

Bd of Finance/Selectmen Minutes  
Special Meeting June 4, 2020 via Zoom

Board of Finance members present: Susan Haxo, James Richardson, Eric Schoenfeld, Robyn Kasler, David Robinson (in meeting as of item 3), Luke Tanner

Selectmen present: Tim Angevine, Craig Nelson, Alexandria Papp

Also present: Colleen Frisbie, Town Treasurer, members of the public

The meeting was opened at 7:00 pm by chair Susan Haxo. She took a roll call attendance and noted that the meeting was being recorded and that since it is a special meeting there will be no public comment.

1. Minutes of May 20, 2020 special meeting: *J. Richardson moved to accept the minutes of the May 20, 2020 special meeting.* Second by L. Tanner. A roll call vote was taken. All in favor, the motion carried 5-0-0.
2. *E. Schoenfeld moved to authorize the Selectmen to apply for and accept State and Federal Grants for the FY 2020-2021 budget – Per Executive Order 7JJ #4 Allowance of Suspension of In-Person Voting Requirements by Members of the Public for Critical and Time-Sensitive Municipal Decisions.* Second by R. Kasler. A roll call vote was taken. All in favor, the motion carried 5-0-0.
3. Discussion and action on FY 2020-2021 Town Budget: S. Haxo read a statement explaining how the comments on the budget were received and reviewed with a synopsis of the comments. Statement is attached. *D. Robinson moved to adopt the proposed 2020-2021 Town Budget.* Second by J. Richardson. Discussion followed. E. Schoenfeld also read a statement (attached). D. Robinson and J. Richardson both expressed their views in favor of the salary increases. A roll call vote was taken. All in favor, the motion carried 6-0-0.
4. *R. Kasler moved to set the mill rate for fiscal year 2020-2021 at 14.25 mills.* Second by D. Robinson. A roll call vote was taken. All in favor, the motion carried 6-0-0.

*J. Richardson moved to adjourn at 7:16 pm.* Second by E. Schoenfeld. A roll call vote was taken. All in favor, the motion carried 6-0-0.

Respectfully submitted,

Joanne C. Tiedmann

[Click here for audio](#)

As we begin, I would first like to sincerely thank each and every town resident who weighed in on the proposed budget by offering their comments, both pro and con. This is Warren at its best, with a healthy and passionate debate.

The members of this Board were more concerned with the content of the comments than with specific numbers. The opinions were split very evenly but purely from a number's standpoint, we received more comments in support of the budget than opposing it. All the comments become part of the public record, and will be included with the minutes of this meeting.

Most of the positive comments mentioned our holding the line on taxes as part of their decision. There were some comments about fairness toward town employees, and some compliments about the smooth running of town government. Those comments were very gratifying.

There were a small number of comments that this employee should get a bigger raise than that employee. We tried to get all the town hall workers to the median of their counterparts in similarly situated towns. A case can be made that some employees – who may have more experience or more advanced degrees – deserve more. That's why we built in a "compensation adjustment" line in the budget, which would give the Selectmen a chance to make things equitable.

The comments opposing the budget seemed to fall into one of three categories: The first was an objection that town residents were being denied their right to vote in a Town Meeting. Believe me, a Town Meeting would have been our choice, too...but that choice was taken out of our hands by the Governor's Executive Order. That order has the force of law, and each member of this Board took an oath to uphold the law. Because of the lack of a Town Meeting, I would say the Board spent more time and effort debating and weighing the merits of this budget than we have in any recent year in memory.

The second category of objection was that many people are being laid off during the COVID-19 epidemic, so we shouldn't be giving town workers who are still employed any significant raises. Like you, we feel terrible about people losing their jobs or having a rough go of things during the epidemic. But to adopt a stance that some are being hurt therefore everyone should not do well just doesn't seem fair. It's not cause-and-effect. Raises for town employees will not mean anyone else who lives in town will get laid off. There is no increase in the mill rate, so no taxpayer will be hurt...No one should end up any worse off.

The third major objection is that the school budget, which is down this year, will go up next year. If there had been no decrease in the school budget this year, we were still well-positioned to adopt this budget without any tax increase. Not only is our general fund balance very healthy – you can see that in the annual audit – but we received a \$180-thousand dollar Town Aid Road grant from the state that we frankly never expected to get, and didn't budget for. That goes right to the bottom line.

If the school budget goes up next year – let's say back to the level it was at this year – we should have no major issue weathering that storm. And by the way, the school budget represents about 60 percent of Warren's total budget. The school budget doesn't have to go up. You as a town can vote against it in 2021. This Board has no control over the school budget...but YOU do.

