

OFFICE OF THE
FIRST SELECTMAN

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Lynne A. Vanderslice
First Selectwoman

Joshua S. Cole
Second Selectman

Kimberley Healy
Selectwoman

Basam Nabulsi
Selectman

Ross H. Tartell
Selectman

TOWN HALL
238 Danbury Road
Wilton, CT 06897

BOARD OF SELECTMEN SPECIAL MEETING
Wednesday September 7, 2022
Comstock Room 31 & Electronically

PRESENT: First Selectwoman Lynne Vanderslice, Joshua Cole, Kimberley Healy, Basam Nabulsi (via Zoom), Ross Tartell

GUESTS: CFO Dawn Norton, Town Administrator Matthew Knickerbocker

A. Call to Order

Ms. Vanderslice called the meeting to order at 7:00pm.

B. Executive Session to Discuss Employee Compensation and Interviews

- Juliette Leavy – Wilton Library Association
- William Lalor – Wilton Library Association

Motion made by Mr. Tartell to enter in Executive Session at 7:02pm to Discuss Employee Compensation and Interviews and invite Juliette Leavy followed by William Lalor. Motion seconded by Mr. Cole and carried 4-0.

Out of Executive Session and back in Regular Session at 8:06pm with Ms. Healy joining the board in person at Comstock.

C. Public Comment

None.

D. Consent Agenda

Motion made by Ms. Healy seconded by Mr. Tartell and carried 5-0 to approve the Consent Agenda as follows:

- Minutes
 - Board of Selectmen Regular Meeting – August 16, 2022

E. Discussion and/or Action

1. Introduction of Town Administrator Matt Knickerbocker

Ms. Vanderslice introduced the new Town Administrator Matthew Knickerbocker. Mr. Knickerbocker provided comments.

Ms. Vanderslice removed Mr. Knickerbocker's appointment as the WestCOG alternate from the agenda.

Ms. Vanderslice recommended Mr. Knickerbocker serve as the primary voting member for HRRRA, with Ms. Vanderslice as the voting alternate. Motion made by Mr. Cole, seconded by Mr. Tartell to appoint Mr. Knickerbocker as primary representative to HRRRA. Motion carried 5-0.

Ms. Vanderslice noted Mr. Knickerbocker will continue to serve as representative to CIRMA and CCM.

Mr. Tartell posed a question to the First Selectwoman regarding Board member direct communications with Mr. Knickerbocker. Ms. Vanderslice responded, noting the language in the Town Charter applies to Mr. Knickerbocker as he is a department head.

2. Vote to reaffirm ARPA and Infrastructure Funds Spending Approvals
Ms. Vanderslice reviewed a schedule of prior approved spending, with one change. See attached. The cost to pave the Quarry Head access road increased due to the increase in the price in the American Paving contract recently approved by the board. Ms. Vanderslice requested approval of the schedule as updated for the Quarry Head repaving. Motion to approve the ARPA and Infrastructure Funds Spending as presented moved by Mr. Cole, seconded by Mr. Tartell. Motion carried 5-0
3. New World Software Update – CFO Dawn Norton
CFO Dawn Norton shared Town's enterprise software vendor, New World Software is no longer being sold in CT and is no longer being enhanced. The company which purchased New World and which offers the leading municipal enterprise software in CT is offering favorable pricing to convert. She noted she is investigating our options.
4. Possible COLA for Pension Retirees
Mr. Vanderslice reviewed survey responses from neighboring towns. See attached presentation that was discussed. Discussion held and to be continued at a future meeting.
5. Charge and Priorities for the EDC
Discussion amongst the board as to the role of the Economic Development Commission. Discussion to continue at a future meeting.
6. Suggestions for Future Agenda Items/BOS Objectives and Priorities
Ms. Vanderslice noted Mr. Nabulsi requested the agenda item and requested Mr. Nabulsi share his thoughts. Mr. Nabulsi provided his three priorities for the board: POCD implementation follow up, Transfer Station and affordable housing. Other board members to submit priorities for discussion at a future meeting.
7. Residential Property Rentals (Examples: Airbnb, Swimply, Sniffspot)
Ms. Vanderslice reviewed developments related to monetizing one's property including short-term rentals of pools, dog play areas and other. She noted the Planning & Zoning Commission will continue their discussions.
8. Authorization to Enter into a Contract for the Purchase of CivicRec Recreational Software
Ms. Vanderslice provided a recommendation for new programming and field and light rentals/scheduling, CivicRec recreational software. Upfront cost is \$8,800. Approximately \$6,000 was budgeted for just the field and lighting scheduling component. Motion for approval to enter into a contract for the Purchase of CivicRec Recreational Software moved by Ms. Healy, seconded by Mr. Cole and carried 5-0.

