

**MINUTES**  
**Board of Selectpersons**  
**Tuesday, February 3, 2026 – 7:00 PM**  
**Norma Drummer Room – Seymour Town Hall**

**Members Present:** Annmarie Drugonis, Al Bruno, Trisha Danka, Phil Wilhelmy, Scott Andrews, Bob Findley, and Brianna Girard

**Others Present:** Town Counsel, Bryan LeClerc; CAO, Kurt Miller; Chief John Bucherati, HR Director, Chris Pelosi; Deputy Chief Fappiano; Mike from Enterprise, Jim Cretella, Dave Martin.

**ITEM #1: Call meeting to order**

First Selectwoman, Annmarie Drugonis, called the meeting to order at 7:02 PM

**ITEM #2: Pledge of Allegiance**

Everyone saluted the flag and recited the Pledge of Allegiance.

**ITEM #3: Public Comment**

None

**ITEM #4: Approval of minutes from the January 20, 2026 Regular Meeting**

Motion to approve minutes from the January 20, 2026 Regular Meeting

Motion: Trisha Danka                      Second: Al Bruno

*Discussion:* Page 2 – Fred Stanek should be Co-Chairperson

Vote: 7-Yes	0-No	0-Abstain	
Annmarie Drugonis – Yes		Al Bruno – Yes	Trisha Danka – Yes
Scott Andrews – Yes		Bob Findley – Yes	Phil Wilhelmy – Yes
Brianna Girard – Yes			

**ITEM #5: Appointments**

None

**ITEM #6: Tax refunds/abatements**

Motion to approve January 16, 2026 tax refunds/abatements as presented

Motion: Trisha Danka                      Second: Al Bruno

Vote: 7-Yes	0-No	0-Abstain	
Annmarie Drugonis – Yes		Al Bruno – Yes	Trisha Danka – Yes
Scott Andrews – Yes		Bob Findley – Yes	Phil Wilhelmy – Yes
Brianna Girard – Yes			

Motion to approve January 30, 2026 tax refunds/abatements as presented

Motion: Trisha Danka                      Second: Al Bruno

Vote: 7-Yes	0-No	0-Abstain	
Annmarie Drugonis – Yes		Al Bruno – Yes	Trisha Danka – Yes
Scott Andrews – Yes		Bob Findley – Yes	Phil Wilhelmy – Yes
Brianna Girard – Yes			

**ITEM #7: Correspondence**

- Letter from John Duke resigning from Zoning Board of Appeals

**ITEM #8: Discussion with Human Resources Director Chris Pelosi**

**a) Staffing Update and review of training program**

**b) Review of the updated pay schedule for 2026**

Human Resources Director, Chris Pelosi, discussed the following:

- Staffing update –
  - The Tax Assessor's position has been filled – Kevin Morowsky is a CCMA1 certified to perform all duties for the town
  - Tentative start date for a municipal agent of February 9<sup>th</sup>.
  - Building Department is at full staff – hired the housing ordinance enforcement officer back in October.
  - Public works – waiver vacancy filled right before the storm.
  - Police Department – there are 4 officers in the academy, one in training and one vacant position with an interview at the end of the month
  - Library at full staff.
  - The vacancies the town does have are temporary seasonal positions
- Started a training series for mostly general government staff minus DPW and Police Department as they have their own trainings. They will be held every Monday in February. These free trainings are held through PMA Insurance Company. February 2<sup>nd</sup> was Slips, Trips & Falls; February 9<sup>th</sup> will be Blood borne Pathogens and on the 23<sup>rd</sup> EAP and Electrical Safety. Starting with workplace safety trainings. Each month they will be held. Going to get into trainings on skillsets for becoming a better supervisor and customer service. Going to do as many in-person trainings as possible. There will be some trainings online as well.
- Chris discussed the Assessor position and how long it took to hire for that position and what the process has been.
- Pay plan – originally adopted in 020 by the board and revised in 2022 and now before them for an update. This is giving a reference for the board and serves as a guide for the non-bargaining unit in town. Collect salary data from other similar size towns throughout state of Connecticut and in doing so we determine an average pay rate for a position. We increase that pay range by 15% and reduce by 15% so we determine a minimum salary and a maximum salary. The idea is this serves, as a guide for the board so when we go out and recruit for a non-union position there is a starting point as to what these positions should be starting at. Every position is currently under contract ending June 2028 or June 2029. This is just a guide. One revision is the First Selectperson's pay. In 2020, it was decided \$100,000 would be an appropriate starting point and preserved the \$2500 for each successive term. Does not recommend tying the pay of the first selectperson to the minimum salary of the finance director because the salary ranges for Finance Director's throughout the state of Connecticut are increasing rapidly. Rather than the 2500 every 2 years there will be a 3% increase effective every July 1<sup>st</sup>. In Connecticut, the town or in this case, the Board of Selectpersons is prohibited from granting any compensation greater than the amount set at the beginning of the elected officials term which is the first Monday in December 2027. This would not have any affect until December 2027.
  - Brianna asked approximately how much percentage wise increase across those departments?
  - IT Director, Facilities, Human Resources and Operations went up a total of 15% over 4 years.
  - Director of Finance and the Chief Administrative Officer went up 25% over the 4 year period
  - He discussed the difficulty of finding a Director of Finance throughout the State of Connecticut.

