

COPY RECEIVED
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TOWN CLERK'S OFFICE

Town of Seymour ~ Board of Selectmen
MINUTES
Regular Meeting
Tuesday, June 2, 2020 at 7:00pm
Zoom Teleconference - Call #646-558-8656 – ID# 859 9546 9979

Members Present: Trisha Danka, Robert Findley, Annmarie Drugonis (7:49pm), Kurt Miller, Al Bruno, Rob VanEgghen, and Chris Bowen

Members Absent: None

Others Present: Richard Buturla, Rory Burke, Chris Pelosi, Valley Indy

Item #1 – Call Meeting to order

First Selectman Kurt Miller called the meeting to order at 7:05pm.

Item #2 – Pledge of Allegiance

Everyone saluted the Flag and recited the Pledge of Allegiance.

Item #3 – Public Comment

-----Original Message-----

From: Alex Danka

Sent: Tuesday, June 2, 2020 1:40 PM

To: Rory Burke <rburke@seymourct.org>

Subject: Public comment

I like to take this time to thank everybody on parade committee and the board of selectmen who attended the procession line memorial day for the World War II veterans and the two other selected veterans. I would also like to specially thank the police department , fire department , EMS, Superintendent Mike Wilson and State representative Nicole Klarides. I truly understand everybody's busy schedule, you have made those veterans very happy. The grand Marshall mother was crying with tears of joy. She said she hasn't seen Lauren smile so much since she's been back. The veteran on Emma Ave made the front page on the new haven and Connecticut Post. I went to his house the following day to give him a copy of the newspapers and he told me " You have made me and my wife extremely happy he wanted me to personally thank every person that drove by his house, he loves seeing all the fire trucks on the street it was a truly An amazing site he said " this truly shows that Seymour is the best little town in the state. I'm truly proud and honored to call Seymour my home. Thank you very much to everyone again, be safe

Alex Danka

Item #4 – Approve Minutes from May 19, 2020 Regular Meeting

Motion to approve Minutes from May 19, 2020 Regular Meeting

Motion: Chris Bowen

Second: Robert Findley

Vote: 6 – Yes

0 – No

0 – Abstain

Trisha Danka – Yes

Robert Findley – Yes

Annmarie Drugonis – N/A

Kurt Miller - Yes

Al Bruno – Yes

Robert VanEgghen – Yes

Chris Bowen – Yes

Item #5 – Approve Minutes from May 22, 2020 Special Meeting

Motion to approve Minutes from May 22, 2020 Special Meeting

Motion: Trisha Danka

Second: Al Bruno

Vote: 6 – Yes

0 – No

0 – Abstain

Trisha Danka – Yes

Robert Findley – Yes

Annmarie Drugonis – N/A

Kurt Miller – Yes

Al Bruno – Yes

Robert VanEgghen – Yes

Chris Bowen – Yes

Item #6 – First Selectman’s Report

1. Reopening plan is up and running. Town Hall has all departments staffed each day but remains appointment only through the end of June. The Community Center and Library remain closed to the public. Town parks are open on a limited basis. Everything seems to be going well but we will continue to monitor and adjust as necessary based on information releases from the Governor’s office
2. As of May 31, we have collected 98.20% on the current 2018 grand list. The remaining amount to be collected is \$779,605. In comparison, as of May 31, 2019, we had collected 98.34% of the 2017 grand list with a then amount to be collected of \$715,641.
 - a. Total collections to date including back taxes, interest, liens and water assessments as of 5/31/20 is \$44,374,159 vs. \$44,237,774 as of 5/31/19.
3. On Tuesday, May 26, we final went to market with our bond package.....76 days past due. Market was very favorable to our offering and the rates we received we slightly better than expected. We will now officially be moving forward with the communications upgrades and the road work that we had discussed previous. I’d like to again thank our finance team for their hard work and diligence to get us across the finish line facing many challenges due to the COVID-19 outbreak. We are very fortunate to work with such an outstanding team.

People have been calling regarding the Executive Order allowing groups of up to 25 people together outside. But it also says in that Order that there can be no sharing of balls, frisbees, etc.

