



Board of Selectmen
Special Meeting

February 22, 2023
2:00 P.M.

The minutes reflect motions and a summary of the discussion. Refer to the attached link for the recording of this meeting:

<https://www.youtube.com/watch?v=yPL41aCGUD4>

Jean Speck, Rufus deRham and Glenn Sanchez.

Also present: Darlene Brady, Melissa Cherniske, Debbie Devaux, Jen Dubray, Therese Duncan, Eric Epstein, John Grant, Lynn Harrington, Samantha Hasenflue, Leila Hawken, Barbara Herbst, Tai Kern, Jared Kuczenski, Martin Lindenmayer, Rick Osborne, John Russell and Matt Starr.

Call to order:

Jean Speck called the meeting to order at 2:02 p.m.

Public Comment:

None.

2023/2024 FY Operating Budget:

Resident State Trooper:

Jean Speck:

- In the shared folder: five-year look back.
- New police contract reflects a 2.5% salary increase.
- Spoke with Warren First Selectmen regarding a shared trooper program.
 - He will bring to his board.
 - Probably unlikely.
- Screen shared two documents, cost of constable and cost for Planned Overtime, attached.
- 2021 1,571 calls which included 41 motor vehicle accidents.
- 2022 1,610 calls which included 45 motor vehicle accidents.

Rufus deRham:

- Article in paper stated Litchfield was hiring two trooper to replace constables at the cost of \$348,000.
- Why is Litchfield's cost for trooper so much lower than Kent's?
- Don't think this is the year to be thinking about a second trooper.

Glenn Sanchez:

- Good information, but just seeing and hearing for the first time.

- Requested information be in the shared folder prior to meetings.

Homework for next meeting: Jean will follow-up with Litchfield First Selectman Denise Raap regarding article on Litchfield's cost for two new Resident Troopers.

EMS Staffing:

Eric Epstein:

- Late in 2021 KVFD voted unanimously, after eight months of hiring supplemental staff, to request full funding of hired staffing of EMT 24 hours a day, 7 days a week.
- The request was made to ensure complete uninterrupted coverage of medical calls.
- Two volunteers retired this year, but we continue to work to recruit additional responders.
- Currently, there are 9 volunteers, who regularly sign up for shifts on a weekly basis.
- The current 9 responders have the option to receive a department issued stipend that is paid out of the department coffers.
- In January, the 9 volunteers covered 162 shifts out of 240.
- We do a good job covering shifts, but with only a few key responders, the data can change very quickly.
- The full funding will allow us to schedule and hire staff without the need to request additional funding, as was the case this year.

Glenn Sanchez:

- Last year, we approved \$130,000 and added \$100,000 at a Town Meeting for a total of \$230,000.

Barbara Herbst:

- Currently there is still over \$100,000 left, partly because the billing from KVFD is typically 30-days behind.
- Currently "my" records aren't even showing that the original \$130,000 has been expended.
- Last year the total cost was \$130,156.
- This year is trending to spend close to \$230,000.

Paramedic:

Jean Speck:

- Talked about the proposed increase over the past year at regular BoS meetings.
- Lost the largest town in the group.
- Fee has gone up dramatically.

Next meeting:

Jean Speck:

- Vote on grants and associations.
- North West Transit – Barbara has additional information. (Barbara stated all the information she has is available in the shared folder).

- Attorney fees.
- DPW.

Salary request:

Debbie Devaux:

- Letter is self-explanatory (attached).
- In the job over 30 years.
- What information would the BoS like to justify the increase.
- I am parttime and don't have any "fringe" included in my salary, which is a significant part of other salaries total compensation.
- At some point there needs to be some recognition of the lack of fringe.
- The collection rate set by the BoF has been 99%, through the years I have brought in more than that.
- Don't penalize somebody for being able to get the job done in less time.
- At some point the Town needs to look at the cost to hire a replacement for this position.
- Not asking for an additional 4% above the request.

Jean Speck:

- Labor laws have a dividing point where is goes over a certain number of hours and then it's considered full time and that would be a benefited position.
- Tax Collector is not a benefited position based on the number of hours worked.
- Current salary of \$41,153 at 18 hours per week, an hourly rate of \$43.96.

