



TOWN OF LEDYARD  
CONNECTICUT  
TOWN COUNCIL

Chairman Gary St. Vil

MINUTES  
LEDYARD TOWN COUNCIL – REGULAR MEETING  
WEDNESDAY, APRIL 22, 2026; 7:00 PM  
HYBRID FORMAT  
VIDEO CONFERENCE VIA ZOOM

**DRAFT**

- I. CALL TO ORDER – Chairman St. Vil called the meeting to order at 7:02 p.m. at the Council Chambers, Town Hall Annex Building.

Chairman St. Vil welcomed all to the Hybrid Meeting. He stated for the members of the Town Council and the Public who were participating via video conference that the remote meeting information was available on the Agenda that was posted on the Town’s Website – Granicus-Legistar Meeting Portal.

- II. PLEDGE OF ALLEGIANCE

- III. ROLL CALL –

Attendee Name	Title	Status	Location
William Barnes	Town Councilor	Present	Remote
April Brunelle	Town Councilor	Present	In-Person
Jessica Buhle	Town Councilor	Present	Remote
Carmen Garcia-Irizarry	Town Councilor	Present	In-Person
Ty (Earl) Lamb	Town Councilor	Present	Remote
Adrienne Parad	Town Councilor	Present	In-Person
Tim Ryan	Town Councilor	Present	In-Person
Gary St. Vil	Town Councilor	Present	In-Person
James Thompson	Town Councilor	Present	In-Person

- IV. INFORMATIONAL ITEMS/PRESENTATIONS – None.

- V. RESIDENTS & PROPERTY OWNERS (COMMENTS LIMITED TO THREE (3) MINUTES )

*Mr. Jeff Eilenberger*, 2 Village Drive, Ledyard, noted that he was present this evening to clarify his comments regarding the Fiscal Year 2026/2027 Budget that he provided at the April 21, 2026 Public Hearing. He stated in response to Chairman St. Vil’s question in which he asked what action he wanted the Town Council to do for him. Mr. Eilenberger stated that he was asking for the Town Council to transfer the Board of Education’s healthcare expenses to the Board of Education’s side of the budget.

Chairman St. Vil thanked the Mr. Eilenberger for their comments.

- VI. COMMITTEE COMMISSION AND BOARD REPORTS – None.

- VII. COMMENTS OF TOWN COUNCILORS

Councilor Buhle, attending remotely via Zoom, commented on the following: (1) April is the Month of the Military Child – Councilor Buhle stated she was thankful for the all the military kids in their community who were going through their own struggles of military life; (2) Fiscal Year 2026/2027 Budget Preparation Process – Councilor Buhle thanked everyone who provided input throughout the budget process. She noted the Town Council had an informative Public Hearing on April 21, 2026; and that she looked forward to the rest of the annual budget season.

Councilor Lamb, attending remotely via Zoom, commented on the following: (1) Fiscal Year 2026/2027 Budget – Councilor Lamb stated he looked forward the remaining budget season, noting that they still had some work to do; (2) Develop an end-to-end process for Capital

Projects – Councilor Lamb stated later this evening the Town Council be appointing members to the new “*Ad Hoc Committee to Develop a Process for Capital Improvement Building Projects*”; (3) Develop a strategic capital improvement plan; and (4) Ledyard’s Preparations for America’s 250 Celebration this summer. Councilor Lamb stated that he looked forward to getting back to Ledyard on May 9, 2026 and continuing to work on all of these initiatives.

Councilor Brunelle commented on the following: (1) National Association of Realtors (NAR) Conference – Councilor Brunelle stated today she attended the NAR Conference regarding Fair Housing, noting that it was interesting, and that it was a good refresher; (2) Communication – Councilor Brunelle stated communication was a lot more than words, noting that it was also about body language, and tone. She suggested the Town Council keep this in-mind when they were communicating with one another, because it was a lot more than the words they say.

Councilor Thompson stated at the Town Council’s April 8, 2026 meeting he announced that the New London Hospitality was hosting their 19<sup>th</sup> *Walk to End Homelessness* on Sunday, April 26, 2026. He stated those interested in participating in this very good cause could still sign-up, noting the Registration Deadline was Saturday, April 25, 2026. He urged those interested in participating in the *Walk to End Homelessness* to visit their website at: [www.NLHC.org](http://www.NLHC.org)

Councilor Garcia-Irizarry noted the following: (1) Administrative Professionals Week – Councilor Garcia-Irizarry stated this week was Administrative Professionals Week and she thanked Administrative Assistant Roxanne Mahe for everything she does for the Town Council. She presented Ms. Maher with flowers and card from the Town Council. Ms. Maher thanked the Town Councilor for the beautiful flowers and card, noting that she appreciated their recognition and thoughtfulness; (2) Proposed Ethics Ordinance – March 25, 2026 Public Hearing – Councilor Garcia-Irizarry thanked everyone who attended the third Public Hearing that was held on March 25, 2026 regarding the proposed Ethics Ordinance; as well as all those who attended the Town Council’s April 8, 2026 meeting and provided feedback. She stated the proposed Ethics Ordinance has been referred back to the Administration Committee, noting that she along with Councilor Brunelle and Councilor Barnes would address the feedback that was provided, stating that they would not require a lot of changes to the proposed Ordinance. She stated while they discussed the comments that were provided by email, that some members of the Town Council did not receive Councilor Ryan’s April 8, 2026 email prior to the Town Council’s meeting that evening. She stated only Councilor Barnes, Councilor Lamb, Chairman St. Vil, Administrative Assistant Roxanne Maher, and Mayor Allyn, had received Councilor Ryan’s email earlier that day. She stated had Councilor Lamb not mentioned Councilor Ryan’s email that the rest of the Town Council would not have known about it, and they would not have been able to address Councilor Ryan’s concerns regarding the proposed Ethics Ordinance. She asked in the future, when a Councilor had comments regarding an ordinance, or the budget, or something else, that they make sure all members of the Town Council receive their comments, so that the Councilor and/or the Committee that was working on the particular item could answer the questions. She stated if they send their email to Town Council Office that they ask Administrative Assistant Roxanne Maher to forward their email to everyone on the Town Council. She stated in discussing Councilor Ryan’s comments regarding the proposed Ethics Ordinance that they also learned that he had posted his comments on Facebook. She stated it was frustrating to find all this out in the middle of their discussion during the Town Council meeting, noting that Councilor Ryan’s April 8, 2026 email was not included in the public record of the Agenda.

Councilor Ryan stated during the last three terms that he served on the Town Council that anytime he was not going to be in attendance at a Town Council and he submitted comments to be read; noting that he has always sent them to the Chairman of the Committee meeting that he was not going to be in attendance, whether it was a Finance Committee meeting; or a Town Council meeting. He stated the only time he has sent his comments to the entire Town Council group was when he was submitting general comments that were meant for inclusion as communications. He stated his comments were written to be read at the April 8, 2026 Town Council meeting, noting had he been able to attend the meeting, the Town Council would have heard his comments during the meeting. He stated with his work schedule and other demands that he literally wrote his comments regarding the proposed Ethics Ordinance that same day. He stated going forward that he was happy to send his comments to the Town Council group, noting that had not been his practice during the past five-years. Councilor

Garcia-Irizarry stated that Councilor Ryan's agreement to send his comments to the Town Council group going forward would be appreciated. She stated the problem was that some members of the Town Council had the opportunity to read Councilor Ryan's comments, however, some did not have that same opportunity. She also expressed concern that Councilor Ryan's comments had already been posted on Facebook. Councilor Ryan noting that he posted his comments to Facebook after he sent his email. However, he stated that he understood Councilor Garcia-Irizarry's concerns and that he would be happy to send his comments to the Town Council group going forward.