We received \$1.2 million in premium – which means people are actually paying us to want to take on our bonds. This will go right into our debt service fund to be used down the line for a “rainy day”. The bond sale was a raving success.

Item #7 – Discussion & Take Possible Action Regarding Non-Union Employee Pay Plan

We had talked with our Human Resources Director Chris Pelosi about putting together a study to do with the senior staff that is not in any Union to that we can get an understanding of what we pay these people and what we would be looking at should these positions become open – our Operations Director, Finance Director, First Selectman, Chief of Staff. Chris Pelosi gave his presentation as follows:

- There were a few changes to the plan that was given to you. First, moved the First Selectman’s position to begin at the mid-point range of the Finance Director. It is appropriate that the First Selectman begins at the minimum of the Finance Director. However, movement to the mid-point is still under review. The additional information I wanted to provide centers on the process I used in establishing these ranges.
- These are the steps I took to arrive at these ranges. The Seymour Pay Plan is based on a Comparative Market Analysis of the five positions listed. In addition to the goals that are listed on the Pay Plan, my goal in doing this was to not only satisfy the strategic initiatives as outlined by the Committee but also to develop a compensation plan that is competitive and equitable in consideration of the Town’s Strategic Plan and comparative market data, promotes high levels of employee performance and engagement in compliance with the Town’s expectations and job descriptions. And also, one that executes well-

constructed competitive compensation practices so that we can attract and retain highly qualified employable talent.

- Kurt Miller said that the First Selectman's information will be for the NEXT first Selectman.
- Chris Bowen said he wanted to clarify that this would mean if Kurt Miller ran again for First Selectman, it would apply to THAT term. Kurt Miller said yes, but he is not planning to run again.
- Chris Pelosi said that the first step in creating salary ranges for any organization is to determine what the Town's approach or philosophy to compensation. What is that philosophy? To determine this requires an in-depth look at Seymour's Strategic Plan, in addition to the population, form of government, location, what resources we have available. In my opinion, with the ever-increasing regulation and expectations of excellence by the residents at the local level, it is REALLY important to have talented individuals in these senior staff positions, and to attract and retain them. Communities must pay competitively according to the labor market for such work in order to find & keep these people. So, we can choose to either lead the market, lag the market or match the market when compensating our senior staff positions. It seemed most appropriate that the Town of Seymour strategy should be to meet the market – or in other words target the 50% of the market reference point or market range.
 - Trisha Danka said that she agrees we should match the salaries to be competitive meanwhile we have to be able to afford, with the tax base, what we have in Town. I know the Strategic Plan has something in it to review whether or not the Town wants to move to a Town Manager position rather than a First Selectman position and that might be more palatable but then again the Town Manager position usually has a higher salary range than the First Selectman's position. If we are going to take a look at that I would urge the Strategic Planning Committee to start getting on board with researching and coming back with a recommendation of which direction we want to go there. Chris Pelosi said that if and when that ever becomes an idea that we are going to seriously entertain, he would be interested in participating in the process of researching what the salary of Town Manager looks like. As part of this study there was one position that did lead me to look at similar positions. Trisha Danka asked if Chris Pelosi could bring that up at the next Strategic Planning Committee meeting that he attends. Chris said yes. Kurt Miller also mentioned that we did have this on one of the questions on the ballot at a previous referendum. It was voted down. While he believes it is the way to go, it will be a while before we can put that question back up for a vote. But the Strategic Planning Committee should definitely be gathering information on this for when that time does come.
- Chris Pelosi said that we all agree that the open compensation policy should match the market, reflect the Town's pay policies, the marketplace, internal job values, and the financial ability of the Town to pay at a given level. The plan that I developed articulates the alignment with the Town's compensation philosophy, clarifies the rationale that defines its approach and foundation and also provides appropriate market data and research analysis. Our Town's attitude toward compensation is going to drive our decisions through the rest of this process that is why I put it as a first critical step.
- The second step in conducting this analysis is Job Analysis (The process for gathering, documenting & analyzing information about a job to determine the activities & responsibilities that it includes, the relative importance to other jobs, the qualifications necessary for performing the job, and the conditions under which the work is performed.) You can accomplish this in a number of ways. The most common way is by observing employees and conducting surveys or any combination thereof. Hopefully the end result is a clearly defined job description.
- The third step is grouping these jobs into families. Once we have determined that we have current and accurate job descriptions through a job audit. We need to determine whether to group these into separate categories or families, have one pay grade system for all positions, or separate. As you can see

from the table in the Pay Plan there are different job families in that we have Elected Officials, Department Heads, and Appointed Officials.

