MINUTES
WATERTOWN TOWN HALL
TOWN COUNCIL CHAMBERS
61 ECHO LAKE RD.
WATERTOWN, CT 06795

1. Call Meeting to Order.
Chairman Jonathan Ramsay called the meeting to order at 7:00 p.m.

2. Pledge of Allegiance.
Chairman Jonathan Ramsay led the pledge of allegiance.

3. Roll Call.
PRESENT: Jonathan Ramsay, Chair
Mary Ann Rosa, Vice Chair
Ken Demirs
Robert Desena
Anthony DiBona
Gary Lafferty
Robert Retallick
Denise Russ
Rachael Ryan

ABSENT:

OTHERS PRESENT: Mark Raimo, Town Manager
Susan Zappone, Assistant Town Manager/Finance Director

4. Recognitions. – National Senior Center Month
Chairman Jonathan Ramsay read the proclamation.

PROCLAMATION
Honoring National Senior Center Month
Whereas, older Americans are significant members of our society, investing their wisdom and experience to help enrich and strengthen our community; and

Whereas, the Fall Avenue Senior Center has acted as a catalyst for mobilizing the creativity, energy, vitality, and commitment of the older residents of Watertown and Oakville; and

Whereas, through the wide array of services, programs, and activities, senior centers empower older citizens of Watertown and Oakville to contribute to their own health and well-being and the health and well-being of their fellow citizens of all ages; and

Whereas, during the pandemic Falls Avenue Senior Center has been a community partner in ensuring that our most vulnerable citizens – people 55 and older, many with underlying medical conditions – are cared for and able to stay connected, safe and healthy; and

Whereas, the Senior Center in Watertown affirms the dignity, self-worth, and independence of older persons by facilitating their decisions and actions; tapping their experiences, skills, and knowledge; and enabling their continued contributions to the community;

Now, therefore, I Jonathan Ramsay, Chairman of the Watertown Town Council do hereby proclaim September, 2023 as

AS NATIONAL SENIOR CENTER MONTH IN WATERTOWN

And call upon all citizens to recognize the special contributions of the senior center participants and the special efforts of the staff and volunteers who work every day to enhance the well-being of the older citizens of our community.


Jonathan Ramsay
Watertown Town Council

Laura Garay, Senior Center Coordinator/Municipal Services accepted the proclamation as read.

Mark Raimo, Town Manager read a memorandum of appreciation to be distributed to town staff.
Chairman Jonathan Ramsay stated he received from the Police Chief today regarding Officer Daddona. He will be recognized by the Police Commissioner’s Association of Connecticut at their annual awards dinner held on Wednesday, September 27, 2023 at Vazzano’s Four Seasons in Stratford, tickets are $125.00 per person. Please let him know if you were interested in receiving tickets. Officer Daddona will be receiving the award for the quick action he took when a passenger vehicle collided with an occupied school bus and caught fire, Officer Daddona extinguished the fire and brought all occupants to safety.

5. Public Comment.

Al Mickel, 95 Woodv vine Avenue talked about public comment needing more work.

Catherine Dinsmore, 35 Reynolds Street talked about social media on Facebook and having a policy in place for town employees for future postings.

Richard Rozanski, 35 Round Street talked about the proposed consulting agreement with CCM for optimizing municipal operations and asked if town staff could do the study. Mr. Rozanski questioned why the town is using New Gen for a study.

6. Minutes.
   a. August 21, 2023 - Special Town Meeting

   Motion: Mary Ann Rosa seconded by Robert Retallick: I move to approve the Special Town Meeting minutes dated August 21, 2023 as amended.

   Gary Lafferty noted a typographical error on page 3, 4th paragraph down, Mary Ann Rosa spoke change hook to look.

   Aye: 8 Ramsay, Rosa, Demirs, Desena Lafferty, Retallick, Russ, Ryan
   Nay: 0
   Abstain: 1 DiBona

   Motion passes

   b. August 21, 2023 – Regular Meeting

   Motion: Mary Ann Rosa seconded by Robert Retallick: I move to approve the Regular Meeting minutes dated August 21, 2023 as amended.

   Rachael Ryan noted a typo error on page 10, her name is misspelled.