Councilor Parad commented on the following: (1) April designated as Military Child Month – Councilor Parad stated after Councilor Buhle suggested they wear the color purple in recognition of the Military Child that she looked through her closet and could only come up with one lilac colored article of clothing, which she was wearing this evening. However, she stated that she supported the Military kids noting that she had three Military kids that were born at three different Military Duty Stations; (2) Civics Day Field Trip – Councilor Parad noted that her oldest child with her tenth grade civics class went to Hartford today; noting that they were able to see the Connecticut's Supreme Court in-action. She also noted that some students had the opportunity to see some legislative items in action as well. She noted it was a wonderful experience for the kids; (3) Councilor Parad wished everyone a Happy Earth Day!

Councilor Ryan commented on Ledyard High School's Production of Chicago that was held on March 26, 27, 28, 2026 Thursday, Friday and Saturday – Councilor Ryan stated because he was not able to attend the Town Council's April 8, 2026 meeting that he wanted to acknowledge the amazing job the High School students did in putting on the musical. He stated he brought his kids to see the production, noting that he enjoyed the show better than the Broadway show. He also noted a few years ago the High School put on the Production of Clue, noting the quality, caliber and dedication of their students were on display. He stated for those who have not had the opportunity to see a Ledyard High School Musical to make plans to attend next year's show because they do an amazing job.

Chairman St. Vil addressed the following: (1) April being the month of the Military Child – Chairman St. Vil this is a time to recognize the resilience, strength, and sacrifice of children and military families. These were kids who move frequently, adapt to new schools and communities, and often have parents deployed for long periods of time, all while carrying themselves with the level of maturity well beyond their years. The color purple represented unity and support for military children across all branches of the service. Chairman St. Vil expressed the Town Council's appreciation for the families in their community who serve, and especially the children who support that service every day; (2) Administrative Professionals Week – Chairman St. Vil noted as Councilor Garcia-Irizarry stated today is Administrative Professionals Day. This is a day set aside to recognize the people who keep their organizations running, often behind the scenes, but absolutely essential to everything they do. He stated for the Town Council that starts with their Administrative Assistant Roxanne Maher. He noted that Ms. Maher keeps the Council organized, prepared, and moving forward with agendas, meeting minutes, correspondence, coordination, and historical recall, noting that she knows it all. He stated the amount of work that goes into keeping the Town Council functioning as a legislative body was significant, and Ms. Maher does it consistently and professionally. He went on to note that for Ledyard it was not only Ms. Maher, stating that it was all of their administrative professionals across Town Hall. He stated as Mayor Allyn also knows and throughout their community, tier Administrative Professions make sure things run smoothly every single day. These roles have evolved over time, but the importance hasn't changed. In many ways, it's grown. They are the backbones of day-to-day operations, and their work often goes unnoticed, but it should never go unappreciated. Chairman St. Vil stated on behalf of all of the Counselors that he wanted to say, *“Thank you, Roxanne, and to all the Administrative Professionals for the work you do to support this organization and this community”*.

## VIII. REVIEW AND APPROVAL OF PRIOR MEETING MINUTES

MOTION to approve the following:

Public Hearing Minutes of April 8, 2026

Regular Minutes of April 8, 2026

Moved by Councilor Garcia-Irizarry, seconded by Councilor Parad

**VOTE: 9 – 0 Approved and so declared**

IX. COMMUNICATIONS

Chairman St. Vil noted that a Communications List has been provided on the meeting portal for tonight's meeting, and he noted there were referrals listed.

X. FISCAL YEAR 2026/2027 BUDGET UPDATE

Chairman St. Vil stated last night the Town Council held a Public Hearing to present a proposed Preliminary Budget to obtain their residents comments, recommendation, and feedback. He stated other than their Elected Officials only about 10 members of the public attended, noting there was 6 in-person and about 4 attend via Zoom.

Chairman St. Vil went on to note no residents spoke either in-favor or against the proposed Fiscal Year 2026/2027 Budget. He stated later this evening the Town Council would act to move a proposed Budget to the May 18, 2026 Annual Town Meeting; that will Adjourn to a Vote on the Voting Machines on Tuesday, May 19, 2026.

Chairman St. Vil asked Councilor Buhle whether she would you like to add any comments regarding the proposed Fiscal Year 2026/2027; or prefer to wait until the Town Council addresses it later tonight. Councilor Buhle, attending remotely via Zoom, stated that she would provide comments later this evening when they discuss the budget.

X. COUNCIL SUB COMMITTEE, LIAISON REPORTS

Administration Committee

Councilor Garcia-Irizarry stated the Administration Committee has a number of items on tonight's that she would address later this evening.

Community Relations Committee for Diversity Equity & Inclusion

Councilor Brunelle stated although the Committee has not met since the last Town Council meeting; they were working on many exciting things.

Finance Committee

Councilor Buhle stated the Finance Committee would present a proposed Fiscal Year 2026/2027 Budget later this evening.

Land Use/Planning/Public Works Committee

Councilor Thompson stated although the LUPPW Committee has not met since the last Town Council meeting they have two items on tonight's agenda.

**Liaison Reports**

Inland Wetland and Water Courses Commission

Councilor Thompson stated the IWWC would be conducting two site walks on Friday, April 24, 2026 at the following locations: Silas Dean Road; and Center Groton Road.

Library Commission

Councilor Garcia-Irizarry stated the Library Commission met on Monday, April 20, 2026 and discussed the following: (1) Friends of the Library Pie Sale raised \$900.00 to help the Library; (2) Seed Library Opened on March 18, 2026 and they have given out over 600 packages of seeds to residents; (3) Passport to Connecticut Libraries Program – Councilor Garcia noted about 171 libraries throughout the were State participating in the Program. She explained that library patrons would receive a Passport that they could have stamped when they visit other participating libraries in the state; (3) Youth Audio Books Circulation – Councilor Garcia-Irizarry stated since the Library introduced Yoto Audio Books that the circulation has increased tremendously, noting in December, 2025 they had 8 circulations; and in March 2026 they 229 Youth Audio Books in circulation; (4) Homebound Patrons – Councilor Garcia-Irizarry stated Library Director Jessica Franco, and her Staff were working to revitalize a Program to Deliver Books to Homebound Patrons. She noted that the Library Commission approved the Form that the volunteers would be required to fill out to participate in the delivery of the books to homebound patrons; (5) Library Director Jessica Franco is on

Maternity Leave, and her staff was doing a great job in keeping the Library operations running smoothly.

#### Parks, Recreation & Senior Citizens Commission

Councilor Parad noted the Commission postponed their April 21, 2026 meeting due to the passing of a Commission member.

#### Ledyard Historic District Commission

Councilor Lamb stated the Commission met on April 20, 2026 and addressed the following: (1) Spicer Homestead Ruins Historic Preservation Presentation – Councilor Lamb stated the Commission was continuing their work and hoped to provide a preliminary report to the Town Council in June, 2026; (2) Gales Ferry Historic District Application – Councilor Lamb noted the commission approved to submit an Application to the Planning & Zoning Commission for a Gales Ferry Historic District; (3) America 250 Planning Committee – Councilor Lamb noted that the Commission would be supporting some portions of the America 250 Celebration.

#### Agricultural Commission

Councilor Lamb stated the Agricultural Commission met on April 21, 2026 and discussed working together with the Farmers Market Committee, Conservation Commission and students on some initiatives.

#### Conservation Commission

Councilor Lamb noted that the meeting portal had two meetings listed for the Conservation Commission in May. Therefore, he stated that he check to see if the Commission was planning to meet twice in May.

#### Board of Education

Councilor Barnes noted Ledyard High School Principal Amanda Fagin’s Invitation to attend the Graduation on June 18, 2026. He stated last year he attended the graduation; and that he planned to attend this year as well. He encouraged members of the Town Council to attend the graduation if their schedules permitted, noting that they should contact Jennifer Hepburn via email at [jhepburn@ledyard.net](mailto:jhepburn@ledyard.net) if they planned to attend. He stated the line-up was at 3:30 p.m.

#### Ledyard Center Fire Company

Councilor Barnes stated the Ledyard Center Fire Company’s 75<sup>th</sup> Annual Awards Banquet was scheduled for Saturday, May 16, 2026 and that members of the Town Council were invited to attend. He stated those planning to attend should contact Skylar Johnson.

