

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



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**Finance, Wage, & Personnel Committee
Meeting Minutes from February 17, 2026**

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1. Confirmation of Quorum and Call to Order
Chair JoAnna Bennett called the meeting to order at 6:03 p.m.

Members Present: JoAnna Bennett, Ursula Moreshead, Lindsay Khan, Steve Besade, Kate Mackenzie
Also Present: Director of Finance Kim Allen, RTM Moderator Sue Driscoll

2. Public Comment
No Public Comment.

3. Consideration and Action on Minutes of the January 27, 2026, Committee Meeting
Motion by Khan, second by Moreshead to approve minutes as presented.
Voice vote: Yes, (1) abstain, Mackenzie, motion passed.

4. Consideration of and possible action on items referred to the committee:
 - Review of Ordinance 3.17 Fleet Management (RTC 8/4/25)
 - CIP Approval Process Pilot Program (RTC 6/2/25)
 - Salaries of Elected Officials (RTC 12/2/24)

Chair offered a recap, with review from the documents present at the time of the meeting. Director Allen brought a written legal opinion from the Town Attorney, Kristi Kelly, concerning the RTM's authority regarding the salaries of elected officials. Discussion with clarification on how the Constitution restricts raises for our elected officials to one per term; consensus by members to gather more information regarding the current and past salary increases. During the next meeting, tentatively scheduled for March 24, the committee will review the additional data.

5. Adjournment
Motion by Moreshead, second by Besade to adjourn the meeting at 7:14 p.m. Voice Vote: Unanimous.

Submitted by:
JoAnna Bennett
Chair, Finance, Wage and Personnel Committee

encl: Legal opinion on salaries from the Town Attorney
2025-2026 Salary Survey of Elected Officials

Kimberly Allen

From: Kristi D. Kelly <kkelly@sswbagg.com>
Sent: Tuesday, February 17, 2026 3:33 PM
To: Kimberly Allen
Cc: Robert Brule; nick@nkeppelaw.com
Subject: PRIVILEGED ATTORNEY/CLIENT COMMUNICATION - Elected Officials Salaries

Importance: High

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Good afternoon, Kim:

This correspondence serves as my written legal opinion and guidance on the authority the Town of Waterford's Representative Town Meeting ("RTM") has to authorize a salary increase for Town elected officials, which legal opinion and guidance was requested by the RTM's Finance, Wage & Personnel Standing Committee. I understand that the Committee is taking up the issue of elected official salaries again this term, and the committee members are all new members who have not had the benefit of the RTM's previous discussions, or prior, verbal opinions rendered by this office.

The Connecticut Constitution, Article XI, Section 2, expressly states the following:

"Except as provided in this section, neither the state nor any political subdivision of the state shall pay or grant to any elected official, any compensation greater than the amount of compensation set at the beginning of such official's term of office for the office the official holds or increase the pay or compensation of any public contractor above the amount set specified in the contract. The provisions of this section shall not apply to elected officials in towns in which the legislative body is the town meeting. The compensation of an elected official of a political subdivision of the state whose term of office is four years or more may be increased once after such official has completed two years of his term by the legislative body of such political subdivision. The term "compensation" means, with respect to an elected official, such official's salary, exclusive of reimbursement for necessary expenses or any other benefit to which his office would entitle him."

Furthermore, Conn. Gen. Stat. sec. 7-460 states the following:

"Unless otherwise specifically provided in the general statutes, any municipality or subdivision thereof, through its legislative body, may fix the compensation of its officials and employees, subject to the approval of its budget authority. Any proposed increase in the compensation of the members of the legislative body of any municipality shall be subject to confirmation by referendum at the next regular election of such municipality. The provisions of this section shall be applicable to any municipality, any provision of any special act to the contrary notwithstanding."

In accordance with the Town of Waterford Charter sec. 3.1.1., the legislative body of the Town is vested in the RTM. RTM members serve two year terms, without compensation, as noted in Charter sec. 3.1.6. In accordance with Charter sec. 3.3.1., in Waterford there is a Board of Finance, the members of which are elected for four-year terms, such body being the budgetary authority of the Town. Other elected officials in Waterford include the Treasurer (4 year

term), Tax Collector (4 year term), Registrar(s) of Voters (2 year term, by Conn. Gen. Stat. sec. 9-190a) and Town Clerk (4 year term).