- He discussed how he typically looks at towns with a population range of 12,000-20,000 when comparing data.
- They discussed incentives to offer candidates to save money.
- Maintenance of the plan – requires approval from Board of Selectpersons

Motion to add to the agenda – discussion about Tri-town Plaza

Motion: Al Bruno

Second: Scott Andrews

Vote: 7-Yes

0-No

0-Abstain

Annmarie Drugonis – Yes

Al Bruno – Yes

Trisha Danka – Yes

Scott Andrews – Yes

Bob Findley – Yes

Phil Wilhelmy – Yes

Brianna Girard – Yes

**ITEM #9: Discussion and possible action regarding the potential for dispatch transition for the Seymour Police Department to the Northwest Connecticut Public Safety Communication Center**

**a) Report from Chief Bucherati, including timeline and financials for FY 2027**

Chief Bucherati discussed the proposed timeline, costs, training requirements, and software integration associated with transitioning dispatch services to a regional center. If approved, the department anticipates going live in March or April 2027. Costs would be prorated from the service start date, funded through the Communications budget, and incorporated as an annual budgeted expense going forward. The department will present this item to the Board of Finance on February 9, 2026, as part of the 2026–2027 budget process.

Selectperson Bruno expressed hesitation about voting on the proposal at this time and asked about alternatives. Chief Bucherati outlined two options:

- Hiring civilian dispatchers, which would require approximately 6–8 employees at an estimated \$60,000 salary range plus benefits.
- Training police officers, which would require certification as telecommunicators, emergency medical dispatchers, and 911 operators, along with associated salary increases. Training costs were estimated at approximately \$100,000.

Kurt Miller noted that the projected total compensation cost per civilian dispatcher (salary and benefits) would be approximately \$99,790, totaling about \$598,740 for six dispatchers.

The Chief provided examples of regional dispatch consolidation in Connecticut, including Farmington/Avon, Fairfield/Westport, and Easton joining Fairfield’s regional center, and stated that regionalization would not significantly change daily operations at the Seymour Police Department. The State’s 911 system redundancy and coordinated coverage were also discussed.

Dave Martin, Executive Director of Northwest Public Safety, explained the regional dispatch model, noting a per-capita cost of approximately \$27 per resident, historically minimal annual increases, and three-year contracts with renewal options. He invited board members to visit the facility and discussed operations in other municipalities, including Middlebury, Torrington, Plymouth, and Winsted.

It was noted that the State of Connecticut is encouraging regionalization and offers grant funding to support transitions. Board members requested additional cost breakdowns, long-term projections, and operational details, including how the police department would be monitored under the regional model.

Motion to enter into a letter of intent with Northwest Communications regarding the transition of dispatch of the Seymour Police Department to Northwest Connecticut Public Safety Communications

Motion: Bob Findley

Second: Al Bruno

Vote: 7-Yes

0-No

0-Abstain

Annmarie Drugonis – Yes

Al Bruno – Yes

Trisha Danka – Yes

Scott Andrews – Yes

Bob Findley – Yes

Phil Wilhelmy – Yes

Brianna Girard – Yes

## **ITEM #10: Discussion and possible action regarding a potential program for fleet replacement for the Seymour Police Department**

### **a) Report from Chief Bucherati**

Chief Bucherati explained that the Police Department’s vehicle replacement budget is often reduced each year, resulting in an aging fleet. Patrol vehicles now cost approximately \$70,000–\$80,000, and about 75% of the fleet is five years old or older, with vehicles typically kept for about 12 years. Older vehicles are often reassigned to private duty use.

Deputy Chief Fappiano presented information on the Enterprise Fleet Management leasing program, which he learned about at the FBI Academy. The program would allow the department to replace vehicles more frequently, reduce maintenance costs, improve officer safety, and use equity from existing vehicles to offset leasing costs. Enterprise would also assist with fleet monitoring, mileage tracking, and resale timing.