The proposed budget was originally sent to us by the Board of Selectmen, with all three of them approving it. The Board of Finance made some changes that reduced the amount of raises by about 40 percent. That revised budget...the one before us today...was also unanimously approved by the three Selectmen. It has their support.

With that, I will entertain a motion to adopt the proposed budget as the Fiscal 2020-21 budget for the Town of Warren, and we can open it up to further discussion by the Board.

I'd like to sincerely thank everyone who took the time to write us with their comments. I hope you will take the same level of interest in town government the rest of the year, and not just for the two weeks of budget time.

How do you determine if a town government, or a town budget, is any good? I believe there are four major questions you have to ask:

Number One: Am I safe? Am I safe...is my family safe...is my neighborhood safe? In a budget, that translates to, "is there enough money allocated to police, fire and ambulance services?"

The second question: Are my children and grandchildren getting a good education? Is there enough money in the school budget?

Number three: Are my roads plowed and sanded in the winter and repaired and maintained during the rest of the year?

And four: Are the most vulnerable in our community being taken care of? Is there adequate funding for social services?

After those four, there's a whole second tier of questions. Is my trash and recycling picked up without incident? My brother lives in Massachusetts and used to have to take his trash to the dump. I only have to take mine to the top of my driveway. Does the town provide programs and recreational activities for all ages? Is there a place to swim? Is there a place to borrow the latest books and movies? Can I get a permit when I need one? Can I get a copy of my deed or other important records?

The final question, and it's a biggie, is "How much do I have to pay for all that – the safety, the schools, the roads, everything?" We in Warren are fortunate to have one of the lowest tax rates in the state...so we pay less than almost all the other towns in Connecticut.

If you can check all those boxes, that's a town government that works. And "town government" is not some amorphous "thing"...It's not a concept. It's a group of dedicated, hard-working, competent people who keep the town running smoothly for us. For us.

The proposed budget may not be perfect, but I believe it checks all the boxes. I support the town government, and I support this budget.

Thank you.

**Town of Warren 2020-2021 Adopted Budget 6/4/2020**

	B	C	D	E	F	G	H
1		FY 2018-2019 Budget	FY 2018-2019 Year to Date	FY 2019-2020 Budget	FY 2019-2020 Year to Date	FY 2020-2021 Budget	YEAR TO YEAR CHANGE
2	<b>Expenditures</b>	<b>Last Year</b>	<b>Last Year</b>	<b>This Year-to-Date</b>		<b>Next Year</b>	<b>% Change</b>
3	<b>General Government</b>						
4	First Selectman-salary	54,261	54,261	55,347	48,961	56,454	2.0%
5	First Selectman-Administrative Assistant	35,147	34,783	35,850	32,026	43,476	21.3%
6	Clerical	9,955	6,013	10,154	5,906	10,140	-0.1%
7	Board of Selectmen-expenses	6,500	6,320	6,500	6,142	6,500	0.0%
8	Second Selectman	3,825	3,825	3,825	1,913	3,902	2.0%
9	Third Selectman	3,825	3,825	3,825	1,913	3,902	2.0%
10	Compensation Review Adjustment					15,000	
11	Treasurer-salary	6,607	6,607	6,740	5,963	8,742	29.7%
12	Treasurer-expenses	1,500	1,053	1,500	888	1,610	7.3%
13	Town Clerk-salary	37,664	37,664	38,418	33,985	39,182	2.0%
14	Town Clerk-expenses	15,700	13,859	15,700	12,850	15,700	0.0%
15	Deputy Town Clerk	3,680	399	3,753	250	2,411	-35.8%
16	Computer Management	10,000	4,981	10,000	3,080	10,000	0.0%
17	Tax Collector-salary <sup>1</sup>	12,081	11,956	12,324	10,976	23,400	89.9%
18	Tax Collector-expenses	10,175	6,439	10,175	8,058	10,175	0.0%
19	Assessor - salary	26,628	26,628	27,161	22,634	29,250	7.7%
20	Assistant Assessor in training - salary					8,320	#DIV/0!
21	Assessor - Expenses	13,750	13,104	14,735	12,707	15,010	1.9%
22	Park and Recreation Director - salary	33,853	36,091	34,530	30,544	35,217	2.0%
23	Social Services Director - salary <sup>2</sup>	11,000	7,161	11,445	7,906	17,043	48.9%
24	Social Services - expenses	1,000	1,178	2,000	494	3,500	75.0%
25	Zoning/Inlands Officer - salary	19,039	16,587	19,421	8,165	29,120	49.9%
26	Clerical: Land Use Department	8,295	6,671	8,460	5,019	10,140	19.9%
27	Custodian - salary	14,058	11,425	14,337	9,792	15,748	9.8%
28	Fire Marshall	4,100	3,132	4,200	3,088	4,500	7.1%
29	Building Inspector	35,000	30,820	35,000	35,819	35,000	0.0%
30	Dog Warden - salary	6,666	6,666	6,800	5,667	6,970	2.5%
31	Dog Warden - expenses	850	600	850	500	850	0.0%
32	Animal Shelter	1,400	1,350	1,400	675	1,400	0.0%
33	Police	500	360	500	360	500	0.0%
34	Office Equipment	6,000	292	6,000	5,138	6,000	0.0%
35	Town Engineer	2,500		2,500	-	2,500	0.0%

