

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



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

Finance, Wage, & Personnel Standing Committee of the RTM
Special Meeting March 24, 2026
6:00 PM - Waterford Town Hall
BoE Conference Room

1. Confirmation of Quorum and Call to Order
2. Public Comment
3. Consideration and Action on Minutes of the February 17, 2026, Committee Meeting
4. Consideration of and possible action on items currently in committee:
 - a. Review of Ordinance 3.17 Fleet Management (RTC 8/4/25)
 - b. CIP Approval Process Pilot Program (RTC 6/2/25)
 - c. Salaries of Elected Officials (RTC 12/2/24)
5. Adjournment

ATTEST: *Brenda H. Lange*
TOWN CLERK

2026 MAR 19 P 3:18

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encl: FWP 2/17/26 Minutes
Elected Official Salary Increase History
Salaries Estimation
FWP 2/19/21 Minutes
FWP Jan 2022 Raise Recommendation

FIFTEEN ROBEY FERRY ROAD
WATERFORD, CT 06385-2886



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

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WATERFORD, CT
2026 FEB 27 11 A 9:42
ATTEST: *[Signature]*
TOWN CLERK

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@sswbogg.com>
Sent: Tuesday, February 17, 2026 3:33 PM
To: Kimberly Allen
Cc: Robert Brule; nick@nkepplelaw.com
Subject: PRIVILEGED ATTORNEY/CLIENT COMMUNICATION - Elected Officials Salaries

Importance: High

**CAUTION: This email originated from outside of the organization.
Do not click links or open attachments unless you recognize the sender's email address and know the
content is safe.**

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.
Suisman, Shapiro, Wool, Brennan
Gray & Greenberg, P.C.
2 Union Plaza, Suite 200
P.O. Box 1591
New London, CT 06320

My working day may not be your working day! Please don't feel obliged to reply to this email outside of your normal working hours.

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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							Additional Responsibilities	
Organization	Population	Position Title	Actual Salary	Additional Compensation/Notes	Pension Eligible	Benefits Eligible		
Town of Hamden	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		No	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	No		
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			Yes	Yes		
Town of Middlebury	7,591.00	First Selectman	\$ 85,483.00		Yes	Yes		
Town of Morris	2,314.00	First Selectman			No	Yes		
Town of New Fairfield	14,149.00	First Selectman	\$ 98,863.00		Yes	Yes		
Town of New Milford	27,474.00	Mayor	\$ 106,092.00	\$4,000 annual Car Allowance	No	No		
Town of Newington	30,685.00	Mayor			Yes	Yes		
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		
Town of Portland	9,444.00	First Selectman	\$ 89,493.00		No	No		
Town of Putnam	9,416.00	Mayor	\$ 53,857.03	\$600/cell phone stipend, \$1,560/mileage stipend	Yes	Yes		
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				Yes	Yes		
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	

ELECTED OFFICIAL SALARY INCREASE HISTORY

	EFFECTIVE DATE	SALARY INCREASE	SALARY NOTES	INSURANCE INCREASE	INSURANCE NOTES
FY2016	July 1, 2015	1.700%	CPI-U of preceding fiscal year		
FY2017	July 1, 2016	0.000%	CPI-U of preceding fiscal year		
FY2018	July 1, 2017	1.700%	RTM vote 2/1/16 CPI-U of preceding fiscal year		
FY2019	July 1, 2018	2.000%	RTM vote 6/26/17		10%
FY2020	July 1, 2019	2.500%	RTM vote 6/26/17	1.0%	11%
FY2021	July 1, 2020	1.800%	RTM vote 4/10/19 CPI-U of preceding fiscal year	0.00%	11%
FY2022	July 1, 2021	1.200%	RTM vote 4/10/19 CPI-U of preceding fiscal year	1.00%	12%
FY2023	July 1, 2022	1.125%	Increase rate per RTM vote 1/20/22 eff. 7/1/22	1.0%	13%
FY2024	July 1, 2023	1.125%	Increase rate per RTM vote 1/20/22 eff. 7/1/22	1.0%	14%
FY2025	July 1, 2024	1.250%	Increase rate per RTM vote 1/20/22 eff. 7/1/22	1.0%	15%
FY2026	July 1, 2025	1.250%	Increase rate per RTM vote 1/20/22 eff. 7/1/22	1.0%	16%
FY2027	July 1, 2026	0.000%	NUMIP's approved for 2.50% increase (12/1/2025)	1.0%	17%