Mike from Enterprise Fleet Management explained the open-end municipal leasing model, noting that the goal is to lower the average fleet replacement cycle from approximately 11.5–12 years to about 5 years. The department currently maintains 24 vehicles, with maintenance costs averaging about \$152 per vehicle per month. Under the proposed plan, maintenance costs could decrease to approximately \$55 per vehicle per month.

A 10-year fleet planning analysis was presented as a proof of concept. In Year 1, eight vehicles would enter the lease program at a total annual lease cost of approximately \$78,000, offset by equity from the sale of retired vehicles, along with projected reductions in maintenance and fuel costs. The program would expand gradually in subsequent years and stabilize over time. The proposal is described as flexible and scalable, with the department potentially reducing the fleet from 24 to approximately 20 vehicles.

Chief Bucherati noted that the department’s vehicle maintenance budget has increased from approximately \$45,000 to \$60,000 over the past four years. Enterprise representatives explained that lease costs include a management fee and interest rate currently around 7%, based on market conditions.

Deputy Chief Fappiano shared that other municipalities, including **Clinton**, have successfully implemented the program and replaced multiple vehicles in a short period of time.

Board members asked questions regarding current maintenance costs, lease structure, replacement planning, and long-term costs.

Annmarie asked for a full list of references/municipalities that participate from enterprise.

Bryan LeClerc provided an update on Tri-Town Plaza, noting that the Town is no longer involved with the property, and the matter is now between the property owner and the tenant.

**ITEM #11: Discussion and possible action regarding a potential Lien Sale for the WPCA**

Bryan LeClerc stated that, by state statute, the Town is permitted to sell liens that are three years old or older from the filing date, or liens totaling \$3,000 or more.

Jim Cretella, Chairperson of the WPCA, reported that the WPCA sent letters to property owners with liens. Some property owners made payments as a result, while others did not. Attorney Proto reviewed the full lien list, which totals over \$1,000,000.

Annamarie stated that she wants to ensure there are no discrepancies in the lien list before moving forward.

Annamarie and Bryan also reviewed how the lien sale process works. The board decided to have the WPCA send out another letter and at the same time put out an RFQ with a deadline of March 31, 2026. Can award the RFQ on April 7, 2026.

Motion to pass the resolution with an end date occurring on or after April 1st and during the same time period put out an RFQ for sale of the liens.

Motion: Scott Andrews

Second: Al Bruno

Vote: 7-Yes

0-No

0-Abstain

Annamarie Drugonis – Yes

Al Bruno – Yes

Trisha Danka – Yes

Scott Andrews – Yes

Bob Findley – Yes

Phil Wilhelmy – Yes

Brianna Girard – Yes

**ITEM #12: Updates from the Ordinance Subcommittee**

**a) Review, discussion and possible action**

- a. Senior Citizen Tax Incentive**
- b. Disabled Veterans Exemption**
- c. Firefighters**
- d. Sidewalks**

**Senior Citizen Tax Incentive:** tabled because legislation is now in session.

**Disabled Veterans Exemption:** will be reviewing a draft of what Derby has passed and moved to discuss a the next meeting

**Firefighters:** Public Hearing on February 17<sup>th</sup>

**Sidewalks:** tabled because John McKenzie is still working on it.

**ITEM #13: Public Comment**

None.

**ITEM #14: Selectperson’s public comment**

No comments.

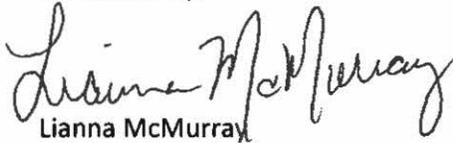
**ITEM #15: Comments from the First Selectwoman**

- Audit was submitted to the state January 30<sup>th</sup> with a clean report. We are applying for an excellence in finance reporting award. We had a \$562,000 surplus that was driven by increase in investment income. John Acavella will be reporting to the BOF in February. There is a copy online and one in the Town Clerk's office. In Fiscal Year 24, there were 56 journal entries and for Fiscal Year 25 there were only six journal entries.
- We have instituted Apple Pay and Google Pay for taxes and are working on Venmo and Paypal
- CodeRed was down but is up and running now. You can sign upon our website.
- Public Works is working hard cleaning up the snow and are working on sight lines.
- Thanked the Snowbrigade for their hard work during the storm.

**ITEM #16: Adjournment**

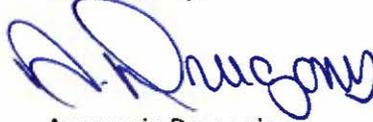
Annmarie Drugonis adjourned the meeting at 9:12PM

Submitted by,



Lianna McMurray  
Recording Secretary

Reviewed by,



Annmarie Drugonis  
First Selectwoman