERK

Amended Exhibit C 1 Page

Anticipated Hard Construction Costs	\$	8,000,000.00	\$800/SF
-------------------------------------	----	--------------	----------

PHASE I	Schematic Design	\$	62,000.00
	Design Development	\$	110,344.00

sub-total \$ 172,344.00

Phase II	Construction Documents	\$	286,000.00
	Bidding & Negotiations	\$	22,000.00
	Construction Administration	\$	132,000.00

sub-total \$ 440,000.00 \$ 440,000.00

5.50% of construc

7.65% Total Fee

Phase I & II	\$	612,344.00
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Added Allowances: As required

1	Traffic Engineering	\$	17,500.00	\$	42,500.00
2	Geotechnical Borings	\$	11,500.00	\$	35,000.00
3	Hazardous Material Testing	\$	20,000.00	\$	25,000.00
4	Boundary Survey			\$	15,000.00
5	High Performance Buildings	\$	10,000.00	\$	25,000.00

\$	142,500.00
----	------------

Total Fee Sum	\$	754,844.00	9.44%
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DRAFT AIA® Document G802® - 2017

Amendment to the Professional Services Agreement

PROJECT: *(name and address)*
Oswegatchie New Fire Station
441 Boston Post Road
Waterford, CT 06226

AGREEMENT INFORMATION:
Date: June 06, 2024

AMENDMENT INFORMATION:
Amendment Number: 01

Date: 01/13/2025

OWNER: *(name and address)*
Town of Waterford

ARCHITECT: *(name and address)*
Silver/Petrucelli + Associates, Inc
3190 Whitney Avenue
Hamden, CT 06518

15 Rope Ferry Road

The Owner and Architect amend the Agreement as follows:

Phase II: Construction Documentd, Bidding and Negotiation, and Construction Administration Services is being itemized to fixed fee allocation. Construction Documents Only

Construction Documents: \$286,000.00

Phase III: To be approved and determined at a later date

Bidding and Negotiations: \$22,000.00

Construction Administration: \$132,000.00

The Architect's compensation and schedule shall be adjusted as follows:

Compensation Adjustment:

Construction Documents: \$286,000.00 only

Schedule Adjustment:

Schedule remains as anticcpated to date.

SIGNATURES:

Silver/Petrucelli + Associates, Inc.
ARCHITECT *(Firm name)*

Town of Waterford
OWNER *(Firm name)*

SIGNATURE
David J. Stein, AIA Vice
President

PRINTED NAME AND TITLE

01/13/2025

DATE

SIGNATURE
Rob Brule First Selectman
PRINTED NAME AND TITLE

DATE

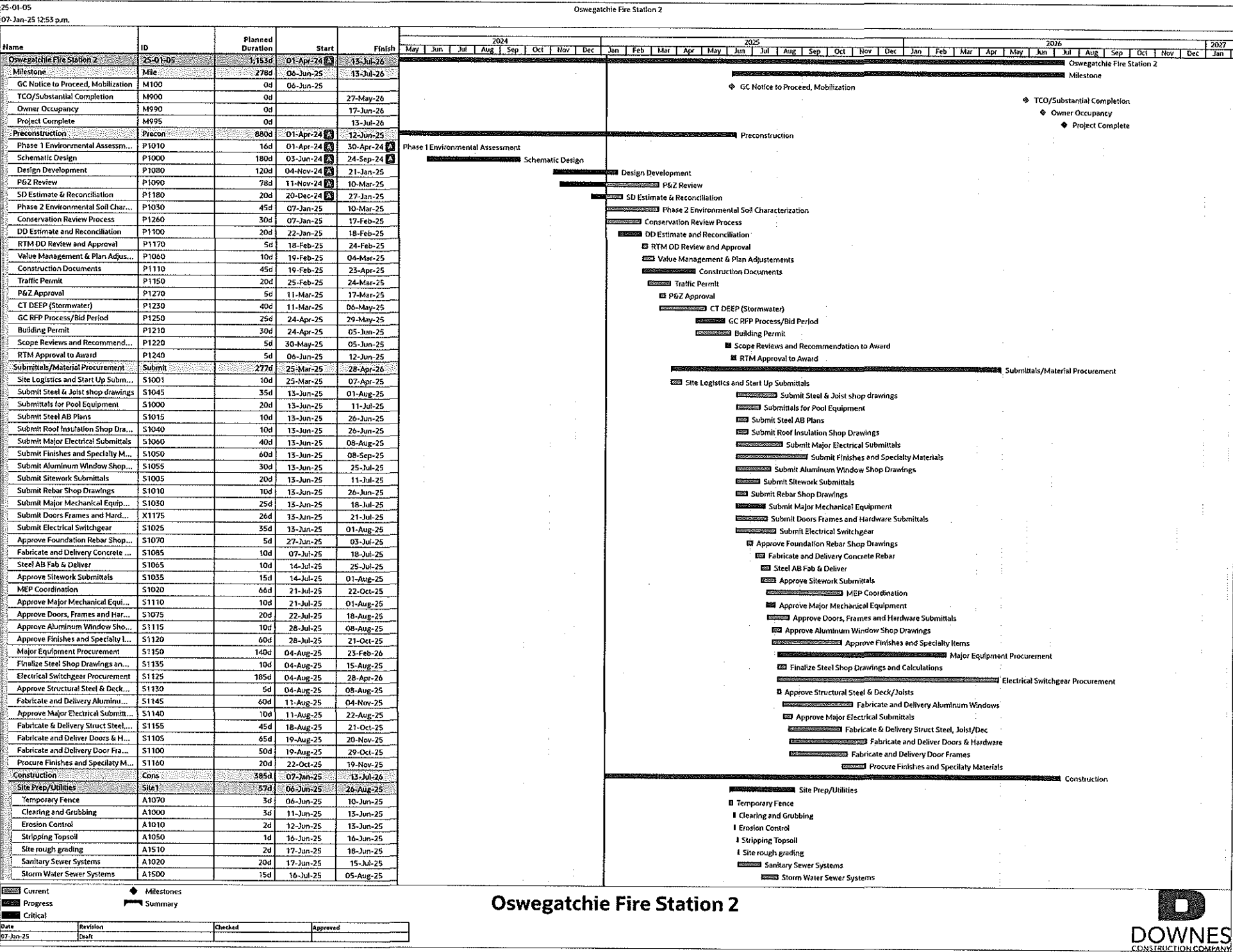
Robert Tuneski

January 13, 2025

Dear Members:

I am convening a special meeting of the Oswegatchie Building Committee tomorrow evening at 6:30pm so that we can consider amending the contract with SPA to adjust the fee payment schedule. As it stands right now under the current contract we will miss out on Board of Finance and RTM approval of the next phase of fees for SPA's efforts because we are not receiving Downes' construction estimate which would be the basis for SPA's fees, until January 21, 2025, which is too late for the Board of Finance and RTM approval. In order to avoid a several month delay in design efforts and corresponding delay in the bidding and construction schedule I asked SPA last Friday to propose an amendment to the contract and an amended fee schedule for our Committee to consider. If the Committee favorably acts on SPA's revised contract and amended fee schedule we can recommend favorable action on same by the Board of Selectmen, Board of Finance and RTM and keep the project moving along. This action effectively synchs the funding for the design with the schedule of the Town bodies who are required to approve these project costs.

Thank you all for your willingness to meet on such short notice.



25-01-05
07-Jan-25 12:53 p.m.

Name	IO	Planned Duration	Start	Finish
Underground FP/Domestic Wat...	B1110	15d	06-Aug-25	26-Aug-25
Building Structural	Structural	30d	14-Jul-25	05-Sep-25
Foundation Excavation	B1020	5d	14-Jul-25	18-Jul-25
FRP Foundation Footings	B1030	10d	21-Jul-25	01-Aug-25
FRP Foundation Walls/Pier Foo...	B1050	15d	28-Jul-25	15-Aug-25
Foundation Backfill/Protection ...	B1140	8d	18-Aug-25	27-Aug-25
Underground Plumbing	B1090	10d	18-Aug-25	29-Aug-25
Underground Electrical	B1100	5d	25-Aug-25	29-Aug-25
Prep for Slab-on-Grade	B1131	2d	02-Sep-25	03-Sep-25
Place Concrete SOG	B5230	2d	04-Sep-25	05-Sep-25
Building Envelope	Envelope	151d	08-Sep-25	14-Apr-26
Install Exterior CFMF/Sheathing	B1440	20d	08-Sep-25	03-Oct-25
Roofing	B1435	15d	06-Oct-25	27-Oct-25
Install Exterior AVB/Flashings ...	B1405	10d	06-Oct-25	20-Oct-25
Install Veneer Masonry	B1410	15d	21-Oct-25	10-Nov-25
Install Exterior finish	B1420	10d	27-Oct-25	07-Nov-25
Windows & Glass	B1470	10d	05-Nov-25	19-Nov-25
Install Exterior siding	B1425	10d	12-Nov-25	25-Nov-25
Building Enclosed	B1510	0d		19-Nov-25
Temporary Environmental Cont...	A1060	15d	20-Nov-25	11-Dec-25
Roofing Sheetmetal and Copings	B1480	10d	26-Nov-25	10-Dec-25
Set HVAC Equipment	B1460	10d	24-Feb-26	09-Mar-26
Rooftop HVAC Work	B1490	20d	03-Mar-26	30-Mar-26
Power Feeds to Rooftop Equip...	B1500	10d	31-Mar-26	14-Apr-26
Interior Construction	Interior	108d	30-Oct-25	03-Apr-26
Interior Construction	WBS11	108d	30-Oct-25	03-Apr-26
Set Door Frames @ CMU Parti...	B2090	5d	30-Oct-25	05-Nov-25
Non-Bearing CMU Partitions	B2100	15d	30-Oct-25	20-Nov-25
Install Plumbing Carriers/Wat...	B2110	15d	06-Nov-25	28-Nov-25
Fire Protection Mains/Branches	B2160	15d	14-Nov-25	05-Dec-25
Overhead Ductwork/Boxes	B2140	25d	14-Nov-25	19-Dec-25
Overhead HVAC Piping/Ceilin...	B2180	20d	14-Nov-25	12-Dec-25
Electrical Overhead Raceways...	B2200	10d	14-Nov-25	28-Nov-25
Slab Moisture Mitigation	B2480	10d	21-Nov-25	05-Dec-25
Plumbing Waste & Vent	B2080	20d	21-Nov-25	19-Dec-25
Inwall Electrical@LGMF/Branc...	B2240	15d	01-Dec-25	19-Dec-25
Plumbing Insulation	B2130	10d	01-Dec-25	12-Dec-25
Install LGMF Partitions/w Doo...	B2120	10d	08-Dec-25	19-Dec-25
Masonry Chase Walls	B2150	10d	15-Dec-25	29-Dec-25
Low Voltage Systems Rough	B2230	10d	22-Dec-25	06-Jan-26
GWB Walls	B2260	15d	22-Dec-25	13-Jan-26
HVAC Insulation	B2210	8d	22-Dec-25	02-Jan-26
Frame LGMF Ceilings/Soffits/...	B2270	8d	23-Dec-25	05-Jan-26
Install Ceramic Tile Walls @ To...	B2190	10d	05-Jan-26	16-Jan-26
Tape/Sand Walls	B2290	10d	05-Jan-26	16-Jan-26
Sheetrock @ GWB Ceilings/S...	B2300	3d	06-Jan-26	08-Jan-26
Tape/Sand GWB Ceilings/So...	B2310	4d	08-Jan-26	13-Jan-26
Install Plumbing Fixtures @ T...	B2220	10d	19-Jan-26	30-Jan-26
Epoxy Flooring	B5100	10d	19-Jan-26	30-Jan-26
Prime & 1st Coat Paint	B2320	10d	19-Jan-26	30-Jan-26
Install Acoustical Ceiling Grid	B2340	10d	20-Jan-26	02-Feb-26
Install Light Fixtures	B2360	10d	21-Jan-26	03-Feb-26
Install RGD's	B2350	5d	28-Jan-26	03-Feb-26
Adjust Fire Protection Heads	B2330	3d	29-Jan-26	02-Feb-26
Final Coat Paint	B2410	15d	02-Feb-26	20-Feb-26
Hang Doors/Hardware	B2400	15d	02-Feb-26	20-Feb-26
Install Toilet Partitions	B2250	5d	02-Feb-26	06-Feb-26
Install LV System Devices/Fin...	B2430	5d	02-Feb-26	06-Feb-26
Install Misc Specialties	B2390	5d	02-Feb-26	06-Feb-26
Install Wiring Devices/Light C...	B2370	10d	02-Feb-26	13-Feb-26
Install Millwork/Casework/Fin...	B2380	15d	02-Feb-26	20-Feb-26
Install Fire Alarm Devices	B2420	5d	02-Feb-26	06-Feb-26
Final Above Ceiling Inspections	B2460	2d	04-Feb-26	05-Feb-26
Padout Ceiling	B2470	10d	06-Feb-26	19-Feb-26
Install Toilet Accessories	B2280	3d	09-Feb-26	11-Feb-26
Install Flooring/Base	B2490	25d	23-Feb-26	27-Mar-26
Pre-Punch/Broom Clean - Mai...	B2500	5d	30-Mar-26	03-Apr-26

2024

2025

2026

2027

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Jan

Feb

Mar

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Jan

Underground FP/Domestic Water Line

Building Structural

Foundation Excavation

FRP Foundation Footings

FRP Foundation Walls/Pier Footings

Foundation Backfill/Protection Board

Underground Plumbing

Underground Electrical

Prep for Slab-on-Grade

Place Concrete SOG

Building Envelope

Install Exterior CFMF/Sheathing

Roofing

Install Exterior AVB/Flashings @ Exterior

Install Veneer Masonry

Install Exterior finish

Windows & Glass

Install Exterior siding

Building Enclosed

Temporary Environmental Controls

Roofing Sheetmetal and Copings

Set HVAC Equipment

Rooftop HVAC Work

Power Feeds to Rooftop Equipment

Interior Construction

Interior Construction

Set Door Frames @ CMU Partitions

Non-Bearing CMU Partitions

Install Plumbing Carriers/Water Supply Lines

Fire Protection Mains/Branches

Overhead Ductwork/Boxes

Overhead HVAC Piping/Ceiling Eqmt

Electrical Overhead Raceways/Conduits/Panelboard Tubs

Slab Moisture Mitigation

Plumbing Waste & Vent

Inwall Electrical@LGMF/Branch Wiring

Plumbing Insulation

Install LGMF Partitions/w Door Frames

Masonry Chase Walls

Low Voltage Systems Rough

GWB Walls

HVAC Insulation

Frame LGMF Ceilings/Soffits/Fascias

Install Ceramic Tile Walls @ Toilet Rooms

Tape/Sand Walls

Sheetrock @ GWB Ceilings/Soffits/Fascias

Tape/Sand GWB Ceilings/Soffits/Fascias

Install Plumbing Fixtures @ Toilet Rooms

Epoxy Flooring

Prime & 1st Coat Paint

Install Acoustical Ceiling Grid

Install Light Fixtures

Install RGD's

Adjust Fire Protection Heads

Final Coat Paint

Hang Doors/Hardware

Install Toilet Partitions

Install LV System Devices/Finishes (CCTV/Security, etc.)

Install Misc Specialties

Install Wiring Devices/Light Controls

Install Millwork/Casework/Finish Carpentry

Install Fire Alarm Devices

Final Above Ceiling Inspections

Padout Ceiling

Install Toilet Accessories

Install Flooring/Base

Pre-Punch/Broom Clean - Main Level

Current

Progress

Critical

Milestones

Summary

Date

Revision

Checked

Approved

07-Jan-25

Draft

Oswegatchie Fire Station 2

D

DOWNES

CONSTRUCTION COMPANY

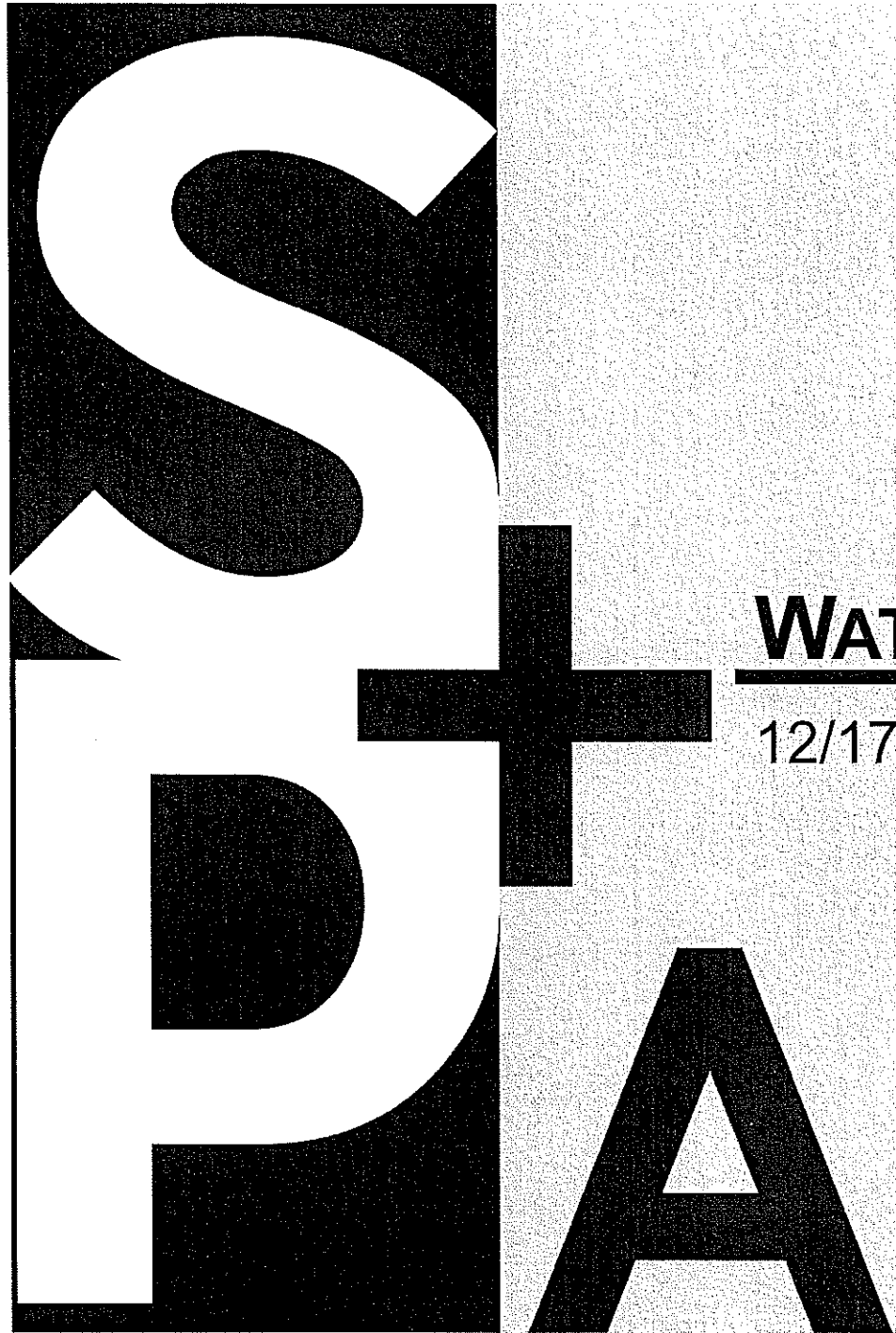
07-Jan-25 12:53 p.m.