Councilor Barnes left the meeting at 7:30 p.m.

## XI. MAYOR’S REPORT

Mayor Allyn, III reported on the following: (1) Connecticut Conference of Municipalities (CCM) Legislative Committee April 16, 2026 meeting – Mayor Allyn noted the following Bills that were still alive: (a) SB #388 “*Restore Pequot Funding back to the pre 2019 Level*” – Mayor Allyn explained if approved, it would add back \$100 million to be distributed to Connecticut’s cities and towns. He stated in 2019 the State Legislature cut the level of funding, and that State Senator Cathy Osten was pushing to restore the Pequot Fund, noting that SB#388 appears to have support; (b) HB #5289 “*Publication of Legal Notices*” – Mayor stated this Bill would allow Municipalities to not have to publish their legal notices in the newspaper. He stated they could publish their legal notices on the town’s website and maintain a paper copy in print for one-year. He stated this would save Municipalities thousands of dollars; (c) HB #5002 “*Education Cost Funding (ECS)*” – Mayor Allyn stated the state was looking to increase the ECS Funding to \$16,000 per pupil; and then track the inflation rate; (d) SB #151 “*Limits Local Zoning Authority for Lot Sizes, Setbacks*” – Mayor Allyn stated this Bill would allow setbacks to be reduced to 5-feet on either side yard and 10-feet for front and rear yards if they have public water and public sewer, the dimensional requirements are reduced, and lot coverage was no longer an issue. In addition it allowed one single family building lot to be split into three lots without question; (e) HB #5396 “*Affordable Housing on Lands Owned by Religious Organizations*”- Mayor Allyn stated this

Bill would allow religious organizations to build on the property; and they would not have to go the Planning & Zoning for any approvals. All that would be required was a *Summary Review*; (f) SB #447 “\$50,000 Automatic Assessment Exemption for Every Owner-Occupied Single-family and Condominium in Every Town throughout the State of Connecticut” - Mayor Allyn stated based on Ledyard’s current mill rate that the property taxes would be reduced by about \$1,327,50 per account; requiring a 4 mill tax increase for everybody else; (g) HB #5407 “An Act Concerning State Reimbursement to Municipalities for Revenue Lost Due to the Property Tax Exemption for Veterans with a One Hundred Percent Permanent and Total Disability Rating” – Mayor Allyn stated that he was hearing from some Legislators that this Bill was not getting the traction required to pass. He stated the Southeastern Connecticut Council of Government (SECOG) Leaders would be meeting at the State Capitol on Monday, April 27, 2026 with their Regional Delegation with the hope to apply some pressure, noting that every town in Southeastern Connecticut was hit hard by Public Ac 24-46 “Providing a 100% Tax Exemption for 100% Permanently and Totally Disabled Veterans”; (2) Department of Housing and Habitat for Humanity April 16, 2026 Meeting – Mayor Allyn stated the Habitat for Humanity Project located at the end of Colby Drive was looking at a six-month delay. He explained because they were scheduled to receive federal and state funds they were required to notice various parties of what they intend to do in terms of excavation; and whether there was anything of historic significance at the location where they would be building homes. He noted that the Colby Drive would extend off Fairway Drive and come out to Colonel Ledyard Highway next to the Salty Hefer Restaurant; (3) America 250 Planning Committee April 14, 2026 meeting – Mayor Allyn stated Parks & Recreation Director Scott Johnson, Jr., would be conducting a Red, White, & Blue Color Run on the day of the Memorial Day Parade. He stated Run would begin around 8:00 a.m. and should be completed by 10:00 a.m. which should be well before the Parade assembles at 12 Noon. The Memorial Day Parade would have a Colonel Float, America Themed Candy, Roaming Poster Display of Historic Town of Ledyard Figures. He also noted that a Time Capsule would be buried, and there would be other activities that would take place at the Historic Nathan Lester House on July 4, 2026 from 10:00 a.m. – 2:00 p.m. Mayor Allyn stated that more information would be coming; (4) Public Law 25-01 “Housing Law” - Regional Housing Plan Meeting April 16, 2026 – Mayor Allyn stated Southeastern Connecticut Council of Governments (SECOG) held the meeting here in the Council Chambers, regarding Public Law 25-01 “Housing Law” explaining that this new law would determine how many units of Affordable Housing each Town was supposed to allocate. He stated members from the Planning & Zoning Commission, Inland Wetlands and Water Courses Commission, Economic Development Commission, as well as members from the North Stonington were in attendance to hear about the Housing Law and how it could move forward; (5) Gales Ferry School Roof Meeting – April 16, 2026 – Mayor Allyn stated he attended a meeting with the Bonding Company regarding the long standing battle concerning the completion of the Roof and the Photovoltaic System that was supposed to part of the project. He stated the solar array that was supposed to be installed on the Gales Ferry School Roof was expected to save the Board of Education about \$6,000 per month. However, he stated they have yet to see those savings, noting that it was costing a lot of money, as they wait for the roof project issues to be resolved. He stated the meeting with the Bond Company’s Representatives went well; and that he would keep the Town Council apprised on the status of the matter; (6) Roadside Clean-up April 18, 2026 – Mayor Allyn stated he participated in the Ledyard Rotary Club Roadside Clean-up. He stated in past years the Rotary Club cleaned-up Route 12 in Gales Ferry. However, he stated because the Department of Transportation (DOT) felt the Route 12 too dangerous for people in bright yellow vests to be picking-up trash along that road on the weekend, that this year the Rotary Club decided to clean-up the entire stretch of Sandy Hollow Road between the two historic cemeteries. He stated it was stunning to see the hundreds and hundreds of Nip Bottles they collected along that route. He stated that they also saw half full cans of spray paint floating on the edge of the Groton Reservoir. He stated at the end of the day he took ten large construction size plastic bags to the Transfer Station. He stated the Rotary Club planned to conduct another roadside clean-up in October, 2026; (7) Southeastern Connecticut Enterprise Region (seCTer) Board of Directors Meeting – April 22, 2026 – Mayor Allyn stated he attended the meeting this morning and he reported that seCTer has provided funding to 118 businesses in eastern Connecticut, with three being in Ledyard. He stated that seCTer still had money to loan and grant funding available for small business in their area; and he encouraged those looking to open a small business in Ledyard to contact seCTer.

### Questions to the Mayor

Councilor Ryan stated that he was extremely disappointed to hear that House Bill #5407 “*An Act Concerning State Reimbursement to Municipalities for Revenue Lost Due to the Property Tax Exemption for Veterans with a One Hundred Percent Permanent and Total Disability Rating*” was not getting a lot of traction. He questioned whether it was leaders from the rest of the State were not supporting the Bill. Mayor Allyn stated some towns presented positive and favorable testimony on HB #5407; however, he stated the 100% local property tax exemption for veterans who have a 100% service-connected permanent and total disabled rating does not have the same impact as it does for those who were a military community. He stated in addition to Southeastern Connecticut that both East Haven and New Haven also had a substantial loss in local tax revenues. He stated when the Southeastern Connecticut Council of Government (SECOG) Leaders meet with their Regional Delegation on Monday, April 27, 2026 at the State Capital in Hartford, that he hoped he would hear from other Leaders why they do not want to support other parts of the state they live in. Councilor Ryan questioned whether Ledyard’s State Delegation was supporting HB #5407. Mayor Allyn stated everybody from Southeastern Connecticut Delegation was doing their part. He noted that he had a conversation with State Representative Dan Gaiowski, who was a great young Representative from the New London area, noting that he was a member of the Veterans and Military Affairs Committee, and the Appropriations Committee. He stated that Representative Gaiowski, understands that the 100% Tax Abatement for Disabled Veterans was a huge loss of tax revenues for Southeastern Connecticut Municipalities, noting that he was 100% on-board and that he was advocating for the Legislature to approve HB #5407. Councilor Ryan stated HB #5407 would fill a significant hole in Ledyard’s revenues and that they were all hopeful that the State would come through with reimbursing the municipalities for the loss in their local tax revenues for the upcoming Fiscal Year 2026/2027 Budget cycle.