- Step Four is to rank these positions using a Job Evaluation Method. The key point in this step is that we are rank-ordering jobs and not the people in them based on job content to demonstrate the relative worth and level of responsibility of all jobs to one another. There are several methods for doing this. The one I thought most appropriate for Seymour is the Point Method. This basically describes jobs in terms of factors, and the factors are the qualities of the job that are common to many types of jobs (such as skill, effort, or working conditions) and then each factor is assigned a weight. The more points a job has, the more worth to the organization. That is the method I used to in comparing these job descriptions because ultimately, we want to make sure that when I'm doing a market analysis, I'm comparing similar positions across municipalities. Looking at job title alone to accomplish that was not enough. We need to look at the job descriptions to make sure that these are, in fact, comparable positions.
- Step Five is doing Market Research to ensure that the wages paid to employees are comparable to similar positions in the marketplace. When doing this there were several factors that I made a point to consider. First is that the job titles are going to vary between organizations. In order to make sure the positions I collect data on were comparable, I had to read the job descriptions of the job surveys to make sure that all of the related tasks and functions and levels of responsibility match our position descriptions. The main data that I used came from CCM. I also used benchmark salary data from World at Work. I also considered using data from the Bureau of Labor Statistics, but I found that the data was older and too broad in terms of industry and geography, so I chose not to include this data. Lastly, as it relates to market research piece, whenever we conduct a salary study, we have to realize that each organization is going to have jobs that are unique, and it will be impossible to get exact matches for all jobs. We need to consider jobs that closely fit the principal aspects, particularly consider salary data for more than one type of job; for example, Chief of Staff or Administrative Assistant to the First Selectman or Assistant Town Manager. The titles vary so greatly that it may make sense to consider titles other than just Chief of Staff if we can get position descriptions for those other jobs that we might look at.
- For example, Director of Finance. When I established these salary ranges, I chose 30% to be the range. So, once we established the midpoint, the maximum salary range on the Pay Plan is going to be 15% greater than the midpoint, and the minimum is going to be 15% less than the midpoint. I'm looking at Towns that are +/- 2,000 relative to Seymour's population of 16,583. If we look above and below 2,000 and we take the mean of these salaries, we arrive at the midpoint of \$118,033. The reason why Wilton is in blue @ \$181,000 is because this is a Chief Financial Officer's position which is responsible for managing upwards of four different departments including the Controller's Office, the Collectors Office, the Assessor's Office, and the Office of Management Budgets. So, it is not something that I would compare our Finance Director's position with; it is not included in this number. This is the same process that I followed with all of these positions – where I am looking within the 14 ½ to 18 ½ thousand population range as my primary consideration and once I've identified the towns that fall within that range I am surveying all of them for position descriptions in order to compare them and ensure that they are a good match. I consider a good match to be any position description that matches roughly 80% of the related tasks, duties, and functions in that position. That is how the market research was conducted and how the midpoints were established.
- Traditional salary range is 30% to 40%. It is common that the top salary grades have a wider range, especially senior staff positions. 40% resulted in numbers that just did not make sense to me.
 - In closing, the implementation of this Pay Plan cannot be viewed as the final step in achieving job equity. The Plan must be reviewed on a regular basis to ensure that decisions regarding

- position requirements and compensation accurately reflect the Town's current service needs while continuing to maintain the integrity and relevance of the Plan.
- Finally, it is important to say that creating salary ranges is as much an art as it is a science. The internal job evaluation or internal slotting of jobs determines job grades. And these reflect the internal value whereas the pay ranges reflect the market or external value. Inherently, some instances of misalignment will occur between the two. This occurs when the position has a greater strategic importance to the organization than the external market reflects. A good example of this is the Chief of Staff position.
 - These are guidelines for us to use when go to fill these positions. The only part of the document that dictates a specific pay for any of these positions is the First Selectman's salary which I am still reviewing. The others are nothing more than salary ranges for these positions so that when we go to fill them, we have a document that we can refer to, to aid us in making some of these decisions going forward. That is a very significant first step from the strategic plan point of view in professionalizing Seymour's Town Government.

