

EAST LYME BOARD OF SELECTMEN  
REGULAR MEETING OF FEBRUARY 2, 2022  
MINUTES

PRESENT: Kevin Seery, Rose Ann Hardy, Dan Cunningham, Bill Weber, Ann Cicchiello and Anne Santoro  
ALSO PRESENT: Finance Director Anna Johnson, Parks and Recreation Director Dave Putnam, P&R Deputy Director Mike McDowell, Town Engineer Alex Klose

Mr. Seery called the meeting to order at 7:00 p.m. and Mr. Seery asked Mr. Dave Putnam to lead the Pledge of Allegiance.

1b. Additional Agenda & Consent Items  
There were none.

1c. Delegations

Mr. Mike Shulz, 14 Lovers Lane, East Lyme, stated that he does not agree with the Board of Selectman's decision to establish an American Rescue Plan Ad-hoc Subcommittee.

1d. Approval of Minutes

**MOTION (1)**

Ms. Santoro MOVED to approve the Regular Meeting Minutes of January 19, 2022, as submitted.

Seconded by Mr. Cunningham. Motion passed 6-0.

1e. Consent Calendar

**MOTION (2)**

Ms. Santoro MOVED to approve the consent calendar for the regular meeting of February 2, 2022, in the amount of \$7,117.78.

Seconded by Ms. Hardy. Motion passed 6-0.

2a. Boardwalk Repairs (FEMA)

Mr. Seery stated that this matter requires further review of costs and will come back up on a future agenda; repair work is not scheduled to begin until late April or May. He reported that there is currently money in the boardwalk repair fund from Hurricane Sandy. Ms. Hardy inquired if ARP funds could be considered for use on these repairs, and Mr. Seery stated that this board has already set aside grant money for the work.

FILED

Board of Selectmen Regular Meeting  
February 2, 2022  
1 of 7

Feb 8, 2022 AT 10:22 AM/PM

Brooke Hansen ATC  
EAST LYME TOWN CLERK

## 2b. Riverhead Cemetery

Mr. Seery stated that this cemetery is located in the north end of town near where the former Lulu's restaurant was located. This cemetery is managed by an association, the Riverhead Cemetery Association, which is no longer in existence, and the Historic East Lyme Cemetery Association has been maintaining it all along but does not have the authority to act on behalf of it. Mary Cutillo was in attendance to represent the Historic East Lyme Cemetery Association, and she stated that her group is separate from the East Lyme Cemetery Association. Mr. Seery explained that because of the proposed work to be done in that area, an easement needs to be prepared to allow people to access the cemetery; that easement will come before the Board of Selectmen in an upcoming meeting. He noted that the property owner has not only been accommodating with granting the right of way to access the cemetery, but they have also offered to replace the iron gate that was recently stolen from the property. Ms. Hardy thanked this group for all of their hard work with minimal financial support from the Town over many years.

### **MOTION (3)**

Ms. Santoro MOVED that

WHEREAS, the Riverhead Cemetery is one of the ancient cemeteries in the town. It was established in 1915, and is owned by the Riverhead Cemetery Association, Incorporated ("RCA"); and

WHEREAS, the RCA Articles of Association provide that the owners, called "Members", include "any person now owning or who shall hereafter purchase a lot in said cemetery" and "any person related by blood or marriage to a lot owner, or a person buried in said cemetery." It is impossible to identify all the current Members, as any relative by blood or marriage, located anywhere in the world, is a Member; and

WHEREAS, the RCA is a dormant corporation and is without funds, with only one individual remaining who was properly elected as a trustee/officer. Under the RCA organizational documents and Connecticut law, said individual does not have the authority to act unilaterally on behalf of the RCA; and

WHEREAS, the records of the RCA reflect that no lots have been sold within the previous forty years, and during the previous ten years the lots or graves have not been maintained except for maintenance provided by the Town of East Lyme in the form of annual appropriations to the Historic East Lyme Cemetery Association, Inc. which maintains the grounds of ancient cemeteries located within the town, and in the form of occasional maintenance by the town's public works department;

IT IS RESOLVED, that the Board of Selectmen commence the statutory procedure described in Section 19a-308a of the Connecticut General Statutes to acquire ownership of the abandoned cemetery known as the Riverhead Cemetery, and authorize the First Selectman to publish such notices and schedule such hearings and file such papers and take such other actions as may be necessary to comply with the requirements of said statute.