Councilor Garcia-Irizarry stated that she was away for the April 16, 2026 Southeastern Connecticut Council of Governments (SECOG) meeting regarding Public Law 25-01 “*Housing Law*”; therefore, she questioned whether it was recorded. Mayor Allyn stated the meeting was on Zoom; however, he did not know if it was recorded. He also noted that North Stonington attended the April 16, 2026 presentation that was held here in Ledyard, noting that SECOG was trying to meet with a couple of towns at a time.

Councilor Garcia-Irizarry noted that she saw some Facebook postings about a solar farm on Lantern Hill Road; and she questioned whether Mayor Allyn had any information regarding that project. Mayor Allyn stated the solar farm on Lantern Hill Road was going to be in Stonington. He explained that they would be paving over prime farmland soil for the 20-year term of the solar farm, and he commented that he did not think that was an appropriate use of prime farmland. He stated co-locating solar panels on school and municipal building roofs like Ledyard has done was being resourceful. Councilor Garcia-Irizarry noted that she agreed with Mayor Allyn’s comments.

Councilor Garcia-Irizarry continued by asking whether there has been any progress regarding the potential to use the former capped Landfill, located at 889 Colonel Ledyard Highway, for a Solar Array Farm. Mayor Allyn stated that the town would most likely need to hire a Consultant to determine how they could lay out a Ballasted Solar Array Farm and to help write the Request for Proposals (RFP). He stated when the town was previously working with Green Sky Energy that they were going to put monopoles in the ground at the capped Landfill to mount the solar panels. However, he stated because they were not allowed to penetrate the capped Landfill they could not drive the monopoles into the Landfill. Therefore, he stated that it financially did not make sense for Green Sky Energy to install weighted ballasted to mount the solar panels to. He stated although he did not know if it was now possible to construct a Solar Array Farm on the former capped Landfill that it was worth looking into.

Councilor Garcia-Irizarry stated because there was a lot of discussion on Facebook regarding the construction of a Solar Array Farm on the former Landfill that for the benefit of the public that she wanted to review the process of how town initiatives were accomplished. She proceeded to explain that that members of the Town Council could propose something and then the Mayor would look at it with the Public Works Director to determine whether it was viable to proceed with the initiative. However, she stated if it was not a viable, then it would not proceed. She stated with regard to using the capped Landfill for a Solar Array Farm that they were at the stage to see if it was a viable use of that property. She stated many times the

members of the Town Council do not know all the details of how something works, which was the reason they had experts at the Town Hall; and they were appreciative of their help.

Chairman St. Vil noted that Councilor Garcia-Irizarry brought up a good point, in that there was a lot of fake news and misinformation out there. He asked that folks go to the right people and the right organization if they had questions about what was going on in town.

Chairman St. Vil continued by noting that 2026 was a special year because it was America's 250<sup>th</sup> Birthday. He stated that he shared Mayor Allyn's Facebook Post regarding the Fundraiser to help support some of the activities that would be happening in town this summer. He asked how the Town Council could help and partner with the America 250 Planning Committee. Mayor Allyn stated that it would be great to have all of the Town Council involved in the Memorial Day Parade, noting that they were going to have a float and that he would love to have anyone who wanted to participate involved with the float. He stated that they would help by spreading the word regarding the planned events, especially the Nathan Lester House events that would be held on Saturday, July 4, 2026. He stated they were going to have colonel reenactors and a lot of things going on that day. He stated being on July 4<sup>th</sup> could be a challenge because people may have other plans, however, he stated that the town and the 250 America Planning Committee would like to have a good turnout at the Nathan Lester House event; and for the day to be a success. He stated spreading the word would be very beneficial.

XII. OLD BUSINESS – None.

XIII. NEW BUSINESS

CONSENT CALENDAR

- \*1. MOTION to reappoint the following Members to the Water Pollution Control Authority for three (3) year term ending April 11, 2029:
  - Mr. Stanley Juber ( R ) 13 Iron Street, Ledyard (Regular Member)
  - Mr. Terry Jones ( R ) 27 Monticello Drive, Gales Ferry (Regular Member)
  - Mr. Jeremy Norris ( D ) 12 Old Fort Lane, Ledyard (Alternate Member)
  
- \*2. MOTION to reappoint the following Members to the Cemetery Committee for three (3) year term ending April 26, 2029:
  - Mr. Paul Krug (Military Veteran) ( U ) 67 Pheasant Drive, Gales Ferry
  - Ms. Kriste-Gardiner-Lundgren ( U ) 70 Iron Street Ledyard
  - Ms. Martha Reynolds ( R ) 1684 Center Groton Road, Ledyard
  
- \*3. MOTION to reappoint Ms. Margret Boyd, ( U ) 257 Whalehead Road, Gales Ferry, to the Ledyard Housing Authority for a five (5) year term ending March 31, 2031.

Moved by Councilor Ryan, seconded by Councilor Thompson

**VOTE: 8 – 0 Approved and so declared**

RESULT:	APPROVED 8 – 0
MOVER:	Tim Ryan, Town Councilor.
SECONDER:	James Thompson, Town Councilor
AYES:	Brunelle, Buhle, Garcia-Irizarry, Lamb, Parad, Ryan, St. Vil, Thompson
AWAY:	Barnes

Finance Committee

- 4. Discussion and possible action regarding the Fiscal Year 2026/2027 Budget.

Chairman St. Vil stated in accordance with Chapter VII; Section 5, of the Town Charter, that after the Public Hearing, which was held on April 21, 2026, the Town Council could make additional adjustments to the proposed Fiscal Year 2026/2027 in preparation to submitting the budget to the townspeople at the Annual Town Meeting scheduled for May 18, 2026 that would adjourn to the Referendum Vote on May 19, 2026. However, he stated as he mentioned earlier this evening (X. Fiscal Year 2026/2027 Update) the Town Council did not receive any

public comments that were either in-favor or opposed to the proposed budget that was presented at the Public Hearing, noting that no budget adjustments were requested. He noted in accordance with the Chapter VII; Section 5 of Town Charter, the Town Council was required to file the proposed budget in the Town Clerk's Office by the first Monday in May (May 4, 2026). He asked Councilor Buhle to put a Motion on the floor.

- ❖ MOTION to adopt a the Fiscal Year 2026/2027 Budget in the amount of \$73, 555,506 comprised of:
  - General Government: \$31,698,171
  - Board of Education: \$41,857,335

Moved by Councilor Buhle, seconded by Councilor Garcia-Irizarry

Discussion: Councilor Ryan stated unfortunately he was not able to attend the Town Council's April 8, 2026 meeting at which time they made some reductions to the Board of Education's proposed budget, noting that he would like to have seen more of a reduction. He went on to note during the Finance Committee's April 1, 2026 meeting he presented a proposed reduction to the Board of Education's proposed Fiscal Year 2026/2027 Budget, that was exclusively pointed at trying to reduce any new hires, noting that they did not want to have any new recurring costs in a year with so many variables. He stated because his proposal was not met favorably, that he openly stated that he was willing to compromise; and then he asked if there was a number the Finance Committee was willing to talk about. He stated because the response was "None" that Finance Committee meeting ended without an agreement on the budget. Therefore, he stated that he was happy to see the \$75,000 reduction that the Town Council made.

Councilor Ryan went on to state that he believed the proposed Fiscal Year 2026/2027 Budget was reasonable on both sides for the most part. However, as he has said at previous meetings, he thought there was room to improve on the Board of Education's side of the budget. He stated in the interest of time that he would hesitantly support the budget as presented this evening.