Neither the Town Charter or Ordinances provide for compensation increases of elected officials; therefore, we must look to the State's Constitution and the state statute, which provide the legal framework for any compensation increases for elected officials of the Town of Waterford.

A thorough review of the State's Constitution and statute, as well as applicable Connecticut caselaw that has interpreted the same over the years, reveals that the legislative body of the Town (i.e., the RTM) may validly increase the compensation of only elected officials whose terms are at least four years, and it may do so only once after the official has completed two years of their term, provided the Town's budgetary authority approves the action. Furthermore, the compensation increase may only apply prospectively from the completed approval process; it may not apply retroactively, per Connecticut caselaw.

If the RTM's Finance, Wage & Personnel Standing Committee should have additional questions or requires clarification, please let me know and I would be happy to opine further, especially on a particular set of facts.

Sincerely,

Kristi D. Kelly



Kristi D. Kelly, Esq.
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Gray & Greenberg, P.C.
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CONNECTICUT ELECTED OFFICIALS SALARY 2025-2026

Organization	Population	Position Title	Actual Salary	Additional Compensation Notes	Pension Eligible	Benefits Eligible	Additional Responsibilities
City of Bridgeport	147,612.00	Mayor	\$ 170,824.00	Longevity: \$1,500.00	Yes	Yes	
City of Danbury	83,784.00	Mayor	\$ 135,768.00		Yes	Yes	
City of Derby	12,768.00	Mayor	\$ 65,000.00		No	Yes	
City of Meriden	60,293.00	Mayor	\$ 17,567.39		No	No	
City of Milford	53,358.00	Mayor			Yes	Yes	
City of New Haven	130,282.00	Mayor	\$ 138,033.00		No	Yes	
City of Shelton	41,295.00	Mayor			Yes	Yes	
City of Torrington	35,190.00	Mayor	\$ 103,002.35	This is an elected position. Four-year term begins 12/1/25.	Yes	Yes	
City of Waterbury	109,307.00	Mayor	\$ 160,201.00		Yes	Yes	
Town of Barkhamsted	3,705.00	First Selectman	\$ 66,924.00		Yes	Yes	
Town of Beacon Falls	6,055.00	First Selectman	\$ 62,000.00		No	No	
Town of Berlin	20,610.00	Mayor			No	No	
Town of Bethel	19,372.00	First Selectman	\$ 129,600.00		Yes	Yes	
Town of Bloomfield	20,819.00	Mayor			No	No	
Town of Bolton	4,952.00	First Selectman	\$ 16,000.00		No	No	
Town of Branford	28,225.00	First Selectman	\$ 135,412.00	Provided with Town car, gas and maintenance for use.	No	Yes	
Town of Brookfield	17,055.00	First Selectman	\$ 126,326.28	6% of base salary, paid once a year	No	Yes	
Town of Chester	4,316.00	First Selectman	\$ 84,420.00		No	No	
Town of Darien	21,689.00	First Selectman	\$ 152,500.00		Yes	Yes	
Town of East Windsor	11,423.00	First Selectman	\$ 100,412.00	Travel Stipend \$150/month	Yes	Yes	
Town of Ellington	15,795.00	First Selectman	\$ 35,000.00		No	Yes	Chief of Police, Personnel Director
Town of Enfield	44,626.00	MAYOR	\$ -		No	No	
Town of Essex	6,612.00	First Selectman	\$ 107,440.00		Yes	Yes	
Town of Goshen	2,914.00	FIRST SELECTMAN	\$ 83,957.00	VEHICLE ALLOWANCE \$6000	Yes	Yes	
Town of Greenwich	62,610.00	First Selectman	\$ 156,776.00		No	Yes	
Town of Griswold	11,916.00	First Selectman	\$ 70,269.00		Yes	Yes	
Town of Guilford	22,413.00	First Selectman	\$ 121,160.52		No	Yes	
Town of Haddam	8,333.00	First Selectman	\$ 89,344.00		Yes	Yes	