Rufus deRham:

- I agree that your present salary is way off.
- Do we have anything for longevity?
- No one should be comparing their job to anybody else's.

Barbara Herbst:

- Currently, based on posted office hours:
 - Assessor - 12 hours per week @ \$53.26 per hour
 - Treasurer – 20 hours per week @ 445.34 per hour
 - Tax Collector – 18 hours per week @ \$45.73 per hour

Adjourn:

Jean Speck made a motion to adjourn the meeting at 3:37 p.m. Rufus deRham seconded the motion and the motion carried.

Joyce Kearns

Joyce Kearns

Administrative Assistant

These are draft minutes and the Board of Selectmen at the subsequent meeting may make corrections. Please refer to subsequent meeting minutes for possible corrections and approval.



BOARD OF SELECTMEN
Special Meeting Agenda
February 22, 2023 @ 2:00 P.M.

Join Zoom Meeting: <https://us02web.zoom.us/j/81776822393>

Meeting ID: 817 7682 2393

One tap mobile: +13052241968,,81776822393# US

Supporting documentation for this meeting:

https://drive.google.com/drive/folders/13JYcRTNI07bq4HRyP5kg9WqOcsN_XgX0

1. Call to order.
2. Public Comment.
3. 23/24 FY Operating Budget.
4. Adjourn.

Five Year analysis

Police Protection

	FY '18	FY'19	FY'20	FY'21	FY'22
Ace Hardware	13	-	30	-	-
disallowed by FEMA - June 2020 Kent Parks			3,250		
Frontier	806	784	1,065	1,144	1,359
Police Protection - RST Annual	153,609	168,181	175,533	173,454	177,973
Police Protection OT	-	-	7,269	-	12,327
Postage	7	-	8	-	-
Quill	472	383	57	-	8
Verizon	706	519	410	549	513
Yuca Tech	450	-	-	-	-
Annual Total	156,064	169,867	187,621	175,146	192,180
	-	-	3,250	-	(3,250)

FY '20 OT detail	
Kent Falls and Bulls Bridge traffic control due to COVID	7,269
RST OT and protection June 2020 Kent Parks	3,250
	10,519

FY '22 OT detail	
10/23/21 - 8 hrs Police OT / Drug Take Back	1,032.62
11/2/21 - 16 hrs Police OT /Kent Election Day (A Fisher)	2,065.24
11/2/21 - 8.5 hrs Police OT /Kent Election Day (S Kielyka)	1,097.37
12/4/21 - 4 hrs Police OT / Parade of Lights	516.31
12/29/21 - 4 hrs Police OT / Covid Testing Site	516.31
51 hrs - 7/4/21 - 9/7/2021 (SPEED ENFORCEMENT, PARK	6,583.01
Police Protection; Covid test site coverage	516.31
	12,327.17