Councilor Ryan continued by commenting on the impact of the 2025 Revaluation, noting if residents have not done the quick math on their own tax numbers, that he would encourage them to do so. He stated his property assessment went up 58%, which was above the average. He stated based on the normalized/adjusted/equalized mill rate his taxes were going to go up \$1,500, noting that he was not alone. He stated that he hoped he wrong, but as they vote tonight, everyone should be prepared for the backlash, noting when residents receive their new tax bills in July they were going to see a huge tax increase. He stated while they were saying the Fiscal Year 2026/2027 Budget was only 4.5% increase; that was not what residents were going to see in their tax bills because of the 2025 Revaluation. Therefore, he stated that they had to be prepared for angry residents, because the increase in their property taxes was not going to be insubstantial. He stated as they have been discussing, if Ledyard does have the fortune to receive the new revenue streams in the middle of the year, such as HB #5407 and improvements to the Education Cost Sharing (ECS) formula, that it was not going to matter because the budget would have already been approved; and the tax bills would have already gone out. He stated if additional revenues come-in during the year that the Town would have taxed the residents more than what they actually needed.

Councilor Ryan concluded his comments by stating that he has gone on record saying that they could only work with what they know to be the case relative to state and federal revenues, which was the reason he has been advocating for more reductions on the Board of

Education's side of the budget. He noted although the Town Council cannot make line item reductions, that he has tried to encourage the Board of Education to reduce new recurring expenses. He stated regardless of whether impact of 2025 Revaluation and budget increase comes out at the Town Meeting; or it comes out in July with the tax bills, at that point, that he would fully expect to see people come to their meetings at that point.

Councilor Garacia-Irizarry questioned when the State Legislative Session would end. Mayor Allyn, III, stated that the 2026 Legislative Session would end on May 7, 2026. Councilor Garcia-Irizarry noted that the Town would know the status of their State Revenues relative to HB #5407 and their Education Cost Sharing (ECS) before the May 19, 2026 Budget Referendum. Mayor Allyn stated that they would most likely have that information before the Budget Referendum, and he explained they typically try to set mill rate no later than the fourth Monday in June; therefore, the Town Council could adjust the mill rate based on the new revenues. He went on to explain because the Town uses a company to print the tax bills that they try to set the mill rate as soon as possible, because the tax bill company would have to run a test before the printing and mailing of the tax bills.

Councilor Garcia-Irizarry questioned the equalized/adjusted mill rate. Councilor Buhle stated equalized/adjusted mill rate was 25.78.

Councilor Buhle explained when the townspeople were voting on the Annual Budget that they were approving the expenditure side of the budget, noting that they were not voting on the revenue side of the budget. She stated while they have to make sure that the budgeted expenditures and revenues were equal; that in terms of setting the mill rate it could be adjusted if new revenue information comes in after the Referendum, noting that the Charter required the mill rate to be set prior to the first day of July. She stated even with an equalized mill rate of 25.78 that many residents were going to see a large tax increase, because the commercial and industrial property valuations essentially remained flat, shifting a bigger portion of the tax burden onto residential properties; and motor vehicles. She stated that she did not think they had the opportunity to develop a budget that would not have that burden. She stated that she believed the proposed Fiscal Year 2026/2027 Budget was responsible.

Councilor Buhle continued by addressing the Finance Committee’s April 1, 2026 meeting during which she told Councilor Ryan that she ardently would not support a reduction to the Board of Education’s Budget. However, she stated after a long discussion at the Town Council’s April 8, 2026 meeting she did vote “Yes” to reduce the Board of Education’s Budget by \$75,000. She stated although Councilor Ryan was not at that Town Council meeting the \$75,000 reduction to the Board of Education’s proposed Fiscal Year 2026/2027 was unanimously approved by those in attendance. She stated that she hoped the Town Council would move the proposed Fiscal Year 2026/2027 Budget forward to the townspeople this evening; and that the townspeople would agree with them.

**VOTE: 8 – 0 Approved and so declared**

RESULT:	APPROVED 8 – 0
MOVER:	Jessica Buhle, Town Councilor.
SECONDER:	Carmen Garcia-Irizarry, Town Councilor
AYES:	Brunelle, Buhle, Garcia-Irizarry, Lamb, Parad, Ryan, St. Vil, Thompson
AWAY:	Barnes

Administration Committee

- MOTION to adopt the proposed amendments to Res#001-xxxx/xxxx “*Resolution Establishing Administrator Department Head Benefits*” as presented in the draft dated March 11, 2026.

**Res: 001-2026/XXXX**  
**Draft: 3/11/2026**

RESOLUTION ESTABLISHING  
 ADMINISTRATOR/DEPARTMENT HEAD BENEFITS

WHEREAS, The Town Council recognizes the need to compensate its Administrators/Department Heads in a fair and equitable manner;

NOW, THEREFORE BE IT RESOLVED, That the Town Council reaffirms the practices, policies, plans and benefits set forth in the Town of Ledyard Employee Handbook which applies to all Employees, including Administrators/Department Heads and provides further that if the terms of this Resolution differ from the terms of the Town of Ledyard Employee Handbook, the provisions and terms of this Resolution shall apply exclusively.

For the purpose of this Resolution, the Town Council Chairperson shall be the immediate supervisor of the Administrative Assistant to the Town Council; the Chairperson of the Town Council Finance Committee shall be the immediate supervisor for the Town Treasurer; the Director of Finance shall be the immediate supervisor for the Assistant Director of Finance; the Mayor shall be the immediate supervisor for all other Administrators/Department Heads.

All benefits are computed based on a 40-hour work week. Benefits for employees working less than 40 hours will be pro-rated based on a 40-hour work week.

As of the date of this revision there are 17 non-union positions covered by the Administrator /Department Head Resolution:

1. Town Clerk
2. Director of Finance
3. Assistant Director of Finance/Treasurer
4. ~~Director of Administrative Services/Mayoral Assistant~~ *Executive Assistant to the Mayor*
5. Director of Human Resources
6. Administrator of Emergency Services
7. Director of Civil Preparedness and Emergency Management
8. Library Director
9. Public Health Nursing Administrative Supervisor
10. Director of Parks and Recreation *& Senior Citizens Department*
11. Public Works Director/Town Engineer
12. Director of Planning and Development
13. Administrative Assistant to the Town Council
14. WPCA Wastewater Operations Supervisor
15. Mayor \*
16. Chief of Police \*\*
17. Police Captain \*\*

\* Elected position. Applicable sections of this Resolution are limited to insurance, pension, and workers compensation.

\*\* Appointed/Contracted Position. Applicable sections of this Resolution are limited to those not specifically covered in the contract.

Note: At times some of the positions listed above may be unfilled, combined, or contracted. Appropriate adjustments to benefits will be made in these circumstances.

### **LEAVES AND ABSENCES**

All leaves and absences are based on a 40 hour work week. Leave and absences for employees working less than 40 hours will be pro-rated based on a 40 hour work week.

### **VACATION**

See Personnel Handbook

### **SICK LEAVE**

See Personnel Handbook

### **SPECIAL LEAVE**

Special Holiday leave shall be granted on the days, or portions thereof, listed below:

- a. December 24, whenever it occurs on a Monday;
- b. December 24, after having worked one-half of their normal daily work schedule, whenever it occurs on a Tuesday, Wednesday, or Thursday;
- c. December 26, whenever it occurs on a Friday;
- d. December 31, whenever it occurs on a Monday;
- e. December 31, after having worked one-half of their normal daily work schedule, whenever it occurs on a Tuesday, Wednesday, or Thursday;
- f. January 2, whenever it occurs on a Friday.

The above Holiday leave may be adjusted based on Town Hall schedules; e.g. if union contracts are negotiated to allow the Town Hall to be open on any of these days compensatory time-off may be granted.

The Administrators/Department Heads whose duties and responsibilities require them to work during periods of special leave shall be eligible for equivalent amounts of compensatory time off.

### **LEAVE OF ABSENCE WITHOUT PAY**

All requests for a Leave of Absence Without Pay must be made in writing and approved in advance by the Mayor. If the leave is for more than five (5) days in any one month, the Administrator/Department Head shall not earn sick or vacation leave for that month. The Administrator/Department Head shall not be paid for any holiday or special leave day which may occur during the Leave of Absence Without Pay. In order to qualify to be paid for a holiday or a special leave day, an Administrator/Department Head who has been on a Leave of Absence Without Pay must have worked the last work day directly preceding said holiday or special leave day.