Oswegatchie Fire Station 2

Name	ID	Planned Duration	Start	Finish
Site Improvements	SI	346d	07-Jan-25	18-May-26
Parking Lot	A1470	30d	07-Jan-25	17-Feb-25
Site Concrete	A1475	25d	12-Nov-25	17-Dec-25
Stormwater Detention Systems	A1480	10d	26-Nov-25	10-Dec-25
Site Improvements Completion...	A1490	50d	02-Mar-26	11-May-26
Site Signage	A1520	5d	12-May-26	18-May-26
Closeout	Close	109d	09-Feb-26	13-Jul-26
Fire Alarm Ringout	B5000	10d	09-Feb-26	20-Feb-26
Final Completion All Trades	B5040	5d	06-Apr-26	13-Apr-26
Punchlist & Final Cleaning	B5050	5d	06-Apr-26	13-Apr-26
HVAC Eqmt Startups	B5010	15d	15-Apr-29	05-May-26
Testing, Balancing and Inspecti...	B5030	10d	06-May-26	19-May-26
Final Inspections & Substantial ...	B5060	5d	20-May-26	27-May-26
Final Completion (O&Ms/Asbuil...	B5080	32d	28-May-26	13-Jul-26
Owner Move-In / Occupancy	B5070	15d	28-May-26	17-Jun-26

Oswegatchie Fire Station 2





WATERFORD OSWEGATCHIE FIRE STATION

ARCHITECTURAL UPDATE

12/17/2024

LEGEND	
EXISTING	PROPOSED
PROPERTY LINE	---
BUILDING LINE	---
SEWER LINE	---
RAINING DOOR	---
CLUB LINE	---
FLUSH DOOR LINE	---
CONCRETE	---
SITE DOOR	---
POTENTIAL RAIN GARDEN	---

GENERAL NOTES

- EXISTING INFORMATION OBTAINED FROM THE FOLLOWING "BOUNDARY AND TOPOGRAPHIC SURVEY", 438 B. 141 BOSTON POST ROAD, WATERFORD, CT, DATED APRIL 21, 2014.
- PROPOSED BUILDING FOOTPRINT RECORDED ELECTRONICALLY FROM SILVER PINEWOOD ARCHITECTURE IN SEPTEMBER 2021.
- THE SITE IS LOCATED WITHIN ZONE X OF FEMA FIRM MAP 05018H041A, EFFECTIVE AUGUST 1, 2013. ZONE X IS AN AREA OF MINIMAL FLOOD HAZARD WITH NO BASE FLOOD ELEVATIONS.

ZONING CHART

REFERENCE: TOWN OF WATERFORD CT ZONING REGULATIONS (AMENDED EFFECTIVE OCTOBER 4, 2024)

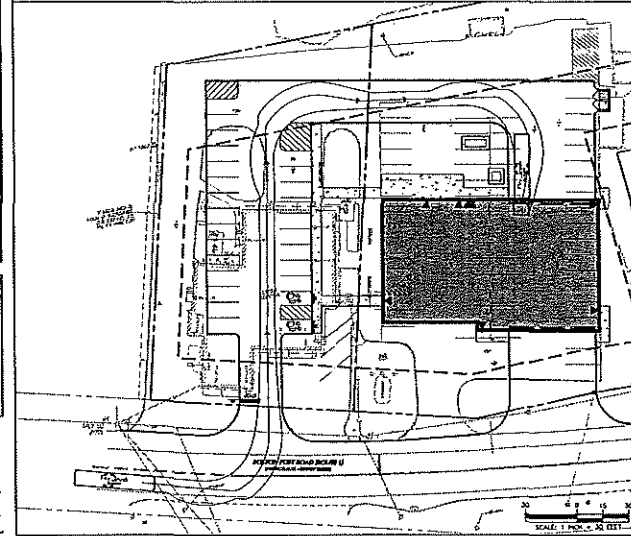
ZONE: NBPO - NEIGHBORHOOD BUSINESS PROFESSIONAL OFFICE DISTRICT
PROPOSED USE: MUNICIPAL FACILITY

ITEM	REQUIRED	PROPOSED	SECTION
MAXIMUM HEIGHT	35 FT	435 FT	SECTION 7A.7
MINIMUM PLOT FRONTAGE	100 FT	311 FT	SECTION 7A.4
MINIMUM FRONT YARD, BUILDING	25 FT	33.5 FT	SECTION 7A.5.1
MINIMUM DEE YARD, BUILDING	15 FT	16.6 FT	SECTION 7A.5.2
MINIMUM REAR YARD, BUILDING	50 FT	108.3 FT	SECTION 7A.5.3
MAXIMUM BUILDING AREA	(87,088 SF x 0.25) = 21,772 SF	9,550 SF	SECTION 7A.6

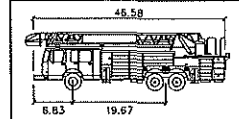
SIGN LEGEND



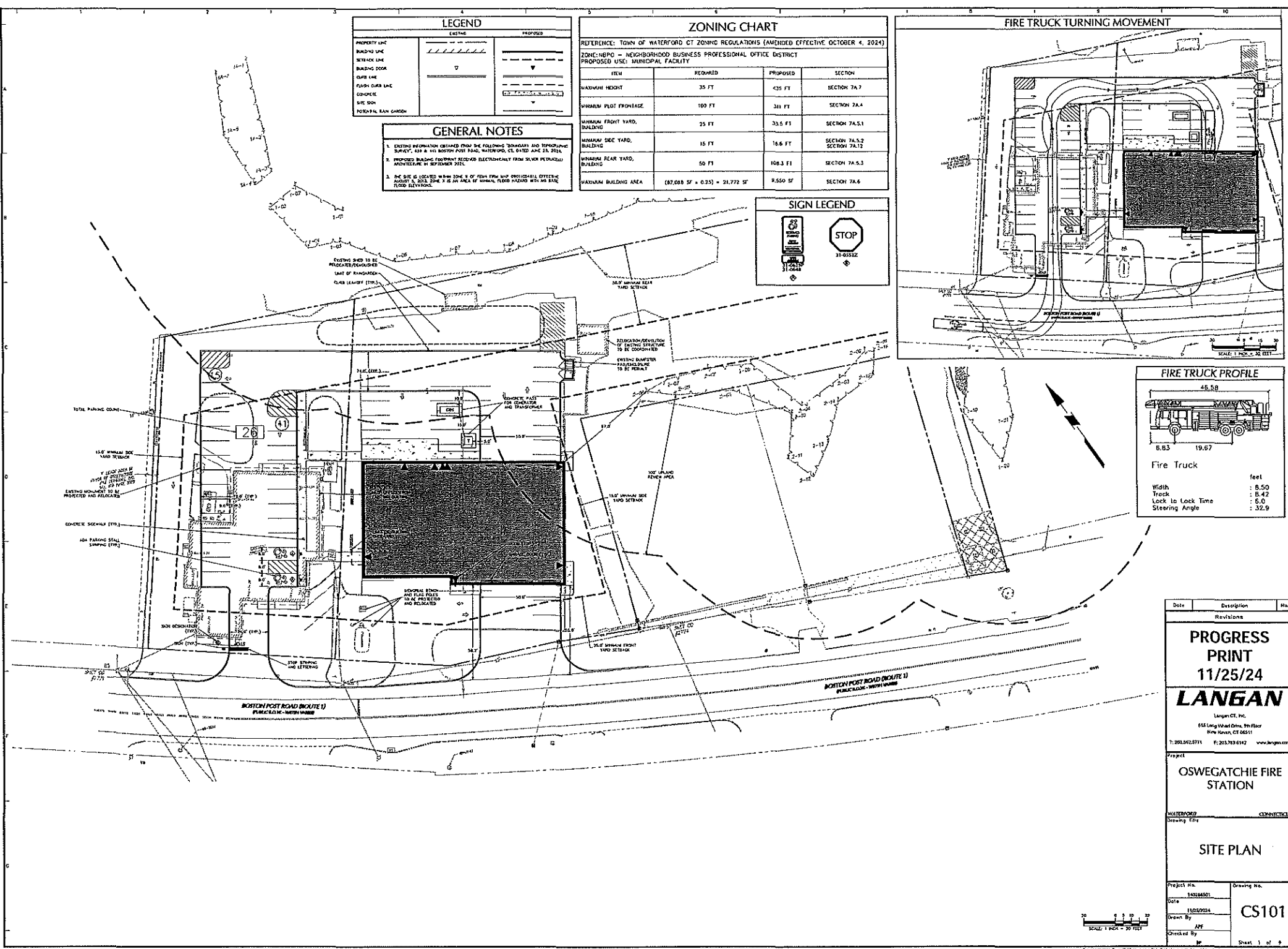
FIRE TRUCK TURNING MOVEMENT



FIRE TRUCK PROFILE

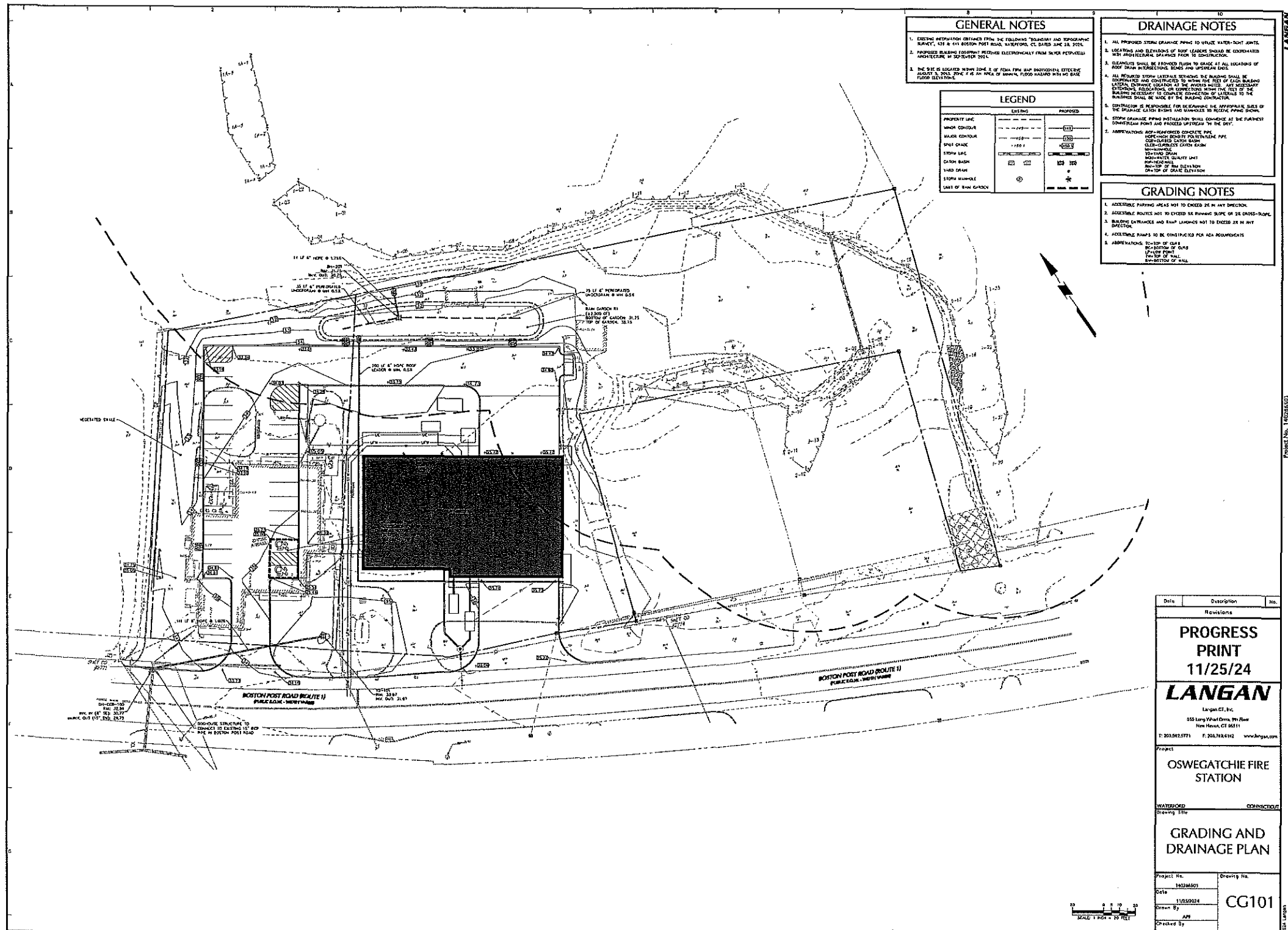


Fire Truck	feet
Width	8.50
Truck	8.42
Lock to Lock Time	6.0
Steering Angle	32.9



Date	Description	No.
Revisions		
PROGRESS PRINT 11/25/24 LANGAN Langan CT, Inc. 555 Long Wharf Drive, 9th Floor New Haven, CT 06511 T: 203.562.5711 F: 203.783.6142 www.langan.com		
Project		
OSWEGATCHIE FIRE STATION		
WATERFORD, CONNECTICUT		
Drawing Title		
SITE PLAN		
Project No.	Drawing No.	
140244501	CS101	
Date	Drawn By	Check By
11/25/2024	AME	JP
Sheet 1 of 9		





GENERAL NOTES

- EXISTING INFORMATION OBTAINED FROM THE FOLLOWING "BOUNDARY AND TOPOGRAPHIC SURVEY," 137 & 141 BOSTON POST ROAD, WATERFORD, CT, DATED JUNE 28, 2016.
- PROPOSED DRAINAGE EQUIPMENT PROVIDED ELECTRONICALLY FROM SILVER PETERSON ARCHITECTURE IN SEPTEMBER 2016.
- THE SITE IS LOCATED WITHIN ZONE 2 OF FEMA FIRM MAP D001001A1A, EFFECTIVE AUGUST 3, 2015. ZONE 2 IS AN AREA OF SPECIAL FLOOD HAZARD WITH NO BASE FLOOD ELEVATION.

DRAINAGE NOTES

- ALL PROPOSED STORM DRAINAGE PIPING TO VENTilate WATER-TIGHT JOINTS.
- LOCATIONS AND ELEVATIONS OF ROOF LEAKS SHOULD BE COORDINATED WITH ARCHITECTURAL DRAINAGE FROM TO CONSTRUCTION.
- CLEANOUTS SHALL BE PROVIDED FLUSH TO GRADE AT ALL LOCATIONS OF ROOF DRAIN INTERSECTIONS, BENDS AND UPSTREAM ENDS.
- ALL REQUIRED STORM LATERALS REMOVING THE BUILDING SHALL BE COORDINATED AND CONSTRUCTED TO WITHIN ONE FEET OF EACH BUILDING LATERAL, EXCEPT WHERE NOTED OTHERWISE. ANY NECESSARY EXISTING, EXISTING, OR CONSTRUCTED WITHIN THE FEET OF THE BUILDING NECESSARY TO COMPLETE CONNECTION OF LATERALS TO THE BUILDING SHALL BE MADE BY THE BUILDING CONTRACTOR.
- CONTRACTOR IS RESPONSIBLE FOR SECURING THE APPROPRIATE SIZES OF THE DRAINAGE CATCH BASINS AND DOWNPIPES TO RECEIVE PIPING DOWNPipes.
- STORM DRAINAGE PIPING INSTALLATION SHALL COME AT THE EARLIEST DOWNSTREAM POINT AND PROCEED UPSTREAM TO THE SKY.
- ADDITIONAL NOTES:
 - ROOF-REINFORCED CONCRETE PIPE
 - 100% VIBRANT POLYETHYLENE PIPE
 - CONCRETE CATCH BASIN
 - CLEAR-GLASS CATCH BASIN
 - TO-TWO DRAIN
 - MINIMUM QUALITY UNIT
 - MAN-HEAD WALL
 - MINIMUM OF 2' ELEVATION
 - CRACK OF GRADE ELEVATION

LEGEND

	EXISTING	PROPOSED
PROPERTY LINE	---	---
MINOR CONTOUR	---	---
MAJOR CONTOUR	---	---
SPOT GRADE	---	---
STORM LINE	---	---
CATCH BASIN	---	---
RAIN GARDEN	---	---
STORM MANHOLE	---	---
LAST OF RAIN GARDEN	---	---

GRADING NOTES

- ACCESSIBLE PARKING AREAS NOT TO EXCEED 2% IN ANY DIRECTION.
- ACCESSIBLE ROUTES NOT TO EXCEED 5% RUNNING SLOPE OR 2% CROSS-SLOPE.
- BUILDING ENTRANCES AND RAMP LANDINGS NOT TO EXCEED 2% IN ANY DIRECTION.
- ACCESSIBLE RAMPS TO BE CONSTRUCTED PER ADA REQUIREMENTS.
- ABBREVIATIONS:
 - TO-TWO DRAIN
 - MINIMUM QUALITY UNIT
 - MAN-HEAD WALL
 - MINIMUM OF 2' ELEVATION
 - CRACK OF GRADE ELEVATION

Date	Description	No.
------	-------------	-----

Revisions

PROGRESS PRINT
11/25/24

LANGAN

Langan CT, Inc.
355 Long Wharf Drive, 9th Floor
New Haven, CT 06511
T: 203.563.5771 F: 203.768.6162 www.langan.com

Project

OSWEGATCHIE FIRE STATION

WATERSCED DRAINAGE

GRADING AND DRAINAGE PLAN

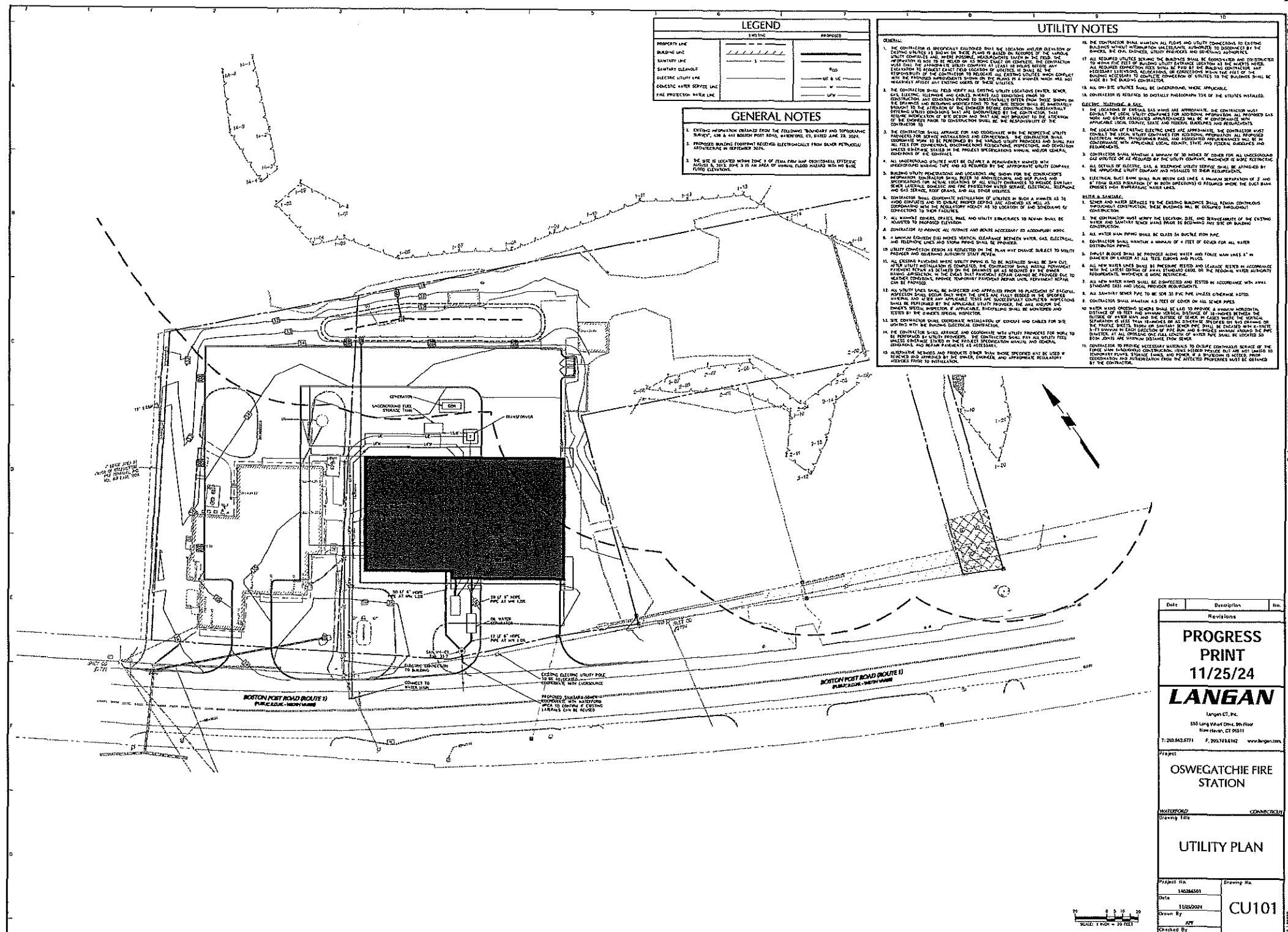
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Date 11/25/2024