Seconded by Mr. Cunningham. Motion passed 6-0.

### 2c. Historical Society Lease / Flanders Fire Department

Mr. Seery reported that this matter will be tabled to another meeting to allow for more details to be reviewed; such as, a review of electric bills, a floor plan showing areas that can be used by the Historic Society, and handicapped accessibility. This is the proposed lease to allow for the Historical Society to utilize space in the former Emergency Operations Center where dispatch was located.

Mr. Seery stated that if no one had an objection, the meeting would go out of order of the agenda and hear agenda item #3d.

### 3d. Darrow Pond property / Parks and Recreation oversight

Mr. Dave Putnam, Director of Parks and Recreation, stated that the Parks and Recreation Commission is looking to have the 100 acres of town property in this area handed over to Parks and Recreation for oversight, management and development. The entire area is a total of 300 acres, 200 of which are protected by a conservation easement. Mr. Putnam explained that they appointed a subcommittee to explore the public's interests in how to utilize the 100 open acres, and some of the things that the public indicated that they would like to see up there are hiking and biking trails, a mountain bike pump track, a handicapped accessible kayak/canoe launch on the pond, a disc golf course, a dog park, and a picnic area, to name a few. He noted that all of the activities that have been proposed are passive in nature and will not negatively affect the surrounding land. He stated that there are no parks in East Lyme north of I-95, and that this property is already noted for its bird watching and cottontail rabbit populations. The Parks and Recreation Commission is suggesting that a master plan for the area be developed and have been discussing this at their meetings; this plan would cost approximately \$20,000-\$25,000. The master plan would include items such as a survey of Mostoway Road and a traffic study. The proposed activity of disc golf would take fifteen to eighteen acres, and the course would require no clearing and would wrap around the existing walking trails. There was a question about clearing the property, and it was noted that there is work ongoing at the town owned cell tower, which is currently being constructed and is also within that 300-acre parcel. Ms. Hardy inquired if overseeing this parcel of land will require additional staff, and Mr. Putnam stated that he would not need additional staff to maintain this part and that he foresees creating a "Friends of" group for assistance, such as the Friends of Oswegatchie Hills Nature Preserve. Parks and Recreation will be back at a meeting in the near future to officially ask for the 100 acres to be turned over.

### 3a. Hazard Mitigation Plan – Annual Update

Mr. Alex Klose, Town Engineer, addressed the Board and stated that each town's Engineer must present this annual report to the Board of Selectmen and that meeting the goals outlined in this plan is crucial in receiving FEMA and other qualifying grants, such as the grants we receive for dam work on the Town's various dams. Of all of the items on the list, only #11 qualifies and will possibly be

submitted for inclusion in the American Rescue Plan funds disbursement; Mr. Klose stated that he will continue to monitor the eligibility rules and will act if anything changes. There was brief discussion about who is responsible for the dam and fish ladder in Flanders as this is an area that has reported significant flooding throughout the years, and Mr. Klose stated that he is working with the DOT on that and will determine responsibility through those discussions. He is also in communication with the Deputy Emergency Manager on how the scores are calculated as that is not clear to him; but she and the Building Official contribute to this report. Mr. Klose was asked to compile an updated list of what has been completed to date and what is scheduled to be done and report back at a later date.

