

BOARD OF SELECTMEN MEETING FINAL MINUTES
March 29, 2016

The regular meeting of the Board of Selectmen was held at 2:00 pm on Tuesday, March 29, 2016, in the first floor conference room of Independence Hall.

Members Present: First Selectman Michael C. Tetreau, Selectman Laurie A. McArdle, Selectman Christopher W. Tymniak

Others Present: Scott Bartlett, Genny Reilly, FairTV, Soundview, Tom Dubrosky, Chris Lyddy, Chief Gary MacNamara, Helen D'Avanzo, Mike Zembruski, Steve Elworthy, Phil Dwyer, Gerry Lombardo, Linda Gardiner, Matt Waggner, Roger Autuori, Sands Cleary, Joe Michelangelo, Dan Sciglimpaglia, Brian Carey, Robert Mayer, Nancy Byrnes, Eileen Kennelly, Dr. David Title, Dru Georgiadis, Doreen Munsell, Jessica Gerber, Bill Norton

1 CALL TO ORDER

First Selectman Tetreau called the meeting to order at 2:06 pm.

2 PLEDGE OF ALLEGIANCE

Selectman McArdle led the Pledge of Allegiance.

4 REVIEW AND APPROVE REGISTRARS OF VOTERS SALARIES

Selectman McArdle made a motion to move item four before item three. Selectman Tymniak seconded the motion which carried 3-0.

Selectman Tymniak asked if this item could be discussed at a later date. First Selectman Tetreau said the Selectmen could discuss today or discuss this item in June and have this taken out of contingency. Selectman Tymniak recommends discussing the stipend at today's meeting but look at the salary scale from other towns because information on salaries is needed before the Selectmen vote on that

Selectman Tymniak made a motion to postpone to a date certain of the first BOS meeting in June to discuss and vote on the Registrars' salaries. Selectman McArdle seconded the motion which carried 3-0.

3 PUBLIC EXECUTIVE BUDGET SESSION (**no public comment**)

Approval of FY 2016-2017 Budget, including all Town Departments and Board of Education and Water Pollution Control Authority

Selectman Tymniak made a motion to approve the item. Selectman McArdle seconded the motion.

First Selectman Tetreau made an amendment to include in the resolution after and Water Pollution Control Authority "and all associated revenues." Selectman McArdle seconded the amendment which carried 3-0.

Starting with the revised handout from yesterday entitled, "Board of Selectmen Adjustments to FY17 First Selectman Recommendations," the Selectmen first discussed the General Fund revenue.

Selectman McArdle made an amendment to increase \$4000 for the Fairfield Theatre Company's updated revenue relating to rental income, object 42512. Selectman Tymniak seconded the amendment which carried 3-0.

Selectman Tymniak made an amendment to decrease \$9,649 for Finance-Miscellaneous for a one-time Sandy Hook skewed average, object 42363. Selectman McArdle seconded the amendment which carried

3-0.

Selectman Tymniak made an amendment to add \$200,000 in the Town Clerk's budget, object number 42312, for the conveyance tax. Selectman McArdle seconded the amendment which carried 3-0.

First Selectman Tetreau said he received emails from the Town Clerk who's comfortable with this increase. Selectman Tymniak said he spoke to the Town Clerk.

The Selectmen then reviewed the General Fund Expenditures from the revised handout. Registrar of Voters Roger Autuori said the stipend for the Registrars has been traditional in the Registrars budget for quite some time. First Selectman Tetreau asked what the stipend covers. Mr. Autuori said the stipend covers overtime such as the Registrars coming in on weekends during elections. Registrar Matt Waggner said the Registrars work extra hours about 6-8 weeks leading up to an election. He noted a number of towns divide voter registration and elections and administration into two budgets. First Selectman Tetreau said it used to be that the Registrars get a stipend for primaries and elections but since these two Registrars started, they get a stipend every year. Selectman Tymniak asked why the stipend is not rolled into the salary. CFO Bob Mayer said it would be better tax wise. Selectman Tymniak asked the Registrars if they get a four-year raise. Mr. Mayer said the Selectmen sets the salaries once over a four-year period. First Selectman Tetreau said to work this in over the course of a year versus a lump sum. Selectman Tymniak asked the Registrars how they stack up versus other towns. Mr. Waggner gave the Selectmen a handout answering this question and noted compared to towns with a population comparable to Fairfield's, Fairfield has the lowest number of staff and lowest paid Registrars with the exception of one town receiving lower pay than Fairfield. First Selectman Tetreau asked the Registrars to help him understand staffing needs when one requested the removal of the office secretary. Mr. Autuori said when the RTM wanted to cut the Registrar's budget that position was the only one that could be cut because the Registrars are elected and thus have to be in that office. Mr. Waggner said with more education to the public, more state and Town Clerk transfers of duties to his office, the Registrars now have to go through a certification process.