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36	Legal Counsel	5,000		5,000	-	10,000	100.0%
37	Auditor	19,500	19,500	20,500	20,200	21,500	4.9%
38	GASB 34 Compliance	1,000	1,000	1,000	1,000	1,500	50.0%
39	Probate Court	2,717	2,717	2,757	2,757	2,861	3.8%
40	Elections - salary	10,575	8,988	10,787	5,764	12,000	11.2%
41	Elections - expenses	8,000	8,156	5,000	3,396	11,300	126.0%
42	Board of Assessment Appeals	750	608	500	368	500	0.0%
43	Board of Finance	700	425	600	199	670	11.7%
44	Planning and Zoning Commission	22,000	16,869	7,000	1,809	7,000	0.0%
45	Zoning Board of Appeals	5,000	1,288	5,000	769	5,000	0.0%
46	Conservation Commission	3,820	1,206	4,000	525	4,000	0.0%
47	<b>General Government</b>	<b>474,621</b>	<b>414,807</b>	<b>465,593</b>	<b>358,204</b>	<b>547,993</b>	<b>17.7%</b>
48	<b>Employee Benefits</b>						
49	Insurance benefits	97,400	85,518	102,000	82,338	106,111	4.0%
50	Retirement fund contribution and fees	87,735	86,276	89,700	23,755	92,030	2.6%
51	Social Security/Medicare	43,200	40,877	44,045	35,559	49,940	13.4%
52	<b>Employee Benefits</b>	<b>228,335</b>	<b>212,671</b>	<b>235,745</b>	<b>141,652</b>	<b>248,081</b>	<b>5.2%</b>
53	<b>Health Services</b>						
54	Torrington Area Health District	8,820	8,820	8,831	8,831	7,667	-13.2%
55	Visiting Nurses Northwest & NM	5,000	1,625	5,000	1,438	5,061	1.2%
56	Paramedic Intercept	12,672	12,672	15,039	15,031	15,275	1.6%
57	<b>Health Services</b>	<b>26,492</b>	<b>23,117</b>	<b>28,870</b>	<b>25,300</b>	<b>28,003</b>	<b>-3.0%</b>
58	<b>Agencies</b>						
59	Lake Waramaug Authority	5,600	2,838	5,600	800	5,600	0.0%
60	Inter-Local Commission	9,485	9,524	10,530	10,530	10,882	3.3%
61	NW CT Regional Council of Govts.	1,127	1,126	1,128	1,128	2,220	96.8%
62	Library	29,000	29,000	30,000	30,000	32,000	6.7%
63	Civil Defense -Town Communication	1,000		1,000	2,861	1,000	0.0%
64	Litchfield County Dispatch	16,115	16,065	16,258	16,257	15,851	-2.5%
65	Regional Non-Profit Agencies & Charities	2,020	2,080	2,080	1,960	2,102	1.1%
66	Litchfield County Soil Conservation	600	600	600	600	600	0.0%
67	Elderly Bus	1,115	1,115	1,115	615	1,115	0.0%
68	Council of Small Towns	1,767	1,767	1,767	1,767	2,075	17.4%