DISCUSSION/QUESTIONS:

- Rob VanEgghen asked what kind of schedule will there be for returning & reviewing things – a yearly revision, as markets change? Chris said that he would recommend for the first two years to do it annually after the Plan is adopted and after that bi-annually.
- Trisha Danka asked if Chris could explain what will happen as employees reach what is considered to be their max salary. Chris said in the documents I get into that exact scenario; any dollar amount that represents an increase in pay beyond the maximum of the range will be given to that person as a lump sum bonus and not as a permanent increase in salary.
- Chris Bowen asked if the population was the only grouping or if things such as geography or other internal financial statistics were considered. Chris Pelosi said that the population was the primary consideration in conducting the study, but he did look at some Valley-specific statistics. So, I did consider geography as another component. Aside from the population and ensuring that the position descriptions for each of these was analyzed so I could determine that they were comparable. Those are the main focuses used in conducting the study: population followed by pairing the job descriptions and lastly, geography.
- Chris Bowen said that his only concern is that we don't want to enter into prohibitive salaries that our taxpayers can't handle. I understand that we have to pay for quality, but we must consider the taxpayers as well. Chris Pelosi agreed and said that is one of the main things that will govern our decision to move forward with this Plan; I was talking with Bill Sawicki about what we really be looking at as the metric to base what Town's we're going to be looking at on. We agreed that population is going to be a major driver. It is the number of people that an organization is providing services to. We felt a range of +/- 2,000 was most practical.
- Robert Findley said that once you establish that curve of min/max/average that approach that its going to be important from a job description and criteria what are your thoughts on how to establish metrics so that every year each one of those roles can be evaluated properly and how would the evaluations be completed? Chris Pelosi said that the Pay Plan does reference a Performance Appraisal system that was not included in the packet of materials because I am still evaluating what that might look like. I know that there is a Performance Appraisal system in place now from the previous HR Manager. I am going to evaluate it to determine if it's something that I want to keep, modify or do something different altogether. There is certainly something in place to track and measure the performance of our senior staff professionals every year. The process is described in the document whereby the First Selectman is conducting these evaluations and the Board of Selectmen is also involved in the process. That is for the

merit-based increases that these positions might see. So, this would start as annual evaluations, but we could certainly change the frequency they are conducted. There will be more information and that system will be included in the next packet for you to review. Bob said that he does mid-year reviews just so people know where they are at.

Item #8 – Discussion & Take Possible Action Regarding the CARES Agreement

Kurt Miller received a letter from Debby Kiefer, president of Coco’s Animal Rescue Efforts of Seymour, Inc. requesting us to renew our 1-year license agreement with them for the premises @ 115 Silvermine Road, Seymour and read it into the record:

Dear Selectman Miller:

Reference is hereby made to that certain License Agreement by and between Town of Seymour (“Licensor”) and Coco’s Animal Rescue Efforts of Seymour, Inc. (“Licensee”) for space at 115 Silvermine Road in Seymour, Connecticut dated September 26, 2016 (the “License”).

In accordance with Section 2(b) of the License, notice is hereby given of Licensee’s option to renew the License for an additional term of one (1) year commencing July 1, 2020. All other terms and conditions of the License shall remain in full force and effect, including but not limited to, Licensor’s termination rights under Section 2(c) of the License.

Thank you for your attention to this matter.

Kurt Miller also noted that since we have transitioned to a regional model for our animal shelter, the space at 115 Silvermine Road would be open. A group of volunteers wanted to use the space for an animal rescue facility. We are charging them \$1/year. This is a great thing to have.

