

FIFTEEN ROPE FERRY ROAD
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Finance, Wage, & Personnel Standing Committee of the RTM
Special Meeting Agenda
September 14, 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 August 12, 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

encl: FWP 8/12/26 Minutes
Salaries Options Draft

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WATERFORD, CT
2026 SEP -9 P 12:53
ATTEST: *David A. Langley*
TOWN CLERK



**Finance, Wage, & Personnel Committee
Meeting Minutes from August 12, 2026**

Members Present: JoAnna Bennett, Ursula Moreshead, Lindsay Khan, Steve Besade, Kate MacKenzie (phone)

Also Present: Town Attorney Kristi Kelly (virtual), RTM Moderator Sue Driscoll

1. Confirmation of Quorum and Call to Order

Chair JoAnna Bennett called the meeting to order at 6:04 p.m.

2. Public Comment

Helen Kwasniewski, Waterford citizen, expressed her opinion on the salaries of elected officials, claiming that committee members were improperly influenced into raising wages by the current elected officials.

3. Consideration and Action on Minutes of the July 14, 2026, Committee Meeting

Motion by Moreshead, second by Khan 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 committee reviewed the numerical data compiled by the Chair for the five wage structures proposed at the previous meeting. Attorney Kelly clarified her July explanation regarding a potential two-step structure—featuring an initial start-of-term wage and a mid-term increase—confirming, with reference to West Hartford's model, that both adjustments must be approved by the RTM before the new terms begin. Members discussed the five options, comparing the salaries of all town employees to those of elected officials. The committee weighed inflation's impact on both officials and taxpayers to find a responsible balance. Members agreed to narrow their focus to two new proposals for the next meeting, and the Chair offered to draft updated charts for each, outlining two-step implementation schedules across all positions.

5. Adjournment

Consensus to tentatively schedule the next meeting for September 14th.

Motion by Moreshead, second by Khan to adjourn the meeting at 7:12 p.m. Voice Vote: Unanimous.

Submitted by:

JoAnna Bennett

Chair, Finance, Wage and Personnel Committee

For consideration on September 14

Option A.

	Current Salary	1.25% - 2026	Base Inc 1.5% - 27/28	GW/ 1.5% - 29/30	Base Inc 1.5% - 31/32	GW/ 1.5% - 33/34	Base Inc 1.5% - 35/36	GW/ 1.5% - 37/38
First Selectman	\$115,573	\$117,017.66	\$118,772.93	\$120,554.52	\$122,362.84	\$124,198.28	\$126,061.26	\$127,952.17
Treasurer	\$30,739	\$31,123.24	\$31,590.09	\$32,063.94	\$32,544.90	\$33,033.07	\$33,528.57	\$34,031.49
Town Clerk	\$97,647	\$98,867.59	\$100,350.60	\$101,855.86	\$103,383.70	\$104,934.45	\$106,508.47	\$108,106.10
Tax Collector	\$91,582	\$92,726.78	\$94,117.68	\$95,529.44	\$96,962.38	\$98,416.82	\$99,893.07	\$101,391.47
	\$335,541	\$339,735	\$344,831.29	\$350,004	\$355,253.82	\$360,583	\$365,991.36	\$371,481

Total Increase : **\$35,940**

Option B.

	Current Salary	Base Inc 1.5% - 27/28	GW/ 1.5% - 29/30	Base Inc 1.5% - 31/32	GW/ 1.5% - 33/34	Base Inc 1.5% - 35/36	GW/ 1.5% - 37/38
First Selectman	\$115,573	\$117,306.60	\$119,066.19	\$120,852.19	\$122,664.97	\$124,504.94	\$126,372.52
Treasurer	\$30,739	\$31,200.09	\$31,668.09	\$32,143.11	\$32,625.25	\$33,114.63	\$33,611.35
Town Clerk	\$97,647	\$99,111.71	\$100,598.38	\$102,107.36	\$103,638.97	\$105,193.55	\$106,771.45
Tax Collector	\$91,582	\$92,955.73	\$94,350.07	\$95,765.32	\$97,201.80	\$98,659.82	\$100,139.72
	\$335,541	\$340,574.12	\$345,683	\$350,867.97	\$356,131	\$361,472.95	\$366,895

Total Increase : **\$31,354**