   Gary Lafferty noted a typographical error on page 1, Mr. Rozanski spoke change lost suit to lawsuit and page 4, 8th item, Mr. Raimo spoke change bid to bit.
Aye: 8 Ramsay, Rosa, Demirs, Desena Lafferty, Retallick, Russ, Ryan
Nay: 0
Abstain: 1 DiBona

Motion passes

7. Chairman’s Report
   a. Correspondence.

   Chairman Jonathan Ramsay stated there will be a Water & Sewer Informational Session on Thursday at 6:00 p.m. at Watertown High School.

8. Town Manager’s Report.
   Mark Raimo reported the following update by department:
   - The Fire Marshal and Planning & Zoning are collaborating on creating improvements on regulations for Food Trucks and Airbnb’s.
   - The Fire Marshal office is ramping up its efforts on inspections and preparing for October which is Fire Safety Month.
   - The Fire Department has increased volunteer numbers by 12 due to recruitment efforts.
   - The Police Department continues recruiting and has just sworn in an officer that retired from the Waterbury Police Department.
   - Our Canine Officer Fran has graduated and has been cross trained in narcotics tracking.
   - We have had a lot of complaints regarding speeding and crosswalk issues. The Chief and the Deputy Chief have created a two-man car to detour speeding in town. We are going to work on collaborating social media posts to bring more awareness on speeding and its consequences and the uses of crosswalk safety.
   - Public Works have been working diligently preforming detention basin cleanouts to mitigate storm water flooding. We have put a Pavement Management Program in place which is being implemented. There have been improvements on our roadways with crack sealing, skim paving, chip sealing and fog sealing.
   - The Hungerford Road Project has been stalled due to engineering issues. They have figured out the engineering matters that were holding it up, it’s out to bid and we expect that project to be completed this fall.
   - Finance, Human Services and the Town Manager Offices continue to work on the continued implementation of software with Clear Gov, the budgetary software, our time & attendance and the customer relations management which will give us the ability to understand what type of complaints are being handled by each department.
- I have been appointed to ICMA, a committee breaking into local government and have also been placed on two committees with CCM which will address land use housing, transportation and infrastructure and then labor relations and municipal law.

- Lisa Carew, Parks and Recreation Director has put in her papers to retire for November 1st. We are happy for her to move on to the next chapter, we are very disappointed we will be losing a very effective manager.

9. Subcommittee Reports.

Chairman Jonathan Ramsay stated we will be scheduling another subcommittee meeting for Senior Tax Relief in the upcoming week or two.


a. Consider modification of Part Time, Seasonal and Temporary Employees Wage.

    Motion: Mary Ann Rosa seconded by Robert Desena: I move that the following be approved for the position of Mini-bus drivers:

    Entry/first 6 months’ probation – Minimum wage plus $5.00
    Months 6-12 – Minimum wage plus $5.50
    After 12 months - Minimum wage plus $6.00

    Denise Russ asked does the town pay for the drug screening test for the CDL license?

    Raymond Lagasse, Director of Human Resources answered they are subject to random drug testing and also physicals. They do not incur the costs for those items.

    Denise Russ stated the bus drivers do a tremendous job and they are very likeable but I think this is the wrong time to be coming with this?

    Mark Raimo, Town Manager answered at the point in time we understood that salary range was good enough for our CDL bus drivers. Mr. Lagasse and I had a conversation today where there are towns with bus drivers out on strike, they are demanding $34 to $35 an hour. If the increase is not offered it will be faced with unqualified candidates. He felt it was prudent to increase the rate and pointed out it was not a significant amount of money and encouraged the increase in the rate.
Chairman Jonathan Ramsay commented from my own experience retaining employees right now and hiring employees, it is not as inexpensive as they were in the past especially with people that have any type of credentials.

Robert Desena commented I hope we intend to retain this individual; I don't know if he was hired before Mr. Lagasse's tenure or after, he is superlative for the job. I have heard nothing but positive comments from members of the senior center and people that he drives to the senior center. He is a community-oriented person and he grew up in town. He is a prime caregiver for both of his parents, he is a retired policemen not only a Waterbury policeman, but at one point a retired State Policeman and he really desired this job. He has gone above and beyond to fill this role. It would be a shame to lose this gentleman because he is a good example of somebody filling the position with success. I would encourage that we try to go with the raise. It's a minor amount for the people at the senior center who don't have a way to get to those functions at the senior center.

Chairman Jonathan Ramsay commented to keep in mind that the minimum wage of $6.00 is $21.00 an hour.

Rachael Ryan stated I have my CDL and have to do the drug testing and the physicals and the license, I am well aware of the cost of all those. I wanted to make sure that all three of those things are covered because the cost of the license has doubled.