### 3b. Special Appropriation and Transfer Wages

#### **MOTION (4)**

Ms. Santoro MOVED to appropriate and transfer \$40,347.74 as follows: \$29,570 from account 01-01-120-100-500 (Payroll Contingency) and \$10,777.74 from account 01-01-120-200-500 (Contingency) to the following accounts: \$11,349.00 to account 01-01-102-100-211 (Assessor), \$4,683.43 to 01-25-214-100-311 (Deputy Emergency Management Director) and \$24,315.31 to account 01-25-216-100-211 (Police Chief) and forward to the Board of Finance for approval.

Seconded by Ms. Cicchiello. Motion passed 6-0.

### 3c. Pension Commission

Mr. Seery stated that the pension committee was formed in 2008 or 2009 by Paul Formica and has grown exponentially throughout the years and that it now needs a formal board to oversee it; he stated that the town attorney has reviewed the ordinance. Ms. Cicchiello inquired if Ms. Hall being a member of the Board of Finance and the Pension Committee is a conflict of interest, and Mr. Seery stated that it was not a conflict because the Board of Selectmen will oversee the Pension Committee and not the Board of Finance. He noted that Beth Hogan was also a member of the Pension Committee, and still is a member, and at the same time served as both a member of the Board of Selectmen and also of the Board of Finance. Ms. Johnson stated that there has always been a member of the Board of Finance on the Pension Committee. The following changes were made to the proposed ordinance, attached hereto as Exhibit #1, establishing a pension board: 1) Under "Reports" #2 ". . . condition of the Plan, including, at least every TWO years . . ."; 2) Under "Composition and Terms" #3 add a sentence "The First Selectman, Finance Director and Human Resources Director shall be non-voting ex-officio members of the Pension Board."; 3) Under "Composition and Terms" #1 remove the First Selectman, #1 shall read ". . . which shall consist of five resident electors of the Town . . .".

### 3e. Pump Out Boat

DISCUSSION: Mr. Seery stated that this appropriation which was previously approved under the American Rescue Plan was determined to be a non-qualifying item and so now the funds need to be returned.

**MOTION (5)**

Ms. Santoro MOVED to appropriate and transfer \$12,500 from CNRE Fund 32 account 32-70-300-500-999 (Town-wide Projects) to an account to be established titled, "Pump-out Boat" and forward to the Board of Finance for approval. A Town Meeting will be scheduled at a later date.

Seconded by Mr. Cunningham. Motion passed 6-0.

**3f. Pump Out Boat**

DISCUSSION: Mr. Seery stated that the Town Attorney advised that a town meeting is not required to put the money back into the American Rescue Plan account.

**MOTION (6)**

Ms. Santoro MOVED to re-allocate the \$12,500 for the Pump-Out Boat approved at the 10/6/2021 Town Meeting back to the pool of funds for the America Rescue Plan. Seconded by Ms. Cicchiello. Motion passed 6-0.

**3g. ARP Ad hoc Committee Update**

Ms. Santoro reported that the subcommittee has met twice so far, and will continue to meet weekly, and that all the information and application form and outline of deadlines for the community is on the town webpage; requests are also being received from town department heads. She stated that there were a number of requests received from the community prior to the establishment of this subcommittee, and those organizations have been contacted with the updated information and application process. Ms. Santoro stated that this subcommittee has been advised that they are an advisory board to the Board of Selectmen and that they will not be making any final decisions on how the funds will be disbursed. Ms. Cicchiello pointed out that applications should be received via email, snail mail or hand delivery to the First Selectmen's office by 2pm on Tuesday, February 22<sup>nd</sup>; it was noted that the original deadline was stated to be Monday, February 21<sup>st</sup> but that this is a federal holiday, and the Town Hall will not be open.

Mr. Seery took the opportunity to speak on a point brought up during delegations by Mr. Shulz, and stated that after much discussion the Board of Selectmen made the decision to appoint this subcommittee to gather information and make a recommendation to the Board of Selectmen, and he feels confident that they will do just that but that the Board of Selectmen have the final say on what moves forward to the Board of Finance and then Town Meeting.

Ms. Santoro concurred and reconfirmed that this subcommittee will make recommendations only, and that the Board of Selectmen will make the appropriations, which then need to be approved by the Board of Finance and then by the taxpayers at Town Meeting.