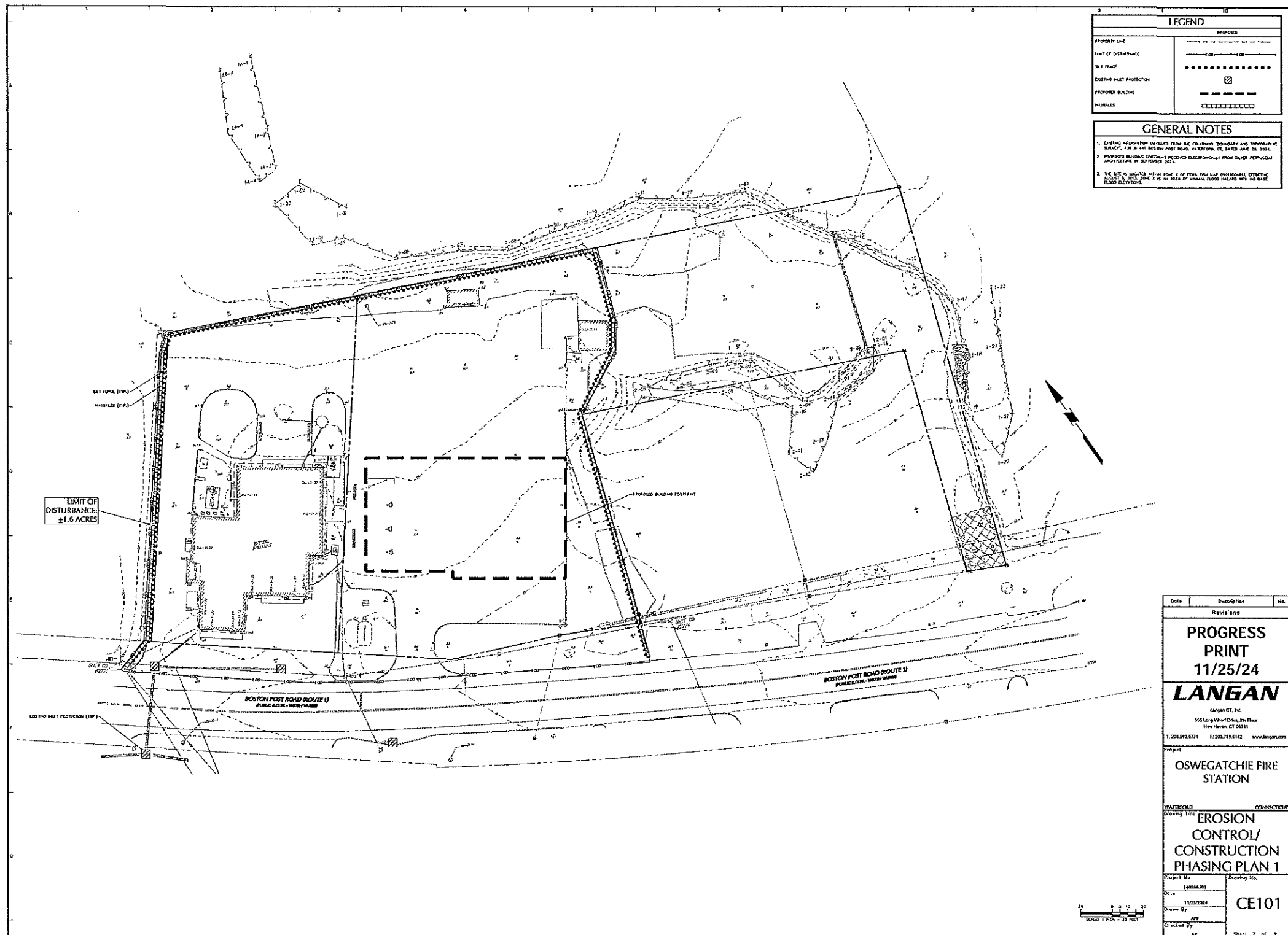
Drawn By APB
Checked By BP

Drawing No. CG101
Sheet 3 of 9

SCALE 1" = 20'

0% 100% 200% 300% 400% 500% 600% 700% 800% 900% 1000%





LEGEND

PROPERTY LINE

LIMIT OF DISTURBANCE

SALT POND

EXISTING BUILDING FOOTPRINT

PROPOSED BUILDING FOOTPRINT

EXISTING BUILDING FOOTPRINT

PROPOSED BUILDING FOOTPRINT

PROPOSED

1.00

1.00

1.00

1.00

1.00

1.00

1.00

1.00

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1.00

1.00

1.00

GENERAL NOTES

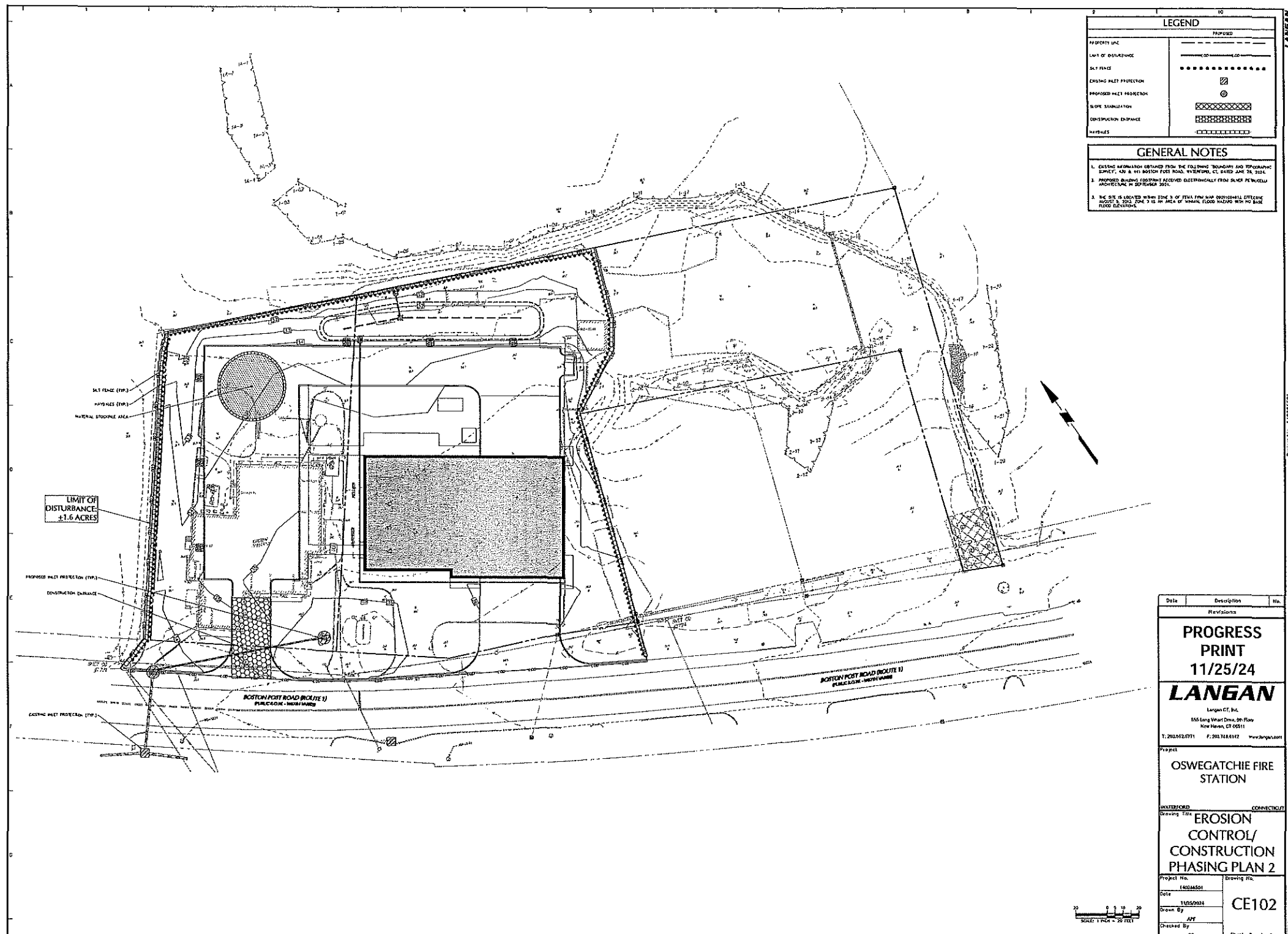
1. EXISTING INFORMATION OBTAINED FROM THE FOLLOWING "BOUNDARY AND TOPOGRAPHIC SURVEY", "AS-BUILT" BOSTON POST ROAD, HARTFORD, CT, DATED APRIL 18, 2014.

2. PROPOSED BUILDING FOOTPRINTS RECEIVED ELECTRONICALLY FROM SILVER PETERSON ARCHITECTURE IN SEPTEMBER 2014.

3. THE SITE IS LOCATED WITHIN EDGE 1 OF FEMA FIRM MAP 08050H01, DETERMINING FLOOD HAZARD ZONE 1 IS AN AREA OF MINIMAL FLOOD HAZARD WITH NO BASE FLOOD ELEVATION.

Date	Description	No.
Revisions		
PROGRESS PRINT		
11/25/24		
LANGAN		
Langan CT, Inc.		
565 Long Valley Drive, 3rd Floor		
New Haven, CT 06511		
T: 203.343.5771 F: 203.343.5142 www.langan.com		
Project		
OSWEGATCHIE FIRE STATION		
WATERSCOD		
Drawing Title		
EROSION CONTROL/ CONSTRUCTION PHASING PLAN 1		
Project No.		
140584101		
Drawing No.		
CE101		
Date		
11/25/2024		
Drawn By		
APF		
Checked By		
LP		
Sheet 7 of 8		





TOWN OF WATERFORD

Fire Station Facility Programming
PRELIMINARY SPACE PROGRAM - NORMAL FLOOR
November 6, 2024



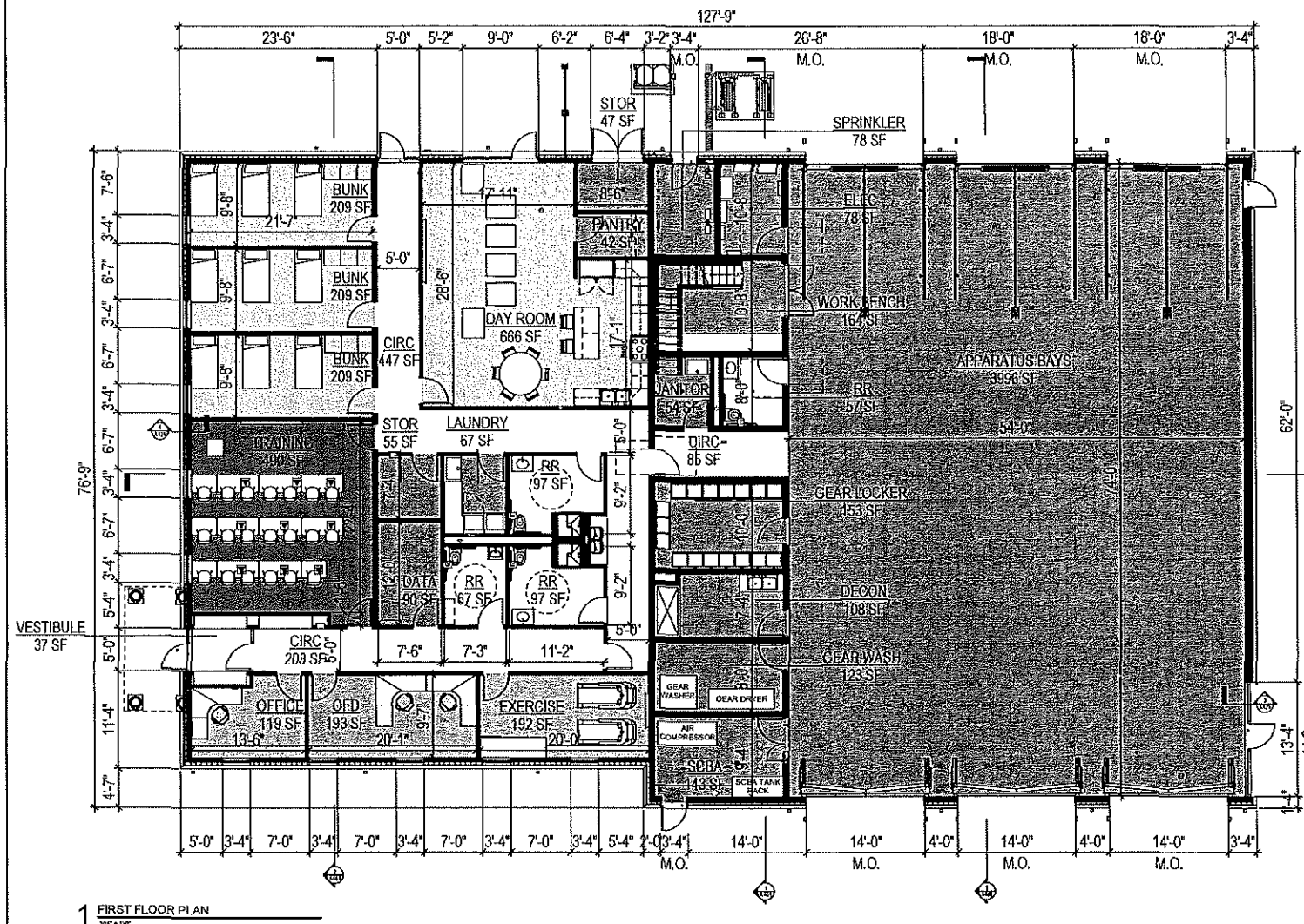
SPACE COMPONENT	PROPOSED SQUARE FOOTAGE			Comments
	No.	Area/NSF	Total NSF	
STORAGE (S-2)				
Apparatus bays	3	1332	3,996	back to back, 2 man doors (fr & bk)
Outdoor Equipment Storage	1	99	99	adjacent to apparatus bays, for equipment - mezzanine
Work Bench Area	1	164	164	adjacent to apparatus bays
Apparatus Storage	1	99	99	adjacent to apparatus bays with computer station - mezzanine
Decon Room	1	108	108	light decon, from app bay. gear extractor dryer, mop sink
Gear Washer & Dryer Room	1	123	123	near decon room.
Apparatus Toilet	1	57	57	
Sprinkler Room	1	78	78	room size dependent on fire pump req't
Bulk Storage	1	99	99	mezzanine
SCBA Delivery	1	123	123	
Washer/Dryer Laundry Closet	1	70	70	with mop sink
Data / Server Closet / Telephone	1	90	90	
Electrical Room	1	78	78	
Mechanical Room	1	245	245	mezzanine
Janitor Closet	1	54	54	
Gear Locker Storage	1	153	153	17 Lockers
Pantry	1	42	42	
Snow Equipment Storage	1	47	47	Snow blower and shovels
Total Apparatus / Vehicle Storage			5,102	and accessory spaces
RESIDENTIAL (R-2)				
Vestibule	1	37	37	main entrance, security/air lock
RR / Shower Rooms	2	97	194	non-gender/unisex
Bunk Rooms	3	209	627	2 bunks / room

ADJUSTED PROGRAM



SPACE COMPONENT	PROPOSED SQUARE FOOTAGE			Comments
	No.	Area NSF	Total NSF	
Kitchen / Day Room	1	666	666	near training room for catering / full height cabs in lieu of pantry
Total Support/Private Space			1,524	
ASSEMBLY / BUSINESS				
Training / Meeting Room	1	490	490	group of 22 (20 students + 2 instructors) + room for circulation
Meeting Room Storage	1	55	55	
Office Space	1	119	119	
OFD Office	1	193	193	
Exercise Room	1	192	192	Treadmill, Elliptical, Free Weights
Single User Toilet Room	1	68	68	no shower needed
Total Support/Private Space			1,117	
Total Net square footage			7,743	
Circulation (corridors & structure)			1,795	
Main Floor Gross square footage			9,538	
Mezzanine Gross square footage			623	
Total Gross Square footage			10,161	

ADJUSTED PROGRAM



1 FIRST FLOOR PLAN

SYMBOL LEGEND

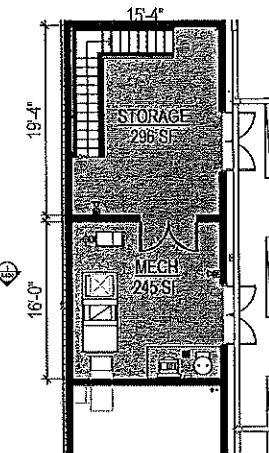
	• NEW METAL STUD PARTITIONS
	• NEW ALUMINUM WALL
	• NEW GYM WALL
	• CORNER MARKER
	• NEW CONT'D E
	• ROOM LINE
	• ROOM NUMBER
	• PARTITION TYPE
	• CONSTRUCTION NOTE
	• ENTRY OR ELEVATION NUMBER
	• WEST NUMBER
	• WEST ELEVATION NUMBER
	• WEST NUMBER
	• BUILDING SECTION NUMBER
	• WEST NUMBER
	• WALL SECTION NUMBER
	• WEST NUMBER
	• CORNER GLAZE
	• PANEL EXTENDED FOR CABINET
	• FLOOR BRIMS - SLOPE TO DRAIN
	• UNCALCULATED DRAINING FOUNTAIN

GENERAL NOTES

1. FIELD ALL GENERAL NOTES ON DRAWING #101.
2. CONTRACTORS SHALL FIELD VERIFY ALL CONDITIONS AND DIMENSIONS. ALL DIMENSIONS ARE TO BE OBTAINED FROM FACE OF BRICK, CONCRETE OR MASONRY LATH & MEET FOLLOWING UNLESS OTHERWISE NOTED: ALL PERIMETER AND PARTITION WALLS SHALL BE 12" EXTENDED TO UNDERSIDE OF BRICK UNLESS OTHERWISE NOTED.
3. PROVIDE CURB WITH PRE-CAST/FACTURED BULLINGS AT ALL EXPOSED CORNERS.
4. WHERE THE WALL "JUGS" IF INDICATED SHALL MEAN TO ALIGN BOTH SIDES OF WALL.

CONSTRUCTION NOTES - PLAN

- | | |
|---|--|
| 1 | CONTINUOUS TRENCH DRAIN AT 1" BELOW MAIN LEVEL (14-7). ONE PER APARTMENT BAY. REFER TO PLUMBING AND STRUCTURAL DRAWINGS. |
| 2 | PRE-ENGINEERED TO ST W/OUT STATIONER CASEWORK. |
| 3 | WALL MOUNTED METACOM CABINET. REFER TO ELECTRICAL. |



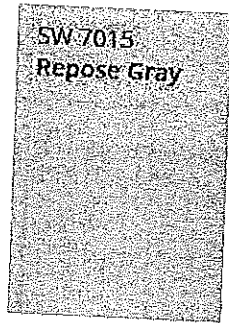
Department Legend

-  Assembly
-  Business
-  Residential
-  Storage



WALL PAINT PALETTE

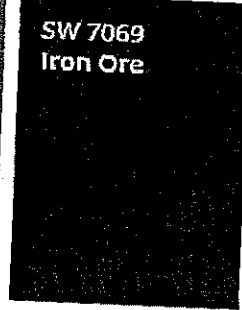
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ACCENT:



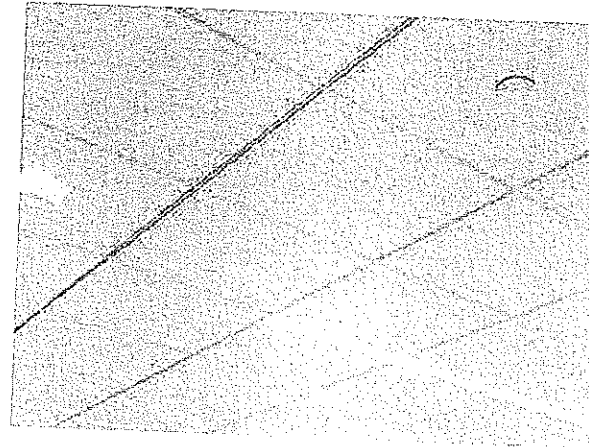
METAL DOOR
FRAMES AND DOORS:



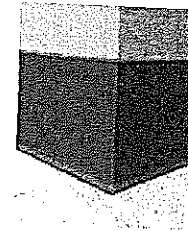
RUBBER SPORTS FLOORING:



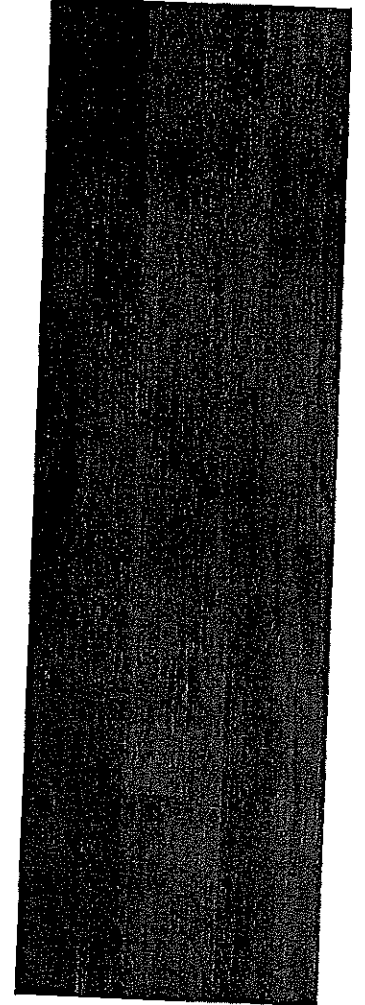
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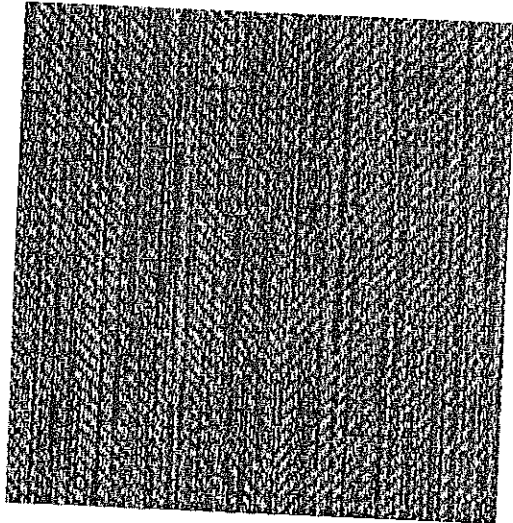
163 Salsa



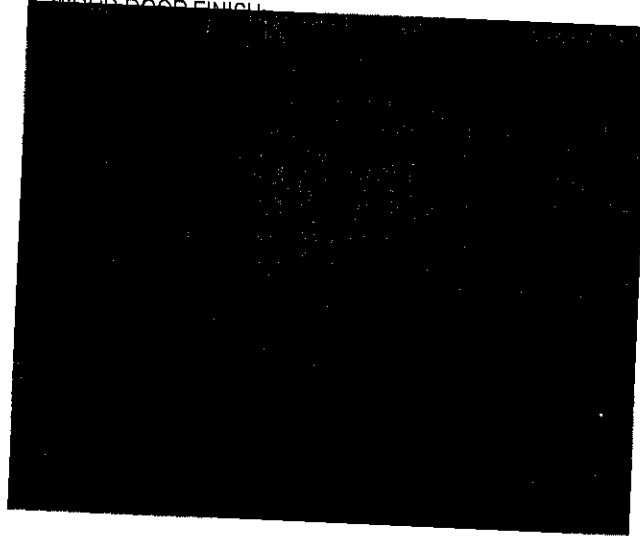
LVT-6" X48" @ CORRIDOR:



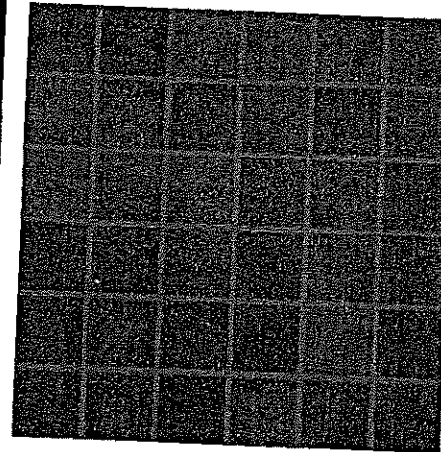
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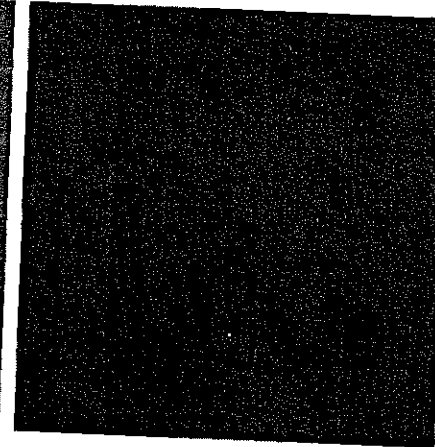
WOOD DOOR FINISH:



Floor Tile

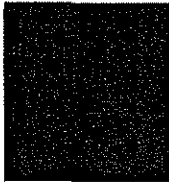
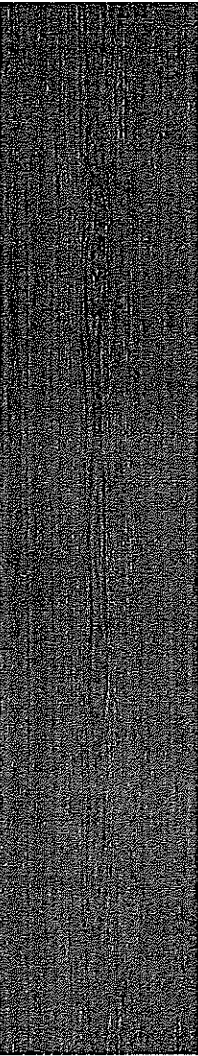


Floor Tile

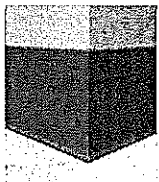


INTERIOR FINISHES

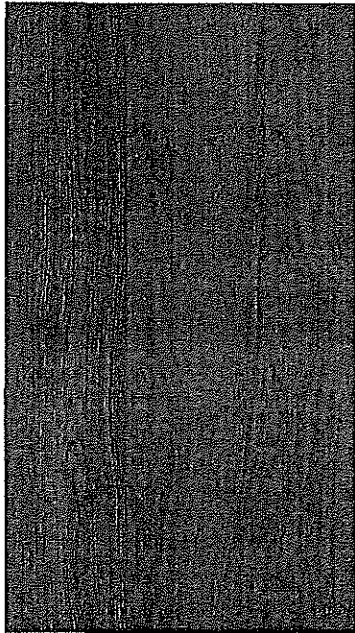
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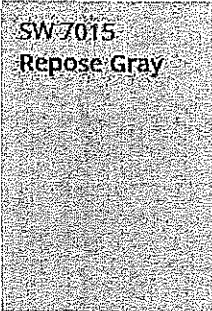
TA4 Gateway WG



LVT PATTERN::

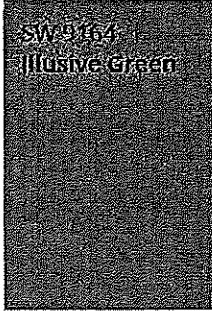


GENERAL:



SW 7015
Repose Gray

ACCENT:



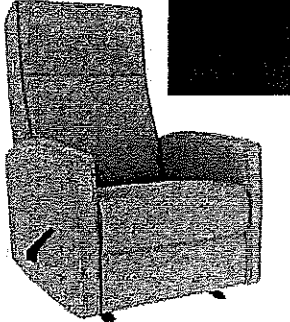
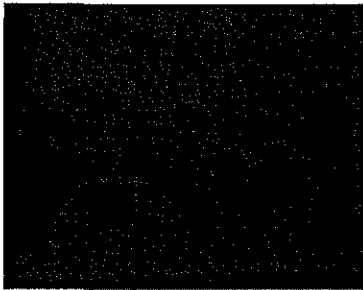
SW 9164
Illusion Green

METAL DOOR
FRAMES AND DOORS:

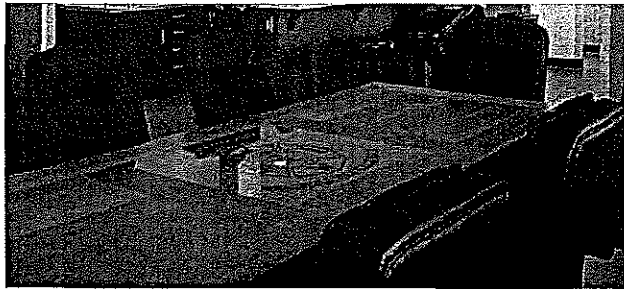


SW 7069
Iron Ore

WOOD DOOR FINISH:

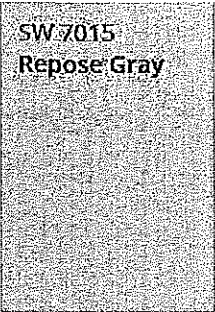


FURNITURE EXAMPLES:



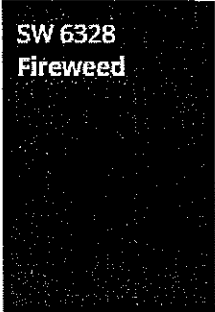
WALL FINISH: PALETTE

GENERAL:



SW 7015
Repose Gray

ACCENT:

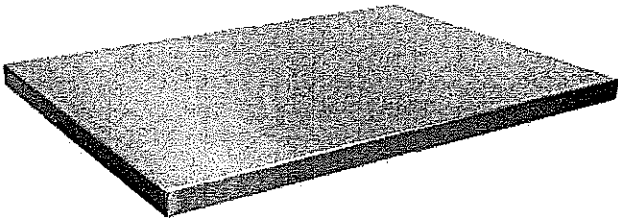


SW 6328
Fireweed

BACKSPLASH:



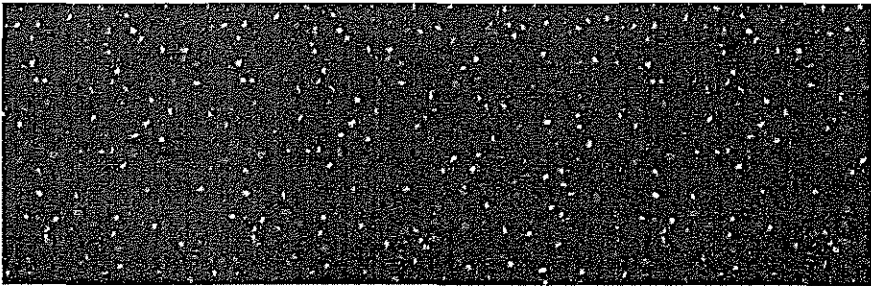
STAINLESS STEEL
COUNTERTOP:



PLASTIC LAMINATE
BASE CABINETRY:

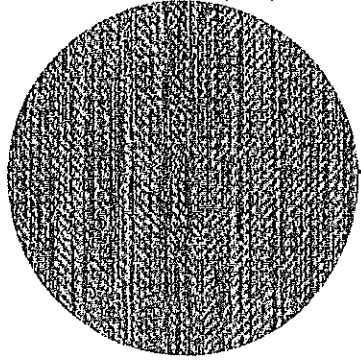


SHEET FLOORING:

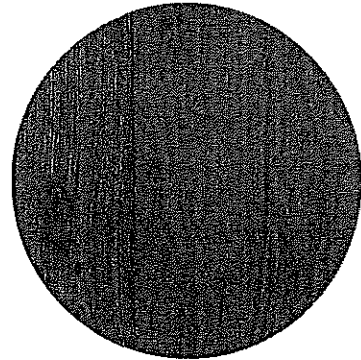


INTERIOR FINISHES

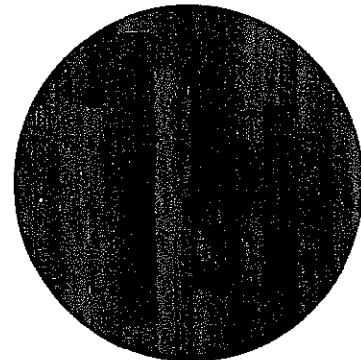
CARPET TILE (CPT):



LVT OPTIONS:

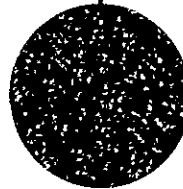


LVT-1

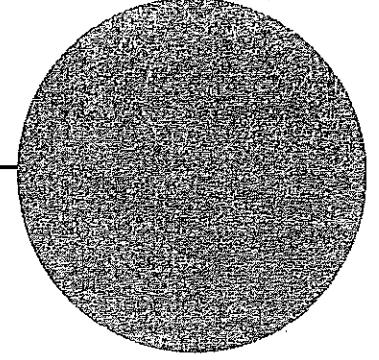


LVT-2

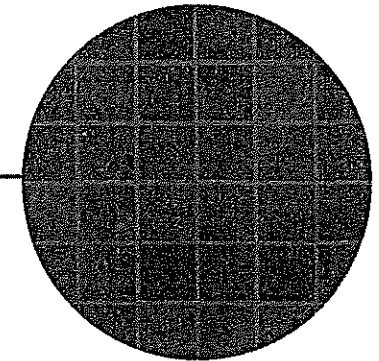
RUBBER FLOORING (RSF):



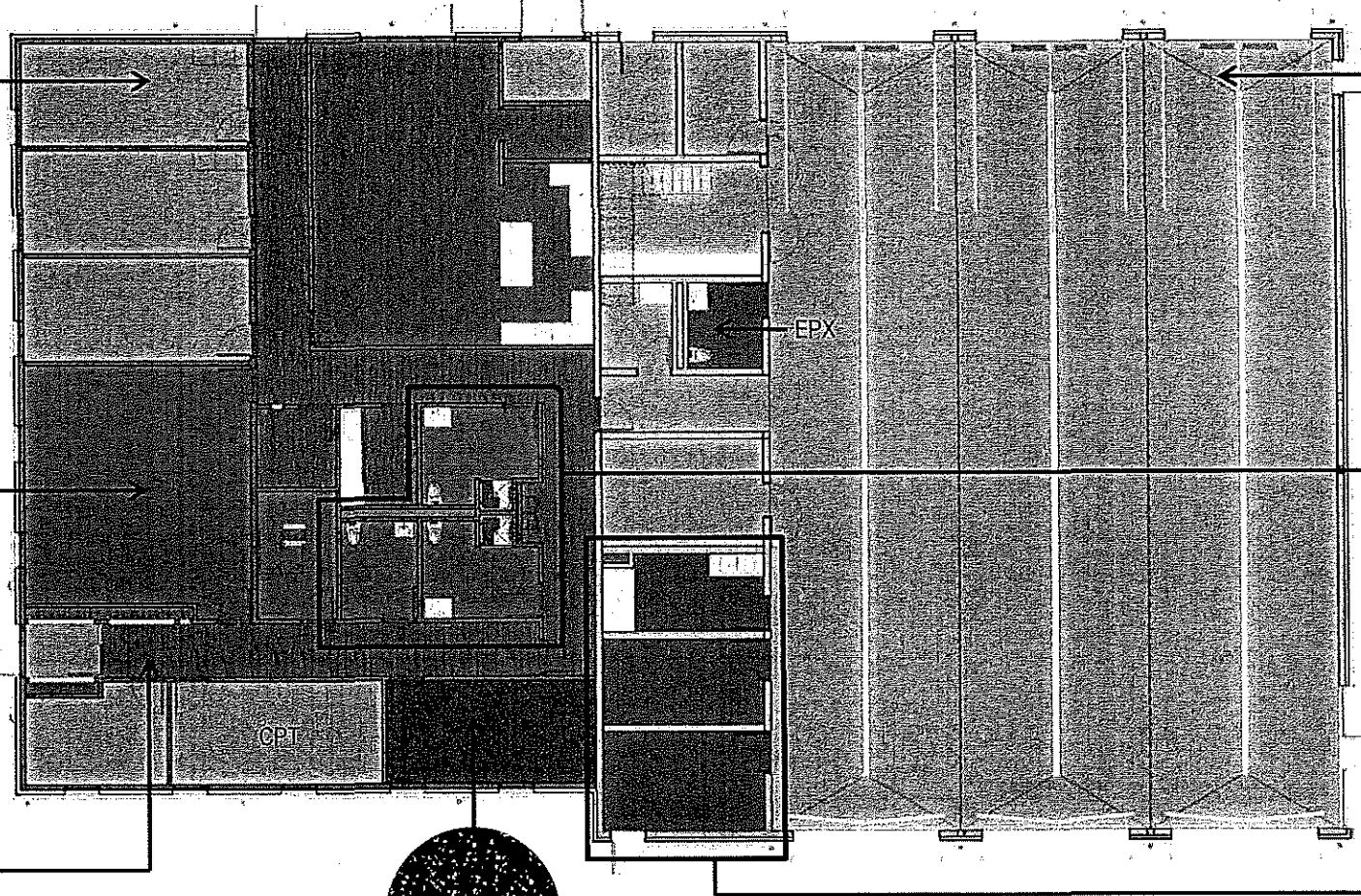
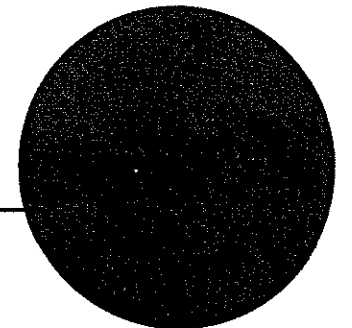
CONCRETE (SC):



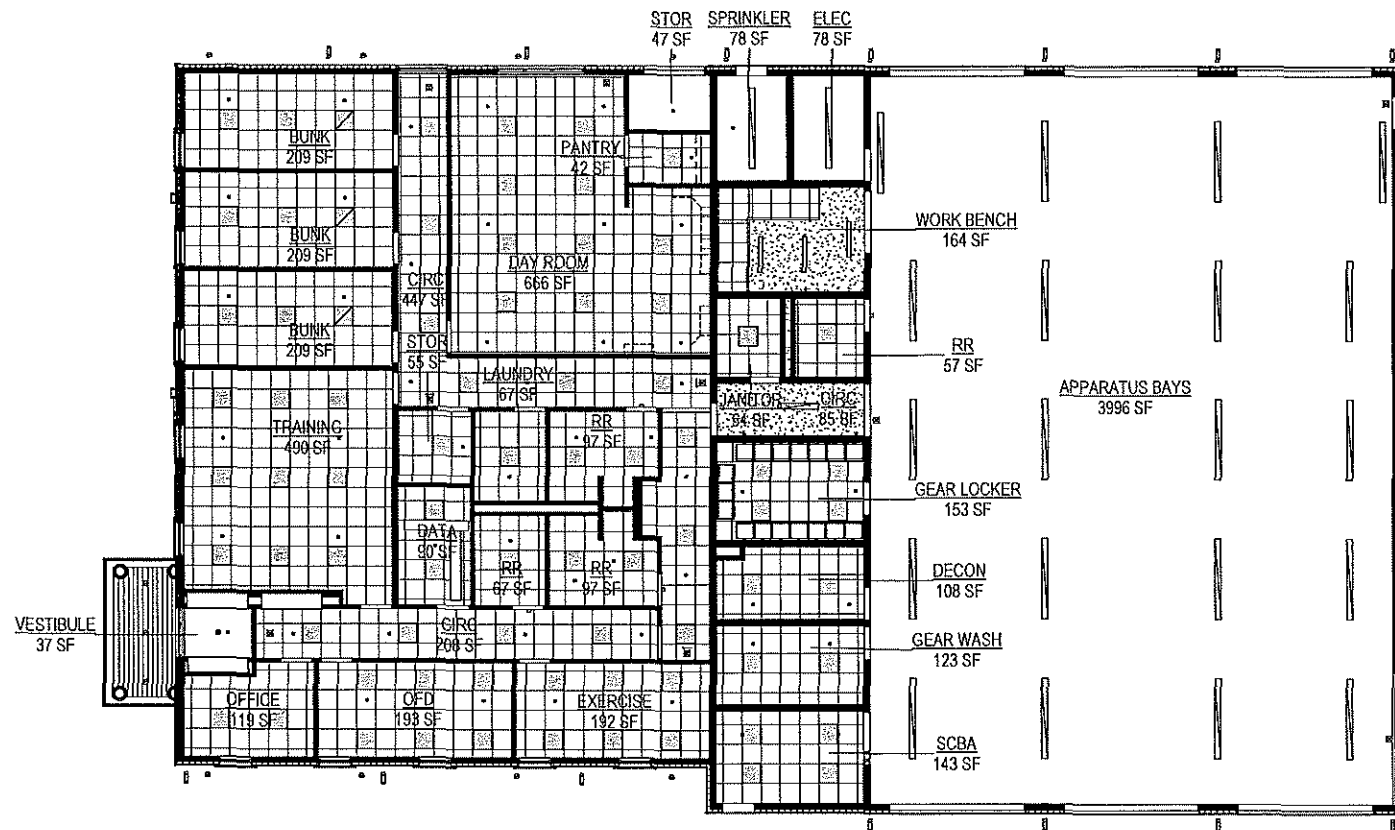
FLOOR TILE (PFT):



EPOXY FLOORING (EPX):



