CALL OF THE MEETING/ PLEDGE OF ALLEGIANCE

The meeting was called to order by President John F. Anglace at 7:00PM. He led those present in reciting the Pledge of Allegiance.

Members present:

   Alderman John F. Anglace, President
   Alderman Lynne Farrell
   Alderman Eric McPherson
   Alderman John “Jack” Finn
   Alderman Noreen McGorty
   Alderman Anthony Simonetti

Item #1

BOOTH HILL ROAD & OXFORD DRIVE WATER MAIN EXTENSION RECOMMENDED ASSESSMENTS
Alderman Anglace asked if anyone wished to speak. No one wished to comment on this item.

Item #2

AMENDMENT TO CODE OF ORDINANCES CHAPTER 2 ARTICLE IV, DIVISION 2 MAYOR, SECTION 2-121

Alderman Anglace asked if anyone wished to comment on this item.

Michael Satham
29 Beacon Hill Terrace
Shelton, Ct. 06484

Mr. Satham commented that he would like to pledge his support for the increase in compensation for the position of mayor. He feels that the library system is very well run. In his ten years in Shelton he feels that the library system has welcomed him. He feels that he gets great service and that the city is exceptionally well run. Mr. Satham stated that he has lived on three continents and he has never been so happy and impressed and would like to thank everybody for welcoming him to this city. He feels that the mayor’s salary isn’t correct. That $110,000.00 is not the correct salary for someone of Mayor Lauretti’s position and accomplishments. He should be paid more than he is now. For the record, Mr. Satham stated that he has no allegiance to City Hall or any political party.

George Sender
112 Perry Hill Road
Shelton, Ct. 06484

Mr. Sender commented that what he’s seen in the paper is only part in parcel of what’s out there. What is the cost of living increase? How much medical benefits are included? It used to be that the mayor had the use of a city car. He drives the top of the line Buick. What about a Chevy or a Ford? What are all his other benefits? You want to also change how often the salary can be addressed? In a corporation the Board must use criteria to address a pay increase and it is voted on. Some towns list what the current salary is and what they are proposing. Mr. Sender feels that Shelton should do that too. There has to be transparency and he doesn’t feel that Shelton is doing that right now.

John Strevens
18 Clinton Drive
Shelton, Ct. 06484
Mr. Strevens commented that there are not a lot of people here. It’s hard to get information in this town. He went on to say that he feels the mayor is doing a good job. He wanted to know if the pay raise was an arbitrary number. He wanted to know what the process was. How does Shelton evaluate process and the mayor? He thinks that the mayor does a great job but what does he get and how many hours does he work? It would be nice to know what he is paying for. He went on to say that he has been in town since ’72 and that he should know how things work. He stated that he understands that it isn’t a raise for the current mayor but it is a raise for the position. Looking at other towns he feels the salary should be raised.

Judson Crawford
8 Jordan Avenue
Shelton, Ct. 06484

Mr. Crawford commented that, per the report that was given to you by Mr. David Dunn, Shelton should be now considered in the 40,000-60,000 figure for population. It has been stated by two other gentlemen that have spoken already how do you expect the electorate of the City of Shelton when under the Connecticut Conference of Municipalities latest report for internal salaries compiled data is to be used to arrive at a recommended salary.

Mr. Crawford states that he has been asking for a copy of the latest report that Mr. Dunn stated he used to come up with figures. I only know what the mayor has been receiving for a salary from when I was on the Board of A & T. I am upset that none of this information has been brought out so that the electorate can review them.

Mr. Crawford also stated that for their responsibility for a CEO responsible for running and being aware of every single department of the City and not being someone from a human resources department I don’t have this disconnection in front of me to make a decision. The only thing as it stands right now there are at least four people within the City of Shelton that are receiving a higher salary than the mayor. Thank you for your time.

Alderman Anglace: Let me give you some background. The criteria for evaluating the mayor’s salary was establish when there were four democrats and four republicans on the Board. We need to look at the mayor’s salary so that it isn’t political. We are looking at the position of the mayor and not the incumbent. This process was set up about 16 years ago. Everything we are talking about tonight is on
the City web site. We had a presentation from David Dunn to share his findings from his study. Criteria for the study were set up 16 years ago. The Board follows the recommendations without changing them. The office of mayor is a full time job. It’s a 40 job but he works more like 60 hours and has to be available for calls even on vacation. Alderman Anglace went on to say that the meeting was posted. He didn’t know why people didn’t show up. Also, any recommendations, by State law, can’t go into effect until after the next election.