### 3h. Pandemic Update

Mr. Seery reported that the numbers seem to be dropping and the demand for masks has gone down a little. He reported that a drive thru test kit distribution was held and that went well, and it was not as busy as expected.

### 2d. Appointments

#### **MOTION (7)**

Ms. Santoro MOVED to appoint Tony Buglione, 55 Society Road, Niantic, as a member on the Board of Police Commissioners for the Town of East Lyme with a term to expire on January 5, 2026.

Seconded by Ms. Cicchiello. Motion passed 6-0.

#### **MOTION (8)**

Ms. Santoro MOVED to appoint Marjorie Meekhoff, 6 Cedar Ridge Road, East Lyme, as an alternate member on the Conservation of Natural Resources Commission for the Town of East Lyme with a term to expire on January 5, 2026.

Seconded by Mr. Weber. Motion passed 6-0.

#### **MOTION (9)**

Ms. Santoro MOVED to appoint Richard MacDonald, 23 Hopkins Drive, Niantic, as a member on the Brookside Farm Museum Commission for the Town of East Lyme with a term to expire on January 5, 2026.

Seconded by Mr. Weber. Motion passed 6-0.

#### **MOTION (10)**

Ms. Santoro MOVED to appoint Cathy Wilson, Director of the East Lyme Senior Center, as the Municipal Agent for the Elderly for the Town of East Lyme with a term to expire on January 8, 2024.

Seconded by Ms. Hardy. Motion passed 6-0.

### 2e. Budget Books / Schedule Meetings

Mr. Seery read his yearly budget letter, which is attached hereto as Exhibit #2. The budget meetings were scheduled as follows: February 8th at 7pm; 214 Emergency Mgmt, 215 Dispatch, 216 Police, 226 Animal Control, 217 Niantic FD, 218 Flanders FD; 224 Fire Marshal. February 15th @ 7pm; 104 Building Department, 317 Public Works / Highway / Sanitation, 105 Engineering, 113 Building Maintenance, 109 IT. February 16th @ 5:30pm; 106 Human Resources, 420 Library, 418 Commission on Aging, 421 Parks and Recreation, 115 Services to Community, 118 Finance, 120 Contingency. February 23rd @ 7pm (This is tentative - will advise the BOE date asap) BOE. March 2nd @ 5:30pm (IF NEEDED) Deliberations.

### 4a. Ex-Officio Reports

There were no reports this evening.

#### 4b. First Selectman's Report

Mr. Seery reported on the recent fire that took place at Midway Plaza and congratulated the emergency personnel for doing an outstanding job of saving lives and stopping the fire before it destroyed all of the businesses and apartments. Departments for many surrounding towns showed up to support our emergency personnel and our community is grateful. Regarding the annual report, upon further review it is noted that this is a Board of Finance responsibility and that they will be sure to begin sending them out annually as required. Mr. Seery noted that the Board of Selectmen took a tour of the new public safety building this evening and congratulations to our emergency personnel and to everyone that worked hard to make this happen. The Town is saddened by the unexpected passing of our employee, Daniel Main; services will be held at a date to be determined in the near future for those of you who knew Dan from going to the transfer station.

#### 5. Communications

There was none.

#### 6. Public Comment

There was none.

#### 7. Selectman's Response

There was none.

#### 8. Executive Session

Mr. Seery stated that there was no reason for an executive session at the moment as he has not yet met with Dominion but expect to meet with them soon.

#### 9. Adjourn

##### **MOTION (11)**

Ms. Santoro MOVED to adjourn the February 2, 2022, regular meeting of the East Lyme Board of Selectmen at 9:11 p.m.

Seconded by Ms. Cicchiello. Motion passed 6-0.

Respectfully Submitted By:



Sandra Anderson  
Recording Secretary

ORDINANCE ESTABLISHING A PENSION BOARD

**DRAFT**  
11/31/22

ESTABLISHED

1. There is established a six member Pension Board for the purpose of administration, management, supervision and control of the Town of East Lyme Pension Plan (the "Plan"), as more particularly set forth hereinafter.