### **SICK LEAVE TERMINATION**

Upon termination of service from the Town of Ledyard, all unused sick leave up to a maximum of fifty (50) days will be paid to the Administrator/Department Head in a lump sum payment, provided the individual has been an Employee of the Town for a minimum of ten (10) years, and said Administrator/Department Head is not terminated for cause.

Employees hired on or after July 1, 2014 with a minimum of ten (10) consecutive years of service will upon termination be paid for a maximum of twenty (20) days.

### **PERSONAL LEAVE**

Each Administrator/Department Head shall be entitled to three (3) personal leave days annually without loss of pay, provided such Administrator/Department Head notifies the Supervisor at least twenty-four (24) hours in advance, except in the case of a personal emergency. Personal days may be used in conjunction with a holiday or vacation provided a two (2) week written notice is supplied to the Supervisor and provided approval is granted by the Supervisor. During an Employee's first fiscal year, he or she shall be eligible for one (1) personal day for every four (4) months worked.

### **COMPENSATORY TIME**

Administrator/Department Heads may, with the advanced approval of the Supervisor or Mayor, be provided compensation in the form of compensatory time at the rate of one hour of compensatory time for each hour worked in excess of the maximum work week of each employee. Salaried exempt employees shall be eligible for compensatory time off for work

performed which is beyond the normal scope of duties. All compensatory time must be taken within ~~three~~ **six** months, unless otherwise approved by immediate supervisor. Compensatory time which is not taken within ~~three~~ **six** months of accrual will be forfeited.

### **INSURANCE**

The Town shall continue to provide eligible Employees and their dependents substantially similar group health, ~~and~~ dental, ~~and~~ **vision** insurance coverage and benefits as exist in the Town's

conventional insurance plan. The Town reserves the right to change or provide alternate insurance carriers, health maintenance organizations, or benefit levels or to self-insure as it deems appropriate for any form or portion of insurance coverage, so long as the new coverage and benefits are substantially similar to the conventional insurance. The Town will not be responsible for changes unilaterally imposed by an insurance provider so long as the Town uses its best efforts to minimize changes by incumbent insurance providers from one plan year to another.

~~Each Employee shall be responsible for fifty percent (50%) of the cost of the dental plan for spouse or family coverage, and the applicable Employee contribution rate, as set forth below, for the Employee's dental coverage.~~

- a. The Town will purchase for each Employee at no cost to Employee, life insurance which in the event of death of the Employee while employed by the Town, will provide a benefit of \$50,000 or a sum equivalent to the Employee's base salary, whichever is less.
- b. Effective with the adoption of this Resolution, each employee shall be responsible for the percentage of the applicable conventional premium rate determined by the insurance carrier or administrator for all health, ~~and~~-dental *and vision* benefits as outlined in Paragraph c below.
- c. Effective July 1, 2010 and each July 1 following, the co-insurance and co-pay contributions shall be the same as the lowest negotiated Town Hall labor contracts effective on that date.
- d. Employees may elect to waive all group insurance benefits, and in lieu thereof, be remunerated in the amount of twenty-five percent (25%) of the actual premium saved.
- e. Employees are required to notify Human Resources of significant changes to circumstances affecting insurance, including but not limited to births, death of dependents, marriage, adoptions, divorce, or change in eligibility of dependents.

### RETIREMENT

Employees hired prior to July 1, 2009 may be eligible to participate in the town's Defined Benefit Pension Plan. Details of this plan are provided in the Defined Benefit Summary Plan Description which will be provided to all eligible employees.

Employees hired on or after July 1, 2009 may be eligible to participate in the town's Defined Contribution Pension Plan. Details of this plan are provided in the Defined Contribution Summary Plan Description which will be provided to all eligible employees.

Effective July 1, 2022 employees eligible for the Defined Contribution Plan will be automatically enrolled at date of hire at a contribution rate of ten percent (10%) of base salary. The Town will match the employee's contribution effective six months after the date of hire. *The Town will match the employee's contribution up to 12% or highest union contract amount, whichever is higher.*

### WORKERS' COMPENSATION

If an Employee is injured in the performance of his or her duties or is otherwise qualified for benefits under the Workers' Compensation Act, the net after tax difference between his or her regular base pay and Workers' Compensation shall be paid by the Employer for a period not to exceed six (6) months or until maximum recovery is attained (whichever is first.)

Until a determination is made as to the eligibility for Workers' Compensation payments, absences shall be charged, at the Employee's option, to accumulated sick leave and/or vacation time, provided eligibility requirements are met. The Employee's time will be credited when compensation becomes effective.

Notwithstanding the above, if the Town, in its sole discretion, advances pay before an eligibility determination is made, and the Employee is thereafter found ineligible or the Employee's eligibility is terminated for any reason, the deficiency shall be charged at the Employee's option to accumulated sick leave and/or accumulated vacation leave. However, if an Employee has not accumulated sufficient sick and/or annual leave to cover the period of absence; the Employee shall be considered on leave with pay and shall be required to repay the Town for any salary advanced while on leave with pay in the following manner:

- a. Sick Leave
- b. Vacation
- c. Personal Leave
- d. Incentives
- e. Wages
- f. Welfare Benefits

**WAGES AND COMPENSATION**

Employees shall be paid at the rate as designated by the Mayor or contractually negotiated. *However, nothing in this provision shall limit the authority of the Town Council: (i) to make adjustments during the annual budget process to the rates designated by the Mayor for positions not in the classified service; or (ii) to make adjustments to salary changes recommended by the Mayor during the fiscal year for positions not in the classified service.* Increases in wages shall be effective on the first day of July; and continuing until June 30 *of the year this resolution is up for review, 2025,* wage increases may not be less than the percentage of the highest union contracted increase for that fiscal year.

Employees required to be available via cell phone outside of regular work hours who are not issued a Town cell phone, shall receive a monthly stipend for usage of their personal cell phone at a rate equivalent to the highest stipend paid to any of the Town’s bargaining units.

~~With the implementation of this Resolution, retroactive reimbursement for wages and personal cell phones shall be paid to employees who were on staff as of July 1, 2022.~~

**EDUCATION AND TRAINING**

The Administrator/Department Head shall be reimbursed for travel expenses, meals, lodging, registration fees and other appropriate expenses as may be required when attending professional meetings, training and/or conducting Town business, provided prior approval to attend such meeting and incur such expenses is obtained from the immediate supervisor.

Any Administrator/Department Head who successfully completes an education or vocational course approved, in advance, by the immediate supervisor shall be reimbursed the cost of such courses up to a maximum of fifty percent (50%) not to exceed One Thousand Dollars (\$1,000) per year. Courses eligible for reimbursement must be at an accredited college or university and directly relate to the Administrator/Department Head’s professional development. Employees who receive tuition reimbursement shall remain in the employment of the Town for one year following completion of the course or shall be required to reimburse the tuition.

**LONGEVITY**

In return for good and faithful service to the Town, each Administrator/Department Head shall receive the following longevity payments:

- |    |   |          |
|----|---|----------|
| a. | Ten years, but less than fifteen years    | \$350.00 |
| b. | Fifteen years, but less than twenty years | \$450.00 |
| c. | Twenty or more years                      | \$550.00 |

Payment shall be paid in one lump sum annually on the pay date nearest the Administrator/Department Head’s anniversary date of employment.

~~Employees hired after July 1, 2014 shall not be eligible for Longevity payments~~

**TRIENNIAL REVIEW**

The terms of this Resolution shall be reviewed every three (3) years from its adoption date by the Administrator/Department Heads and Town Council.

Adopted by the Ledyard Town Council on: \_\_\_\_\_

~~Kevin J. Dombrowski~~ *Gary St. Vil*, Chairman

\*\*\*\*\*  
*Revisions:* March 10, 1989; July 13, 1998; September 26, 1990; January 27, 1993; October 8, 2003; May 28, 2014; January 13, 2016.

