

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



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Finance, Wage, & Personnel Standing Committee of the RTM

Special Meeting Agenda

August 12, 2026 6:00PM

BoE Conference Room, Town Hall

1. Confirmation of Quorum and Call to Order
2. Public Comment
3. Consideration and Action on Minutes of the July 14, 2026, Committee Meeting
4. Consideration of and possible action on items referred to committee:
 - a. Salaries of Elected Officials (RTC 12/2/24)
 - b. Review of Ordinance 3.17 Fleet Management (RTC 8/4/25)*
 - c. CIP Approval Process Pilot Program (RTC 6/2/25)*
5. Adjournment

RECEIVED FOR RECORD
WATERFORD, CT
2026 AUG - 6 | A 11:03
ATTEST: *[Signature]*
TOWN CLERK

encl: FWP 7/14/26 Minutes
Salaries Options Draft



Finance, Wage, & Personnel Committee
Meeting Minutes from July 14, 2026

1. Confirmation of Quorum and Call to Order

Chair JoAnna Bennett called the meeting to order at 6:07 p.m.

Members Present: JoAnna Bennett, Ursula Moreshead, Lindsay Khan, Steve Besade, Kate MacKenzie
Also Present: Town Attorney Kristi Kelly, Tax Collector Alan Wilensky, RTM Moderator Sue Driscoll

2. Public Comment

Helen Kwasniewski, Waterford citizen, expressed her opinion on the salaries of elected officials and the impact of raising taxes on the senior citizens of the town.

Alan Wilensky, Tax Collector, stated he was the elected officials' spokesperson and shared his opinion that elected officials should be given raises to match the NUMPS as proposed last term.

3. Consideration and Action on Minutes of the June 9, 2026, Committee Meeting

Motion by Khan, second by Moreshead to approve minutes as presented.

Voice vote: Unanimous. Motion passed.

4. Consideration of and possible action on items referred to the committee:

- Salaries of Elected Officials (RTC 12/2/24)
- Review of Ordinance 3.17 Fleet Management (RTC 8/4/25) No discussion.
- CIP Approval Process Pilot Program (RTC 6/2/25) No discussion.

The Chair gave a synopsis of the previous meeting's discussion on the two-step wage increase option Attorney Kelly announced at the June RTM meeting. Attorney Kelly then fielded members' questions on such issues as timing options for current/future terms and setting increases as percentages or specific dollar amounts. The Chair then polled members for their recommendations, and discovered there is not a consensus on how to move forward. The numerical data for each recommendation will be presented at the next meeting.

5. Adjournment

Consensus to tentatively schedule the next meeting for August 12th.

Motion by Khan, second by Moreshead to adjourn the meeting at 7:20 p.m. Voice Vote: Unanimous.

Submitted by:

JoAnna Bennett

Chair, Finance, Wage and Personnel Committee

	Current Salary	1.5% Raise - 29/30	1.5% Raise - 33/34	1.5% Raise - 37/38
First Selectman	\$115,573	\$117,306.60	\$119,066.19	\$120,852.19
Treasurer	\$30,739	\$31,200.09	\$31,668.09	\$32,143.11
Town Clerk	\$97,647	\$99,111.71	\$100,598.38	\$102,107.36
Tax Collector	\$91,582	\$92,955.73	\$94,350.07	\$95,765.32
	\$335,541.00	\$340,574.12	\$345,682.73	\$350,867.97

	Current Salary	2.5% - 2026	Base Inc	5% - 27/28	GWI 5% - 29/30	Base Inc	5% - 31/32	GWI 5% - 33/34	Base Inc	5% - 35/36	GWI 5% - 37/38
First Selectman	\$115,573	\$118,462.33		\$124,385.44	\$130,604.71		\$137,134.95	\$143,991.70		\$151,191.28	\$158,730.85
Treasurer	\$30,739	\$31,507.48		\$33,082.85	\$34,736.99		\$36,473.84	\$38,297.53		\$40,212.41	\$42,223.03
Town Clerk	\$97,647	\$100,088.18		\$105,092.58	\$110,347.21		\$115,864.57	\$121,657.80		\$127,740.69	\$134,127.73
Tax Collector	\$91,582	\$93,871.55		\$98,565.13	\$103,493.38		\$108,668.05	\$114,101.46		\$119,806.53	\$125,796.85
	\$335,541.00	\$343,929.53		\$361,126.00	\$379,182.30		\$398,141.42	\$418,048.49		\$438,950.91	\$460,898.46

	Current Salary	2.25% - 2026	Base Inc 3% - 2728	Base Inc 3% - 2930	Base Inc 3% - 3132	Base Inc 3% - 3334	Base Inc 3% - 3536	Base Inc 3% - 3738
First Select	\$115,573	\$118,173.39	\$121,718.59	\$125,370.15	\$129,131.26	\$133,005.19	\$136,995.35	\$141,105.21
Treasurer	\$30,739	\$31,430.63	\$32,373.55	\$33,344.75	\$34,345.10	\$35,375.45	\$36,436.71	\$37,529.81
Town Clerk	\$97,647	\$99,844.06	\$102,839.38	\$105,924.56	\$109,102.30	\$112,375.37	\$115,746.63	\$119,219.03
Tax Collector	\$91,582	\$93,642.60	\$96,451.87	\$99,345.43	\$102,325.79	\$105,395.37	\$108,557.43	\$111,814.16
	\$335,541	\$343,091	\$353,383	\$363,985	\$374,904	\$386,152	\$397,736	\$409,668

	Current Salary	1.25% - 2026	Base Inc	2.75% - 27/28	GW 4% - 29/30	Base Inc	2.75% - 31/32	GW 4% - 33/34	Base Inc	2.75% - 35/36	GW 4% - 37/38
First Selectman	\$115,573	\$117,017.66		\$120,235.65	\$125,045.07		\$128,483.81	\$133,623.17		\$137,297.80	\$142,789.72
Treasurer	\$30,739	\$31,123.24		\$31,979.13	\$33,258.29		\$34,172.89	\$35,539.81		\$36,517.16	\$37,977.84
Town Clerk	\$97,647	\$98,867.39		\$101,586.45	\$105,649.90		\$108,555.28	\$112,897.49		\$116,002.17	\$120,642.26
Tax Collector	\$91,582	\$92,726.78		\$95,276.76	\$99,087.83		\$101,812.75	\$105,885.26		\$108,797.10	\$113,148.99
	\$335,541.00	\$339,735.26		\$349,077.98	\$363,041.10		\$373,024.73	\$387,945.72		\$398,614.23	\$414,538.80

	Current Salary	1.25% - 2026	Base Inc 3% - 2728	Base Inc 3% - 2930	Base Inc 3% - 3132	Base Inc 3% - 3334	Base Inc 3% - 3536	Base Inc 3% - 3738
First Selectman	\$115,573	\$117,017.66	\$120,528.19	\$124,144.04	\$127,868.36	\$131,704.41	\$135,653.54	\$139,725.21
Treasurer	\$30,739	\$31,123.24	\$32,056.93	\$33,018.64	\$34,009.20	\$35,029.48	\$36,080.36	\$37,162.77
Town Clerk	\$97,647	\$98,867.59	\$101,833.62	\$104,888.62	\$108,035.28	\$111,276.34	\$114,614.63	\$118,053.07
Tax Collector	\$91,582	\$92,726.78	\$95,508.58	\$98,373.84	\$101,325.05	\$104,364.80	\$107,493.75	\$110,720.62
	\$335,541	\$339,735	\$349,927	\$360,425	\$371,238	\$382,375	\$393,846	\$405,662