COMPOSITION AND TERMS

1. The management and administration of the Plan is hereby vested in the Pension Board, which shall consist of the First Selectman and five resident electors of the Town who shall be appointed by the Board of Selectmen.

2. The terms of the five resident electors are as follows: three terms shall be filled by appointment until the first Monday of January, 2024; two terms shall be filled by appointment until the first Monday of January, 2026. Thereafter the terms for each of the resident electors shall be four years.

3. One of the resident electors shall be an employee of the town who is a member of the Plan. Two of the resident electors shall be experienced in making investments of the kind in which the pension fund may be invested.

POWERS AND DUTIES

1. The Pension Board may make rules and regulations for the administration of the Plan which are not inconsistent with its terms and provisions. The Pension Board may construe the Plan, and its constructions thereof and action thereon in good faith shall be final and conclusive. It may correct any defect or supply any omission or reconcile any inconsistency in such manner and to such extent as it shall deem expedient to carry the same into effect, and it shall be the sole and final judge of such expediency. The Pension Board shall supervise and control the operation of the Plan in accordance with the terms hereof and shall have all powers necessary to accomplish that purpose.

2. The Pension Board may employ such actuarial, legal, consulting and other services as it deems necessary for the proper operation of the Plan or pension fund within the limit of such appropriations as may be made for such purposes. The town, as directed by the First Selectman, may provide administrative support for the Pension Board and shall employ such staff as may be approved by the Board of Selectment for such purpose.

INVESTMENT POWERS

1. The Pension Board shall manage and control the pension fund and shall



DRAFT  
1/31/22  
Page 2

invest and reinvest the principal and income of such fund, except so much thereof as the Pension Board shall deem necessary to meet allowances and benefits hereunder, in securities legal for investment by trustees under the laws of this state. The Pension Board may invest any portion of the pension fund in any group trust or common trust fund exempt from tax under § 501(a) or 584, respectively, of the Internal Revenue Code of 1986, as amended, that holds assets of retirement plans exempt from tax under § 401(a) of such code. Any such group trust or common trust fund shall be considered a part of the Plan.

2. The Pension Board may provide by trust, agency, custodian or other agreement with one or more corporate fiduciaries for the custody, safekeeping, handling, investment and reinvestment, under the direction of the Pension Board, of the pension fund's investments.

3. The Pension Board may open in the name of the Town of East Lyme Pension Plan, with one or more banks or trust companies, such accounts as it shall deem necessary for the deposit and withdrawal of the funds received by it and which are to be administered under the terms and provisions of the Pension Plan.

#### INSURANCE

1. The Pension Board may procure in the name of the Town an appropriate group contract or contracts from any insurance company duly authorized to transact business in the state for the purpose of funding all or a portion of the benefits available from time to time under the Plan. The type of contract or contracts and all terms and conditions thereof shall be determined by the Pension Board on a basis which is consistent with the provisions of the Plan. No publicly owned corporation, insurance company or bank shall be disqualified from being the trustee, agent, custodian or depository or from participating in the funding management of the pension fund pursuant to this section, solely because one or more members of the Pension Board may be an employee, officer, director or minority stockholder of such corporation, insurance company or bank.

#### REPORTS

1. The Pension Board shall submit annually to the Board of Selectmen a schedule of its estimated expenses necessary for the administration of the Plan and its estimate of the liability of the town to the Pension Board.

2. The Pension Board shall annually report to the Board of Selectmen the financial condition of the Plan, including, at least every three years, an actuarial valuation of assets and liabilities and setting forth such other facts, recommendations and data as may be of value to the members of the Plan and the Board of Selectmen.

