

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



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Finance, Wage, & Personnel Committee
Meeting Minutes from September 22, 2026

Members Present: JoAnna Bennett, Steve Besade, Kate MacKenzie
Also Present: Town Attorney Kristi Kelly, RTM Moderator Sue Driscoll

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2026 OCT - 2 P 11: 54
ATTEST: *[Signature]*
TOWN CLERK

1. Confirmation of Quorum and Call to Order
Chair JoAnna Bennett called the meeting to order at 6:00 p.m.
2. Public Comment
Helen Kwasniewski, Waterford citizen, expressed her opinion on the salaries of elected officials, while stressing the importance of fair tax rates for seniors.
3. Consideration and Action on Minutes of the August 12, 2026, Committee Meeting
Motion by MacKenzie, second by Besade 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 financial numbers the Chair pulled together for the two final options from August - both of which include a general wage increase as well as a base increase before election dates. Attorney Kelly has confirmed that this approach is in line with the Constitution and the approach that West Hartford takes. After a brief chat about health insurance and pension benefits for full-time officials, Attorney Kelly noted that we can't add an extra increase for 2026 since the deadline has passed. Each present member voted, and with a 2-out-of-3 majority, Option B was chosen. The Chair will weave Option B into the draft final recommendation for us to review at our next meeting.

5. Adjournment
Consensus to tentatively schedule the next meeting for October 26th.
Motion by Besade, second by MacKenzie to adjourn the meeting at 6:43 p.m. Voice Vote: Unanimous.

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