



TOWN OF LEDYARD
CONNECTICUT
TOWN COUNCIL

741 Colonel Ledyard Highway
Ledyard, CT 06339
860

<http://www.ledyardct.org>
Roxanne M. Maher
Administrative Assistant

Chairman Gary St. Vil

HYBRID FORMAT
MINUTES
ADMINISTRATION COMMITTEE
REGULAR MEETING

Wednesday, April 8, 2026

5:30 PM

Town Hall Annex Building

- I. CALL TO ORDER – The Meeting was called to order by Committee Chairman Councilor Garcia-Irizarry at 5:30 p.m. at the Council Chambers, Town Hall Annex Building.

Councilor Garcia-Irizarry welcomed all to the Hybrid Meeting. She stated for the Town Council Administration Committee and members of 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. ROLL CALL-

Attendee Name	Title	Status	Location	Arrived	Departed
Bill Barnes	Town Councilor	Present	In-Person	5:30 pm	5:42 pm
April Brunelle	Town Councilor	Present	In-Person	5:30 pm	5:42 pm
Carmen Garcia-Irizarry	Committee Chairman	Present	In-Person	5:30 pm	5:42 pm
Ty (Earl) Lamb	Town Councilor	Present	Remote	5:30 pm	5:42 pm
Christine Dias	Director of Human Resources	Present	In-Person	5:30 pm	5:42 pm
Steven Weiss	Resident	Present	Remote	5:30 pm	5:42 pm
Colleen Lauer	Resident	Present	Remote	5:30 pm	5:42 pm
Roxanne Maher	Administrative Assistant	Present	In-Person	5:30 pm	5:42 pm

- III. CITIZENS' COMMENTS – None.

- IV. PRESENTATIONS/INFORMATIONAL ITEMS - None.

- V. REVIEW AND APPROVAL OF PRIOR MEETING MINUTES

MOTION to approve the Administration Committee Minutes of March 11, 2026
Moved by Councilor Brunelle, seconded by Councilor Barnes

VOTE: 3– 0 Approved and so declared

- VI. OLD BUSINESS -

1. MOTION to adopt proposed amendments to Res#001-2026/xxx/xx “Resolution Establishing Administrator Department Head Benefits”

Res: 001-2026/XXXX

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 1st 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 1st 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	\$250.00 — \$350.00
b.	Fifteen years, but less than twenty years	\$350.00 -\$450.00
c.	Twenty or more years	\$450.00 -\$550.00

(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 Barnes

Discussion: Human Resources Director Christine Dias stated after the Administration Committee’s March 11, 2026 she called a meeting of the Department Heads to review the proposed amendments to the *Resolution Establishing Administrator Department Head Benefits*”. She stated the Department Heads asked that the “*Retirement*” paragraph also include the following language “*or highest union contract amount, whichever is higher*”. She noted that this language would be consistent with language throughout the Resolution, such as the “*Wages and Compensation*” paragraph explaining that this language would prevent the Administrator Department Heads from falling behind the level of benefits that other labor groups in town were receiving.

Councilor Barnes requested clarification regarding the town’s match for the employees retirement contributions. Human Resources Director Christine Dias explained that one of the labor union contracts provides for a 12% town-match for retirement contributions. However, she noted this year there would be several bargaining groups negotiating their contracts. Therefore, the Administrators/Department Heads asked that “*or highest union contract amount, whichever is higher*” be added to the Resolution to allow them to at least stay at the same level of those they were supervising.

Background: Per the “*Resolution Establishing Administrator Department Head Benefits*” the Town Council and the Administrators/Department Heads were required to review the document every three-years.

VOTE: 3 – 0 Approved and so declared

RESULT:	3 – 0 APPROVED TO RECOMMEND
MOVER:	Carmen Garcia-Irizarry, Committee Member
SECONDER:	Bill Barnes, Committee Member
AYES:	Bill Barnes, April Brunelle, Carmen Garcia-Irizarry

The Administration Committee thanked Ms. Dias for attending tonight’s meeting. Ms. Dias left the meeting at 5:34 p.m.