Salaries Estimation*

Position	Salary 2026	2025	2024	2023	2022	2021	2020	2019	2018
First Selectman	115,573	112,754	111,362	110,118	108,888	107,596	105,694	103,116	101,094
Selectmen	1,969	1,921	1,898	1,876	1,855	1,833	1,801	1,757	1,723
Selectmen	1,969	1,921	1,898	1,876	1,855	1,833	1,801	1,757	1,723
Registrar	35,091	34,235	33,812	24,193	23,923	23,639	23,221	22,655	22,211
Registrar	35,091	34,235	33,812	24,193	23,923	23,639	23,221	22,655	22,211
Treasurer	30,739	29,990	29,619	29,288	28,961	28,618	28,112	27,426	26,888
Town Clerk	97,647	95,265	94,089	93,038	91,998	90,907	89,300	87,122	85,414
Tax Collector	91,582	89,349	88,246	87,259	86,284	85,261	83,754	81,711	80,109

*The numbers on this chart are estimations based on the salaries provided in minutes from a FWP meeting in 2019. Then, using the percentages given by Kim Allen, JoAnna Bennett (FWP Chair) used excel formulas to estimate the elected official salaries.

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



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

AGENDA
FINANCE, WAGE & PERSONNEL STANDING COMMITTEE OF THE RTM
SPECIAL MEETING
Thursday, February 18, 2021/7:00 P.M. - Waterford Town Hall
ZOOM Remote Access Only

JOIN ZOOM MEETING:
Meeting ID: 317 118 0827

Passcode: 123123

One tap mobile

+13126266799,,3171180827# US (Chicago)

+16465588656,,3171180827# US (New York)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

1. Call to Order
2. Pledge of allegiance
3. Roll Call
4. Public Comment
5. To consider and act upon the April 10, 2019 Meeting Minutes.
6. Consideration and possible action on item referred to committee:
 - A. Bidding advantages for local businesses on Town Projects.
(RTC 10-05-2020)
 - B. Salaries of Elected Officials. (RTC 02-01-2021)
7. Adjournment

2021 FEB -8 PM 2:25

**Finance, Wage, & Personnel RTM Standing Committee
Meeting Minutes 4/10/19
Town Hall Appleby Room**

Members Present: Susan Driscoll, Paul Goldstein, Mike Perkins, Baird Welch-Collins

Members Absent: Frank Ribas, Sharon Palmer

Guests: Director of Finance: Kevin McNabola

- 1) Meeting called to order by Chairperson Goldstein at 6:00pm.
- 2) Pledge of Allegiance
- 3) Public Comment: None
- 4) Correspondence: Members received salary survey from Director of Finance
- 5) To review and take possible action on Salaries of Elected Officials. Reviewed past practice of the process of the review of elected officials' salaries with committee members. Discussion on continued use of CPI-U to base increases of elected official salaries. Discussion on freezing salaries due to economic conditions in town. Discussion on current practice of elected official salaries versus town wide salaries. Discussion regarding elected official salaries in comparison with like salaries from surrounding towns using CCM salary survey.