Mark Raimo, Town Manager answered that is correct.

Rachael Ryan asked have they asked for an increase or suggested that they might work at some of these other companies that you have investigated?

Lisa Carew, Parks & Recreation Director answered we were not being competitive, this comes long before we put the budgets together. As far as the licenses they have to have it because of the size of the bus and the passengers. Just like the guys at the Highway Department for random drug screening they show up, the driver is called to the highway garage and they have to submit to a drug test. It is not anything preplanned and the town is obligated just like for the Highway Department.

Rachael Ryan stated I have done some of these things in my lifetime, I was an Assistant Summer Camp Director, I was a Swim Coach, a Lifeguard and those are very difficult jobs. Lifeguard and Swim Coach you have people's lives on the line, just like you are doing when you are driving a bus and yet they are not getting six dollars an hour. Can you explain why some of these numbers for some of these jobs that are really challenging that hold a lot of responsibility that they are being paid less.
Lisa Carew, Parks & Recreation Director answered we do have flexibility on that chart if someone goes above and beyond, there is a range you can see it on the chart.

Mark Raimo, Town Manager commented we are in transition and with the new HR person in this position. Mr. Lagasse and I had this discussion and I actually had discussion with the Chair and Vice Chair that we should look at this whole list on an annual basis.

Lisa Carew, Parks & Recreation Director commented there are two drivers not just the one that Herman was referencing there is a female also. The whole situation came up, I brought it to the attention of the Town Manager and our new HR person because we were going to be losing one of our drivers. The person was given the opportunity to go to First Student at an increased amount of money. The person preferred to stay with us, the person loves working with the seniors and we were not being competitive. This is not the first time I had to come up here and ask for adjustments. The State of CT with the Lifeguards what you were mentioning before came out with a starting salary of $21.00 an hour for a lifeguard and they would train them. Our Lifeguarding Program, the kids get charged because we get charged by the Red Cross. We are trying to be competitive with what’s going on outside in the real world.

Rachael Ryan stated I understand I don’t like looking at this one by one we have to look this all over. I know that Lifeguards are in high demand and that has been a problem in different places. I am not saying they don’t deserve six dollars I just want to make sure we are making the right and most informed decision about all of these employees.

Chairman Jonathan Ramsay commented Mark mentioned the plan going forward is going to look at this list over annually so they do get updated on a timely basis.

Vice Chair Mary Ann Rosa stated I think it is important to remember that the town has already started the budget for the next fiscal year. This is coming to us maybe a month or two early but in reality, it would have been identified in this budget season that we are looking at. Instead of having to wait until July to implement it, we are implementing it when we need it for now.

Lisa Carew, Parks & Recreation Director answered you have school bus drivers that are on strike and it's a ripple down effect that it is affecting us also.

Mark Raimo, Town Manager added this is a 75-cent increase on the total package.

Denise Russ asked did we check around with other senior centers to see what their bus drivers are receiving?
Lisa Carew, Park & Recreation Director answered what I did was compare it to places are in our own town. We have First Student Transportation that drives the school buses and our drivers have the same license. I also compared with Northeast Transportation which is all your fixed route buses and your Greater Waterbury Transit District buses, that is comparing more to apples to apples.

Denise Russ asked whose budget is coming out of?

Lisa Carew, Park & Recreation Director answered it’s the budget I presented, there is an increase that I had put in there. There were times when our Senior Coordinator wanted to have the bus rolling at night or on weekends, that there was extra money in there an additional $10,000.

Aye: 8 Ramsay, Rosa, Demirs, Desena, DiBona, Lafferty, Retallick, Ryan
Nay: 1 Russ
Abstain: 0

Motion passes.

b. Consider an appropriation in the amount of $820 from the General fund to the Animal Control line item for professional and technical services. Funds deposited into the General Fund from donations for the veterinary care of an abandoned dog.

Motion: Mary Ann Rosa seconded Robert Desena: I move to authorize an appropriation in the amount of $820 from the General fund to the Animal Control line item for professional and technical services.

Chairman Jonathan Ramsay stated the funds were received by donations.

Motion passed unanimously.

c. Consider an appropriation in the amount of $34.30 from the General Fund to the Animal Control line item for professional and technical services. Funds received from a donation.

Motion: Mary Ann Rosa seconded Robert Retallick: I move to authorize an appropriation in the amount of $34.30 from the General Fund to the Animal Control line item for professional and technical services.