History:

2023: Updated the titles of the following positions:

Librarian to Library Director; Assistant Finance Director to include Treasurer; Police Lieutenant to Police Captain.

Insurance Section paragraph (c): Removed/replaced the following language

~~Effective with the adoption of this Resolution, each Employee shall be responsible for ten percent (10%) of the applicable conventional premium rate (COBRA rate) determined by the insurance carrier or administrator for all health and dental insurance benefits, excluding life insurance. An Employee with individual coverage shall have deducted from his/her monthly wages ten percent (10%) of the monthly conventional premium rate (COBRA rate) for individual coverage. An Employee and spouse or an Employee and eligible dependent, (two person coverage classification), shall have deducted from his/her monthly wages ten percent (10%) of the monthly conventional premium rate (COBRA rate) for such two person coverage. An Employee with family coverage shall have deducted from his/her monthly wages ten percent (10%) of the monthly conventional premium rate (COBRA rate) for family coverage.~~

*(New Language): Effective with the adoption of this Resolution, each employee shall be responsible for the percentage of the applicable conventional premium rate determined by the insurance carrier or administrator for all health and dental benefits as outlined in Paragraph d below.*

Pension Section: Removed/replaced the following language:

~~Effective July 1, 2014 employees eligible for the Defined Contribution Plan will be auto-enrolled at an employee contribution rate of 3% of base salary effective the first day of the first full quarter of the fiscal year after the hire date. Unless the employee directs the town otherwise, the employee minimum contribution rate will increase by 1% on July 1<sup>st</sup> each year until an employee contribution rate of 15% is achieved. Employees have the right to opt out of or modify the auto-enrollment by notifying Human Resources within 90 days after the actions are effective. The Town will match the employee's contributions up to a rate equal to the highest rate negotiated by Town Hall labor contracts currently in effect on July 1<sup>st</sup> of each fiscal year.~~

*(New language) Effective July 1, 2022 employees eligible for the Defined Contribution Plan will be automatically enrolled at date of hire at a contribution rate of ten percent (10%) of base salary. The Town will match the employee's contribution effective six months after the date of hire.*

Added New Section : "Wages and Compensation".

Longevity Section: Updated longevity payments as follows:

a.	Ten years, but less than fifteen years	<del>\$250.00</del> <b>\$350.00</b>
b.	Fifteen years, but less than twenty years	<del>\$350.00</del> <b>\$450.00</b>
c.	Twenty or more years	<del>\$450.00</del> <b>\$550.00</b>

*(New Section): Triennial Review: The terms of this Resolution shall be reviewed and acknowledged every three (3) years from its adoption date by the Administrator/Department Heads and Town Council; and shall remain in place until further action is agreed upon by both parties.*

2026: Updated Position Titles to match Job Descriptions; Compensatory Time Section – changed the time to use Compensatory Time from ~~three~~ to “six” months; Insurance Section – Added: “**and vision**” also Strike the following language: “~~Each Employee shall be responsible for fifty percent (50%) of the cost of the dental plan for spouse or family coverage, and the applicable Employee contribution rate, as set forth below, for the Employee's dental coverage.~~”; Pension Section: Added: “**The Town will match the employee's contribution up**

to 12%.”; Wages and Compensation Section: Strike ~~Employees shall be paid at the rate as designated by the Mayor or contractually negotiated.~~ Added: *Employees shall be paid at the rate as designated by the Mayor or contractually negotiated. However, nothing in this provision shall limit the authority of the Town Council: (i) to make adjustments during the annual budget process to the rates designated by the Mayor for positions not in the classified service; or (ii) to make adjustments to salary changes recommended by the Mayor during the fiscal year for positions not in the classified service*; Strike: ~~2025~~; Added: ~~of the year this resolution is up for review~~. Also Strike: ~~With the implementation of this Resolution, retroactive reimbursement for wages and personal cell phones shall be paid to employees who were on staff as of July 1, 2022;~~ Longevity Section: Strike: ~~Employees hired after July 1, 2014 shall not be eligible for Longevity payments.~~

Moved by Councilor Garcia-Irizarry, seconded by Councilor Brunelle

Discussion: Councilor Garcia-Irizarry explained the reason the proposed “*Resolution Establishing Administrator Department Head Benefits*” was being presented this evening was because it was required to be reviewed by the Town Council and the Administrator/Department Heads every three years. Therefore, she stated there were not a lot of proposed changes to the document. She continued by reviewing each of the changes as noted in the draft Resolution (see above) stating the most significant change was to the “*Wages and Compensation*” paragraph. She stated most of the changes were to update position titles, and to be consistent with current practices as well as other labor groups in town.

Councilor Garcia-Irizarry noted in response to an email she received from a resident that asked about the employee’s contribution for the cost of the Dental Plan, that she spoke with Human Resources Director Christine Dias. She noted that Ms. Dias explained that the Administrator Department Heads’ contribution would be the same as the lowest labor group, noting as an example, that if the labor groups were contributing 19% for the Dental Plan that the Administrator Department Heads’ contribution would also be 19%.

Councilor Ryan commented on the additional language in “*Wages and Compensation*” paragraph, and he noted that it was same process the Town Council has been doing. He stated that the Town Council approved the salaries as part of the budget process, noting that authority was already in the Town Charter. Therefore, he questioned whether the additional language in the Resolution was reiterating what was already in the Town Charter, noting that the Town Charter would overrule anything that was in the proposed Resolution. Councilor Garcia-Irizarry stated that she had a long conversation with Attorney Matt Ritter to develop the proper wording. She explained the wording they agreed on was that the Mayor would determine the Administrator Department Heads’ salaries and it gives the Town Council the opportunity to adjust the salaries either during the budget process; or during the year, if Mayor requested a salary adjustment during the year. She provided clarification regarding making a salary adjustment during the fiscal year, stating that the Mayor would have to initiate the proposed salary adjustment; and then the Town Council would act on the request. Councilor Ryan stated that the process Councilor Garcia-Irizarry was describing has always been the case, noting that the Town Council has to approve salaries, stating that was what they did as part of the budget process. He stated to be clear that the additional language was reiterating the Town Council’s power as provided in the Town Charter.

Councilor Garcia-Irizarry stated that she reviewed the Town Charter in detail with Attorney Matt Ritter, and more specifically the *Classified Service Employees*. She stated that she and Attorney Ritter agreed that there were some areas in the Town Charter that were confusing; and that those areas would need to be clarified with the next Charter Revision. She stated the wording in the *Wages and Compensation*” paragraph was drafted by the Town Attorney. Councilor Ryan stated that he wanted to clarify that despite the Resolution having different wording, that it was not in conflict with the Town Charter; and that it was indicative of their current practice, which was that the Mayor proposed salaries in the Annual Budget and the

Town Council has actually in some cases changed salaries. Councilor Garcia-Irizarry explained that the proposed language in “*Wages and Compensation*” paragraph addressed what happened during last year’s (fy 25/26) budget process with regard to the salaries.

**VOTE: 8 – 0 Approved and so declared**

RESULT:	APPROVED 8 – 0
MOVER:	Garcia-Irizarry, Town Councilor.
SECONDER:	April Brunelle, Town Councilor
AYES:	Brunelle, Buhle, Garcia-Irizarry, Lamb, Parad, Ryan, St. Vil, Thompson
AWAY:	Barnes

2. MOTION to appoint the following Members to *the “Ad Hoc Committee to Develop a Process for Capital Improvement Building Projects for the Town of Ledyard”* for six-months in accordance with Res#002-2026/Feb 11

- Mr. Joseph Gush, 57 Town Farm Road, Ledyard -Permanent Municipal Building Committee
- Mr. Brandon Graber, 42 Church Hill Road Ledyard - Board of Education
- Mr. Wayne Donaldson, Board of Education Director of Facilities
- Mr. Steve Masalin, Public Works Director/Town Engineer
- Mr. Matthew Bonin, Finance Director
- Mr. Ty (Earl) Lamb, 95 Lambtown Road, Ledyard, Town Council

Moved by Councilor Garcia-Irizarry, seconded by Councilor Brunelle

Discussion: Councilor Garcia-Irizarry stated in response to a request to establish an Ad Hoc Committee to develop an end to end process for Capital Improvement Projects, the Town Council adopted Res#002-2026/Feb 11” *“Ad Hoc Committee to Develop a Process for Capital Improvement Building Projects for the Town of Ledyard”*. She stated tonight they were appointing members to serve on this short-tem 6-month Committee.