Town of East Lyme Charter

Chapter 4

APPOINTIVE Boards and officers

4.5 Appointive Boards

Pension Board

Board of  
Selectmen

FEB 02 22

Agenda Item  
# 3C

### **Membership; Terms**

The management and administration of the plan is hereby vested in a Pension Board, which shall consist of the First Selectman and five electors of the Town, to be appointed by the Board of Selectmen. The Director of Finance and the Human Resource Director shall be ex-officio members of the Board.

The members of the Pension Board shall be appointed for four-year terms, and each term shall continue until a successor shall have been appointed.

One appointed member of the Pension Board shall be an employee of the Town who is a member of the plan; two members shall be experienced in making investments of the kind in which the pension fund may be invested.

One appointed member of the Pension Board shall be an employee of the Town who is a member of the plan; two members shall be experienced in making investments of the kind in which the pension fund may be invested.

All vacancies that may occur on the Pension Board shall be filled by the Board of Selectman in accordance with the provisions of Chapter 4.1.

The members of the Pension Board shall serve without compensation.

### **Powers and Duties**

The Pension Board may make rules and regulations for the administration of the plan which are not inconsistent with its terms and provisions. The Pension Board may construe the plan, and its constructions thereof and action thereon in good faith shall be final and conclusive. It may correct any defect or supply any omission or reconcile any inconsistency in such manner and to such extent as it shall deem expedient to carry the same into effect, and it shall be the sole and final judge of such expediency. The Pension Board shall supervise and

control the operation of the plan in accordance with the terms hereof and shall have all powers necessary to accomplish that purpose.

The Pension Board may employ such actuarial, legal, consulting and other services as it deems necessary for the proper operation of the plan or pension fund within the limit of such appropriations as may be made by the Board of Selectmen.

The Town administration, as directed by the First Selectman, shall provide administrative support for the Pension Board and shall employ such staff as may be approved by the Board of Selectmen for such purpose.

### **Investment Powers**

The Pension Board also shall manage and control the pension fund and shall invest and reinvest the principal and income of such fund, except so much thereof as the Pension Board shall deem necessary to meet allowances and benefits hereunder, in securities legal for investment by trustees under the laws of this state. The Pension Board may invest any portion of the pension fund in any group trust or common trust fund exempt from tax under § 501(a) or 584, respectively, of the Internal Revenue Code of 1986, as amended, that holds assets of retirement plans exempt from tax under § 401(a) of such code. Any such group trust or common trust fund shall be considered a part of the plan.

The Pension Board may provide by trust, agency, custodian or other agreement with one or more corporate fiduciaries for the custody, safekeeping, handling, investment and reinvestment, under the direction of the Pension Board, of the pension fund's investments.

The Pension Board may open in its name, with one or more banks or trust companies, such accounts as it shall deem necessary for the deposit and withdrawal of the funds received by it and which are to be administered under the terms and provisions of the Pension Plan.

### **Power to Procure Insurance**

In addition, the Pension Board may procure in the name of the Town an appropriate group contract or contracts from any insurance company duly authorized to transact business in the state for the purpose of funding all or a portion of the benefits available from time to time under the plan. The type of contract or contracts and all terms and conditions thereof shall be determined

by the Pension Board on a basis which is consistent with the provisions of the plan. No publicly owned corporation, insurance company or bank shall be disqualified from being the trustee, agent, custodian or depository or from participating in the funding management of the pension fund pursuant to this section, solely because one or more members of the Pension Board may be an employee, officer, director or minority stockholder of such corporation, insurance company or bank.

### **Required Reports**

The Pension Board shall submit annually to the First Selectman a schedule of its estimated expenses necessary for the administration of the Pension Plan and its estimate of the liability of the Town to the Pension Board.

The Pension Board shall annually report to the Board of Selectman the financial condition of the plan, including, at least every three years, an actuarial valuation of assets and liabilities and setting forth such other facts, recommendations and data as may be of value to the members of the plan and the Board of Selectman.