Denise Russ stated I would like it to be known that I appreciate the people that donated the money for the dog shelter, it was very nice of them.

Motion passed unanimously.
d. Consider an appropriation in the amount of $5,800 from the General Fund for the purchase of forensic software which was purchased out of the Maintenance Agreement line item at the Police Department. Funds have been received through a grant to reimburse the line item for the purchase of the software.

Motion: Mary Ann Rosa seconded Robert Desena: I move to authorize an appropriation in the amount of $5,800 from the General Fund for the purchase of forensic software which was purchased out of the Maintenance Agreement line item at the Police Department.

Discussion: none.

Motion passed unanimously

e. Discussion and possible action on the contract with Connecticut Conference of Municipalities agreement regarding shared services. Discussion to include defining the scope of work and setting a budget.

Chairman Jonathan Ramsay stated we have talked in the past about the town side and the BOE to facilitate a means of any type of shared services. Any areas where we have multiple people doing the same job. Our intention tonight is not to approve the contract, there is a draft of the contract for review and we also received a report from another town that did something similar recently. We can look through that so we can pinpoint the services and areas if we choose a consultant to look into it further.

Mark Raimo, Town Manager reviewed material given to the Council. No matter what municipality that looks to shared services, it would come down to Human Resource, Finance, Purchasing and the Maintenance of Buildings departments. We have to clearly define the responsibilities of who is going to oversee it.

Council members expressed interest in reviewing the materials provided in the packet. Council members talked about having a small committee to take one issue at time and to discuss that issue, resolve it and moving on to the next one.

Mark Raimo, Town Manager stated I have a plan framed out on how to move forward in the process. Maybe picking something small and seeing how that works. At the end of the day no matter what the project is, if you don’t have a champion for it, it is going to die somewhere along the line.

No action taken at this time.

f. Consider a resolution authorizing an appropriation of $22,706 for tax refunds.

RESOLUTION
WHEREAS, taxpayers have applied for Tax Refunds pursuant to Section 12-129, Refund of Excess Payments; and

WHEREAS, the Tax Collector recommended that the refunds be made in accordance with the provisions of Section 12-129; and

WHEREAS, in order to refund taxpayers who have been approved for their refunds, monies must be appropriated into the budget line items to expend the funds.

NOW THEREFORE BE IT RESOLVED, that the Town Council appropriates $22,706.00 to line item 010-50341-043-0102 from the General Fund for tax refunds.

Dated at Watertown, Connecticut this 5 day of September, 2023.

Jonathan Ramsay Chairman
Watertown Town Council

Motion: Mary Ann Rosa seconded Rachael Ryan: I move to approve the resolution authorizing an appropriation of $22,706 for tax refunds.

Discussion: none.

Motion passed unanimously.

g. Consider a resolution authorizing tax refunds.

RESOLUTION

WHEREAS, taxpayers have made applications for property tax refunds in accordance with C.G.S. Section 12-129 Refunds of Excess Payment:

WHEREAS, the Tax Collector recommends that the refunds be made in accordance with the provisions of Section 12-1298;

NOW THEREFORE BE IT RESOLVED, that the Town Council approves the attached listing of tax refunds.

Dated at Watertown, Connecticut this 5th day of September, 2023.

Jonathan Ramsay, Chairman
Watertown Town Council

Motion: Mary Ann Rosa seconded Robert Retallick: I move to approve the resolution authorizing the tax refunds.
Discussion: none.

Motion passed unanimously.

12. Executive Session. Time in 7:52 p.m.

   a. Pending Litigation: City of Waterbury vs. Town of Watertown.

      Motion: Mary Ann Rosa seconded Rachael Ryan: I move to enter into executive
      session for the purposes of discussing pending litigation in the case of the City of
      Waterbury versus the Town of Watertown. In attendance will be the Town
      Council Members present, the Town Manager, Atty. Paul Jessell, James Smugden,
      Atty. Franklin Pilicy, Jerry Lukowski and David McMahon.

      Motion passed unanimously.

      Time out of executive session at 9:24 p.m.


      Motion: Mary Ann Rosa seconded by Ken Demirs: to adjourn the Regular Meeting at 9:25
      p.m.

      Motion passed unanimously.

Respectfully submitted,

Jonathan Ramsay, Chair
Watertown Town Council

Approved:

Susan King, Clerk
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**Total**: $32,375.53

**Adjusted Total**: $32,382.08