Councilor Garcia-Irizarry went on to note that the structure of this Committee called for 7 Members, and therefore, there remains one position open for a Member from the Community-at-Large with Construction Management Experience. She encouraged residents who may be interested in serving on this Ad Hoc Committee to visit the town’s website to apply on-line.

Councilor Lamb noted because he was one of the members being appointed to the *“Ad Hoc Committee to Develop a Process for Capital Improvement Building Projects for the Town of Ledyard”* that he would abstain from voting on this item.

**VOTE: 7 – 0 - 1 Approved and so declared (Lamb abstained)**

RESULT:	APPROVED 7 – 0 - 1
MOVER:	Jessica Buhle, Town Councilor.
SECONDER:	James Thompson, Town Councilor
AYES:	Brunelle, Buhle, Garcia-Irizarry, Parad, Ryan, St. Vil, Thompson
ABSTAIN:	Lamb
AWAY:	Barnes

Land Use/Planning/Public Works Committee

3. MOTION to approve the proposed Clark Farm Lease as presented in the draft dated March 3, 2026.

In addition, authorize the Mayor to solicit Requests for Proposals (RFP) to lease the Clark Farm Property located 1025 Colonel Ledyard Highway (Route 117) for Agricultural purposes.

Moved by Councilor Thompson, seconded by Councilor Ryan

Discussion: Councilor Thompson stated that Mr. Majcher leased the Clark Farm property to grow haye for many years. He stated that Mr. Majcher decided not to continue when his lease ended this past March, 2026. He explained at the request of the Agricultural Commission the Land Use/Planning/Public Works Committee incorporated some suggestions into the Lease that were provided by the Agricultural Commission to ensure the property continue to be used for agricultural purposes.

Chairman St. Vil addressed the five (5) year term contained in the proposed lease. He questioned whether the term of the lease could be modified noting that the Board of Education was conducting a Facilities Assessment Study to review the High School’s current physical plan to evaluate ways to mitigate facilities erosion at the High School. He explained that the study would outline the prioritization of needs, and costs relative to the following paths forward: repair; renovate; or build a new High School on the exiting lot. He stated should this work result in building a new High School that the Clark Farm was the only town-owned property that was large enough to accommodate a new school. He also asked whether the town could access the Clark Farm if it was being leased to conduct perk tests and other soil samplings to determine whether the property could be used for a new High School. He stated that he did not know the probability of the Clark Farm property being used for a new High School, however, he stated that he would like to keep that opportunity open.

Mayor Allyn explained that the Clark Farm did not have a usage restriction on it; like the former Norwich State Property does. Therefore, he stated the Clark Farm property could be used for anything. He stated before he prepared the Request for Proposals (RFP) to lease the Clark Farm that he could add the following clauses to the draft lease:

- Right to Enter for purposes of testing – The landlord reserved the right to enter for the purpose of conducting subsurface testing, etc., if needed; and they would return the ground to as close to original condition as possible, when they were done.
- Early Termination clause, such as any time after year three or year four, the Town had the right to terminate the lease if the need existed.

The mover and seconder agreed to amend the draft Clark Farm Lease to include the clauses as described by Mayor Allyn, III, above as a “friendly amendment”

- Right to Enter for purposes of testing
- Early Termination clause

**VOTE:**

**8 – 0 Approved and so declared**

RESULT:	APPROVED 8 – 0
MOVER:	James Thompson, Town Councilor.
SECONDER:	Tim Ryan, Town Councilor
AYES:	Brunelle, Buhle, Garcia-Irizarry, Lamb, Parad, Ryan, St. Vil, Thompson
AWAY:	Barnes

4. MOTION to adopt a “Fair Housing Resolution - Town of Ledyard” as contained in the draft dated March 24, 2026.

**DRAFT: 3/24/2026**

**Res : 004-2026/XXX XX**

**FAIR HOUSING RESOLUTION  
TOWN OF LEDYARD**

WHEREAS, All persons are afforded a right to full and equal housing opportunities in the neighborhood of their choice; and

WHEREAS, Federal Fair Housing laws require that all individuals, regardless of race, color, religion, sex, handicap, familial status, veteran status, or national origin, be given equal access to all housing-related opportunities, including rental and homeownership opportunities, and be allowed to make free choices regarding housing location; and

WHEREAS, Connecticut fair housing laws require that all individuals, regardless of race, creed, color, national origin, ancestry, sex, marital status, age, lawful source of income, familial status, veteran status, learning disability, physical or mental disability, sexual orientation, or gender identity or expression be given equal access to all housing-related opportunities, including rental and home ownership opportunities, and be allowed to make free choices regarding housing location; and

WHEREAS, The Town of Ledyard is committed to upholding these laws, and realizes that these laws must be supplemented by an Affirmative Statement publicly endorsing the right of all people to full and equal housing opportunities in the neighborhood of their choice.

NOW THEREFORE, BE IT RESOLVED, That the Town of Ledyard hereby endorses a Fair Housing Policy to ensure equal opportunity for all persons to rent, purchase, obtain financing and enjoy all other housing-related services of their choice on a non-discriminatory basis as provided by state and federal law; and

BE IT FURTHER RESOLVED, That the chief executive officer of the Town of Ledyard or his/her designated representative is responsible for responding to and assisting any person who alleges to be the victim of an illegal discriminatory housing practice in the Town of Ledyard and for advising such person of the right to file a complaint with the State of Connecticut Commission on Human Rights and Opportunities (CHRO) or the U.S. Department of Housing and Urban Development (HUD) or to seek assistance from the CT Fair Housing Center, legal services, or other fair housing organizations to protect his or her right to equal housing opportunities.

Adopted by the Ledyard Town Council on April 22, 2026

\_\_\_\_\_  
Gary St. Vil, Chairman

\*\*\*\*\*

I Patricia A. Riley, Town Clerk of the Town of Ledyard, do hereby certify that the above is a true and correct copy of a resolution duly adopted at a meeting of the Town Council held on \_\_\_\_\_, and that such resolution has not been modified, rescinded, or revoked, and is at present in full force and effect:

IN WITNESS WHEREOF: The undersigned has affixed his signature and corporate seal on this \_\_\_\_\_ day of \_\_\_\_\_ 2026.

(Town Seal)

\_\_\_\_\_  
Patricia A. Riley, Town Clerk

Moved by Councilor Thompson, seconded by Councilor Brunelle

Discussion: Councilor Thompson explained that April was Fair Housing Month and each year the Department of Housing (DOH) required communities to provide their commitment by re-adopting a "Fair Housing Resolution".

Mayor Allyn, III stated for the Town to be eligible to apply for and receive certain Federal and State Grant Funds to support fair housing that the town was required to annually adopt a "Fair Housing Resolution" to be in compliance with State Regulations. He went on to note that the town has been receiving funds from the Small Cities Housing Rehabilitation Grant Program, noting that this was a housekeeping item.

**VOTE: 8 – 0 Approved and so declared**

XV. ADJOURNMENT

Councilor Garcia-Irizarry moved to adjourn, seconded by Councilor Thompson

**VOTE: 8 - 0 Approved and so declared.** The meeting adjourned at 8:14 p.m.

\_\_\_\_\_  
Transcribed by Roxanne M. Maher  
Administrative Assistant to the Town Council

I, Gary St. Vil Chairman of the Ledyard Town Council, hereby certify that the above and foregoing is a true and correct copy of the minutes of the Regular Town Council Meeting held on April 22, 2026.

\_\_\_\_\_  
Gary St. Vil Chairman