INTERIOR FINISHES



1 FIRST FLOOR RCP
3/4" = 1'-0"



RCP SYMBOL LEGEND

ROOM NAME 101 102	ROOM NAME 101 102	ROOM NAME 101 102
CEILING TYPE 101 102	CEILING TYPE 101 102	CEILING TYPE 101 102
CEILING HEIGHT 101 102	CEILING HEIGHT 101 102	CEILING HEIGHT 101 102
2 X 4 ACoustical, CEILING TILES & GRID IN SUPPORTS	2 X 4 ACoustical, CEILING TILES & GRID IN SUPPORTS	2 X 4 ACoustical, CEILING TILES & GRID IN SUPPORTS
PAINTED CIVILIAN BOARD CEILING	PAINTED CIVILIAN BOARD CEILING	PAINTED CIVILIAN BOARD CEILING
EXIT SIGNAL REFER TO ELECTRICAL DRAWINGS	EXIT SIGNAL REFER TO ELECTRICAL DRAWINGS	EXIT SIGNAL REFER TO ELECTRICAL DRAWINGS
ADJUSTED LIGHT FIXTURE REFER TO ELECTRICAL DRAWINGS	ADJUSTED LIGHT FIXTURE REFER TO ELECTRICAL DRAWINGS	ADJUSTED LIGHT FIXTURE REFER TO ELECTRICAL DRAWINGS
2 X 2 LIGHT FIXTURE REFER TO ELECTRICAL DRAWINGS	2 X 2 LIGHT FIXTURE REFER TO ELECTRICAL DRAWINGS	2 X 2 LIGHT FIXTURE REFER TO ELECTRICAL DRAWINGS
PERMANENT STYLE LIGHT FIXTURE REFER TO ELECTRICAL DRAWINGS	PERMANENT STYLE LIGHT FIXTURE REFER TO ELECTRICAL DRAWINGS	PERMANENT STYLE LIGHT FIXTURE REFER TO ELECTRICAL DRAWINGS
SUPPLY EXHAUST REFER TO MECHANICAL DRAWINGS	SUPPLY EXHAUST REFER TO MECHANICAL DRAWINGS	SUPPLY EXHAUST REFER TO MECHANICAL DRAWINGS
RETURN EXHAUST REFER TO MECHANICAL DRAWINGS	RETURN EXHAUST REFER TO MECHANICAL DRAWINGS	RETURN EXHAUST REFER TO MECHANICAL DRAWINGS
CONCEALED SPRINKLER HEAD REFER TO FIRE PROTECTION DRAWINGS	CONCEALED SPRINKLER HEAD REFER TO FIRE PROTECTION DRAWINGS	CONCEALED SPRINKLER HEAD REFER TO FIRE PROTECTION DRAWINGS
EXPOSED SPRINKLER HEAD REFER TO FIRE PROTECTION DRAWINGS	EXPOSED SPRINKLER HEAD REFER TO FIRE PROTECTION DRAWINGS	EXPOSED SPRINKLER HEAD REFER TO FIRE PROTECTION DRAWINGS
CONSTRUCTION NOTE	CONSTRUCTION NOTE	CONSTRUCTION NOTE
PLUMBING/MECHANICAL HANGER	PLUMBING/MECHANICAL HANGER	PLUMBING/MECHANICAL HANGER
SHEET HANGER	SHEET HANGER	SHEET HANGER

CEILING TYPES

1	2 X 4 ACoustical, CEILING TILES & GRID IN SUPPORTS
2	PAINTED OVER CEILING
3	EXPOSED DECK, STRUCTURE & UTILITIES ABOVE

GENERAL NOTES

1. CONTRACTOR TO FIELD VERIFY ALL DIMENSIONS.
2. ALL DIMENSIONS ARE TO THE FACE OF THE MATERIAL UNLESS OTHERWISE NOTED.
3. REFER TO ELECTRICAL, MECHANICAL, ELECTRICAL PLUMBING, AND FIRE PROTECTION DRAWINGS FOR ADDITIONAL INFORMATION.
4. MATERIALS AND METHODS OF CONSTRUCTION SHALL BE AS SHOWN IN THE DRAWINGS UNLESS OTHERWISE NOTED.
5. PROVIDE SOUNDING MATERIALS AT ALL WORKING PARTS THROUGHOUT THE ENTIRE PROJECT.
6. ALL EXPOSED SPRINKLER HEADS, ELECTRICAL, AND MECHANICAL WORK TO BE PAINTED TO MATCH THE SURFACE OF THE CEILING.
7. ALL NEW INTERIOR WALLS SHALL BE PAINTED TO MATCH THE SURFACE OF THE CEILING UNLESS OTHERWISE NOTED.

CONSTRUCTION NOTES - RCP

1. ALL EXPOSED SPRINKLER HEADS, ELECTRICAL, MECHANICAL, AND MECHANICAL WORK TO BE PAINTED TO MATCH THE SURFACE OF THE CEILING UNLESS OTHERWISE NOTED.

Project No.
NEW CONSTRUCTION
OSWEGATCHIE FIRE STATION
441 BOSTON POST RD
WATERFORD, CT 06385



SILVER PETRUCCELLI + ASSOCIATES
3180 WHITNEY AVENUE, HAMDEN, CT 06518
311 STATE STREET, NEW LONDON, CT 06320
203.230.9007
silverpetrucci.com

Drawn By	Checked By	Date	Project No.

FIRST FLOOR CEILING PLAN

DESIGN DEVELOPMENT

Drawn By	Checked By
12/15/2018	
1/1/2019	
1/1/2019	
1/1/2019	
1/1/2019	

A211

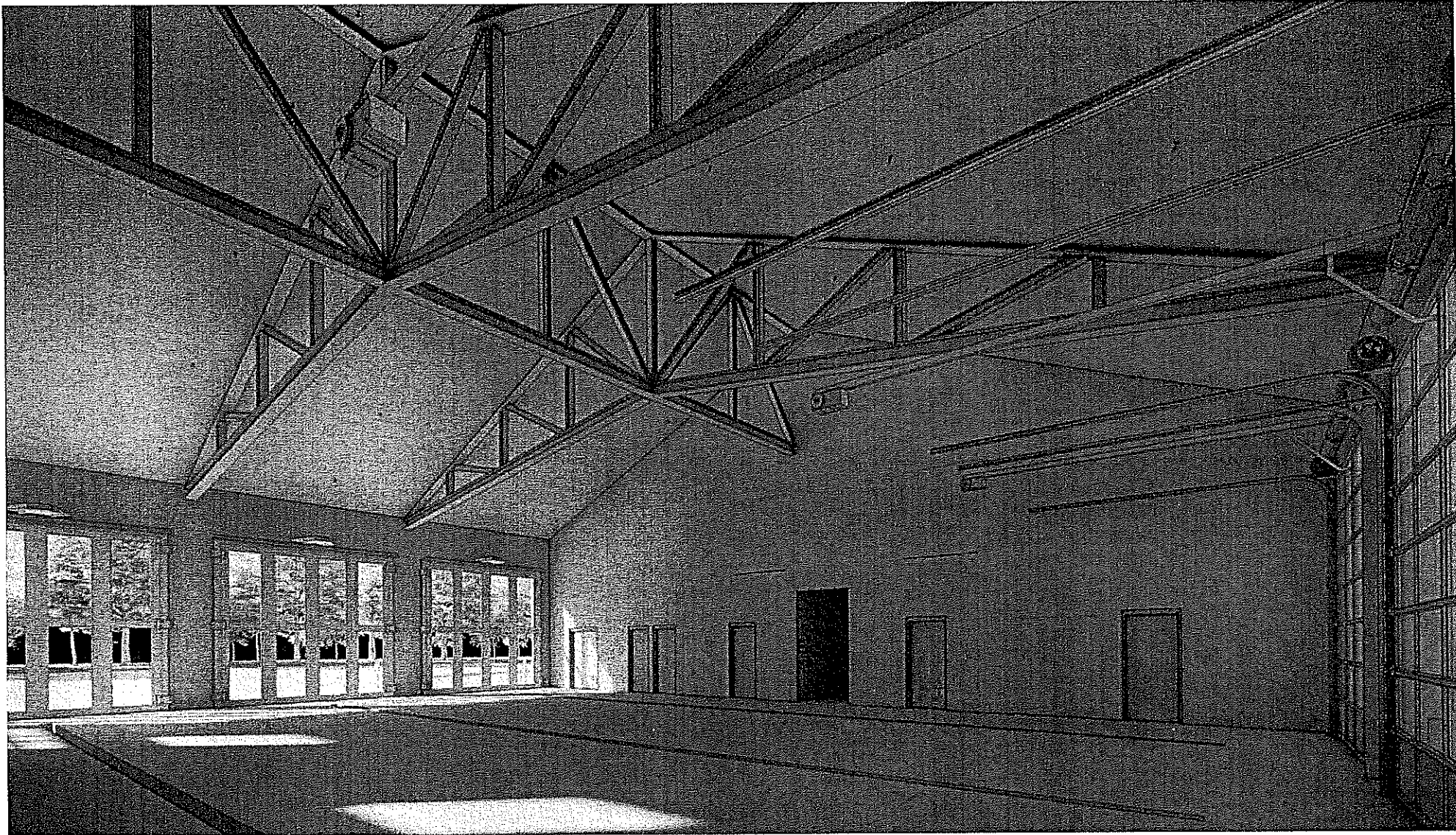
01/15/2019



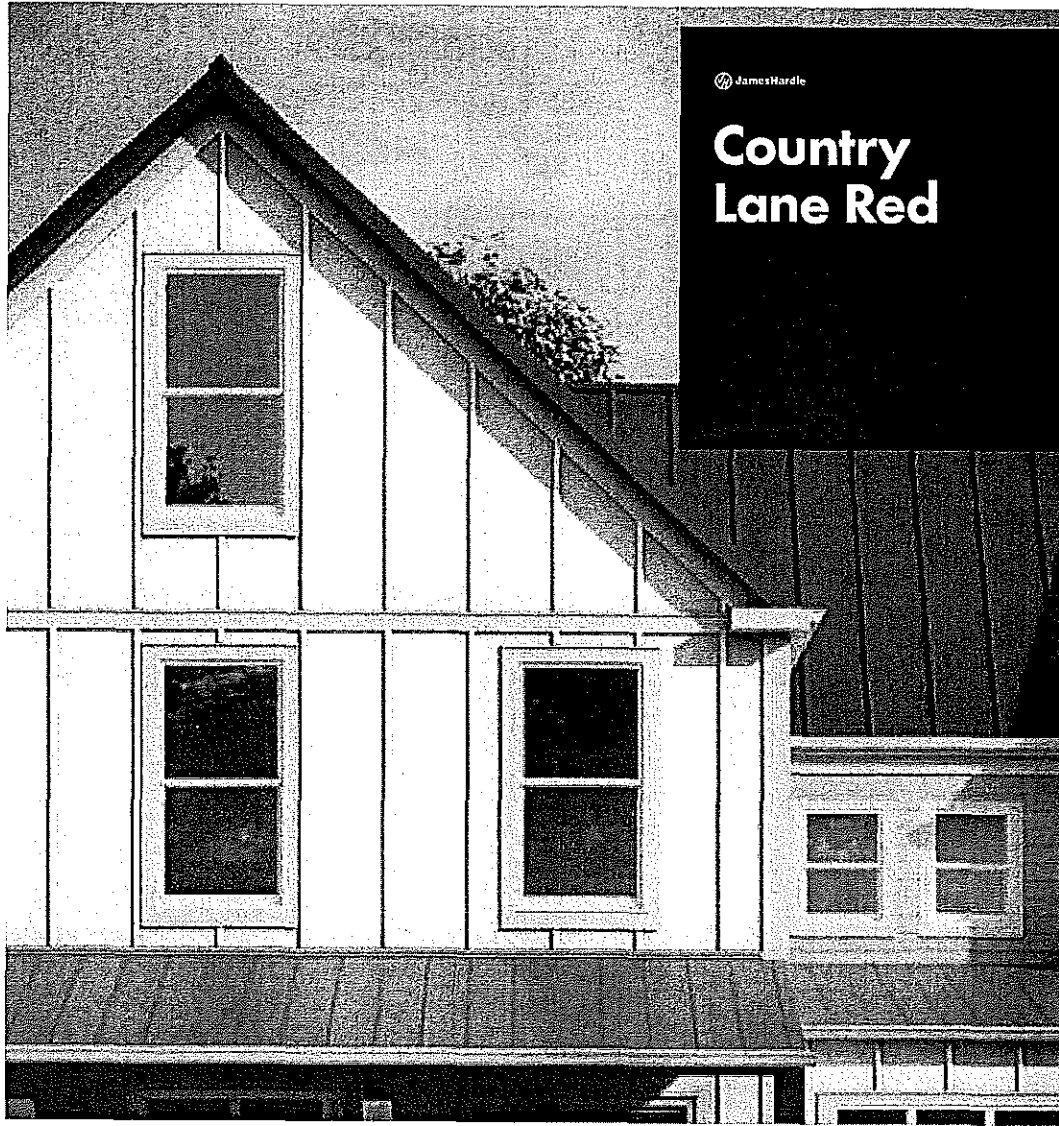
MECHANICAL AREAS



MECHANICAL AREAS

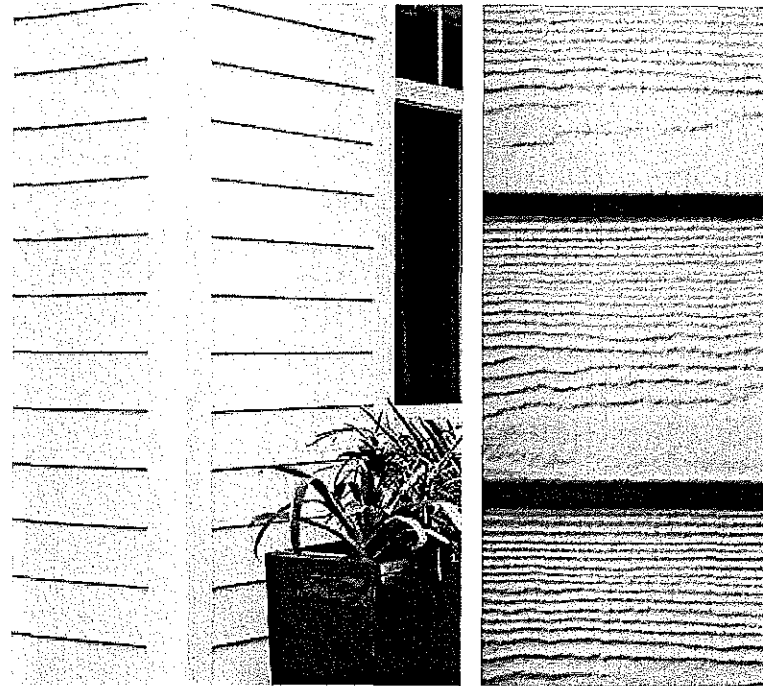


MECHANICAL AREAS



JamesHardie

Country
Lane Red

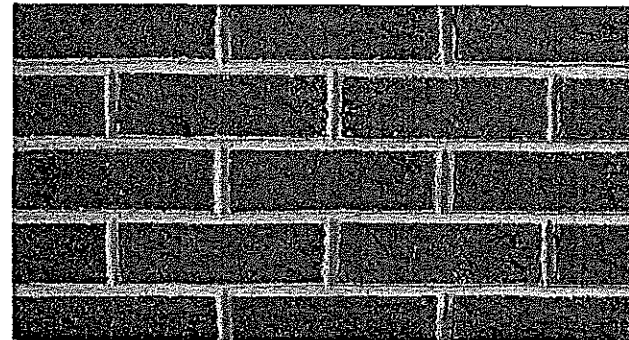


JAMES HARDIE



Arctic White

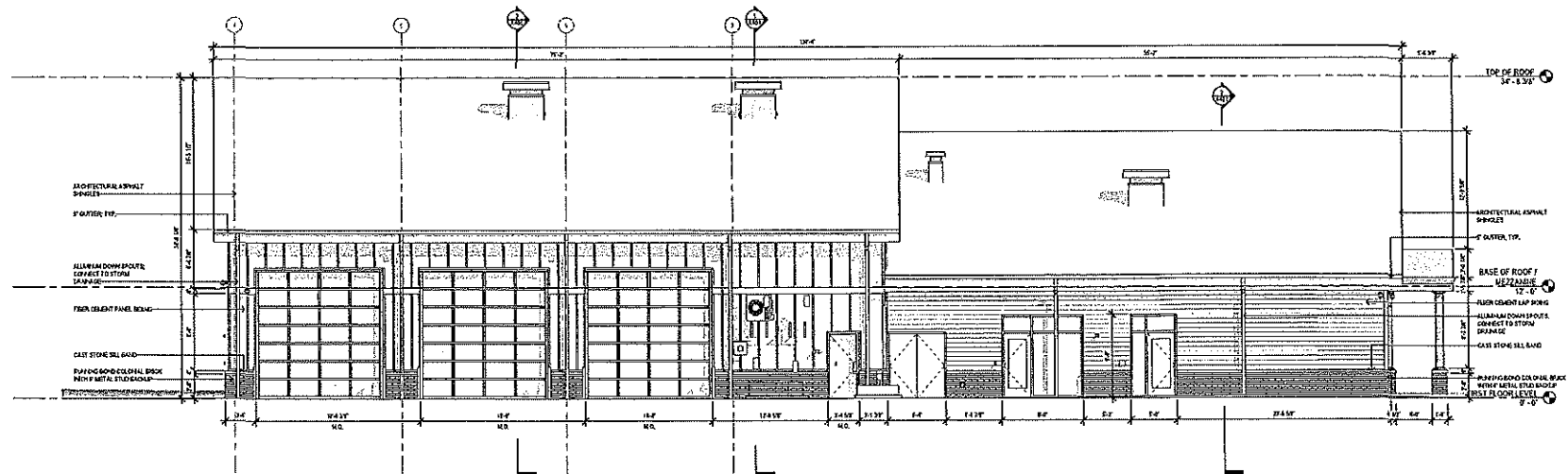
Beautiful and strong. Hardie® Plank siding is the best selling fiber cement siding in North America. From coast to coast James Hardie is trusted for it's beauty and strength.