TOWN OF KENT
Police Protection detail
FY 2021- 2022

Date	Name	Memo	Amount
06/30/2022		write off amounts posted in prior period - not eligible for FEMA reimbursements RST OT and prot...	3,249.73
07/01/2021	Frontier Communications	Police protection : 860-927-3134-062513-5	103.77
08/10/2021	Frontier Communications	Police Protection: monthly telephone service	114.04
09/07/2021	Frontier Communications	Police Protection: monthly telephone service	114.95
10/01/2021	Frontier Communications	Police Protection: monthly telephone service	105.03
11/01/2021	Frontier Communications	Police Protection: monthly telephone service	127.00
12/07/2021	Frontier Communications	Police Protection: monthly telephone service	116.63
01/11/2022	Frontier Communications	Police Protection: monthly telephone service	121.85
02/08/2022	Frontier Communications	Police Protection: monthly telephone service	91.03
03/08/2022	Frontier Communications	Police Protection: monthly telephone service	93.71
04/01/2022	Frontier Communications	Police Protection: monthly telephone service	100.20
05/01/2022	Frontier Communications	Police Protection: monthly telephone service	103.71
06/13/2022	Frontier Communications	Police Protection: monthly telephone service	82.71
06/30/2022	Frontier Communications	Police Protection: monthly telephone service	84.51
			1,359.14
01/05/2022	Quill Corporation	Police Protection: 2022 monthly deskpad calendar	8.09
11/05/2021	St. of CT - Police Protection	51 hrs - 7/4/21 - 9/7/2021 (SPEED ENFORCEMENT, PARKS, GENERAL VISIBILITY) - Overtime costs for ...	6,583.01
03/28/2022	St. of CT - Police Protection	10/23/21 - 8 hrs Police OT to facilitate Drug Take Back	1,032.62
03/28/2022	St. of CT - Police Protection	11/2/21 - 16 hrs Police OT to facilitate Kent Election Day (A Fisher)	2,065.24
03/28/2022	St. of CT - Police Protection	11/2/21 - 8.5 hrs Police OT to facilitate Kent Election Day (S Kieltyka)	1,097.37
03/28/2022	St. of CT - Police Protection	12/4/21 - 4 hrs Police OT to facilitate Parade of Lights	516.31
03/28/2022	St. of CT - Police Protection	12/29/21 - 4 hrs Police OT to facilitate Covid Testing Site	516.31
06/02/2022	St. of CT - Police Protection	Police Prot: Resident Trooper Annual Bill	177,973.14
06/30/2022	St. of CT - Police Protection	Police Protection; Covid test site coverage	516.31
07/16/2021	Verizon Wireless	Police Protection: 6/17 - 7/16/21	53.79
11/16/2021	Verizon Wireless	Police Protection: 10/17 - 11/16	58.66
12/29/2021	Verizon Wireless	Police Protection: 11/17 - 12/16/21	58.66
01/16/2022	Verizon Wireless	Police Protection: 12/17/21 - 1/16/22	117.25
03/01/2022	Verizon Wireless	Police Protection: 1/17/22 - 2/16/22	-0.07
03/16/2022	Verizon Wireless	Police Protection: 2/17/22 -- 3/16/22	53.59
04/16/2022	Verizon Wireless	Police Protection: 3/17 - 4/16/22	58.57
05/24/2022	Verizon Wireless	Police Protection: 4/17/22 - 5/16/22	58.57
06/30/2022	Verizon Wireless	Police Protection: 5/17 - 6/16/22	53.57
			512.59

estimated costs of a constable
training

	EST COST
TRAINING	
PORTABLE RADIO W/CHARGER AND APPROPRIATE PROGRAMMING	\$ 6,000.00
MDT AND ANY ASSOCIATED SOFTWARE AND CYBERSECURITY SAFEGUARDS INSTALLED	\$ 4,000.00
BODY WORN CAMERA	\$ 1,650.00
OFFICE COMPUTER, PRINTER AND ANY SOFTWARE AND CYBERSECURITY SAFEGUARDS	\$ 2,000.00
DATA STORAGE FOR BODY WORN CAMERA (WOULD INCLUDE WITH EITHER AN IN-HOUSE IT PROFESSIONAL OR CONTRACTED VENDOR TRAINED IN AND CAPABLE OF STORING, MANAGING AND CONVERTING RAW DATA INTO FILES THAT CAN BE PUBLICLY VIEWED IN THE CASE OF AN FOI REQUEST)	
SIDEARM, AMMUNITION & BACKUP	\$ 1,200.00
LONG GUN, AMMUNITION & BACK UP	\$ 2,000.00
TASER, SUPPLIES & BACKUP	\$ 3,000.00
SECURE WEAPON STORAGE	\$ 3,000.00
LIDAR GUN AND ANY ASSOCIATED SOFTWARE	\$ 9,000.00
UNIFORMS - INCLUDES 3 SHIRTS, 3 PANTS, 2 PR BOOTS, 2 BELTS	\$ 730.00
UNIFORM SAFETY EQUIPMENT INCLUDING HANDCUFFS, FLASHLIGHT, HOLSTERS ETC;	\$ 410.00
BODY ARMOR/BALLISTIC VEST	\$ 1,900.00
VEHICLE (INCLUDING LIGHTS & SIREN PACKAGE, MOBILE RADIO WITH APPROPRIATE PROGRAMMING, MOUNTING HARDWARE THAT MEETS FEDERAL SPECIFICATIONS FOR RADIOS, MDT AND ANY OTHER HARDWARE, SAFETY EQUIPMENT AND SUPPLIES, INSTALLATION OF COMMS EQUIPMENT)	
ESTIMATED ASSOCIATED ADMINISTRATIVE COSTS (HR, ATTORNEY, CONSULTANTS)	\$ 50,000.00
TOTAL ESTIMATED COST	\$ 84,890.00