Selectman Tymniak made an amendment to remove the stipend with the intention to roll it into the Registrars' salaries (after discussing this at a June meeting). Selectman McArdle seconded the amendment which carried 3-0.

Regarding department #1320, Active Employee Benefits, First Selectman Tetreau made an amendment to increase object number 52100 by \$221,461 which reflects a better experience and better negotiation fee from Anthem. Selectman Tymniak seconded the amendment.

Selectman Tymniak said this is an enormous increase and he feels the town put the cart before the horse. There are active negotiations yet budgeting and the town is taking away the goal of moving to the 2.0 health insurance. First Selectman Tetreau said Selectman Tymniak's comments are not an accurate assessment because the increase is a big savings versus January's number. Selectman Tymniak expressed concern with this budget being built on this savings. First Selectman Tetreau said it will take time to communicate to all employees all the benefits of moving to a new insurance carrier and will continue to negotiate which may save the Town money. Selectman Tymniak hopes there is an offset to an increase which he will reluctantly support. Selectman McArdle is disappointed to add this to the budget with information not known to the Town and feels this is misleading. First Selectman Tetreau reiterated this number is a much lower number than the one in January which was about \$700,000.

The amendment carried 3-0.

First Selectman Tetreau made an amendment to reduce Department number 1330, Human Resources, by \$720. Selectman McArdle seconded the amendment which carried 3-0.

First Selectman Tetreau made an amendment to add \$720 to Department number 1330, Human Resources, for Communications. Selectman McArdle seconded the amendment which carried 3-0.

Regarding Department number 1330, Human Resources, object number 58930, Heart and Hypertension, Selectman Tymniak made an amendment to reduce this by \$150,000.

He said he looked at the actuals for the last two years. He said this suggested reduction still puts the Town over and the Town does not need to over budget for now because it has a cushion.

Selectman McArdle seconded the amendment.

Risk Manager Eileen Kennelly discussed what this line is; how actuals come in; and what Heart and Hypertension is. Ms. Kennelly said this takes care of police and fire for benefits, many of whom are retirees and widows. With one widow and three contested cases, there still may be potential for added claims. Ms. Kennelly said figures may be larger than the last two years. First Selectman Tetreau asked if this involves State Statute rules. Ms. Kennelly answered yes. Selectman Tymniak noted there is a \$300,000 surplus. Ms. Kennelly noted she hopes there are not any heart surgeries in the next few months where that funding is needed. Selectman Tymniak said the Town has been over budgeted by \$300,000 the last two years. Ms. Kennelly said it's good to leave some cushion room. Selectman Tymniak said the calculation is based on a five-year average and if this line goes over the town has the mechanism to fund monies needed so cutting this by \$150,000 benefits the taxpayer, leaving a \$100,000 cushion and this is not going over the five-year average. First Selectman Tetreau asked Selectman Tymniak to explain what mechanism the town has to fund something that may go over the budget. Selectman Tymnik said contingency. Selectman McArdle asked if money is left over, can't it be rolled over to next year? First Selectman Tetreau said no because left over monies goes into surplus. He then explained the BOF's surplus guideline and said this has been historically been put in the Internal Service Fund (ISF).

First Selectman Tetreau made an amendment to support this motion but at a reduced amount such as \$75,000 or \$100,000. Selectman Tymniak will not support First Selectman's amendment.

Selectman Tymniak made an amendment to reduce object number 58930 to \$125,000. Selectman McArdle seconded the amendment which carried 3-0.

First Selectman Tetreau made an amendment to reduce object number 58500 by \$3,420 for Department 2270, Fairfield Veteran's Advisory and Information. Selectman McArdle seconded the amendment which carried 3-0.