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2	Expenditures	Last Year	Last Year	This Year-to-Date		Next Year	% Change
69	<b>Agencies</b>	<b>67,829</b>	<b>64,115</b>	<b>70,078</b>	<b>66,518</b>	<b>73,445</b>	<b>4.8%</b>
70	<b>Town Property</b>						
71	Improving Town Property	15,000	15,000	15,000	6,862	15,000	0.0%
72	Street Lighting	2,600	1,896	2,600	1,572	2,600	0.0%
73	<b>Town Property</b>	<b>17,600</b>	<b>16,896</b>	<b>17,600</b>	<b>8,435</b>	<b>17,600</b>	<b>0.0%</b>
74	<b>Town Buildings &amp; Waste Removal</b>						
75	Operations	80,000	84,948	90,000	67,912	90,000	0.0%
76	Waste Collection & Hauling	98,000	91,707	98,000	76,870	98,000	0.0%
77	Recycling	500		20,000	11,554	20,000	0.0%
78	Energy Improvements	1,500	503	1,500		1,500	0.0%
79	Capital Improvements	30,000	40,500	30,000	1,885	30,000	0.0%
80	Covanta	35,000	30,611	35,000	30,822	35,000	0.0%
81	Household Hazardous Waste	2,500	2,132	2,500	2,406	2,500	0.0%
82	<b>Town Buildings &amp; Waste Removal</b>	<b>247,500</b>	<b>250,401</b>	<b>277,000</b>	<b>191,449</b>	<b>277,000</b>	<b>0.0%</b>
83	<b>Highways and General Operation</b>						
84	Highway Labor	258,500	255,329	260,000	227,774	266,830	2.6%
85	Highway Dept. Operations	120,000	110,670	120,000	62,260	120,000	0.0%
86	Snow Removal	90,000	82,997	90,000	60,416	90,000	0.0%
87	Town Garage	19,000	17,657	20,000	16,464	20,000	0.0%
88	Maintenance Town Equipment	35,000	35,025	40,000	19,651	40,000	0.0%
89	Gas, Fuel, Oil	35,000	34,754	35,000	35,135	35,000	0.0%
90	Road Fund	140,000	140,000	140,000	139,999	140,000	0.0%
91	Uniforms	3,200	4,019	3,500	3,859	5,000	42.9%
92	Removal of Ash Trees	0	-	15,000	15,000	30,000	100.0%
93	<b>Highways and General Ops.</b>	<b>700,700</b>	<b>680,452</b>	<b>723,500</b>	<b>580,558</b>	<b>746,830</b>	<b>3.2%</b>
94	<b>Fire Company Expenses</b>						
95	Insurance	17,500	16,977	17,600	18,133	19,834	12.7%
96	Workmans Compensation	8,000	8,057	8,100	9,327	10,378	28.1%
97	Gas and Diesel Fuel	4,000	4,077	4,000	4,000	4,000	0.0%
98	Truck Maintenance	26,000	26,858	20,000	19,972	20,000	0.0%
99	Tax Abatement	30,000	25,608	27,000		29,500	9.3%
100	Firetruck replacement capitol account	50,000	50,000	55,000	55,000	65,000	18.2%
101	<b>Fire Department</b>	<b>135,500</b>	<b>131,576</b>	<b>131,700</b>	<b>106,432</b>	<b>148,712</b>	<b>12.9%</b>

**Town of Warren 2020-2021 Adopted Budget 6/4/2020**

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1		FY 2018-2019 Budget	FY 2018-2019 Year to Date	FY 2019-2020 Budget	FY 2019-2020 Year to Date	FY 2020-2021 Budget	YEAR TO YEAR CHANGE
2	<b>Expenditures</b>	<b>Last Year</b>	<b>Last Year</b>	<b>This Year-to-Date</b>		<b>Next Year</b>	<b>% Change</b>
102	<b>Insurance</b>						
103	Town	62,000	55,410	61,000	50,350	61,000	0.0%
104	<b>Insurance</b>	<b>62,000</b>	<b>55,410</b>	<b>61,000</b>	<b>50,350</b>	<b>61,000</b>	<b>0.0%</b>
105	<b>Miscellaneous</b>						
106	State Dog Fees	2,300	872	1,500		1,500	0.0%
107	Website/Email Services	2,500	2,470	2,800	2,310	3,500	25.0%
108	Newsletter Expenses	3,500	3,257	3,700	1,965	3,700	0.0%
109	Miscellaneous	3,000	886	3,000	408	3,000	0.0%
110	<b>Miscellaneous</b>	<b>11,300</b>	<b>7,485</b>	<b>11,000</b>	<b>4,683</b>	<b>11,700</b>	<b>6.4%</b>
111	<b>Other Financing Uses</b>						
112	Park and Recreation Fund	32,000	28,317	32,000	21,994	34,000	6.3%
113	Non-Recurring Capital Expenditure	25,000	25,000	25,000	25,000	25,000	0.0%
114	Debt Service	215,813	215,813	209,813	29,906	205,313	-2.1%
115	Unemployment Charges		832	5,400		0	-100.0%
116	Cemeteries	13,500	13,500	14,000	11,147	14,000	0.0%
117	SPECIAL ALLOCATION FOR BOAT					20,000	
118	Equipment Fund	60,000	60,000	60,000	60,000	70,000	16.7%
119	<b>Other Financing Uses</b>	<b>346,313</b>	<b>343,462</b>	<b>346,213</b>	<b>148,047</b>	<b>368,313</b>	<b>6.4%</b>
120	<b>Total Government Expenditures</b>	<b>2,318,190</b>	<b>2,200,392</b>	<b>2,368,299</b>	<b>1,681,628</b>	<b>2,528,677</b>	<b>6.8%</b>
121	<b>Education</b>						
122	<b>Wamogo RSD #6</b>	<b>3,348,044</b>	<b>3,159,674</b>	<b>3,296,652</b>	<b>3,296,651</b>	<b>3,139,727</b>	<b>-4.8%</b>
123	<b>Total Expenditures</b>	<b>5,666,234</b>	<b>5,360,066</b>	<b>5,664,951</b>	<b>4,978,279</b>	<b>5,668,404</b>	<b>0.1%</b>
124							
125	<sup>1</sup> reflects increase in hours totaling \$4680						
126	<sup>2</sup> reflects increase in hours totaling \$5681						
127							
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**Town of Warren**  
**Adopted Budget**  
**2020-2021      6/4/2020**