Motion to have the Town of Seymour to renew their yearly agreement with CARES, Inc. for the space at 115 Silvermine Road for an additional one-year term ending on June 30, 2021

Motion: Chris Bowen

Second: Al Bruno

Discussion:

- Al Bruno asked if they have added any staff and how are they doing? Kurt Miller said that we haven’t received any report, but they are a very active group of volunteers. They do work closely with Dee Caruso on a Spay & Neuter Program for cats through the Valley Community Foundation.

Vote: 6 – Yes

0 – No

0 – Abstain

Trisha Danka – Yes

Robert Findley – Yes

Annmarie Drugonis – N/A

Kurt Miller - Yes

Al Bruno – Yes

Robert VanEgghen – Yes

Chris Bowen – Yes

Item #9 – Discussion & Take Possible Action Regarding the Town’s Homeowners Program

Received a memo from our Assessor Joe Kuziak and Assistant Assessor Tara Ahern regarding the Town’s Homeowners Program. Kurt Miller read the memo into the record:

This is to inform you that we have 225 applicants eligible for the Town Homeowners Program. The Town has approved a line item of \$50,000 for the program. The recommendation of this office is that the applicants be granted a benefit of \$215.00 for those that have 100% ownership or have life use of the property. Those having ownership of less than 100% will have the benefit prorated by their percentage of ownership.

Please advise this office of the decision of the Board of Selectmen regarding the granting of this benefit.

Thank you,

J. Kusiak, Assessor
D. Thomas, Finance Director
D. Flach, Tax Collector

Motion that the Board of Selectmen approve the recommendation of our Assessor Joe Kusiak to provide the 225 eligible applicants of the Town Homeowners Program a benefit of \$215.00 for those who have 100% ownership or have life use of the property and a prorated amount to those who do not

Motion: Al Bruno

Second: Chris Bowen

DISCUSSION: Kurt Miller said that this is listed in the budget as the "Senior Citizens Tax Freeze". Folks need to apply for this, and the Assessor's office works very hard with residents to get as many people as they can to take advantage of this.

Vote: 6 – Yes	0 – No	0 – Abstain		
Trisha Danka – Yes	Robert Findley – Yes	Annmarie Drugonis – N/A	Kurt Miller – Yes	
Al Bruno – Yes	Robert VanEgghen – Yes	Chris Bowen – Yes		

Annmarie Drugonis joined the meeting at 7:49PM

Item #10 – Discussion & Take Possible Action Regarding Seymour WPCA

Kurt Miller said that at the last meeting we had a conversation about the WPCA. Rich Buturla, Town Counsel, said that we should move into Executive Session for the purposes of discussing a confidential attorney/client privilege document from Town Counsel to the Board in terms of rendering legal advice to the Board. It is such communications under 1-210b(10) of the Connecticut General Statutes exempt from disclosure. It is a recognized basis for Executive Session under 1-200 of the Connecticut General Statutes.

Motion to add to the Agenda – Executive Session to discuss the WPCA with Town Counsel Richard Buturla for the express purpose of discussing a privileged communication from Town Counsel to the Board of Selectmen under 1-210b(10)

Motion: Al Bruno

Second: Trisha Danka

Item #14 – Transfers

DEPARTMENTAL TRANSFER REQUEST

FY 2019 - 2020

Control #

Date

6/1/20

DEPARTMENT:

Town Building

AUTHORIZED PERSON:

Tim Connors, Building Director and Anthony Caserta, Director operations

AMOUNT REQUESTED:

\$ 96,071.57

<u>ACC. LINE ITEM TITLE</u>	<u>ACCOUNT NUMBERS</u>		<u>AMOUNT</u>	<u>ACCOUNT NUMBERS</u>		<u>AMOUNT</u>
	<u>FROM</u>			<u>TO</u>		
Town building fund	1-001-410-1950-530-863		\$ 90,562.35			
Social Security (7.65%)				1-001-410-1550-510-220		\$ 3,008.56
Retirement (13.73%)				1-001-410-1550-510-530		1,735.56
Salary Regular employee				1-001-410-1940-510-110		29,695.36
salary - Overtime				1-001-410-1940-510-130		9,632.26
Repairs and Maintenance				1-001-410-1940-510-430		44,903.86
General Supplies				1-001-410-1940-510-610		1,527.56
Repair and Maintenance - Police	1-001-410-2100-510-430		5,509.22			
Repair and Maintenance - Fire			-	1-001-410-2200-510-430		5,568.36
			<u>\$ 96,071.57</u>			<u>\$ 96,071.57</u>