First Selectman Tetreau made an amendment to increase object number 58190 by \$3,420 for Department 6050, Human and Social Services. Selectman McArdle seconded the amendment which carried 3-0.

Selectman McArdle made an amendment to decrease Department 2531, Private School Bus Transportation, by \$10,357 due to lower fuel costs. Selectman Tymniak seconded the amendment which carried 3-0.

Selectman McArdle made an amendment to decrease Department 3010, Finance, object number 51010, by \$62,008. First Selectman Tetreau seconded the amendment which carried 3-0.

Selectman McArdle made an amendment to increase Department 3010, Finance, object number 53200, by \$62,008 for contract work from regular payroll. First Selectman Tetreau seconded the amendment which carried 3-0.

Selectman Tymniak asked about benefit contributions/the reimbursement rate to non-union workers. Mrs. Gardiner referred him to Active Employee Benefits in the budget book. Selectman Tymniak would like the Board to convene at some point to discuss what some people put in versus what others put in. First Selectman Tetreau said a discussion could be set up in June.

First Selectman Tetreau made an amendment to increase the IT Department, 3110, object number 53200 by \$19,200 to move the data center from the Fairfield Woods Branch Library. Selectman Tymniak seconded the amendment which carried 3-0.

First Selectman Tetreau made an amendment to increase the IT Department, 3110, object number 57000 by \$140,000 for two servers moved from non-recurring capital per the bonding policy. Selectman Tymniak seconded the amendment.

Selectman Tymniak said this was voted on weeks ago as a bond item. First Selectman Tetreau clarified that this was not one of the bond items discussed a few weeks ago. He said this item was included in the Waterfall, but it goes against the bond plan. Selectman Tymniak will support this because it's being moved to the operating plan.

The amendment carried 3-0.

First Selectman Tetreau made an amendment to reduce object number 57000 by \$64,000 for Department 6070, Solid Waste and Recycling. Selectman McArdle seconded the amendment which carried 3-0.

First Selectman Tetreau made an amendment to increase object number 54320 by \$64,000 for Department 6070, Solid Waste and Recycling. Selectman Tymniak seconded the amendment which carried 3-0.

Selectman Tymniak made an amendment to reduce from the capital line item, object 57000, the 6-wheel dump truck from Department 5030, Public Works Operations, in the amount of \$210,000. Selectman McArdle seconded the amendment.

Selectman McArdle said to go back to two trucks to offset other reductions. First Selectman Tetreau said department heads did work ahead of time on the budget and he's proud of this work. He said it's important to keep the Town's infrastructure updated. The Boards asked DPW for a vehicle replacement plan and this was done to play catch-up with replacing old DPW trucks. Cutting this item will cost the town more in the future.

The amendment carried 2-1-0, Tetreau against.

Selectman Tymniak said he understands the DPW plan but plans change and with GE's move, home values down and the town possibly getting less state aid, he needs to address these current challenges. He said this is an opportunity to spread out the purchases of trucks versus purchasing three in the same year. He said this is a year of decline. Selectman McArdle said she is amazed at the time that so many put into the budget process, but she said it's important to look at how everything fits together. She said the biggest cost driver is personnel. She said none of the reductions today are being taken lightly and this is a balancing act. First Selectman Tetreau said if this truck is put off until next year then the town is buying more next year per the plan and most of the DPW fleet is past its useful life and puts employees who use the fleet at risk. First

Selectman Tetreau said a copy of the DPW vehicle replacement plan should be given to the Selectmen. He proposed all three boards work together given a possible significant state aid cut and the boards can prepare for these cuts. Selectman Tymniak asked the First Selectman if his proposal to work with the other boards means he is skirting the responsibility of the BOS. First Selectman Tetreau said not at all; he is proposing the boards all work together. Selectman Tymniak disagrees with this logic and said today is the BOS's day. He spent weeks at budget meetings to reduce the taxpayers' burden. He said his job is to find appropriate places to reduce the budget. The timing is not right now to buy three large trucks in one year and he's making this adjustment because the Grand List declined.

The amendment carried 2-1-0, Tetreau against.

Selectman Tymniak made an amendment to reduce object number 54349 by \$360,000 for the maintenance/repair of roads (because the paving number went up so the Town should follow the paving plan). Selectman McArdle seconded the amendment.