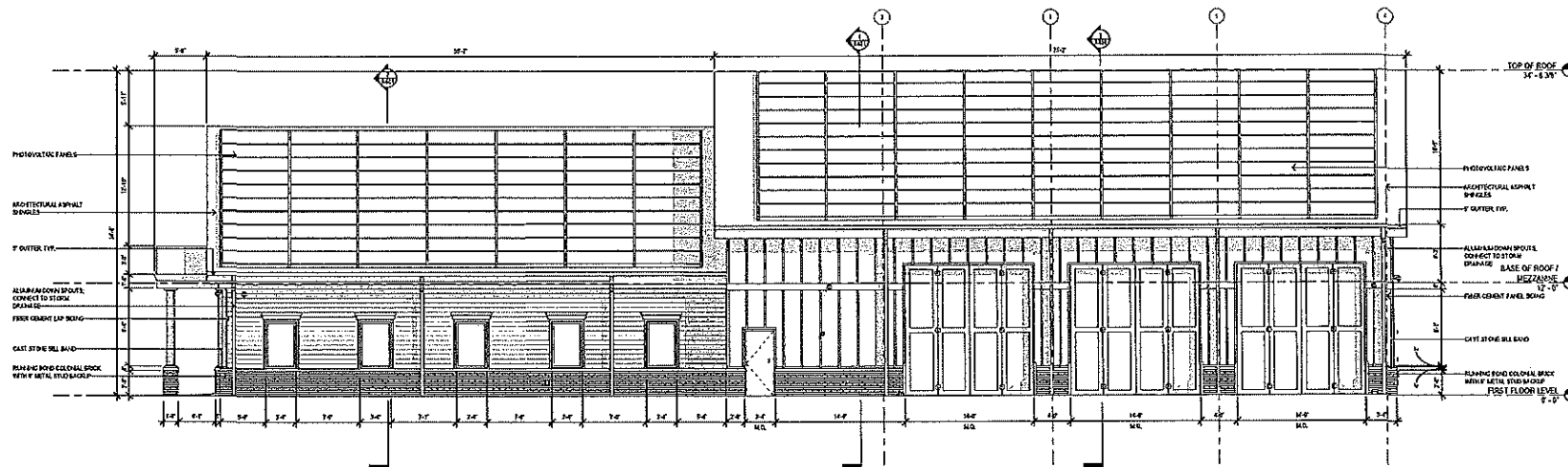
EXTERIOR FINISHES



EXTERIOR FINISHES



2 NORTH ELEVATION - OPTION 1
3/16\"/>



1 SOUTH ELEVATION - OPTION 1
3/16\"/>

Project Name
NEW CONSTRUCTION
OSWEGATCHIE FIRE STATION
441 BOSTON POST RD
WATERFORD, CT 06385



SILVER PETRUCCELLI + ASSOCIATES
3180 WHITNEY AVENUE HAMDEN CT 06518
311 STATE STREET NEW LONDON CT 06320
203 230 9007 silverpetrucci.com

Project	Discipline	Date	Priority

Drawing Title
EXTERIOR ELEVATIONS

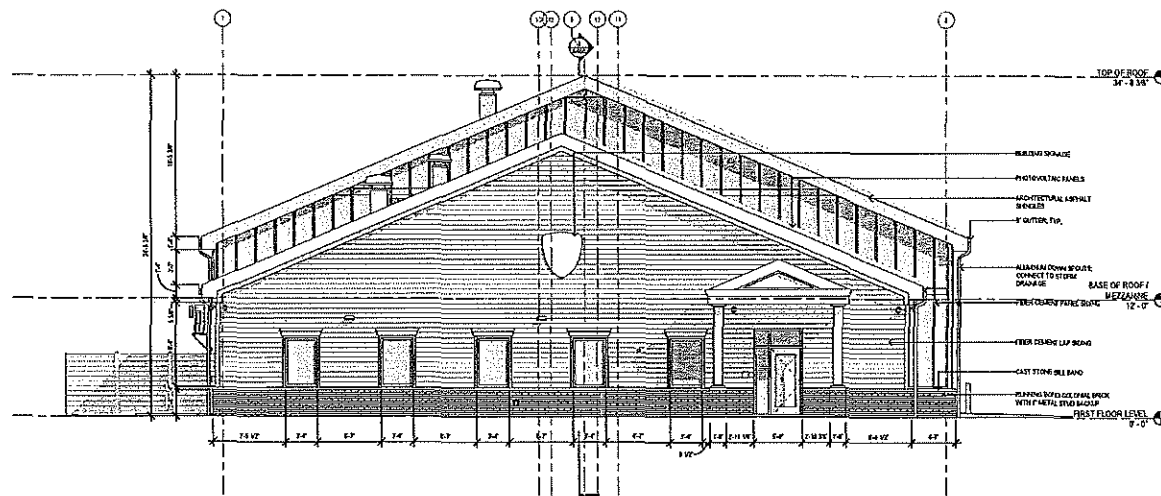
Project Phase
DESIGN DEVELOPMENT

Scale
As Shown

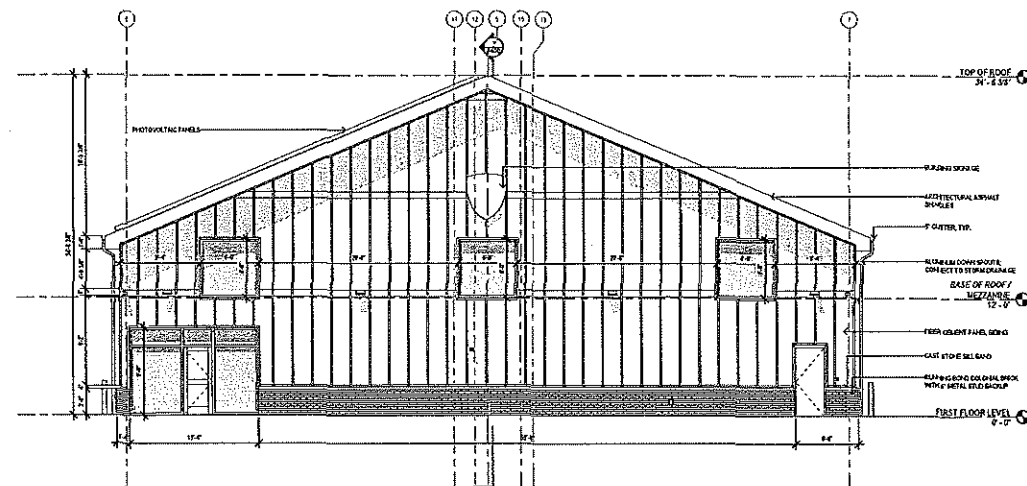
Rev	Description	By	Check
1	ISSUED FOR PERMIT	SP	SP
2	REVISED	SP	SP
3	REVISED	SP	SP
4	REVISED	SP	SP

A300

DATE: 10/18/18



2 WEST ELEVATION - OPTION 1
3/16" = 1'-0"



1 EAST ELEVATION - OPTION 1
3/16" = 1'-0"

Project No.
NEW CONSTRUCTION
OSWEGATCHIE FIRE STATION
441 BOSTON POST RD.
WATERFORD, CT 06385



SILVER PETRUCCELLI + ASSOCIATES
3180 WHITNEY AVENUE, HAMDEN, CT 06518
311 STATE STREET, NEW LONDON, CT 06320
203.230.9007
silverpetrucci.com

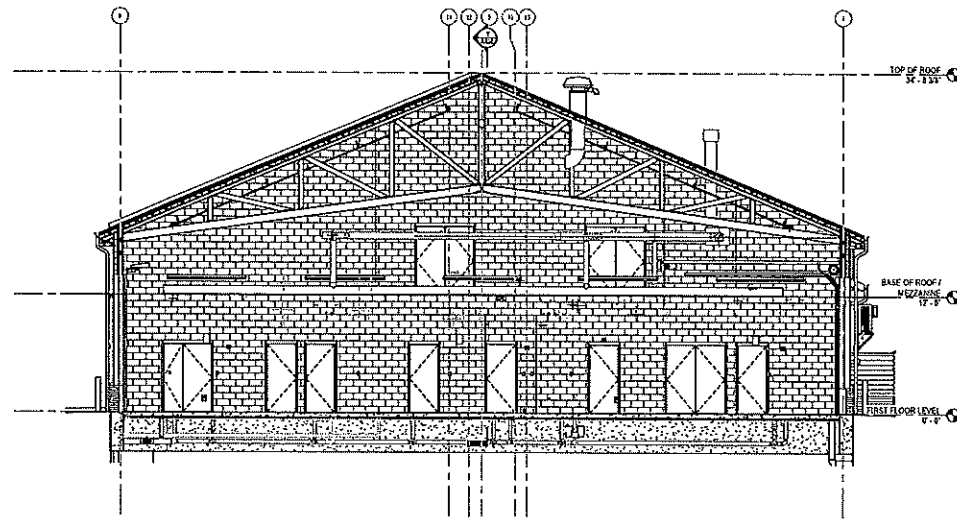
Rev.	Description	Date	Prepared By

Drawing No.
EXTERIOR ELEVATIONS

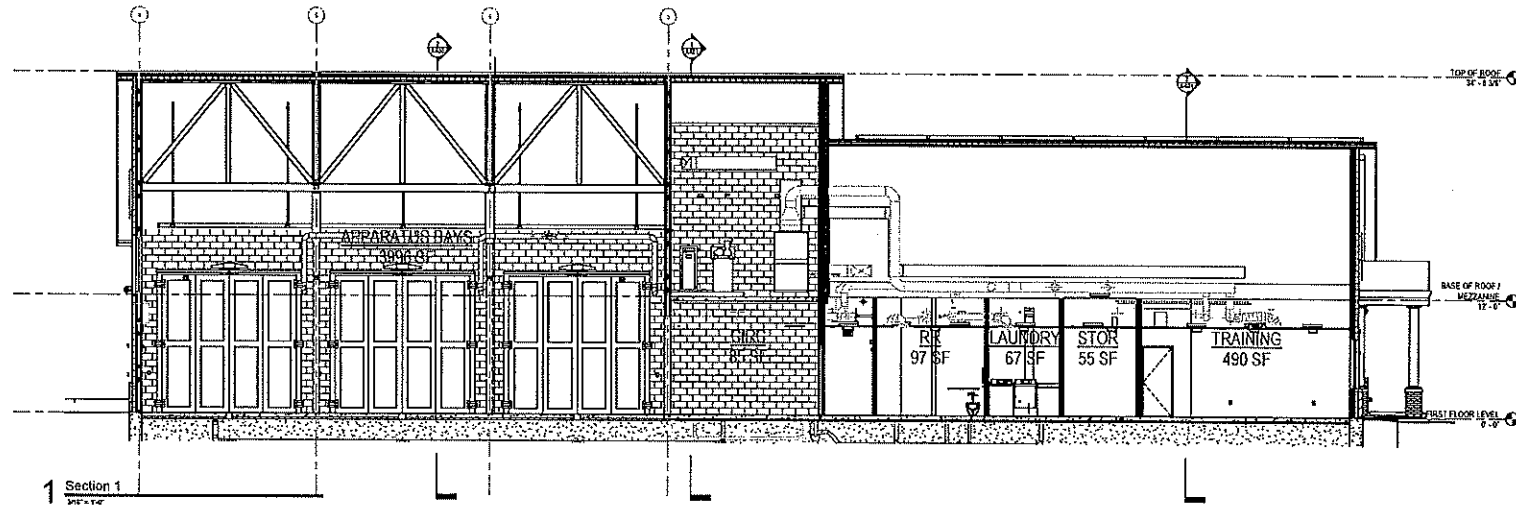
Project No.
DESIGN DEVELOPMENT

Rev.	Description

A301



2 Section 2
1/4" = 1'-0"



1 Section 1
1/4" = 1'-0"

Project Site
NEW CONSTRUCTION
OSWEGATCHIE FIRE STATION
441 BOSTON POST RD
WATERFORD, CT 06385



SILVER PETRUCCI + ASSOCIATES

3160 WHITNEY AVENUE HAMDEN CT 06518
311 STATE STREET NEW LONDON CT 06320
203 230 9007
silverpetrucci.com

Revised	Description	Date	Revised By

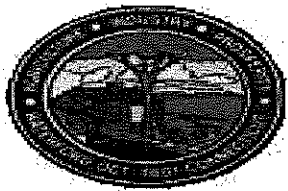
Drawing Title
BUILDING SECTIONS

Project Phase
DESIGN DEVELOPMENT

Drawn By	Checked By

A400

Sheet Number



Town of Waterford

Board Book Report



Ethics Commission

Basic Information

Type Commission

Status Enabled

Visibility Public

7,8

Board Seats

Board Name	Position	Appointed By	First Name	Last Name	Political Party	Calculated Start Date	Calculated End Date	Status
Ethics Commission	Alternate	Representative Town Meeting	Sara	Mallari	Republican	2/5/2024	2/2/2026	Active
* Ethics Commission	Alternate	Representative Town Meeting	Paul	Helvig	Democrat	2/6/2023	2/3/2025	Active
Ethics Commission	Member	Representative Town Meeting	Christopher	Nailon	Republican	2/5/2024	2/2/2026	Active
Ethics Commission	Member	Representative Town Meeting	Alan	Messier	Republican	2/5/2024	2/2/2026	Active
* Ethics Commission	Member	Representative Town Meeting	Adam	Stone	Republican	2/6/2023	2/3/2025	Active
Ethics Commission	Member	Representative Town Meeting	Cathy	Patterson	Democrat	2/5/2024	2/2/2026	Active
* Ethics Commission	Member	Representative Town Meeting	Elizabeth	Ritter	Democrat	2/6/2023	2/3/2025	Active

WATERFORD REPUBLICAN TOWN COMMITTEE
P.O. Box 671
Waterford, CT 06385

Mr. David Campo
Waterford Town Clerk
15 Rope Ferry Road
Waterford, CT 06385

January 16, 2025

RECEIVED FOR RECORD
WATERFORD, CT
2025 JAN 16 P 1:14
ATTEST: David J. Campo
TOWN CLERK

Dear Dave,

Please be informed that the Waterford Republican Town Committee has re-endorsed Adam Stone to serve on the Ethics Commission for the February 4, 2025 to February 5, 2027 term.

The Waterford Republican Town Committee respectfully requests that the Representative Town Meeting place in nomination at its meeting on February 3, 2025 the name of Adam Stone for a new term on the Ethics Commission. Adam has served on the Ethics Commission for 2 years.

Thank you in advance for your cooperation in this request.

Sincerely yours,

Tali Maidelis
WRTC, Chairman

Cc: Paul Goldstein
RTM, Moderator

Danielle Steward-Gelinas
RTM, Majority Leader

WATERFORD DEMOCRATIC TOWN COMMITTEE

10 Clark Place • Quaker Hill, CT • 06375

January 21, 2025

David Campo
Town Clerk
15 Rope Ferry Rd
Waterford, CT 06385

RE: Ethics Commission Recommendations

Dear Mr. Campo,

On behalf of the Waterford Democratic Town Committee, I submit the following recommendations for the Ethics Commission.

Betsy Ritter
24 Old Mill Rd
Quaker Hill, CT 06375
betsy24@gmail.com; 860-444-1700

Paul Helvig
82 Old Colchester Rd
Quaker Hill, CT 06375
plhelvig@sbcglobal.net; 860-447-9657

The DTC is recommending the reappointment of Betsy Ritter as a Member of the Ethics Commission for the term of 2/4/25 - 2/1/27. We also recommend the reappointment of Paul Helvig as an Alternate of the Ethics Commission for the term of 2/4/25 - 2/1/27.

Thank you for your consideration of this matter.

Sincerely,



Erin McBride
Chair, Waterford DTC

RECEIVED FOR RECORD
WATERFORD, CT
2025 JAN 21 P 3:38
ATTEST: David I. Campo
TOWN CLERK

REPRESENTATIVE TOWN MEETING BUDGET HEARINGS

FY 2025-26

Town Hall Auditorium

7:00 P.M.

9

MONDAY MAY 05, 2025

Board of Education

WEDNESDAY MAY 07, 2025

Ethics Commission

Conservation of Health

Public Health Nursing (VNA)

Social Services Grants/Review

Registrar of Voters

Youth & Family Services Bureau

Senior Citizens Commission

Board of Assessment Appeals

Assessor

Contingency

Debt Service

Insurance

Town Clerk

Representative Town Meeting

WEDNESDAY MAY 14, 2025

Tax Collector

Retirement Commission

Waterford Public library

Finance Department

Human Resources Department

Board of Finance

Legal Department

Emergency Management

Fire Services

Board of Police Commissioners

Information Technology

Current Year Capital Improvements

Transfers to Capital & Nonrecurring Expenditures

FINAL ACTION

MONDAY MAY 12, 2025

Zoning Board of Appeals

Economic Development Commission

Conservation Commission

Planning and Zoning Commission

Flood and Erosion Control Board

Building Department

Building Maintenance

Recreation and Parks Commission

Board of Selectmen

Public Works

Employee Organization: Waterford Administrators' and Supervisors' Association

Number of Employees in Bargaining Unit: 11.00 FTE

Contract Duration: **Begin:** July 1, 2025 **End:** June 30, 2028

Contract Execution Date: 30 days after filing of contract with Town Clerk (filed on 1/24/25)

10,11

This settlement was reached in mediation on 12/4/24.

	2025 - 2026	2026 - 2027	2027 - 2028
General Wage Increase (GWI)	2.80%	2.85%	2.90%
GWI \$ Impact Base Salary (FY25 = \$1,719,133)	\$1,784,540	\$1,848,638	\$1,902,251
Total \$ impact to salary line inclusive of all salary increases, step movement, and TSA increases.	\$1,827,820	\$1,897,711	\$1,957,131

This mediated settlement is under the Statewide GWI Administrator Settlement Trend.

The three-year GWI settlement with WASA is 8.55%.

The statewide three-year GWI trend average for administrators is 8.75%.

	2025 - 2026	2026 - 2027	2027 - 2028
Waterford GWI	2.80%	2.85%	2.90%
Statewide Administrators Settlement GWI Averages this Negotiations Season	2.95%	2.89%	2.91%

AGREEMENT BETWEEN
THE WATERFORD BOARD OF EDUCATION
AND
THE WATERFORD ADMINISTRATORS'
AND SUPERVISORS' ASSOCIATION

July 1, 2025 - June 30, 2028

RECEIVED FOR RECORD
WATERFORD, CT

2025 JAN 24 A 10:24

ATTEST: *David J. Longo*
TOWN CLERK

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SIGNATURE BLOCK

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I
PREAMBLE

1. This Agreement shall be effective from July 1, 2025 through, June 30, 2028.
2. Successor Agreement: Negotiations for the successor agreement shall begin in conformity with the timetables provided in §10-153d of the Connecticut General Statutes.

II
NEGOTIATIONS

1. Proposals Not Covered by This Agreement: Proposals not covered by this Agreement may be submitted to the Superintendent in writing, and the Superintendent shall forward such proposals with the Superintendent's recommendations to the Board within fifteen (15) days. The Board shall meet with representatives of WASA to discuss such proposals. Any agreement reached by the Board and WASA shall be reduced to writing and shall be signed by the Board and WASA, and shall be appended to the existing Agreement. Discussions held pursuant to this section shall not constitute "negotiations" within the meaning of Connecticut General Statutes §§10-153d and 10-153n.
2. Recognition: The Board recognizes WASA as the exclusive representative of all certified professional employees who are employed in positions requiring an intermediate administrator or supervisor certificate and whose administrative or supervisor duties shall equal at least fifty percent of the assigned time of such employee and who are not otherwise excluded from the purview of Sections 10-153a to 10-153n, inclusive.
3. Scope of Agreement: This Agreement contains the full and complete agreement between the Board and WASA on all negotiable issues, and neither party shall be required during the term thereof to "negotiate" (within the meaning of Connecticut General Statutes §§10-153d and 10-153n) upon any issue, except as required by law or by mutual written agreement during the term of this Agreement.
4. Severability: This Agreement is deemed to be in compliance with all state and federal laws (including the Constitution of the United States and the Constitution of the State of Connecticut) and the Board and WASA shall comply with all applicable state and federal laws. If a provision or provisions of this Agreement are unlawful, then that provision or those provisions shall be automatically stricken from this Agreement, and the balance of this Agreement shall continue in full force and effect.

III RECOGNITION OF RESPONSIBILITIES OF THE BOARD

Board Rights, Responsibilities and Prerogatives: Subject to the provisions of this Agreement, the Board and the Superintendent reserve and retain full rights, authority and discretion, in the proper discharge of their duties and responsibilities, to control, supervise, and manage the Waterford Public Schools and its professional staff under governing law, ordinances, rules, and regulations--municipal, state and federal.

IV COMPENSATION

1. Administrators' Salary Schedule: Administrators new to the bargaining unit shall be placed on a step equivalent to years of experience as a public school administrator in the position, or a substantially equivalent position, for which the administrator is hired. Full credit for previous experience in the position or substantially equivalent position for which the administrator was hired will be granted, provided that such experience for any one (1) year shall have been continuous service of at least one-half (1/2) of that school year, and provided further that the Board shall have the right to place a new administrator (one who has been employed less than sixty (60) days) at a higher step on the appropriate salary schedule.
2. Salary:

2025-2026						
	Degree	Step 1	Step 2	Step 3	Step 4	Step 5
Special Education Supervisor (209 days)						133,644
Director Athletics & Student Activities (215 days)		126,168	130,067	134,086	138,229	143,924
Assistant Principals (215 days)	Masters	136,764	140,992	145,355	149,847	156,027
	MA+30/6th	142,460	146,868	151,410	156,094	162,530
Elementary Principals (210 days)	Masters	139,698	144,018	148,472	153,066	159,377
	MA+30/6th	147,053	151,600	156,289	161,123	167,764
Middle School Principal & Director of Special Services (219 days)	Masters	148,380	152,971	157,700	162,579	169,283
	MA+30/6th	154,560	159,344	164,271	169,353	176,337
High School Principal (219 days)	Masters	155,352	160,158	165,111	170,218	177,236
	MA+30/6th	163,531	168,591	173,802	179,177	186,568

2026-2027						
	Degree	Step 1	Step 2	Step 3	Step 4	Step 5
Special Education Supervisor (209 days)						137,453
Director Athletics & Student Activities (215 days)						
Assistant Principals (215 days)	Masters	140,662	145,010	149,498	154,118	160,474
	MA+30/6th	146,520	151,054	155,725	160,543	167,162
Elementary Principals (210 days)	Masters	143,679	148,123	152,703	157,428	163,919
	MA+30/6th	151,244	155,921	160,743	165,715	172,545
Middle School Principal & Director of Special Services (219 days)	Masters	152,609	157,331	162,194	167,213	174,108
	MA+30/6th	158,965	163,885	168,953	174,180	181,363
High School Principal (219 days)	Masters	159,780	164,723	169,817	175,069	182,287
	MA+30/6th	168,192	173,396	178,755	184,284	191,885

2027-2028						
	Degree	Step 1	Step 2	Step 3	Step 4	Step 5
Special Education Supervisor (209 days)						141,439
Director Athletics & Student Activities (215 days)		133,527	137,653	141,906	146,291	152,319
Assistant Principals (215 days)	Masters	144,741	149,215	153,833	158,587	165,128
	MA+30/6th	150,769	155,435	160,241	165,199	172,010
Elementary Principals (210 days)	Masters	147,846	152,419	157,131	161,993	168,673
	MA+30/6th	155,630	160,443	165,405	170,521	177,549
Middle School Principal & Director of Special Services (219 days)	Masters	157,035	161,894	166,898	172,062	179,157
	MA+30/6th	163,575	168,638	173,853	179,231	186,623
High School Principal (219 days)	Masters	164,414	169,500	174,742	180,146	187,573
	MA+30/6th	173,070	178,424	183,939	189,628	197,450

3. Salary Payment Schedule: Each professional employee covered by this Agreement shall be paid the administrator's annual salary in twenty-six (26) installments by direct deposit to a United States bank or credit union selected by the employee.
4. Adjustments in Pay: Absences other than those covered by this Agreement shall require a deduction in pay of 1/number of days in the administrator's work year.
5. Salary Deductions: Administrator-authorized payroll deductions shall be made for the following:
 - a. Washington National Insurance;
 - b. Tax-sheltered annuities approved by the Board;
 - c. Savings Bonds;
 - d. Norwich-Pequot Federal Credit Union;
Charter Oak Credit Union;
 - e. Insurance premium cost sharing;
 - f. Increased retirement;

- g. United Way;
- h. WASA dues;
- i. CAS dues;
- j. NAESP dues;
- k. NASSP dues.