F. Selectmen's Reports

1. First Selectman

- Ms. Vanderslice noted Verizon contractor will perform red balloon test on 9/8/2022 between 11:00am-1:00pm.
- Police Headquarters project being submitted to ARB and ZBA.

2. Selectmen

Mr. Tartell

Mr. Tartell noted the 9/11 Ceremony at Fire Headquarters on Sunday 9/11/2022 at 10:00am.

Mr. Cole

None.

Ms. Healy

None.

Mr. Nabulsi

None.

G. Public Comment

None.

H. Adjournment

Having no further business, Ms. Vanderslice asked for a motion to adjourn at 9:29pm. Motion moved by Mr. Tartell, seconded by Mr. Cole and carried 5-0.

Jacqueline Rochester

Recording Secretary

Taken from Video

AMENDED FOR NEW ASPHALT COST AS APPROVED AT JULY BOS MEETING

	INFRASTRUCTURE		
	REQUESTED OR	AMERICAN	FUND-net of
	DISCUSSED	RESCUE PLAN	commitments
AVAILABLE FUNDING	\$ 6,600,000	\$ 5,400,000	\$ 1,200,000
PRIORITIZED			
EMERGENCY COMMUNICATION SYSTEM-BID COST	\$ 3,097,000	\$ 3,097,000	
EMERGENCY COMMUNICATION SYSTEM-HOLD BACK AS CONTINGENCY	\$ 240,000	\$ 240,000	
DRAINAGE UPGRADES- WHS COMPLEX-Berm only	\$ 173,700	\$ 173,000	
HOLD BACK DRAINAGE UPGRADES-WHS COMPLEX-Drainage	\$ 986,300	\$ 986,300	
REPLACE TOWN HALL COLUMNS AND STEPS	\$ 250,000		\$250,000
DRAINAGE MAINTENANCE-Cider Mill & WHS Area	\$ 292,875	\$ 293,000	
HOLD BACK UNTIL RESOLUTION OF CIDER MILL & MIDDLEBROOK			

ELECTRICAL ISSUES	\$	150,000		\$	150,000	
RADIANT CEILING HEAT FOR TOWN HALL AREAS WITHOUT INSULATION	\$	50,000		\$	50,000	
REPLACE EXTERIOR SIDING ON P&G BARN AT MERWIN	\$	20,000		\$	20,000	
TOWN HALL WINDOW REPLACEMENTS	\$	60,000		\$	60,000	
CONSTRUCT PARKING LOT-Schenks	\$	170,000	\$	170,000		
REPAVE QUARRY HEAD ACCESS ROAD	\$	69,000		\$	69,000	
DOWN TREE REMOVAL- TOWN FOREST	\$	6,000		\$	6,000	
TRAILS-BOARDWALKS, STABLIZATION, PARKING AMENITIES MASTER PLANNING	\$	44,000		\$	44,000	
	\$	175,000	\$	175,000		
LIGHT UPPER COMSTOCK PARKING LOT AND PATH TO COMSTOCK	\$	25,000		\$	25,000	
AMBLER FARM -REPAIRS AND PRE-DESIGN STUDY	\$	50,000		\$	50,000	
DRAINAGE STUDY AND REPAIRS-MB	\$	500,000	\$	265,700	\$	234,300

Orig est based on prior
pricing \$115 per ton.
\$135 +/- approved at
July meeting.

Asphalt Index.
Feb 2021: \$427.50
Feb 2022: \$522.50.
July 2022: \$732.50

REPLACE AGED 5+
PLAYGROUND

\$ 175,000

\$ 175,000

TOTAL PRIORITIZED

\$ 6,533,875

\$ 5,400,000

\$ 1,133,300

BALANCE

\$ -

\$ 66,700

Consideration of COLA for Pension Retirees-Update as of September 7, 2022

- **As requested, we surveyed area towns. Results below.**
 - Other than Westport police and fire, Wilton has been more generous than the other three communities that responded. Weston is on the State Pension Plan.
- **CPI for July for the Northeast was 7.3% YTD, versus 7.6% as of June. Year end forecasts are also lower than previous month's forecast.**

	2022 Award	Basis of Award	Date of Last Award	Notes
New Canaan	No		More than 10 years	
Ridgefield	No		None	No COLA language in contracts
Darien	No		20 years ago	Police only contract requires annual review
Westport Police and Fire	No, for employees hired after July 2017. Yes, for employees before.	Required by contract	annual	Police or Fire retiree with 20 years of service or more prior to or on July 1, 2017 or had 20 or more years of service have varied rates. Those with less than 20 years of service, at CPI capped at 2.75%
Westport Other	No		None	not eligible

