

Roxanne Maher

From: Christine Dias
Sent: Tuesday, June 3, 2025 4:04 PM
To: April Brunelle; Carmen Garcia Irizarry; Gary St. Vil; Jessica Buhle; Kevin J. Dombrowski; Naomi Rodriguez; Timothy Ryan; Tony Saccone; William Barnes
Cc: Roxanne Maher; Fred Allyn, III
Subject: May 27th Town Council Meeting

Members of the Town Council,

I was asked to provide the salary survey information on Thursday, May 22 in preparation for the Town Council meeting on May 27, 2025. The information listed the current salaries for the Department Head positions that were under review as part of the salary survey. I was not contacted after information was sent with any questions or for any clarifying information. At the meeting on May 27th, recommendations were made to reduce the salary increase for four positions, including Land Use Director and Human Resources Director. The increase included in the FY2026 budget for these positions was the minimum increase indicated by the Resolution Establishing Administrator/Department Heads Benefits, adopted by the Town Council on February 22, 2023:

“Employees shall be paid at the rate as designated by the Mayor or contractually negotiated. Increases in wages shall be effective on the first day of July; and continuing until June 30, 2025, wage increases may not be less than the percentage of the highest union contracted increase for that fiscal year.”

That increase is 3% for the upcoming contract year. The new proposed increase for the salary of the Human Resources Director is approximately 1.5%. At the meeting on May 27th it was stated that none of the changes to the line items were reducing the salaries of any of the individuals. As shown on the information supplied to you, the Land Use Director is currently paid \$105,000 and has been reduced to \$102,066 in the proposed budget.

I have been involved in the hiring process for many years. It has become harder to recruit and hire for positions in municipal government overall. The Department Head positions require specialized experience, certifications and in some cases advanced degrees, which limit the pool of qualified candidates when there is a vacancy. Retaining a skilled and qualified workforce rather than having to fill positions and invest the time and resources in training saves the Town money overall.

The Resolution Establishing Administrator/Department Heads Benefits should be treated as any other contract or agreement entered into by the Town and its leadership.

Thank you,

Christine Dias
Director of Human Resources
Phone 860-464-3226 Web www.ledyardct.org
Town Hall Hours: Mon-Thurs 7:30-4:45
741 Col Ledyard Highway, Ledyard CT 06339