Changes in payroll deductions for the above shall not be made for units of less than five (\$5.00) dollars. Administrator-authorized payroll deductions shall be made for professional dues in twenty-two (22) equal installments, September through June, per school year.

6. Tax Sheltered Annuity: Each administrator shall receive an additional amount of Three Thousand Dollars (\$3,000) to be paid to the administrator in substantially equal installments during the fiscal year as to which amount the administrator will arrange to have an elective deferral deducted from the administrator's salary on a pre-tax basis as permitted under Section 403(b)(12)(A)(ii) of the Internal Revenue Code, as amended, including the applicable catch-up limit of Section 414(v) of the Internal Revenue Code, and then contributed toward the purchase of a 403(b) annuity with a tax sheltered annuity company the administrator chooses from the Board's list of approved 403(b) vendors pursuant to the Board's 403(b) plan available to Board employees generally in accordance with Section 403(b) of the Internal Revenue Code, as amended. For purposes of reporting the administrator's salary to the Connecticut State Teachers Retirement System, and for calculating the amount of the administrator's mandatory employee contributions to be deducted from the administrator's salary and paid to the Connecticut State Teachers Retirement System, the Board shall include the full amount of the total base salary specified in paragraphs 2 and 6 of this section. Effective July 1, 2026, the tax sheltered annuity payment shall increase to Three Thousand Five Hundred Dollars (\$3,500). Effective July 1, 2027, the tax sheltered annuity payment shall increase to Four Thousand Dollars (\$4,000).
7. Salary Adjustment: Administrators, upon retirement in accordance with the State Teacher Retirement Act, or death, after ten (10) years of service in Waterford, the last five (5) of which must be consecutive, shall receive payment as follows:
 - a. Administrators who have achieved ten (10) years of service (the last five (5) of which must be consecutive) on or before July 1, 2014 shall, upon retirement in accordance with the State Teacher Retirement Act, receive payment for fifty (50) days or fifty percent (50%) of the unused sick leave, whichever is less, in either case based on a per diem rate of the last annual salary earned. Written application for such payment must be made to the Superintendent's office seven (7) months prior to retirement for the payment for unused sick leave to be made in the year subsequent to retirement. When timely notice is given, the Board payment shall be made no later than December 1st of the fiscal year after retirement. Failure to give notice by December 1st shall result in Board payment for unused sick leave in the first fiscal year subsequent to the fiscal year after retirement.
 - b. Administrators hired on or before July 1, 2014 who are not eligible for benefits under paragraph a. above, who achieve ten (10) years of service (the last five (5) of which must be consecutive), upon retirement in

accordance with the State Teacher Retirement Act, shall receive payment for twenty-five (25) days or twenty-five percent (25%) of the unused sick leave, whichever is less, in either case based on a per diem rate of the last annual salary earned. Written application for such payment must be made to the Superintendent's office seven (7) months prior to retirement for the payment for unused sick leave to be made in the year subsequent to retirement. When timely notice is given, the Board payment shall be made no later than December 1st of the fiscal year after retirement. Failure to give notice by December 1st shall result in Board payment for unused sick leave in the first fiscal year subsequent to the fiscal year after retirement.

Administrators hired on or after July 1, 2014 shall not be eligible to receive any payment for unused sick leave.

- c. After ten (10) years in the Waterford Public Schools (the last five (5) of which must be consecutive) and upon retirement in accordance with the State Teacher Retirement Act, administrators shall receive a terminal stipend of \$1,500 subject to the following conditions: Written application for such stipend must be made to the Superintendent's office seven months prior to retirement for the stipend to be paid. The stipend shall be paid no later than October 15 of the fiscal year after retirement. Failure to give notice by December 1st shall result in forfeiture of the benefit.
- d. Payment of post-retirement benefits may be made in up to six (6) annual installments at the option of the retiree.

8. Supplemental Pay: The following supplementary pay position shall be paid as listed below:

<u>Position</u>	<u>Pay</u>
Director of PK-12 Summer School	\$8,000

Non-bargaining unit employees may continue to hold any supplemental pay position they are currently holding. Members of the bargaining unit who are certified and qualified shall be given first preference for supplemental pay positions in the bargaining unit.

- 9. Salary/Change in Working Condition: If an administrator is designated by the Superintendent to work in an administrative position in a higher salary group than the administrator's regular group and said administrator works in the designated administrative position for more than thirty (30) consecutive work days, then the administrator shall receive the pay of the higher salary group in which the administrator is working commencing after the thirtieth (30th) consecutive work day.
- 10. Longevity: Commencing with ten (10) years of service in the administrators' bargaining unit, an administrator shall receive \$1500 in addition to the administrator's salary in each year of service thereafter. Commencing with twelve (12) years of service in the administrators' bargaining unit, an administrator shall receive \$2000 in addition to the administrator's salary in each year of service thereafter.

Administrators hired on or after July 1, 2014 shall not be eligible to receive this benefit.

V
FRINGE BENEFITS

1. The Board will provide payment for the following plan, for eligible requesting members, on the terms and conditions described herein:

- a. **HDHP Plan.** The Board shall also offer eligible administrator employees insurance coverage through a High Deductible Health Insurance Plan (the “HDHP Plan”) as described herein in summary form in Appendix A.

1) Deductible Funding:

The Board will contribute to the annual deductible to the employee’s HDHP in the amounts set forth below:

- 50% of the applicable deductible/year to employees taking the individual plan
- 50% of the applicable deductible/year to employees taking the 2-person or family plan

For any administrator not eligible for an HSA account as a matter of federal law, who is enrolled in the HDHP, the Board shall reduce the administrator’s premium contribution in a manner equivalent to the monetary value of the Board contribution to the applicable deductible amount for the administrator’s coverage level.

2) Premium Cost-Sharing for HDHP Plan:

The Board shall pay a designated percentage of the fully insured premium or if under a self-insured plan, the Board payment of a percentage of the cost of benefits defined as administrative fees, network access fee, managed care fee if applicable, stop loss premium(s), applicable state and federal taxes (e.g. ACA Transitional Reinsurance Fee) and incurred and trended claims as determined by the carrier/third party administrator, with the employee the remainder of the premiums by payroll deduction.

Year	Board Premium Contribution	Employee Premium Contribution
2025-2026	78.5%	21.5%
2026-2027	78%	22%
2027-2028	77.5%	22.5%

- b. **Plan Documents Available:** Master Group policies are available in the business office for more specifics. The master certificates and/or policies are the governing documents when it comes to the Board’s insurance plans; the information contained herein and in the contract appendices is intended as a summary.
2. **Life Insurance:** Employee life insurance in the amount of double the employee's annual salary. For tax purposes, to the extent practicable, the Board shall allocate the taxes associated with the life insurance benefit to at least two (2) pay periods or more.
3. **Dental Insurance.** Employees selecting dental benefits shall pay for a portion of the cost of individual or family full-service dental plan (substantially equivalent to Blue Cross full-service dental plan) as selected by the Board.

Employees selecting dental riders shall pay for a portion of the cost of dental riders for additional basic benefits, periodontics and orthodontics equivalent to Blue Cross A, C, and D riders.

The premium cost-sharing formula for dental benefits shall be the same as in effect for the health insurance plan selected by the administrator.

4. **Continuation of Insurance on Termination of Employment.** Any administrator who terminates service at the end of a complete school year may, if the administrator elects, continue to receive the benefits in this paragraph until August 31st of that same calendar year.
5. **Section 125 Plan.** The Board shall maintain a Section 125 Salary Reduction Agreement (RA) which will be designed to permit exclusion from taxable income the employee's share of health insurance premiums. Within said Salary Reduction Agreement, the Board shall also adopt and maintain a flexible spending account for the purpose of enabling eligible administrators to divert a portion of their gross salaries, prior to reduction for federal income taxes by a minimum of \$500 to a maximum of \$5,000 per plan year for dependent care, or such lower maximum amount as may be required by law, into an account from which, during the course of the plan year, they can be reimbursed for. The following provisions will apply.
 - (i) Under no circumstances will the Board be required to contribute any monies to the RA Plan or to any account established pursuant thereto.
 - (ii) Each administrator desiring to participate in the RA Plan must apply for participation and enroll by submitting completed forms provided by the Board thirty (30) days prior to July 1 of each plan year in which they desire to participate.
 - (iii) Each administrator accepted as a participant in the RA Plan must, thirty (30) days prior to July 1, inform the Board in writing of the amount the administrator wishes to contribute to the account during the plan year a minimum of \$500 to a maximum of \$5,000 per plan year for dependent care or such lower maximum amount as may be required by law), which shall be divided by the number of payroll periods scheduled for the plan year to determine the amount to be deducted from each paycheck during that plan year.
 - (iv) As a condition precedent to the establishment of an account under the RA Plan, the administrator must submit to the RA Plan Administrator, on forms approved by the Board, written authorization for the Board to deduct from the administrator's salary, the amounts to be diverted to the administrator's RA Plan Account, which shall be the same amount from each paycheck issued during the plan year. As a further condition, the administrator shall pay, by authorized automatic payroll deduction, the monthly charge for participation in said plan attributable to the administrator.
 - (v) If the employment of an administrator terminates for any reason while the administrator is a participant in the RA Plan, then in accordance with IRS requirements and if permitted by the terms of the Board's Section 125 plan document, the administrator will be permitted to submit for reimbursement for covered expenses incurred through the balance of the plan year, in order

to utilize the unencumbered balance from the administrator's RA Plan Account. Any balance remaining in the account at the end of the plan year is forfeited back to the Board, in accordance with IRS requirements and the terms of the Board's Section 125 plan document. The terminated administrator would be responsible for continuing contributions to the RA through COBRA (including 2% administrative fee) for the balance of the plan year.

- (vi) Unexpended balances in each RA Account at the end of each plan year will be forfeited in accordance with legal requirements. The RA Plan will be governed by the terms of the RA Plan description. It is intended that the RA plan shall be interpreted, whenever possible, to comply with such terms of the Internal Revenue Code. In the event the RA Plan Administrator determines, before or during any plan year, that the RA Plan may fail to satisfy any non-discrimination requirement if imposed by the Code or limitation on benefits to certain participants, the RA Plan Administrator shall take such action as the RA Plan Administrator deems appropriate under rules uniformly applicable to similarly situated participants.
- (vii) The Board makes no representations or guarantees as to the initial or continued viability of such a salary reduction agreement, and shall incur no obligation to engage in any form of impact bargaining in the event that a change in law reduces or eliminates the tax-exempt status of employee insurance premium contributions. So long as the Board makes a good faith effort to comply with this paragraph, neither the Association or any administrator covered by this Agreement shall make any claim or demand, nor maintain any action against the Board or any of its members or agents for taxes, penalties, interest or other cost of loss arising from a flaw or defect in the salary reduction agreement, or from a change in law which may reduce or eliminate the employee tax benefits to be derived therefrom.

7. Change of Carrier:

The Board may provide the type of insurance listed in this article through carriers/plans/administrators other than those named above provided said insurance is substantially equivalent in coverage and benefits.

8. Long-term disability insurance:

For administrators that elect long-term disability coverage as may be offered by the Board, the Board shall select a vendor for such coverage, and shall pay fifty percent (50%) of the premium costs of such coverage.

9. Travel Reimbursement:

- a. All administrators shall be reimbursed for travel outside of the Town of Waterford while performing the business of the Waterford Public Schools and for any school activity to which an administrator has been assigned or is in attendance as part of the administrator's administrative duties. The Director of Special Education and the Special Education Supervisor shall also be reimbursed for travel within the municipal boundaries of the Town of Waterford while performing the business of

the Waterford Public Schools. Reimbursement shall be at the mileage rate established by the IRS as the standard mileage reimbursement rate.

- b. The Board encourages administrators to participate in professional development activities. To that end it will, within budgetary constraints, continue to provide funds for members of the bargaining unit for local and regional professional development activities including major national conventions or conferences each contract year.

VI

ADMINISTRATORS' WELFARE PROVISIONS

1. Personal Leave

- a. Each employee shall be allowed a maximum of six (6) days' leave per year, noncumulative, with no pay deduction. For the following reasons:
 - i. Family reasons (e.g. birth, death, marriage, illness, or graduation, attendance at a child's school related function or event
 - ii. Religious holidays
 - iii. Legal matters
 - iv. Legitimate personal business

Family is defined as spouse, parents, grandparents, children (natural, foster, or adopted), grandchildren, siblings, in-laws, nieces, nephews, aunts, uncles, and permanent residents of the employee's household. Personal is defined as such matters that are private and sensitive.

Personal leave may be approved only when it is not reasonable for the required activity to have been scheduled outside of working hours.

- b. The Superintendent is authorized to grant additional days' leave, paid or unpaid, upon request.
- c. Application for leave as provided above shall be made in writing to the Superintendent at least seventy-two (72) hours before leave is to be granted, except in cases of illness or emergencies. Where the request for personal leave is made pursuant to Section 1 (d) above, the reason for the absence shall be discussed with the Superintendent and such reason shall not be required to be written.
- d. Use of personal days shall not directly precede or follow a school vacation or holiday, except if such leave is taken for death in the immediate family, religious holidays, legal business that cannot be transacted outside of working hours, marriage or graduation of a member of the immediate family, or military deployment of an immediate family member.

2. Graduate Study Reimbursement: When in the judgment of the Superintendent, the course for which reimbursement is requested will make a meaningful contribution to a more effective performance of the duties to which the administrator is assigned, then such reimbursement shall be granted. Grade reports and proof of payment must be submitted to the Benefits Coordinator in the Business Office immediately upon completion of the course.

Courses must be completed with a grade B or higher. If a lesser mark is received and the administrator desires, extenuating circumstances may be explained to the Superintendent for the Superintendent's consideration. Courses and institutions must have prior approval of the Superintendent at least fifteen (15) days prior to the start of the course, if possible. Graduate study reimbursement is payable in one lump sum on either the second payday in September or the second payday in March, whichever most closely follows the completion of the course. Administrators must submit an official grade report or an official transcript of the approved course(s) and a copy of the bill for tuition and fees. The amount of the reimbursement shall be equal to the cost of tuition and fees (excluding books) incurred for the course. It is mandatory that an administrator be on the staff at the time of payment in order to receive any of the above reimbursements.

An administrator granted tuition reimbursement is obligated to remain in the Waterford Public Schools for three (3) full years of service following the year in which the graduate program or course is completed. If the administrator does not remain voluntarily, the administrator shall be obligated to repay to the Board the amount of money the administrator has received in tuition reimbursement during the preceding three (3) school years on the schedule set forth below; unless the Superintendent determines that an extenuating circumstance (e.g. family illness, spouse relocation, etc.) necessitated a break in service.

For the purposes of reimbursement, there shall be a three year look back period. If the administrator leaves in the first year after course work reimbursed by the Board under this paragraph is completed, the administrator shall be responsible for reimbursement of the full amount of tuition reimbursement. If the administrator leaves in the second year after course work reimbursed by the Board under this paragraph is completed, the administrator shall be responsible for reimbursement of 2/3 of the amount of tuition reimbursement. If the administrator leaves in the third year after course work reimbursed by the Board under this paragraph is completed, the administrator shall be responsible for reimbursement of 1/3 of the amount of tuition reimbursement.

3. Long-Term Personal Leave: A personal leave of absence may be granted by the Board for illness or other personal reasons. The leave shall extend only for one (1) school year or less. The administrator shall return to the school district upon expiration of the personal leave. The administrator shall be given the administrator's previously held administrative position or another administrative position which is mutually agreed upon by the administrator and the Board.

If the administrator and the Board are unable to agree upon another administrative position as aforesaid, then the administrator shall be given the administrator's previously held administrative position or an administrative position for which the administrator is certified and qualified substantially equivalent in status and pay to the administrator's previously held administrative position. An administrator on a long-term leave of absence must notify the Superintendent in writing prior to April 1 if the administrator intends to return to the Waterford Public Schools the following year. Failure to give notice of intent to return shall constitute a resignation from employment. Personal leave of absence shall be taken without pay or payment for benefits or credit for salary increments and will terminate at the end of the approved period of time. An administrator on personal leave shall retain the sick leave accumulated prior the commencement of leave.

4. Sick Leave: Administrators shall be granted seventeen (17) days of sick leave with full pay, except while on leave. Sick leave shall be used for personal illness or injury, or quarantine in accordance with health regulations. For employees hired after September 1, 2009, sick leave shall accumulate from year to year until a maximum of two hundred (200) days is reached. For all other administrators, the accumulation of sick leave shall be unlimited. Each administrator shall be notified in September of the amount of the administrator's accumulated sick leave.

5. Sick Leave Bank:

Purpose – to provide members with additional paid sick leave when such members have exhausted sick leave due to their personal catastrophic illness or injury or combination thereof, and have provided competent medical certification of said catastrophic illness or injury thereof.

- a. Process for requesting the sick leave bank assistance - A member fitting the criteria set forth above may request that the sick leave bank board activate the sick leave bank.
- b. Upon receipt of a request from a member to activate the sick leave bank, the sick leave bank four (4) member board, as described below, shall use the following criteria to determine the eligibility of a member to receive donations and to determine the number of days to be donated:
 - i. A member must have a catastrophic illness or injury or combination thereof and must provide timely and competent medical certification of the catastrophic or injury or combination thereof.
 - ii. A member must have completed two (2) years of service in Waterford.
 - iii. A member must have exhausted all accumulated sick leave.
 - iv. A member shall not be entitled to any other Board sponsored paid leave, remuneration from Board sponsored disability payments, workers' compensation, and/or other such Board sponsored benefits.
- c. Membership in the administrators' sick leave bank is voluntary on the part of the administrators after two (2) years of service in the Waterford Public Schools.
- d. The Board will cooperate in the establishment of a sick leave bank on a voluntary basis.
- e. Members who are eligible to participate and choose to participate in the bank may enroll by annually donating one (1) day of the administrator's annual sick leave to the bank.
- f. A person withdrawing from membership in the bank will not be able to withdraw the contributed days.
- g. Persons withdrawing sick leave days from the bank will not have to replace these days except as regular contributing member to the bank.
- h. The sick leave bank shall be administered by a four (4) member board, two (2) members chosen by the Board, two (2) members chosen by WASA. Each request for aid, as certified by a doctor's certificate, for the sick leave bank shall be decided by the board on the merits of the individual request. Action of the board shall be by

the majority vote. The sick leave bank four (4) member board may reserve days in the bank, and prorate the allocation of such days in the event that more requests are approved than days available in the bank.

- i. Not more than thirty thousand dollars (30,000) shall be expended from this fund during any one (1) school year. No more than fifteen thousand dollars (\$15,000) shall be expended upon any one (1) employee during any one (1) year. (Exceptions to these limitations may be made only upon specific administrative request and the Board approvals.)
 - j. Those employees not contributing to the sick leave bank may not participate in it.
 - k. The decision of the sick leave bank board shall not be subject to the grievance procedure.
- 6. Maternity, Military, Peace Corps and Vista Leaves of Absence: Maternity, military, Peace Corps, and Vista leaves may be granted by the Board under terms and conditions as approved by the Board, in accordance with law.
 - 7. Professional Development: The Board agrees that professional development activities such as conferences, workshops, institutes, etc., are in the best interests of the Waterford Public Schools. The Board encourages such activities and shall fund such activities within its budgetary constraints.
 - 8. Evaluations: A copy of any written evaluation shall be placed in the administrator's file and a copy forwarded to said administrator. Materials placed in an administrator's file after appointment shall be reasonably available for inspection by the administrator.
 - 9. Personnel Files: No material derogatory to an administrator's conduct, service, character, or personality shall be placed in an administrator's personnel file unless it has first been shown to and discussed with the administrator by the immediate supervisor. The administrator shall initial and date the actual copy to be filed. The initials shall signify merely that the administrator has examined the material.