# Town of



# East Lyme

First Selectman  
Kevin A. Seery  
KSeery@eltownhall.com  
Phone (860) 691-4110

108 Pennsylvania Avenue  
P.O. Box 519  
Niantic, Connecticut 06357  
Fax (860) 739-2851

February 2, 2022

East Lyme Selectmen:

Attached is the working draft of the town budget for the 2022-2023 fiscal year.

As we review this budget and plan for the coming fiscal year, it will be important to remember we are still dealing with the Covid-19 pandemic, and it has had an impact in the development of the 2022/23 Town budget. The cost for services has shown a significant increase over the last year. The increase in fuel cost for the Town's vehicles alone is \$73,700, an increase of 46.65%. Also, all four union contracts expire on June 30<sup>th</sup> of this year. The general wage increase (GWI) in the expiring contracts for fiscal year 2022 is 2.25%. With the current rate of inflation over 6%, it is anticipated there will be a noticeable increase in the GWI. This accounts for the significant increase in the Town's contingency account (184.66%). We will not know the actual pay increases for the unions until after the budget is presented to the Town.

Additionally, the Town needs to respond to an increasing number of requests for service from our residents and taxpayers. Parks and Recreation, the Senior Center, the Police Department, the Fire Departments, the Planning/Building/Zoning office, and the various other Town Hall offices are seeing an increase in requests for service and assistance by our residents. It is incumbent of the Town to be able to provide the assistance needed by members of the community.

East Lyme needs to continue the steady progress the Town has seen for over 20 years. The residents appreciate the value of service delivered in Town. People choose to move here and stay here for the quality of life that we have come to expect. When developing the budget, service and value for East Lyme's residents and taxpayers was a top consideration. Diminishing state aid along with increasing state mandates, and the rising cost of delivering municipal services requires balance between raising the needed dollars to pay for valued and essential services while constantly looking at the taxpayer's ability to pay. Anna Johnson, the Finance Director, and I met with each Department Head, the various agencies and commissions regarding their budget submissions. Any increase required documented justification.

The Town's largest investment are the employees who work for our town and provide the services we value. Most of our budget goes to labor and the benefits that are provided to our workforce. In addition, East Lyme must continuously invest in maintaining our buildings and replacing equipment that has outlived its useful life. We must continue to invest in materials, equipment, maintenance, roads, and other resources, but we do so only after an exhaustive process of scrutinizing every detail and measuring each item's value.

Some of the major increases in the budget are the following:

Human Resources: The Human Resources (HR) position, out of necessity, has been upgraded from a Coordinator to a full Director position. The HR Director continues to identify several areas where the Town was deficient in HR.

Police Department: East Lyme ranks 5th from the bottom in the number of officers per 1,000 citizens. The Police Commission will make a presentation during the budget meetings for their plans to increase the force over the next few years. We have an obligation to meet these minimum requirements for those who work at the ELPD and for our citizens. Also, we saw an increase in the number of criminal cases and requests for services during the 2021 calendar year.

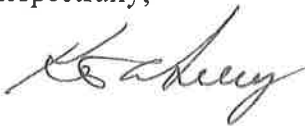
Information Technology: Information Technology (IT) is a department where the Town has been lacking. East Lyme has one IT Coordinator and a volunteer assistant dedicated to IT. The Town contracts with Star Computers for additional support. With the increased dependency on IT at all levels it was deemed essential to have a dedicated IT Director to oversee the system. Joe Bragaw has been overseeing IT for the last couple of years, but he does not have the time, nor is he expected to have the technical expertise to serve as the director.

#### Conclusion

East Lyme is fortunate to have dedicated Department Heads and employees at all levels who routinely provide outstanding service to the community. Their dedication is the reason residents can remain confident the Town will always be a safe and enjoyable place in which to live.

In closing, the budget is one of the most important things the Board of Selectmen does in the course of the year. Reviewing each department's past successes and future plans is an important part of the management process. Board of Selectmen's input is encouraged and welcome as the budget process moves forward. Through this process we will best serve the citizens and taxpayers of this great town of East Lyme.

Respectfully,



Kevin Seery  
First Selectman  
Town of East Lyme