DPW Superintendent Scott Bartlett discussed the impact of this cut. He said crack filling protects our investment. DPW has been playing catch-up for decades. He said the next cheapest road treatment cost would be higher and costs would be more long-term for sealing projects. Mr. Bartlett said this year DPW made the effort to offset overages. Selectman Tymniak asked how much of an increase in paving occurred over the last five years. First Selectman Tetreau said close to \$3 million because this was never in the budget. He added that the quality of asphalt is not as good today. Mr. Bartlett said that is correct. Mr. Bartlett said DPW can get more longevity out of asphalt by how DPW protects it. Selectman Tymniak asked if there is a cap on paving. Mr. Bartlett said yes and feels the reduction may occur in pricing on paving if the plan is followed. Selectman Tymniak said it's hard to look at a target like this and this is the first time he's hearing there is a cap on paving.

Selectman Tymniak withdrew his amendment.

Moving on to the BOE budget, Selectman Tymniak made an amendment to consider the BOE budget. Selectman McArdle seconded the amendment.

Selectman McArdle thanked Dr. Title and his staff for reducing the medical expenses which resulted in significant savings. She said educational excellence is important but she is also mindful of the taxpayers. She asked the BOE to find additional savings.

Selectman McArdle made an amendment to decrease the BOE budget by \$630,000.

She said this reduction leaves the BOE with a substantial state budget increase. One idea is for the BOE to reexamine budget actuals with a minimum impact on students. First Selectman Tetreau noted the \$1,255,000 on the handout which is the amount for a decrease for object number 58900 is based on updated health insurance for claims that have run out. Dr. Title said that regarding health insurance, the BOE received yesterday an updated experience from February so there's still four months to go. Therefore, Dr. Title said the increase is about \$900,000 so more money is projected in the ISF but he's concerned with the large chunk of that because it digs a deep hole in the FY17/18 BOE budget. He said it's better to have extra funding versus not having enough funding. Dr. Title said the BOE has no contingency. The medical retention is not money to be had. He doesn't recommend a cut. Selectman Tymniak asked if the \$630,000 would affect programs. Dr. Title said the BOE would have to scale back on improvements to the school system. Selectman Tymniak recommended the BOE look at actuals versus projective. Selectman McArdle asked where BOE surplus goes. First Selectman Tetreau said it goes into the ISF.

CFO Mayer gave some background on the health care costs for the BOE discussing next year's revenue, a balance next year and with four months to go, if adjusted, there would be no overtaxing of taxpayers, but if the adjustment is not made then taxpayers' would be overtaxed. Mr. Mayer also discussed the ISF which has been reduced and the current projection at the end of this FY will be a positive one. The cushion in the ISF covers any negative experience. Selectman Tymniak recommended reducing \$1 million in addition to reducing \$630,000 to the BOE budget.

Selectman Tymniak made an amendment to combine the reduction of \$1,630,000 from the BOE budget. Selectman McArdle seconded the amendment.

First Selectman Tetreau supports the \$1 million cut for health insurance but he has concerns with the \$630,000 proposed reduction because he does not know where it would come from nor does he know what the impact on students and curriculum would be. Selectman Tymniak said Dr. Title said if this cut occurs the BOE would tighten its belt and the cut would not affect students or curriculum. First Selectman Tetreau called on Dr. Title to confirm this statement. Dr. Title said the \$1 million is a huge mistake and it will cause huge havoc so he asked the Board to only cut \$630,000. He said the \$1 million creates a major hole which First Selectman Tetreau asked Dr. Title to explain this. Dr. Title said if \$1 million is cut the BOE has to make up that number by using \$1 million in surplus. First Selectman Tetreau said he sees no impact of the \$1 million reduction on the BOE's operating budget. Dr. Title said this reduction reduces the BOE budget and impacts what the BOE puts into health insurance. Dr. Title said if \$1 million is cut the BOE has to make up that number by using \$1 million in surplus. Selectman McArdle asked if the starting point next year would be down by \$1 million. Dr. Title answered yes. Mr. Mayer explained how the ISF can run a deficit and said the proposed reduction should not flow into the BOE's operating budget which was Dr. Title's concern. First Selectman Tetreau asked what the BOE does with the ISF reduction. Doreen Munsell from Central Office will track this. First Selectman Tetreau asked CFO Mayer if the \$1,009,000 includes the \$730,000. Mr. Mayer answered no. He then gave the Board a handout. A long discussion followed on the health insurance and the operating budget and Dr. Title's argument on the impact of the proposed reduction.