CONNECTICUT ELECTED OFFICIALS SALARY 2025-2026

Organization	Population	Position Title	Actual Salary	Additional Compensation Notes	Pension Eligible	Benefits Eligible	Additional Responsibilities
Town of Harwinton	5,531.00	First Selectman	\$ 92,881.80		Yes	Yes	
Town of Killingworth	6,490.00	First Selectman	\$ 84,359.00		Yes	Yes	
Town of Lebanon	7,309.00	First Selectman	\$ 77,934.00		Yes	Yes	
Town of Ledyard	15,121.00	Mayor	\$ 107,000.00		No	Yes	
Town of Litchfield	8,264.00	First Selectman	\$ 90,296.80		No	Yes	
Town of Madison	18,259.00	First Selectman	\$ 115,000.00		No	Yes	
Town of Manchester	58,106.00	Mayor	\$ 3,000.00	Mayor is elected and receives a stipend as a member of the Board of Directors	No	No	
Town of Mansfield	25,977.00	Mayor			No	No	
Town of Middlebury	7,591.00	First Selectman	\$ 85,483.00		Yes	Yes	
Town of Morris	2,314.00	First Selectman			Yes	Yes	
Town of New Fairfield	14,149.00	First Selectman	\$ 98,863.00		No	Yes	
Town of New Milford	27,474.00	Mayor	\$ 106,092.00	\$4,000 annual Car Allowance	Yes	Yes	
Town of Newington	30,685.00	Mayor			No	No	
Town of Newtown	28,152.00	First Selectman	\$ 135,000.00		Yes	Yes	
Town of Norfolk	1,655.00	First Selectman		Health Insurance, Life Insurance & Pension	Yes	Yes	
Town of Old Lyme	7,575.00	First Selectman			Yes	Yes	
Town of Old Saybrook	10,217.00	First Selectman			Yes	Yes	
Town of Pomfret	4,179.00	First Selectman	\$ 66,950.00		Yes	Yes	Chief of Police
Town of Portland	9,444.00	First Selectman	\$ 89,493.00		Yes	Yes	Civilian Chief of Police
Town of Putnam	9,416.00	Mayor	\$ 53,857.03	\$600/cell phone stipend, \$1,560/mileage stipend	No	No	
Town of Redding	9,309.00	First Selectwoman	\$ 144,366.00	24/7 use of town vehicle	Yes	Yes	
Town of Ridgefield	25,205.00	First Selectperson	\$ 162,092.00	\$12,500 tenure stipend	Yes	Yes	
Town of Roxbury	2,201.00	First Selectman	\$ 106,966.00	Milage, vehicle, training and conference, and Grant incentive stipend	Yes	Yes	
Town of Salem	4,184.00						
Town of Somers	11,303.00	First Selectman	\$ 101,862.00		Yes	Yes	

CONNECTICUT ELECTED OFFICIALS SALARY 2025-2026

Organization	Population	Position Title	Actual Salary	Additional Compensation Notes	Pension Eligible	Benefits Eligible	Additional Responsibilities
Town of Sprague	2,980.00	First Selectman			Yes	Yes	
Town of Stratford	52,734.00	Mayor	\$ 128,539.76	Use of Town vehicle.	Yes	Yes	
Town of Suffield	15,814.00	First Selectman	\$ 125,000.00		No	Yes	
Town of Thomaston	7,683.00	First Selectman	\$ 71,500.00		No	Yes	
Town of Trumbull	36,578.00						
Town of Union	846.00	First Selectman	\$ 25,203.00		No	No	
Town of Wallingford	45,074.00	Mayor			Yes	Yes	
Town of Warren	1,427.00	First Selectman	\$ 75,900.00	\$250 per month for mileage expenses	Yes	Yes	
Town of Waterford	19,571.00	First Selectman	\$ 114,151.52	Car	Yes	Yes	
Town of West Hartford	63,324.00	Mayor	\$ -		Yes	Yes	
Town of Westbrook	6,902.00	First Selectman	\$ 84,429.00		Yes	Yes	
Town of Wethersfield	26,446.00	Mayor	\$ -		No	No	
Town of Wilton	18,692.00	First Selectman	\$ 120,000.00		No	Yes	
Town of Windsor Locks	12,565.00	First Selectman		rate above is PER WEEK	Yes	Yes	reports to taxpayers and BOS
Town of Woodstock	7,860.00	First Selectman	\$ 76,749.92	Contribution to Lincoln 4578 Plan	No	Yes	