Consideration of COLA for Pension Retirees

- The increase in the Consumer Price Index (CPI) for the Northeast for calendar year 2022 is expected to be in the range of 7 to 8%.
- The increase CPI for the Northeast for calendar year 2021 was 3.9%.
- The last increase in retiree pensions was 1% in FY2020 as of 1/1/2020.
- The following language applies to fire, ASFCME, BOE non-certified, Library and non-union retirees:
 - It shall be the policy of the Board of Selectmen *to review, at least once every four years, the effect of any increases in the Consumer Price Index, or similar indices of inflation, on the adequacy of a retiree's allowances*. Such review shall consist of, at the minimum, obtaining data on the magnitude of inflation since the most recent adjustment and cost estimates from the Plan actuary on appropriate and reasonable adjustments.
- The following additional language applies to police retirees:
 - The Board of Selectmen shall have the authority after considering the above factors, to adopt an adjustment and set the duration and extent of such adjustment, if any. No adjustment shall be adopted if the direct or indirect result of such adjustment would impair the actuarial soundness of the Plan.

Slides from Prior Discussion

July 2022

Consideration of COLA for Pension Retirees

Increases in the Consumer Price Index for all Consumers (CPI-U) for the Northeast for the last 25 years versus retiree pension increases

Previous 10 years

Fiscal year	Northeast CPI*	Benefit Increase**
2023	7% to 8%E	
2022	3.90%	-
2021	1.30%	-
2020	1.60%	1.00%
2019	2.20%	-
2018	1.80%	-
2017	1.10%	-
2016	-0.01%	0.50%
2015	1.40%	1.50%
2014	1.40%	1.25%
2013	2.00%	2.50%
	16.69%	6.75%

11 to 25 years

Fiscal year	Northeast CPI*	Benefit Increase**
2012	3.00%	-
2011	2.00%	-
2010	0%	-
2009	4.00%	2.50%
2008	2.60%	1.98%
2007	3.60%	-
2006	3.60%	3.00%
2005	3.50%	-
2004	2.80%	2.30%
2003	2.10%	1.30%
2002	2.80%	2.86%
2001	3.40%	3.19%
2000	2.10%	1.45%
1999	1.40%	4.22%
1998	2.40%	4.00%
	39.30%	26.80%

*calendar year ended 12/31 of the fiscal year

** July 1, except for 1/2020 in FY2020

Consideration of COLA for Pension Retirees

- The July 1, 2021 Pension Valuation assumes a 2.5% increase in benefits.
- The purpose of the July 1, 2021 valuation was to develop the FY2023 budgeted Actuarially Determined Employer Contribution (ADEC). Meaning the budgeted ADEC assumes a 2.5% increase in benefits.
- Current monthly benefits are \$465, 961 or \$5,591,532 for 12 months.
- Impact of a September 1, 2022 COLA increase for retirees as of July 1, 2021:

Possible FY23 COLA Rate	July-Aug	Sept-June	12 months benefits	FY23 Effective Rate	Additional Benefits
0.00%	\$ 931,922	\$ 4,659,610	\$ 5,591,532		
0.50%	\$ 931,922	\$ 4,682,908	\$ 5,614,830	0.42%	\$ 23,298
1.00%	\$ 931,922	\$ 4,706,206	\$ 5,638,128	0.83%	\$ 46,596
1.50%	\$ 931,922	\$ 4,729,504	\$ 5,661,426	1.25%	\$ 69,894
2.00%	\$ 931,922	\$ 4,752,802	\$ 5,684,724	1.67%	\$ 93,192
2.50%	\$ 931,922	\$ 4,776,100	\$ 5,708,022	2.08%	\$ 116,490

Consideration of COLA for Pension Retirees

Other Information

- As of July 1, 2021 Plan's funded ratio was 102.6%
- As of July 1, 2021 actuarial value was \$135,382,084 with \$16,354,485 of net market gains not included.
- COLA can be permanent, just for the one year or a combination of both.
- Normal retirement benefits:

	Benefit	Max
Police	2.5% of salary for each year	76.5% of Salary
Fire	2% to 2.5% of salary for each year	71.25% of salary
All other	2% to 2.25% of salary for each year	60% to 67% of salary

- Retirees in the Defined Contribution Plan receive no adjustments post retirement.

Consideration of COLA for Pension Retirees

Other Information, cont.

- **Social Security COLA, last 10 years.** Note Social Security uses CPI-W, which only includes wage earners and clerical consumers. Among others, it excludes retirees.

Fiscal year	Soc Sec COLA
2022	5.90%
2021	1.30%
2020	1.60%
2019	2.80%
2018	2.00%
2017	0.30%
2016	-
2015	1.70%
2014	1.50%
2013	1.70%
	18.80%