Selectman Tymniak said his proposed reduction is a way for the BOE to tighten its budget. Selectman McArdle said these are two separate items. She added that this number has no impact on students and said there are other ways in the operating budget to adjust the number. She wants the \$1 million used to offset the Grand List which is down this year. Dr. Title said if this reduction is passed then it will catch up to the BOE in the FY17/18 budget.

The Selectmen took a break at 5:11 pm and reconvened at 5:41 pm.

First Selectman Tetreau suggests the Board make individual amendments when voting. Selectman Tymniak asked about the seven extra teachers on page 131 in the Education Budget Book. The BOE will have a better guess on this in May so it's a built-in cushion. Dr. Title said there are more retirees than budgeted for in the last few years. He said the formula to estimate for new teachers is a statistical one. Dr. Title said \$65,000 per 7 teachers is a total of \$455,000. Selectman Tymniak pointed out to page 55 in the BOE Budget Book noting actual versus the budgeted number and how there is a delta between the budgeted versus the proposed number. He wants the elected BOE to look at the actual numbers. Dr. Title said there is no contingency in any of the lines on page 55 and there is no cushion. Dr. Title pointed out the executive summary on page 33. Selectman McArdle said she appreciates Dr. Title and his staff working on this budget because not all the numbers are exact and can't be known.

Selectman Tymniak made an amendment to reduce the operating side of the BOE budget by \$455,000, which includes the reduction of the newly budgeted item of 7 teachers at \$65,000 each for potential new classes. Selectman McArdle seconded the amendment.

Selectman McArdle said this number is for the BOE to figure out what to cut without impact students. She noted this is the prudent thing to do.

The amendment carried 3-0.

Selectman Tymniak said that regarding the \$1,009,000, which leaves a cushion for health insurance, he made an amendment to reduce health insurance by \$800,000. Selectman McArdle seconded the amendment which carried 3-0.

Following the reduction to the BOE budget by \$1,255,000, Dr. Title said the BOE can absorb this cut.

Selectman Tymniak made an amendment to reduce Department 1290, Miscellaneous Contingency, by \$10,000. Selectman McArdle seconded the amendment which carried 3-0.

Selectman Tymniak made an amendment to reduce Fees and Professional Services in Department 1270, Legal Services, by \$50,000. Selectman McArdle seconded the amendment which carried 3-0.

Selectman McArdle made an amendment to reduce line 56180, materials, in Department 7010, the Public Library, by \$12,000. Selectman Tymniak seconded the amendment.

First Selectman said the library has been significantly underfunded for the last few years on this item. Only this year has this item been back at the level it should be at so he asked the Board to reconsider their amendment. First Selectman Tetreau said materials are bought for all three libraries.

The amendment carried 2-1-0, Tetreau against.

Selectman Tymniak said he wants to have a general discussion soon on fees that are being added for residents to pay such as conservation and permit fees. He feels these fees are out of line and in the summer would like to do a full analysis on where the Town's fees are at. First Selectman Tetreau said to be effective, the BOS should get the BOF involved in this.

Selectman McArdle noted she fully supports the Fairfield Woods Branch Library.

First Selectman Tetreau asked for the total Town and BOE expenses as recommended by the BOS. Mrs. Gardiner said it is \$293,090,651. Mrs. Gardiner said the non-tax revenue piece is \$23,179,551.

First Selectman Tetreau made an amendment to increase Department 130, object 52100, the WPCF, by \$128,497 for health insurance. Selectman McArdle seconded the amendment which carried 3-0.

First Selectman Tetreau made an amendment to add \$128,497 to the health insurance line for the WPCA budget. Selectman Tymniak seconded the amendment which carried 3-0.

Selectman McArdle made a motion to approve the Town, BOE and WPCA budget, as amended. Selectman Tymniak seconded the motion which carried 3-0.

5 ADJOURN

Selectman Tymniak made a motion to adjourn the meeting at 6:43 pm. Selectman McArdle seconded the motion which carried 3-0.

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Respectfully submitted,

Jennifer S. Carpenter
Recording Secretary