2. Any other Old Business proper to come before the Committee – None.

VII. NEW BUSINESS

1. MOTION to recommend the Town Council 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)

Moved by Councilor Brunelle, seconded by Councilor Barnes

Discussion: Councilor Brunelle stated these were all reappointments, noting that these individuals have been serving on the WPCA for quite some time.

Councilor Garcia-Irizarry stated all three members were interested in continuing to serve the town and that the WPCA and their respective parties have endorsed their reappointments noting that they all had good attendance.

VOTE: 3 – 0 Approved and so declared

RESULT:	3 – 0 APPROVED TO RECOMMEND
MOVER:	April Brunelle, Committee Member
SECONDER:	Bill Barnes, Committee Member
AYES:	Bill Barnes, April Brunelle, Carmen Garcia-Irizarry

2. MOTION to recommend the Town Council 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

Moved by Councilor Barnes, seconded by Councilor Brunelle

Discussion: Councilor Garcia-Irizarry stated all three members were interested in continuing to serve the town and that the Cemetery Committee and their respective parties have endorsed their reappointments, noting that they all had good attendance.

VOTE: 3 – 0 Approved and so declared

RESULT:	3 – 0 APPROVED TO RECOMMEND
MOVER:	Bill Barnes, Committee Member
SECONDER:	April Brunelle, Committee Member
AYES:	Bill Barnes, April Brunelle, Carmen Garcia-Irizarry

3. MOTION to recommend the Town Council 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 Brunelle, seconded by Councilor Barnes

Discussion: Councilor Garcia-Irizarry stated Ms. Boyd was interested in continuing to serve on the Housing Authority. She stated the Housing Authority Chairman noted that Ms. Boyd had excellent attendance.

VOTE: 3 – 0 Approved and so declared

RESULT:	3 – 0 APPROVED TO RECOMMEND
MOVER:	April Brunelle, Committee Member
SECONDER:	Bill Barnes, Committee Member
AYES:	Bill Barnes, April Brunelle, Carmen Garcia-Irizarry

4. MOTION to recommend the Town Council reappoint 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
- ~~One member from the Community at Large with Construction Management Experience~~
- Mr. Ty (Earl) Lamb, 95 Lambtown Road, Ledyard, Town Council

Moved by Councilor Brunelle, seconded by Councilor Barnes

Discussion: Councilor Garcia-Irizarry provided some background noting that based on Councilor Lamb’s idea to establish an Ad Hoc Committee to develop an end to end process for Capital Improvement Building 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 these appointments were based on the recommendations of the Board of Education, the Permanent Municipal Building Committee (PMBC); and Chairman St. Vil. She stated the other members were employees and were being appointed per the structure of the Resolution.

Councilor Garcia-Irizarry continued by stating that Councilor Lamb previously served on the Board of Education, and Mr. Graber currently serves on the Board of Education’s Facilities Committee, noting that both of these gentlemen would be an asset to the Ad Hoc Committee because many of the town’s large capital projects were regarding the school facilities.

Councilor Lamb attending remotely via Zoom thanked Councilor Garcia-Irizarry for her comments. He noted that he looked forward to being part of the *Ad Hoc Committee to Develop a Process for Capital Improvement Building Projects* to help drive recommendations to the Town Council.

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 interested residents to visit the town's website to apply on line to serve on this Ad Hoc Committee.

Councilor Barnes stated that this group of individuals were a good team for this initiative.

VOTE: 3 – 0 Approved and so declared

RESULT:	3 – 0 APPROVED TO RECOMMEND
MOVER:	April Brunelle, Committee Member
SECONDER:	Bill Barnes, Committee Member
AYES:	Bill Barnes, April Brunelle, Carmen Garcia-Irizarry

5. Any other New Business proper to come before the Committee – None.

VIII. ADJOURNMENT

Councilor Barnes moved the meeting be adjourned, seconded by Councilor Brunelle
VOTE: 3 - 0 Approved and so declared, the meeting was adjourned at 5:42 p.m.

Respectfully submitted,

Carmen Garcia-Irizarry
Committee Chairman
Administration Committee