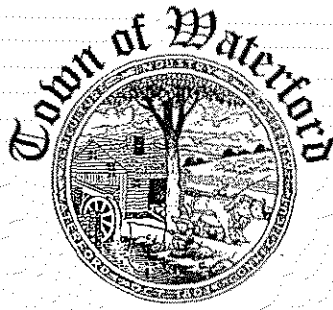


FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



PHONE: 860-442-0553

www.waterford.org

RECEIVED FOR RECORD
WATERFORD, CT

2024 MAR -7 A 10:34

ATTEST: *David I. Campo*
TOWN CLERK

MINUTES
BOARD OF SELECTMEN REGULAR MEETING
Tuesday, March 5, 2024
5:00 PM
Waterford Town Hall (Appleby Room)

(Procedural Action: Check register to be signed by the Board of Selectmen in accordance with CGS 7-83)

1. **Call to Order & Roll Call: 5:00 pm**
In attendance: Rob Brule & Rich Muckle
Absent: Greg Attanasio
2. **Pledge of Allegiance**
3. **Public Comment: None**
4. **Information Technology – Bid Award: Bid #24-100 Cisco Switches:** To consider and act on a recommendation from Shea Davy, Purchasing Agent, on behalf of Jeffrey Robillard, IT Manager, to award the bid to Total Communication, Inc., in the amount of \$18,441. Funds will be available from line #20560-57842 (School Security).

MOTION by Muckle, seconded by Brule, VOTING IN FAVOR: 2-0 PASSED

5. **Youth and Family Services:** To consider and act on a recommendation from Dani Gorman, the Director of Youth and Family Services and David Campo, the Waterford Town Clerk to allow the Director in agreement with the committee chair to reduce seats on the Advisory Committee as terms expire to a manageable number of no less than eight (8) required, per Chapter 2.96.060 of the Waterford Code of Ordinances.

MOTION by Muckle, seconded by Brule, VOTING IN FAVOR: 2-0 PASSED

6. **Fire Services:** To consider and act on the following request for a FY24 In-Series Transfer from the Director of Fire Services, Michael Howley, in the

amount of \$3,197 to cover staff and cost increases.

MOTION by Muckle, seconded by Brule, VOTING IN FAVOR: 2-0 PASSED

7. **Fire Services:** To consider and act on the following request for a FY24 Out-of-Series Transfer from the Director of Fire Services, Michael Howley, in the amount of \$500 to cover staff and cost increases and forward on to the Board of Finance if approved.

MOTION by Muckle, seconded by Brule, VOTING IN FAVOR: 2-0 PASSED

8. **Fire Services – Surplus Assets:** To consider and act on a recommendation from Shea Davy, Purchasing Agent, on behalf of the Director of Fire Services, Michael Howley, for surplus disposal of 48 SCBA Bottles as they've outlived their usefulness.

MOTION by Muckle, seconded by Brule, VOTING IN FAVOR: 2-0 PASSED

9. **Public Works Bid Waiver – through Cooperative Purchasing – Guardrails, Milling, Paving, Line Striping, Catch Basin Cleaning on “Birdville Roads & Old Norwich Roads”:** To consider and act on a recommendation from Shea Davy, Purchasing Agent, to seek a Bid Waiver through Cooperative Purchasing through several vendors (listed below), from line #33023-55890 (Road Resurfacing Eversource) and line #20530-57886 (Old Norwich Road Paving) with the following breakdown:

- Atlas Fence-Guardrail-DAS Bid #18PSX0147 (expires 10/24/25)
- Rafferty-Milling-DAS Bid #22PSX0197 (expires 2/27/25)
- American Industries-Paving-DAS Bid #22PSX0196 (expires 4/4/25)
- Safety Markings-Line Striping-CROCG Bid #755 (expires 12/31/24)
- American Pipe & CB Cleaning-Catch Basin Cleaning-CROCG Bid#757 (expires 12/31/25)

MOTION by Muckle, seconded by Brule, VOTING IN FAVOR: 2-0 PASSED

10. **Additional Appropriation – Oswegatchie Fire Building Improvements –** To consider and act on a request for a FY24 additional appropriation, from the Chairman of the Oswegatchie Building Committee, Robert Tuneski, in the amount of \$306,650, line #20523-57792 (Oswegatchie Fire Building Improvements), and forward on to the Board of Finance if approved.

MOTION by Muckle, seconded by Brule, VOTING IN FAVOR: 2-0 PASSED

11. **Appointments & Resignations:** None

11a.