PLEASE GIVE DETAILED EXPLANATION (attach separate sheet if necessary)

Transfer to cover various operating expenses of Town Buildings. Cost overruns due to: Social Security and Retirement dependent on salary and overtime costs; salary cost over due to workers compensation injury and extra worker, overtime overage due to ice storms, window replacement monitoring, community center oil tank monitoring; Repairs and Maintenance due to police boiler, air conditioning, fire department drainage, community center oil tank; General supplies over due to extra cleanings.

We have had a tremendous amount of overtime recently. Some of our custodial staff is out on leave, so we have had to bring extra people in requiring overtime. We have also been putting in a lot of time making sure our Police Department, Public Works, Fire Stations, Ambulances are sanitized three times a day. These guys are going above and beyond and putting in a ton of hours. Unfortunately, there are expenses that come along with that. We are potentially going to be able to apply for reimbursement through FEMA grants – about 75%. All of the backup documentation that is required by the Board of Finance is also attached. For us, we just need to move this forward to the Board of Finance and they will make the final determination.

Motion to approve the Transfer dated June 1st, 2020 from Tim Connors and Tony Caserta; the amount requested is \$96,071.57 as presented

Motion: Annmarie Drugonis

Second: Al Bruno

Vote: 7 – Yes

0 – No

0 – Abstain

Trisha Danka – Yes

Robert Findley – Yes

Annmarie Drugonis – Yes

Kurt Miller - Yes

Al Bruno – Yes

Robert VanEgghen – Yes

Chris Bowen – Yes

Item #15 – Correspondence

- We have the check registers.
- Memo to Kurt Miller from Richard Buturla regarding Governor’s Executive Order 7PP. Primarily this has to do with summer camp and things which we discussed at our last meeting.
- We have documentation from various sources for your review on how the reopening will be taking place. A lot has to do with how we are reopening restaurants and bars and so forth.
- Letter from Robert J. Koskelowski, Sr. regarding renaming Broad Street Park:

The above park was not very appealing to look at in the early 80’s. It had a wooden replica bridge that was falling apart not much grass but a lot of weeds. In early 1984 Al Yagovane came to me and the Board of Selectman and asked if he could possibly start maintaining the park and place a monument and Flag honoring the Korean war and Vietnam war veterans as he advised us there were no monuments at French Park at that time.

We allowed him to go forward and he began getting donation from many businesses and volunteers to help maintain the park. Seymour Lumber and Oxford Lumber donated many supplies. Al and others repaired the cover bridge and from there the Park took off.

I would like to attend a Board of Selectman meeting when we all could attend in person, and explain the full history of how the park got to the point it is, mainly because of Al’s dedication. My hope is after I give you all the History you would consider naming the park or at lease the gazebo after a very dedicated person.

The gazebo at Broad Street Park has already been named after Al Yagovane. This Board approved this two years ago. We would certainly welcome Bob to come to a future meeting to discuss the history of the Park.

Item #16 – Public Comment

None

Item #17 – Selectmen’s Public Comment

- Trisha Danka
 - the Memorial Day Procession that we participated in was the most fun I’ve had since this pandemic started. I really appreciated all the people who were participating outside and excited to see us and everyone else. I was happy to see all of the other participants. I know the Fire Department, Nicole, and Annmarie are probably parade-ed out but such an important day.....had a GREAT time!
 - Regarding what is and is not allowed in Parks, I hate to say this because they are staying out of trouble, probably bored out of their mind, but at Chatfield Park a lot of kids are playing basketball. So just to keep them safe and healthy, maybe find a way that we can keep them together and engaged but not right on top of each another.