The administrator may submit a written notation regarding any material placed in the administrator's personnel file, and the same shall be attached to the file copy of the material in question. There shall be only one official personnel file per administrator to be kept in the central office.

VII WORKING CONDITIONS

- 1. Administrators' Responsibilities – General: The Board and WASA recognize the importance of responsible participation of the entire administrative staff in the educational process.
- 2. Supervision: Each administrator shall supervise the performance and professional development of the staff for which the administrator is responsible. Such supervision shall be in accordance with the district system of staff evaluation and staff development.
- 3. Assignment and Transfer: Under State statutes (as exercised through its policies), the Board has the sole right to employ, assign, and transfer administrators and employees in carrying out those responsibilities.

The Board may transfer administrators when it determines that such transfers are in the best interests of the school district. Administrators shall not lose salary as a consequence of involuntary transfers; they shall be paid their prior salary until pay for the new position exceeds it, at which time they will be paid the rate for the new position.

For reasons of professional growth, two or more administrators may request transfers agreeable to those involved. If such requests are granted, administrators shall be paid at the rate for the new positions.

Administrative staff vacancies shall be published in each school as soon as possible. An administrator who applies for and is transferred to a new assignment in a higher salary classification shall be credited with step advancement at a rate of one (1) step credit for each five (5) completed years of bargaining unit service.

4. Work Year:

- a. The work year for the Elementary School Principal shall be 210 days; the work year for the Assistant Principals and Dean of Students positions shall be 215 days; and the work year for Secondary Principals and the Director of Special Services shall be 219 days. The work year for the Director of Athletics and Student Activities shall be 215 days. Based on the nature of the Director of Athletics and Student Activities position, it is expected that the Director of Athletics and Student Activities will work such nights and weekends as necessary to carry out the duties of the position. The work year for the Supervisor shall be 209 days.
- b. Administrators shall be required to work at least ten (10) days prior to the commencement of the school year for teachers and at least five (5) days subsequent to the end of the school year for students, if possible based on the student calendar. Each administrator shall submit to the Superintendent for the Superintendent's approval a proposed work year schedule detailing the dates on which the administrator proposes to work outside of the published school calendar. The Director of Special Services and the Director of Athletics and Student Activities may submit a proposed schedule that includes proposed non-work days when students are in session. The Superintendent may approve the proposed schedule or direct the administrator to amend the schedule.
- c. In the event that inclement weather causes a school closure, administrators may work from home for up to three (3) such school closure days.
- d. To the extent that the Superintendent requires any administrator to work beyond the administrator's scheduled work year, the administrator shall be paid as follows:
 - 1) On a per diem basis, except if administrators are required to work less than four (4) hours in a given day such work time shall be calculated as one-half day. If they are required to work four (4) or more hours such time shall be calculated as a full day for purposes of computing payment for work beyond the work year.

VIII

GRIEVANCES

Grievance Procedure: To secure, at the lowest possible level of the employer-employee relationship, solutions to problems which may arise concerning the interpretation of any provisions of this Agreement, all disputes between either an administrator and the Board or between WASA and the Board concerning the interpretation of any provision of this Agreement shall be dealt with as follows:

a. Definitions:

- 1) A grievance shall mean a violation, misinterpretation or misapplication of a specific term or terms of this contract to the detriment of an administrator or group of administrators. A claim by an administrator that the Board has failed to follow the established procedures of the administrator evaluation and support program shall also be subject to the grievance procedure.
- 2) "Administrator" shall mean any member of the bargaining unit.
- 3) A "Grievant" shall mean the person or persons making the claim or WASA.

b. Procedure:

Step 1: If an administrator has a grievance the administrator shall first notify the Superintendent in writing within fifteen (15) calendar days of the incident or event giving rise to the grievance. Failure to do so will be deemed a waiver of the grievance. If a solution is not reached in five (5) calendar days, then the administrator may proceed to the next step of this procedure.

Step 2: The grievant may file the grievance with the Board, or committee thereof, within ten (10) calendar days after the procedure at Step One has been exhausted. The Board, or committee thereof, shall make a written statement of the action taken within ten (10) calendar days.

Step 3: If the grievant and WASA are not satisfied with the disposition of the grievance at Step Two, WASA may, within ten (10) calendar days after the decision of the Board, or Committee thereof, or within ten (10) calendar days after the meeting with the Board, or committee, submit the grievance to arbitration by notifying the Superintendent of its intent to do so. If WASA and the Superintendent cannot mutually agree upon a single arbitrator to hear the grievance within ten (10) calendar days of the notice of intent to submit to arbitration, then WASA may submit the grievance to arbitration by filing a demand for arbitration under the Voluntary Labor Arbitration Rule of the American Arbitration Association. The American Arbitration Association shall then act as the administrator of the procedures.

The arbitrator selected shall confer promptly with the representatives of the Board and WASA, shall review the record of

prior hearings, and shall hold such further hearings as the arbitrator shall deem requisite.

The arbitrator shall be bound by the Voluntary Labor Arbitration Rules. The arbitrator shall hear only one grievance at a time. The arbitrator shall have no power to add to, delete from or modify the agreement. The decision of the arbitrator shall be submitted to the Board and to the Association, and subject to law, shall be final and binding.

The costs of the services of the arbitrator shall be borne equally by the Board and the Association.

c. General Provisions:

- 1) No reprisals of any kind shall be taken by the Board or by any member of the administration against anyone by reason of participation in the grievance procedure or support of any participant thereto.
- 2) The grievant may be represented by Counsel, WASA, or any representative of the grievant's own choosing at Steps 1 and 2 of the grievance procedures so long as WASA has the opportunity to be present at any meetings or hearings on the grievance and has the opportunity to present its views. At Step 3, WASA shall represent the grievant for the purposes of arbitration.
- 3) All documents, communications, and records generated by the filing of the grievance shall be filed separately from the permanent file of the grievant.
- 4) "Days" shall mean calendar days.
- 5) The statement of grievance shall contain the provisions of the contract alleged to have been violated as well as a statement of the remedy requested. The statement of any grievance alleging a procedural violation of the established evaluation and support plan shall contain the provisions of the evaluation and support plan alleged to have been violated as well as a statement of the remedy requested. The sole and exclusive remedy for an administrator who wishes to challenge a termination pursuant to the reduction in staff provision shall be Connecticut General Statute section 10-151. No administrator shall receive a written reprimand or be suspended without pay except with just cause.
- 6) Failure of the grievant to pursue the grievance to the next step within the specified timelines shall be deemed to be agreement with the decision of the administration or the Board as the case may be. Failure of the Board or administrator to meet with the grievant or render a decision within the specified time limits shall permit the grievant to proceed to the next step. The parties may agree to waive the time limits in writing.

IX OTHER PROVISIONS

1. Termination Notice: Whenever practicable, an administrator or supervisor shall give sixty (60) days' notice to intent to terminate service with the Board. The earliest possible termination notice is desirable.
2. WASA Nonstrike Clause: WASA shall not call, authorize, instigate, sanction or condone any strike, slowdown, work stoppage, refusal to render services or any action against the Board which would impede the proper functioning of the Waterford Public Schools at any time.
3. Administrator Nonstrike Clause: No administrator shall, in an effort to effect a settlement of any disagreement with the Board, engage in any strike or refusal to render services.
4. Reduction in Staff:

- a. It is recognized that, under §§10-220 and 10-4a of the Connecticut General Statutes, the Board has the responsibility to maintain good public elementary and secondary schools and to implement the educational interest of the state. However, recognizing also that it may become necessary to eliminate certified staff positions in certain circumstances, this procedure is adopted to provide a fair and orderly process should such eliminations become necessary.

- b. In order to promote an orderly reduction in the administrative personnel, the following procedure will be used:

As between tenured administrators or non-tenured administrators, the Board, within its sole discretion, shall decide which administrators shall be retained based upon the criteria outlined below. The needs of the Waterford Public Schools with regard to the number and nature of administrative positions shall be determined by the Board.

Once having done, so the following criteria shall apply in selecting the administrators to be terminated or non-renewed:

- 1) Skill and ability;
- 2) Areas of certification;
- 3) Areas of administrative experiences; and
- 4) Past performance.

When the above criteria are equal, seniority will prevail. Seniority is defined as the length of service in the Waterford Public Schools in an administrative position.

- 1) Any administrator whose contract of employment has been terminated due to the elimination of an administrative position shall be placed on a reappointment list for a period of twenty-four (24) months. Administrators shall remain on the reappointment list for twenty-four (24) months, or until offered a certified position in the Waterford Public Schools.

Any administrator recalled under this section will be returned to work in order of seniority if certified and qualified for the position.

The following criteria shall be applied to determine qualifications for the purpose of recall:

- Certification Status;
- Degree status;
- Skills and ability;
- Administrative experience.

When the above criteria are equal, seniority will prevail. Seniority is defined as the length of service in the Waterford Public Schools in a certified position.

- 2) For purposes of this Article, and for all relevant provisions in this Agreement, seniority shall be defined as the length of continuous service as an administrator in the Waterford Public Schools, beginning on the first day of actual service and ending on the date for which such determination is made. Continuous service shall be deemed to be unbroken during periods on the recall list and during authorized leave. In the event of a tie, continuous non-administrative certified employment with the Board, immediately preceding service as an administrator, shall be considered.
- c. Notwithstanding the foregoing, an administrator serving as Director of Athletics and Student Activities position shall not be eligible to displace any other administrator in the event of a reduction in force. If required by law, the Director of Athletics and Student Activities shall be assigned a teaching position for which the Director of Athletics and Student Activities is certified and qualified. Any administrator serving as Director of Athletics and Student Activities whose contract of employment has been terminated due to the elimination of the position of Director of Athletics and Student Activities shall be placed on a reappointment list for a period of twenty-four (24) months. Any such administrator shall remain on the reappointment list for twenty-four (24) months, or until offered reappointment as Director of Athletics and Student Activities.
 - d. Notwithstanding the foregoing, an administrator serving as Supervisor position shall not be eligible to displace any other administrator in the event of a reduction in force. If required by law, the Supervisor shall be assigned a teaching position for which the Supervisor is certified and qualified. Any administrator serving as Supervisor whose contract of employment has been terminated due to the elimination of the position of Supervisor shall be placed on a reappointment list for a period of twenty-four (24) months. Any such administrator shall remain on the reappointment list for twenty-four (24) months, or until offered reappointment as Supervisor.

5. Insurance:

- a. Any administrator hired before July 1, 2004, with twenty-five (25) years of teaching /administrative experience, the last ten (10) of which must be in the Waterford Public Schools, and is between fifty-five (55) years old and sixty-five (65) years old at the time of retirement, and who is eligible to collect Connecticut Teacher Retirement Benefits, will be given the option of continuing group insurance coverage, by participating in plans offered to active administrators, after retirement to age sixty-five (65). The cost of extended coverage is to be divided equally between the retiring administrator and the Board. Any subsidy offered by the State TRB will be applied wholly to the retiring administrator's percentage of the cost of extended coverage once it has been divided equally between the retiring administrator and the Board.
- b. Any administrator hired between July 1, 2004 and June 30, 2014, with twenty-five (25) years of teaching /administrative experience, the last ten (10) of which must be in the Waterford Public Schools, and is between fifty-five (55) years old and sixty-five (65) years old at the time of retirement, and who is eligible to collect Connecticut Teacher Retirement Benefits, will be given the option of continuing group insurance coverage, by participating in plans offered to active administrators, after retirement to age sixty-five (65). The cost of extended coverage is to be divided as follows: seventy percent (70%) to be borne by the retiring administrator and thirty percent (30%) to be borne by the Board. Any subsidy offered by the State TRB will be applied wholly to the retiring administrator's percentage of the cost of extended coverage once it has been divided in accordance with the following formula: seventy percent (70%) to be borne by the retiring administrator and thirty percent (30%) to be borne by the Board.
- c. Any administrator hired on or after July 1, 2014 who retires from service with the Waterford Board shall not be eligible for any Board contribution to health insurance, but shall be eligible to continue health insurance offered to active administrators in accordance with law.
- d. At age sixty-five (65), or subsequent to retirement from the Waterford Public Schools, a retiree may, at the retiree's option and provided the retiree is not eligible for Medicare, purchase the health insurance package offered to active administrators, or a portion thereof on a yearly basis, at the retiree's own expense and as permitted by statute, as it may be amended from time to time.

6. Part-Time Administrators

A part-time administrator shall be covered by all terms and conditions of the Agreement, modified as set forth below.

- a. (i) A part-time administrator who works fewer days per year than the applicable full-time administrator work year, as described in Article IV, Section 2, Salary, will be paid on a pro-rata basis based on proportion of work days worked by the part-time administrator compared to the scheduled number of work days for that position (e.g. a part-time Assistant Principal working 107 days per year shall be considered .5 full-time equivalent ("FTE") and shall receive 50% of the applicable salary ($107/214 = .5$)).

- (ii) A part-time administrator who works a partial day each work day shall be paid a salary proportional to the number of hours worked of each scheduled work day, based on an 8 hour work day (e.g. a part-time administrator working 4 hours per day shall be considered .5 FTE and shall receive 50% of the applicable salary ($4/8=.5$)).
- b. A part-time administrator's tax sheltered annuity set forth in Article IV, Section 6, shall be pro-rated based on the part-time administrator's proportional FTE (e.g. a part-time administrator working a .6 FTE shall receive \$1,800 per year ($\$3,000 \times .6 = \$1,800$)).
- c. A part-time administrator shall not be eligible for payment for unused sick leave or longevity pay.
- d. A part-time administrator working a .5 FTE schedule or more shall be eligible to receive all insurance benefits enumerated under Article V of the Agreement, however, the Board shall only be responsible for paying a pro-rata share of the Board's premium contribution and applicable HSA contribution, based on the part-time administrator's proportional FTE.
- e. Administrators employed less than .5 FTE shall receive no insurance benefits.
- f. Benefits under Article VI, Section 1, Personal Leave, shall be proportional to the part-time administrators' proportional FTE, rounded to the nearest tenth (1/10).
- g. Graduate study reimbursement as set forth in Article VI, Section 2, shall be the same for a part-time administrator as for a full-time administrator.
- h. Benefits under Article VI, Section 4, Sick Leave, shall be proportional to the part-time administrators' proportional FTE, rounded to the nearest tenth (1/10).

X AGENCY FEE

1. Dues/Voluntary Fees

- a. All members of the bargaining unit who elect to join WASA and/or pay a voluntary fee to WASA shall sign and deliver to WASA, if they have not already done so, an authorization for the payroll deduction of membership dues and/or voluntary fees. Employee authorization for dues and/or voluntary fee deduction will be in writing.
- b. Said authorization shall continue in effect from year to year unless such administrator shall notify the Board and WASA in writing that such authorization is withdrawn, with such notification to be received by the Board not later than thirty (30) days prior to the commencement of the school year.

2. Forwarding of Monies

The Board agrees to forward to WASA each month all monies deducted during that month for local dues and local service fee deduction.

No later than the first paycheck in October of each school year, the Board shall provide WASA with a list of all bargaining unit members employed by the Board and the administrative positions held by said employees. The Board shall notify WASA of any changes in said list.

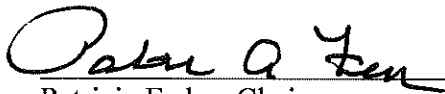
The right to refund the employee's monies deducted from their salaries under such authorization shall lie solely with WASA. WASA agrees to reimburse any employee for the amount of any dues deducted by the Board and paid to WASA, which deduction is by error in excess of the proper deduction, and agrees to hold the Board harmless from any claims of excessive deduction.

WASA agrees to indemnify and save the Board harmless from all claims, demands, lawsuits or other forms of liability arising from the Board's fulfillment of its obligations under this Article. The Board agrees that WASA shall assume the exclusive legal defense of any such claim or lawsuit. In assuming such defense on the Board's behalf WASA will hire and compensate legal counsel. Legal Counsel hired by WASA shall confer with the Board or its representatives concerning the defense of claims and lawsuits against the Board. WASA shall have the right to compromise or settle any claim or lawsuit against the Board under this Article, but shall not do so without Board approval, such approval not to be unreasonably withheld.

3. Orientation Session

WASA shall have the right and opportunity to hold an orientation session with all newly hired administrators. The orientation will be held within thirty (30) calendar days of the new administrator's start date. WASA orientation time will be set aside during the Board's orientation for the new employee. The time of the WASA orientation session shall not to exceed one half hour (1/2 hour) in duration.

SIGNATURE BLOCK



Patricia Fedor, Chair
Waterford Board of Education

1/23/25

Date



Christopher Discordia, President
Waterford Administrators' and
Supervisors' Association

1/24/25

Date

APPENDIX A

HDHP PLAN DESIGN

The Board shall offer a HDHP plan, or a high deductible health care plan with a health savings account feature, including the following components:

COST SHARES	BENEFIT
	In-Network services and Out-of-Network services and Out-of-Network services subject to deductible and coinsurance. No Referrals Required Deductible: \$2,500 Individual, \$5,000 Two or More In Network Coinsurance 100% Out-of-pocket Maximum \$3,500 Individual, \$7,000 Two or More Lifetime Maximum In-Network - Unlimited Out-of-Network Benefits Coinsurance 80% / 20% Out-of-pocket Maximum \$6,000 Individual, \$12,000 Two or More Lifetime Maximum Out-of-Network - Unlimited Only In-Network Benefits Illustrated Below
PREVENTIVE CARE	Annual
Pediatric	Covered 100% - Not Subject to Deductible
Adult	Covered 100% - Not subject to Deductible
Vision Exam	Covered 100% - Not Subject to Deductible
Hearing	Covered 100% - Not Subject to Deductible
Routine Gynecological	Covered 100% - Not Subject to Deductible
MEDICAL SERVICES	
Medical Office Visit	100% after deductible
Outpatient - PT/OT/Speech/ Chiropractic	100% after deductible 50 visits per calendar year Add'l coverage after 50 visits subject to OON deductible/coinsurance
Allergy Services	100% after deductible
Diagnostic Lab & X-ray	100% after deductible
Surgery Fees	100% after deductible

COST SHARES	BENEFIT
Office Surgery	100% after deductible
Outpatient MH/SA	100% after deductible
EMERGENCY SERVICES	
Emergency Room	100% after deductible
Urgent Care Facility	100% after deductible
Ambulance	100% after deductible
INPATIENT HOSPITAL General/Medical & Surgical	
Note: All hospital admissions require pre-cert	
Ancillary Services (Medication, Supplies)	100% after deductible
Psychiatric	100% after deductible
Substance Abuse/Detox	Covered 100%
Rehabilitative	100% after deductible
	Covered up to 100 days per calendar year. Add'l coverage after 100 days subject to OON deductible/coinsurance
Skilled Nursing Facility	100% after deductible 120 days per calendar year
Hospice	100% after deductible
OUTPATIENT HOSPITAL	
Outpatient Surgery Facility Charges	100% after deductible
Diagnostic Lab & X-ray	100% after deductible
Pre-Admission Testing	100% after deductible
OTHER SERVICES	
Durable Medical Equipment	100% after deductible
Prosthetics	100% after deductible

COST SHARES	BENEFIT
Home Health Care	100% after deductible 200 visits per calendar year.
Infertility Services	100% after deductible No Age or Cycle Limits GIFT & ZIFT are covered
Prescription Drugs	After the deductible prescriptions will be subject to copays of: \$0 Generic/\$25 Listed Brand/\$40 Non-Listed Brand with 2x Mail Order Copay

For administrators electing the HDHP Plan, the Board's contribution toward the HDHP deductible for eligible administrators will be deposited into the HSA accounts with the first payroll date of the contract year. The parties acknowledge that the Board's contribution toward the funding of the HDHP plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed administrators. The Board shall have no obligation to fund any portion of the HDHP deductible for retirees or other individuals upon their separation from employment.

Any administrator hired with an effective date prior to or on the first day of the work year who elects to enroll in the HDHP Plan shall receive full funding of the Board's portion of the HSA contribution. Administrators hired with an effective date after the first day of the work year will receive a pro-rata share of the Board contribution to the HSA.

In addition to the insurance offerings noted in these appendices, the Board may implement such Wellness Incentive Plan(s) as may be suitable and desirable, after consultation with the Association concerning same.