12. New Business: None

13. Old Business: None

14. Correspondence:

14a. Recreation & Parks Thank you letter

14b. Youth & Family Services Thank you letter

14c. Emails from Betsy Ritter & Thomas Sheridan - Quaker Hill Sign

14d. Email from Katherine and Jordan Scott – Quaker Hill Sign

14e. Email from Christine Johnson – Pay Equity

14f. Email from Clifford Grandjean – Non Union Pay Increase

14g. Letter from Mallory Marshall – Great Neck Elementary School

14h. Letter from Narciss Greene – Great Neck Elementary School

14i. Letter from Jennifer & James Nicholas & son, Carter Nicholas – Great neck Elementary School

15. Consent Agenda

15a. Tax Refund - None

15b. Board of Selectmen Regular Meeting Minutes February 20, 2024

MOTION by Muckle, seconded by Brule, VOTING IN FAVOR: 2-0 PASSED

16. Adjournment: 5:36 pm

MOTION by Muckle, seconded by Brule, VOTING IN FAVOR: 2-0 PASSED

#141D

Shannon Withey

From: Kate Church-Scott <harperandbrandy@gmail.com>
Sent: Tuesday, February 20, 2024 1:33 PM
To: First Selectman
Subject: Electronic sign

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: Rob Brule

**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.**

Hello. We're Quaker Hill residents, and we do not think a bright electronic sign is necessary on our little teeny green.

We believe the elementary school would be a much better spot for such a sign.

Kindest regards
Katherine and Jordan Scott.

#14E

From: Christine Walters <cwalters@waterfordct.org>
Sent: Tuesday, January 30, 2024 1:41 PM
To: Robert Brule <rbrule@waterfordct.org>; Nicholas Kepple <NKepple@sswbagg.com>; Kristi D. Kelly <kkelly@sswbagg.com>
Subject: FW: PRB Pay Equity Question

Christine Walters
Director of Human Resources
Town of Waterford
860-440-0517

From: stephanebrowder819@gmail.com <stephanebrowder819@gmail.com>
Sent: Tuesday, January 30, 2024 1:33 PM
To: Christine Walters <cwalters@waterfordct.org>
Subject: FW: PRB Pay Equity Question

**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, Christine,
I apologize for the delay in responding to your voicemail. I was in meetings this morning. Please see below the email sent to me from Christine Johnson. If you would, please confirm for me that you received this.
Thank you and have a great day.

Stephane

From: Christine Johnson <cjohnson@waterfordct.org>
Sent: Friday, January 26, 2024 3:53 PM
To: stephanebrowder819@gmail.com
Subject: PRB Pay Equity Question

Hi Stephane –

I'm reaching out to you in your role as a member of the Personnel Review Board. As you may, or may not, know, the library is actually a separately governed town agency which reports to an independent library board of trustees and not directly to the First Selectman. The Town does pay all employee and town-owned building expenses, as well as a portion of our other operating expenses. We self-fund the rest via an annual fund drive, a conservatively managed perpetual endowment fund and grants.

At the request of the Town, a number of years ago, our board agreed to have the Town manage our payroll and classify our staff to align with union classifications. We have 5 staff members, including myself, in the Non-Union Management Professionals (NUMP) group, 12 full and part-time staff in the

non-union Administrative Staff (AS) category and 1 FT and 2 PT custodial staff in the non-union Technical Craft (TC) category.

As documented in the attached minutes of the May 21, 1984 PRB minutes, and cited in our library's personnel policies (also attached), it is our understanding that the Town of Waterford adheres to a pay equity principle whereby staff receive equal pay regardless of union status. Past practices have been that NUMP staff follow the GGA salaries and non-union AS/TC follow the 1303 contract salaries.

It has come to our attention that this precedent and PRB principle has recently been broken with the disparate increases that were approved by the RTM at its December meeting for the current 2023-2024 fiscal year whereby GGA union staff received a 2.75% increase, and, I believe, each awarded a one-time \$1,500 payment, and the earlier approval of the last 1303 contract which also provided a 2.75% increase while our three non-union categories, NUMP, NUAS and NUTC, were awarded 2.25%. A difference of .5%.

Our board is seeking to right this wrong, and the reason why I am reaching out to you is for support from the PRB. I had raised a similar question to the Human Resources Director last year when we learned of the discrepancy with the 1303 contract but was told by her, in consultation with the Town's labor attorney, that staff increases were determined by the First Selectman and that there was/is no pay equity policy in the Town. Our documentation seems to prove otherwise.

Are you able to advise if this is an issue that the PRB can review and address on our behalf? I, and my trustees, are happy to meet and/or provide additional information if needed.

Thanks for your consideration,
Chris

Christine M. Johnson
Library Director

Waterford Public Library
49 Rope Ferry Road
Waterford, CT 06385
860-444-5805

Sign up for our e-news at WaterfordPublicLibrary.org
Follow us on [Facebook](#) & [Instagram](#)!

#145

From: Clifford Grandjean <cgrandjean@kennedyjohnson.com>
Sent: Saturday, January 20, 2024 3:10 PM
To: tedolynciw@yahoo.com
Cc: Robert Brule <rbrule@waterfordct.org>
Subject: Non-Union Pay Increase

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.

Ted:

As your friend, constituent, and fellow former Waterford Library Board President, I am writing to register my shock and disappointment that you recently (at the December RTM meeting) voted in favor of the First Selectman and Human Resource Director's non-union pay increase schedule which provided for a lower rate (2.25% v. 2.75%) than the increases for union personnel in the same classification (but also kept the same health insurance cost-sharing). How on earth, after 40 years of working with and caring for the Library personnel, and knowing that the non-union employees are disproportionately Library personnel, could you support this differential, which I understand included not only a smaller increase for non-union people but also eliminated a bonus which I understand union personnel of the same classification received.