**Mr. Dunn was asked to discuss his study and findings.**

He has a background in salary studies, personnel, labor contracts, and is a full time personnel director with the City of Bridgeport. He has been doing these studies for a number of years and he has done this study once before.

He used the Connecticut Municipal Salary Study, the town hall classification system, the State Department of Financial Management, CCM reports, and Shelton published school administrative salaries. He took this information and verified it with a comparison group. Shelton has grown (over 40,000 population). There are smaller Fairfield County towns paying more and larger towns like Bridgeport paying less so there isn’t a perfect comparison. At least three other communities in the state are good comparisons: Southington, Enfield, and Norwich. He recommended using the lower end of the 45,000 population group. This increase would take effect next year, for the next mayor, as per State law.

There were a number of considerations such as internal salary classification system. In Shelton, the highest rated is #29, Finance Director at $119,000. The mayor is making $111,000. There are ten police officers that are paid more than the mayor. It’s not a good personnel practice to have subordinates paid more than the mayor. The mayor’s salary should be about $125,000 now. The Board of Education administration can be making $129,000. Those mayors in towns in our group are making about $135,000. He took these and made recommendations of $129,000 for 2016 and $135,000 for 2017. This leaves in place the current cost of living increase. The entire package of car and benefits is standard practice for a CEO Mayor.

These are 2014 comparisons and recommendations. They will be outdated (some are outdated now) before this might go into practice. This allows Shelton to phase into a level that will be comparable to other communities. He also recommended a change to look at the salary for Office of the Mayor every six years instead of every eight years. It will still be a little outdated at six years but it will be very outdated at eight years. Under FOI rules, all public salaries in Connecticut are public information.
A vote of the Board to critique the mayor is not how it works for public officials. All voters get a chance to vote for the mayor.

The full report will be available on the web site.

Alderman Anglace asked if the public had any questions for Mr. Dunn.

John Strevens

18 Clinton Drive

Shelton, Ct. 06484

How do the benefits compare? What is the total number? Should a lousy term mayor get the same raise as a good mayor? I believe in performance and not paperwork.

Alderman Anglace: that is where voters enter the picture. We can’t discriminate. The electorate gives authority to the charter. We take the politics out of it.

Mr. Strevens responded that he wasn’t interested in the politics. That’s not an issue. We just want to know how you arrive at your numbers.

Alderman Anglace: Based on the content of the ordinance.

Mr. Strevens: Not based on performance but office.

George Sender

112 Perry Hill Road

Shelton, Ct. 06484

The mayor’s salary base is $111,000. The superintendent base salary is from ranking. The police department salaries are based on overtime so you need to take all of those out and then present.

Mr. Dunn: That could be a fair comparison if you take into account the mayor’s overtime. Without overtime the comparisons would be the finance director, superintendent of schools, and the business manager.

Mr. Sender: 24/7 is a statement that really doesn’t exist.
Alderman Anglace: He has to look at all these things and make his judgment based on all the criteria, not just one factor.

Mr. Sender: There are a couple of things missing with the ordinance. Set up attainable objectives and have a bi-partisan group review criteria. The superintendent of schools has to meet objectives. We shouldn’t ask anything less of the mayor.

Alderman Anglace: Thank you.

Alderman Simonetti: Mr. Dunn, some of these towns have a major and a city manager. Some towns have a CEO and a COO, two executives to run the town.

Mr. Sender: Different than the business manager?

Mr. Dunn: Yes it is.

Alderman Simonetti: So our city is run with a more efficient system.

Mr. Dunn: Probably the envy of a lot of communities in the area because of how well this City is run.

Alderman Simonetti: Some people would want elections every four years instead of every two. The mayor doesn’t want this because then if we get somebody bad we have to wait to get rid of them.

Alderman Finn: Did we take into account the City of Shelton has administrative assistants?

Mr. Dunn: I did but not as a COO.

Alderman Anglace: I think we’ve given the press enough to write about for the change in ordinance.

Mr. Dunn I appreciate you helping with this and taking this on and your recommendations.

Item #3

AMENDMENT TO CODE OF ORDINANCES CHAPTER 2 ARTICLE 1 SEC.2-18 PROCEDURE TO SELL CITY PROPERTY

Alderman Anglace asked if anyone wished to speak.

George Sender

112 Perry Hill Road

Shelton, Ct. 06484

Mr. Sender: Could you summarize what the difference would be?
Alderman Anglace: There are a number of changes, all administrative, such as chance to get appraisal but appraisal isn’t made public and needs to go to the Board of Aldermen to take next step. It takes too long.