- If we continue to proceed where we're at and not be able to fully open, I think that we do have to talk about some furloughs for employees like other towns are doing. I know we are not in horrible shape financially, but it's going to be the right thing to do by the Town if we are going to continue to see buildings closed and some programs not really able to take place the way that they should and employees not being used to their full capacity. I recognize it's an unpleasant topic, but it may be necessary.
- Rob VanEgghen
 - I feel like we are dealing with a roulette wheel of terror this year with all the horrible things that have been happening. Yesterday, scrolling through social media – all the riots and peaceful protests and other things happening – makes me really appreciate Seymour. We have an amazing Police Department. The Police Chief put out a wonderful letter. Great Job! I would like to voice my support of the Seymour Police Department.
 - "Chance to Shine" – will kick off on Saturday (\$20 for registration, \$40 for a household registration) walk or ride at some point over the next two weeks the money is going to the Parent Child Resource Center which helps the children in the Valley. There is a lot of need – many kids are having to be sheltered in place with an abuser. We moved to a virtual platform. Lots of fundraising had to be cancelled. Tom Haynes was on Chas & AJ this morning at 9:10am and will be on again on Friday at 9:10am and whichever team gets more registrations, Tom Haynes will give them a grill. This is a great need!
- Robert Findley
 - Reinforcing Rob's comment about the Chief's letter. Chief Satkowski's letter was fantastic, very well written – hit home for me. Proud that he put that out there amidst all the things that are going on.
 - Very proud of the Memorial Day Procession. My Dad was with me and very proud to be part of it. To see the look on the Grand Marshal's face when she was awarded the roses – brought a tear to my eye. Please let Alex know how deeply we appreciate his and the Parade Committee's efforts.
- Al Bruno
 - Our country is in a bit of a flux right now; we need to come together. What it's done for me is to shine a light on the fact that Seymour IS together. We have had very few incidents. People supported each other in this community and treated each other appropriately. There are difficult conversations that have to continue in our country. Social justice is not a fad. It is something that I take very seriously. Chief Satkowski's letter was really great. Themis had a wonderful statement. People are really starting to step up to the plate and see that this is something to be addressed in 2020.
 - The Memorial Day Parade Procession was very much needed in our community; Alex and the Committee did a great job. My wife and I felt very fortunate to be involved. That's what makes our little Town such a great place to be. Kristin said on the way home that our Town does a lot of things for kids and are loyal to the people who have served in the military. I appreciate being part of that event.
- Chris Bowen
 - I was honored to be a part of the Memorial Day Parade Procession – thank you to Alex for his work on such short notice.
 - This is my first comment in an environment like this during such major societal strife. We have said words for six years. While Chief Satkowski's letter was fantastic – he is a model cop – all the other Valley Chiefs sent fantastic letter too. But these are words.... We had words after many others were killed. But not a lot has changed. What I would tell people who are angry or upset

at the state of the world, is that words are fine, social media can do more harm than good, but go out and DO SOMETHING. Volunteer at a food bank, volunteer at a church, run for something. Put that anger and frustration into actions. Talk to people to learn their perspectives on life because it's much better than just marinating in this mutual hate and acrimony we have going on right now. Anything has to be better than what we're going through right now. It's a broken record.

- Annmarie Drugonis
 - Thanks to Alex for a great parade procession – lots of fun.
 - I agree that what we are going through today is awful and trying to explain it to the younger generation on why it's happening is not a good thing. Hopefully they can take some leads from us and we can show them that's not how it's done. Hopefully our words and our actions will speak that doing things the way Martin Luther King wanted us to do it: peacefully and with our words is the way it should be done.
 - I am glad that we did rename the gazebo for Al Yagovane.
- Richard Buturla – It was a pleasure being with all of you tonight.

Item #18 – Adjournment

Motion to adjourn at 9:01pm

Motion: Annmarie Drugonis

Second: Robert Findley

Vote: 7 – Yes

0 – No

0 – Abstain

Trisha Danka – Yes

Robert Findley – Yes

Annmarie Drugonis – Yes

Kurt Miller - Yes

Al Bruno – Yes

Robert VanEgghen – Yes

Chris Bowen – Yes

Submitted by:


Monica Dimon
Recording Secretary

Reviewed by:


W. Kurt Miller
First Selectman