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TOWN OF DORSET
2019 APR 11 PM 12:33

Position	Present Salaries	1 st year increase	2 nd year increase
First Selectperson	\$103,116	Effective July 1, 2020 Elected Official Salaries will be based on the October CPI-U of the previous year. The increase shall not exceed the cost of living adjustment of the non-union management.	Effective July 1, 2021 Elected Official Salaries will be based on the October CPI-U of the previous year. The increase shall not exceed the cost of living adjustment of the non-union management.
Selectperson (2)	\$1,757 (2)		
Town Clerk	\$87,122		
Tax Collector	\$81,711		
Treasurer	\$27,426		
Registrar of Voters	\$22,655		
Registrar of Voters	\$22,655		

(
Motion by Perkins & Seconded by Goldstein that Effective July 1, 2020 Elected Official Salaries will be based on the October CPI-U of the previous year. The increase shall not exceed the cost of living adjustment of the non-union management. Effective July 1, 2021 Elected Official Salaries will be based on the October CPI-U of the previous year. This increase shall not exceed the cost of living adjustment of the non-union management.

Vote: In Favor Perkins, Goldstein, Welch-Collins

Against: Driscoll

Motion Passes 3 to 1

- (
- 6) New Business: Motion by Driscoll & Seconded by Perkins to report out of committee with recommendation to the RTM that elected official salaries be increased accordingly by the following schedule: Effective July 1 2020 Elected Official Salaries will be based on the October CPI-U of the previous year. The increase shall not exceed the cost of living of adjustment of the non-union contract. Effective July 1 2021 Elected Official Salaries will be based on the October CPI-U of the previous year. The increase shall not exceed the cost of living adjustment of the non-union management.**

Vote: Unanimous

- 7) Motion to adjourn by Perkins and Seconded by Welch-Collins at 6:30pm**

Vote: Unanimous

Respectfully Submitted By Paul Goldstein, Chairperson

10/5/2020
1900 HRS

Moderator, Thomas Dembeck
Town of Waterford
Representative Town Meeting

F/w/p

Mr. Moderator, I would like to submit the following proposed addition to the ordinance (3.08.040 - Bid process—Opening of bids/proposals—Rejecting bids/proposals—Awards of contract.) for consideration. After speaking to members of the local business community it was brought to my attention that there currently is no advantage given to Waterford businesses that are bidding on town projects. Many of these Waterford based businesses donate to the local non-profits, youth sports organizations, and school fundraisers, in addition, Waterford businesses often employ Waterford residents. I feel that it is good practice to support local businesses to show that Waterford is business-friendly to not only our current businesses but to any future businesses that may be considering moving to Waterford.

Respectfully,

Robert Swansen

Town of Waterford,
Representative Town Meeting
First District (R)

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2020 OCT -2 PM 4:15

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



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

RTM approved Feb 7, 2022

Moderator Goldstein,

At the January 20, 2022 meeting of the Personnel, Wage and Finance Standing Committee, the committee voted unanimously to recommend an increase to elected officials salaries as described below and in the meeting minutes. Director of Finance (Kim Allen) was actioned to provide current salaries upon which the proposed increase is based. She has since provided that information, which is shown below. I write to share this information with the RTM members.

The Committee recommendation is as follows:

To annually increase elected officials' 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%)*

According to information received from Ms. Allen, the July 2021 CPI-U was published at 5.4%. Ms. Allen also shared that Non-Union Management (NUMPS) was approved for a 2.25% increase. Therefore, the least of the options above and the proposed FY23 increase is 50% of NUMPS, equivalent to a 1.125% increase.

The table below shows the elected position, current salary, and proposed FY23 salary according to this recommendation.

Position	FY22 Actual Salary	FY23 Proposed Salary	Difference
First Selectman	\$ 108,886.44	\$ 110,111.41	\$1,224.97
Selectperson x 2	\$ 1,855.44	\$ 1,876.31	\$ 20.87
Town Clerk	\$ 91,997.88	\$ 93,032.86	\$1,034.98
Tax Collector	\$ 86,284.12	\$ 87,254.82	\$ 970.70
Treasurer	\$ 28,960.92	\$ 29,286.73	\$ 325.81
Registrar of Voters x 2	\$ 23,923.56	\$ 24,192.70	\$ 269.14
Total	\$ 341,908.36	\$ 345,754.83	\$3,846.47

Respectfully,

Kevin Girard, Chairman

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2022 JAN 26 AM 10:00