plies		\$ 298.43	\$ 298.43
brms		\$ 554.41	\$ 554.41
n Hall landline	\$ 1,359.00	\$ 1,359.00	\$ 1,359.00
phone	\$ 513.00	\$ 512.59	\$ 512.59
AL OVERHEAD		\$ 84,318.40	\$ 127,316.74
TOTAL COST		\$ 199,462.94	\$ 242,461.28

Y24 OVERTIME ESTIMATED INCREASE DETAIL BELOW IS BASED ON THE FOLLOWING ASSUMPTIONS: 1) ACTUAL MINIMUM OF 4 HOURS, 2) AVERAGE HOURLY RATE OF \$129, 3) MAY BE ONE ACTUAL TROOPER IN OR TWO DEPENDING ON RST'S SCHEDULE

DUTY TYPE	HOURS	COST
ED ENFORCEMENT - 2 HOURS/WK. BASED ON AVERAGE OF 4.33 WEEKS IN A YTH	51.96	\$ 6,702.84
AMER RECREATION PATROLS - 10 HRS EACH WEEKEND FROM 7.1 - 9.30 = 28 DAYS, 1 HRS	280	\$ 36,120.00
.IDAY PATOLS - 5 HRS ON THE FOLLOWING DATES: COLUMBUS DAY WEEKEND, OR DAY, HALLOWEEN, HOLIDAY CELEBRATIONS	35	\$ 4,515.00
CTION COVERAGE - BASED ON LY	24.5	\$ 3,160.50
ESTIMATED TOTAL		\$ 50,498.34

DOES NOT INCLUDE WEATHER EMERGENCIES, LARGE SCALE INCIDENTS, OR OTHER UNFORSEEN EVENTS.

Jan-23

KVFD Staff Shifts	162
ERM Staff Shifts	84
Open Shifts	2
	248

Feb-23 thru 2/19

KVFD Staff Shifts	71
ERM Staff Shifts	68
Open Shifts	13
	152

Jan-23

KVFD Member	Shifts
Responder 1	4
Responder 2	21
Responder 3	15
Responder 4	24
Responder 5	25
Responder 6	29
Responder 7	23
Responder 8	13
Responder 9	8
	162

Feb-23 thru 2/19

KVFD Member	Shifts
Responder 1	3
Responder 2	5
Responder 3	8
Responder 4	8
Responder 5	17
Responder 6	18
Responder 7	0
Responder 8	6
Responder 9	6
	71

Kent Tax Collector

February 20, 2023

Dear Jean, Glen, and Rufus,

Thank you for asking me to expand on why I think the Tax Collector's salary is far too low.

First, I was told last year one reason the salary was not increased was because "I did not ask." This year I am asking, and in no particular order this is why.

If you look at the present salaries of all department heads, the two positions that are paid less than the Tax Collector are the two Selectmen and the two Registrars of Voters.

If you look at the total compensation for most department heads the differences in what the jobs pay becomes so much greater. I know as taxpayers we are all paying for the total compensation differences in our taxes.

I believe that if a job can be done in less time and done successfully, a person should not be punished for doing a job in less time. The tax office has consistently met or exceeded the criteria set by the Board of Finance.

Having been through and won seventeen municipal elections I know there is a chance none of us may be in these positions by the end of November. I think that is another reason to increase the tax collector's salary. If you think \$53,500 is not enough, increase it.

I look forward to talking with you on Wednesday February 22. I do regret it will not be a hybrid meeting.

Thank you for your consideration in this matter.


Deborah Devaux

Tax Collector