We spent decades assuring that the Library personnel (both 1303 and GGA classification) got the same increases as their union counterparts, through the First Selectman, the HR Director, and Personnel Review Board. What changed? Where were you on this important issue?

Outrageous.

Clifford J. Grandjean, Esq.
Of Counsel



**KENNEDY JOHNSON
SCHWAB & ROBERGE**

555 Long Wharf Drive
13th Floor
New Haven, CT 06511
T: (203) 865-8430
F: (203) 865-5345
Cell: (860) 884-6691

50 Washington Street
Suite 1015
Norwalk, CT 06854
T: (203) 354-4559

<http://www.kennedyjohnson.com/>

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H 146

Mallory Marshall
112 Great Neck Road
Waterford, CT 06385
mallorydevona@yahoo.com 860-857-4769

March 3, 2024

David Campo, Waterford Town Clerk
15 Rope Ferry Road
Waterford, CT 06385

CC: First Selectman Bob Brule, Superintendent Thomas W. Giard III, Members of the Board of Education, Members of the Board of Finance, Members of the RTM

Dear Superintendent Giard, Members of the BOE, BOF and RTM:

As you may or may not know, Great Neck Elementary School students have been given extremely limited outdoor recess multiple times this year due to flooding on the fields. The fields and playground area at the school do not drain properly, which is resulting in decreased outside playtime. The parents, guardians and, most importantly, students at Great Neck Elementary School are urging you to work together to address the issues affecting the playground area. Unless the underlying issue is solved, the rubber matting under the play structures will have to constantly be replaced, and students will continue to have days without a proper recess.

General Statute of Connecticut Section 10-211o¹ states that, in addition to lunch, "each student enrolled in elementary school time devoted to physical exercise of not less than twenty minutes in total." When students are sequestered to a small indoor area such as the gym, they are not given enough space to meet this requirement of "time devoted to physical exercise." Additionally, when the grass is too wet or is covered in snow, children are not allowed to be on the grass nor the playscape. This leaves them to the very limited play area on the blacktop/basketball courts. Students are forced to use this space to walk in circles around the perimeter of the black top for their recess because play space is so limited. Kids also must wait in long lines to shoot a basketball.

Natural sunlight helps reset our eyes, increases focus, and brightens our moods. In addition to the benefits of natural light, students greatly benefit from moving their bodies. According to the Centers for Disease Control and Prevention², without a proper recess, students are more likely to become restless in the classroom which will result in lower student outcomes and an increase in disruptive behavior.

We are urging you to take steps in addressing this issue and see what can be done to permanently fix the field's drainage. These muddy conditions are posing a safety hazard to those walking around the school grounds and are reducing our children's ability to engage in physical activity to their fullest potential. We are requesting a vote on adding this cost to the next budget cycle.

Thank you for your consideration.

Sincerely,
Mallory Marshall
Mallory Marshall

RECEIVED FOR RECORD
WATERFORD, CT
2024 MAR -5 1 A 10:51
ATTEST: *David I. Campo*
TOWN CLERK

¹ statepolicies.nasbe.org

² cdc.gov

#14H

Narciss Greene
29 Trumbull Road
Waterford, CT 06385
Narciss.s.greene@gmail.com | 707-481-0996

27 February 2024

David Campo, Waterford Town Clerk
15 Rope Ferry Road
Waterford, CT 06385

CC: Superintendent Thomas W. Giard III, Members of the Board of Education, Members of the Board of Finance, Members of the RTM

Dear Superintendent Giard, Members of the BOE, BOF and RTM:

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Thank you for your consideration.

Sincerely,

Narciss Greene

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WATERFORD, CT
2024 MAR - 1 A 11: 58
ATTEST: David I. Campo
TOWN CLERK

¹ statepolicies.nasbe.org

² cdc.gov

Jennifer & James Nicholas
15A Shore Rd
Waterford, CT 06385
jnicholas517@gmail.com
(860) 460-1882

#141
RECEIVED FOR RECORD
WATERFORD, CT

2024 MAR -4 P 2:45

March 4, 2024

David Campo, Waterford Town Clerk
15 Rope Ferry Road
Waterford, CT 06385

ATTEST: *David I. Campo*
TOWN CLERK

CC: First Selectman Bob Brule, Superintendent Thomas W. Giard III, Members of the Board of Education, Members of the Board of Finance, Members of the RTM

Dear Superintendent Giard, Members of the BOE, BOF and RTM:

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Thank you for your consideration.

Sincerely,

Jennifer & James Nicholas

¹ statepolicies.nasbe.org

² cdc.gov

To Whom it

may concern: I am a
second grader at Great Neck
School. My friends and I
wish we could play on
the grass, but it's too
muddy, too bumpy and there
are too many holes to run
safely. The playground isn't
safe either. It's falling apart.
Please help us fix it.
We want to play safely
outside together.

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WATERFORD, CT

2024 MAR -4 P 2:46

ATTEST: *Paul J. Langer*
TOWN CLERK

Thank you

Carter Nicholas