Alderman Finn: Administrative assistant to sell City property.

Mr. Sender: Thank you.

Item #4

AMENDMENT TO CODE OF ORDINANCES CHAPTER 3 ARTICLE II PERMITS SEC. 3-28

Alderman Anglace: These are building permit. These haven’t changed since, I believe, 1978. I don’t believe that it brings us up to other towns but that’s ok. Are there any comments?

Joe Ballaro

Building Inspector, City of Shelton

Mr. Ballaro: I am in favor of the $5.00 processing and handling fee for technology in the Building Department. Everything comes together here and with some of the tech that we have today we can get a new system that ties everything together to better manage our people. The State is working to change the laws about holding paper forever. I am in favor of a search fee for collecting old permits that haven’t been closed. We are spending a lot of time researching people that haven’t gotten a CO, not inspected or approved. We are spending a lot of time in the archives.

Alderman Anglace: Thank you Mr. Ballaro. We had a hard time figuring out the Building Department’s recommendations. Any citizen should be able to access the web site and look up the permit cost for what they want to build.

Example:

A 1650 square foot house, one floor

Determine the construction value.

1650X80 sq.’=$132,000.00 construction value.

This is used to determine the permit fee.

$2.00 per $100.00 construction value for the first 1000 dollars.
$10.00 per every 1000 dollars thereafter. 

Therefore 1310 + 20 = $1330.00 would be the total permit fee.

One percent of the total construction value can be used as a ballpark figure.

Mr. Ballaro: The CO fee would remain $20.00, not $24.00.

Alderman Anglace: We can still change that.

Mr. Ballaro: An open deck is $24.00 a square foot. We would like to use round numbers like $25.00. It’s an easier number to work with when you’re done.

Alderman Anglace: Please note and take under advisement those two changes. I don’t know when I’ve spent so much time trying to understand something.

Item #5

AMENDMENT TO CODE OF ORDINANCES CHAPTER 3 ARTICLE III ANTI-BLIGHT SEC. 3-41 TO SEC. 3-45

Alderman Anglace: This came out of the Street Committee.

Alderman McPherson: There is a blight ordinance in place. Corporation Counsel and Mrs. Defilippo and Mayor Lauretti were consulted about the change in ordinance.

Alderman Anglace: There’s some change to the definitions.

Alderman McPherson: “The premises” has been added. The time frame to act has been changed and reduced. Definitions have been clarified as well. Fines are increased. Not less than $10.00 per day to not less than $50.00 per day and not more than $100.00 per day. These changes will make a better product and will give anti-blight officers something to work with.

George Sender

112 Perry Hill Road

Shelton, Ct. 06484

Mr. Sender: What is the definition of blight? He stated that he jumped through hoops with a building lot that was considered blight. He had someone else’s car on the property and he had to clean it up even after the car was gone.
Alderman Anglace: The definition of blight covers two pages. Essentially the City determines that existing conditions on the premises pose a threat to the community. There is no quick response.

Ruth Parkins
Chairman, Planning and Zoning

Ms. Parkins: I was not aware of the changes. I didn’t know it was on the agenda. It wasn’t referred to P and Z. I want to make sure we work together on this.

Alderman Anglace: We would be glad to work with you on this. Next Wednesday is the meeting.

Ms. Parkins: I just want to review it and have input.

Alderman Anglace: Alderman McPherson please keep us posted if we can act on this.

Alderman Anglace: With the Boards permission I’d like to re-open Item #1.

(The Board gives their consent.)

Alderman Anglace: So noted.

Bob McCulloch
10 Oxford Drive
Shelton, Ct. 06484

Mr. McCulloch: April 15th they are going to start billing. How will I be billed?

Alderman Anglace: Didn’t you get a letter?

Mr. McCulloch: Yes, but it didn’t say. There is a 10 year principle and interest lien and 2% interest.

Alderman Anglace: You are billed once per year for the principle and interest.

Mr. McCulloch: Can we pay anytime or is it due April 15th?

Alderman Anglace: You can do a shorter schedule if you work it out with the tax collector.

Mr. McCulloch: Is it during April 15th or is that not set in stone?
Alderman McGorty: It’s Due April 1st of this year for the first payment.

Alderman Anglace: Bob, thank you.

**ADJOURNMENT**

Alderman McPherson made a motion to adjourn at 8:35PM. Alderman Simonetti seconded the motion. All were in favor.

*Respectfully submitted by K. Anglace, clerk*