	FY 2018-2019 Budget	FY 2018-2019 Year to Date	FY 2019-2020 Budget	FY 2019-2020 Year to Date	FY 2020- 2021 Budget	YEAR TO YEAR DIFF
<b>Revenues</b>	<b>Last Year</b>	<b>Last Year</b>	<b>This Year</b>	<b>This Year</b>	<b>Next Year</b>	<b>%</b>
Property taxes	\$5,327,935	5,353,186	\$5,446,657	5,408,233	\$5,440,597	-0.11%
Interest and lien fees on property taxes	15000	18,579	15000	19,258	15000	0.00%
<b>State of Connecticut - Grants</b>						
Telephone access tax	4800	4,819	4700	4,986	4500	-4.26%
Elderly homeowners	0	32	0	-	0	#DIV/0!
Veterans tax relief	500	1,596	500	1,368	500	0.00%
Local capital improvement program	0	10,500	0	-	0	#DIV/0!
State property (PILOT)	1	2,084	1	2,084	1	0.00%
Mashantucket Pequot	1	4,369	1	2,913	1	0.00%
Municipal Revenue Sharing (MSR)	0		0	-	0	#DIV/0!
Education grants (ECS)	0	32,511	0	32,317	0	#DIV/0!
Other State & Federal Grants (General assistance, Boating Safety, FEMA, Historic Document Preservation, Mass Appraisal System)	0	5,208	5000	5,793	5500	10.00%
Contributions in lieu of taxes	500	500	500	-	500	0.00%
Investment income	25000	77,932	30000	34,538	18000	-40.00%
<b>Other fees and receipts</b>						
Building permits	40000	40,000	40000	40,060	40000	0.00%
Planning and Zoning, Conservation Comm., ZBA	4000	5,484	4000	4,764	4000	0.00%
Conveyance tax	15000	36,896	10000	31,698	15000	50.00%
Dog fees	1000	1,544	1000	460	1000	0.00%
Recording fees	8000	8,938	7500	7,778	7500	0.00%
Rent of town buildings	3600	6,150	3600	3,700	3600	0.00%
Library rent	600	600	600	600	600	0.00%
Photocopies and other misc. fees	7000	17,017	7000	12,835	7000	0.00%
Recycling Rebate	1000	1,379	0	228	0	#DIV/0!
Sale of Equipment						#DIV/0!
RSD6 Capital Project Assessment Refund					90704.65	
Cemetery Income						#DIV/0!
Transfer from Fund Balance	\$ 36,167		\$ 88,892		\$ 14,400	-83.80%
	<b>\$ 5,490,104</b>	<b>\$ 5,629,324</b>	<b>\$ 5,664,951</b>	<b>\$ 5,613,611</b>	<b>\$ 5,668,404</b>	<b>0.06%</b>
<b>Total of Expenditures</b>	<b>5,490,104</b>		<b>5,664,951</b>		<b>5,668,404</b>	
	373,890,190		382,221,550		381,796,290	-0.11%
Mill Rate	14.25		14.25	-	14.25	0.00%
Property Tax	\$5,327,935		\$5,446,657		\$5,440,597	-0.11%

**From:** Heather Perssonatti [mailto:blingme4ever@yahoo.com]  
**Sent:** Thursday, May 21, 2020 11:18 AM  
**To:** warrenbudget21@optimum.net  
**Subject:** Budget

To the BOF:

Thank you for handling the salary and budget process as you have thus far. Throughout this process there have been VERY hurtful words being said about me and my coworkers via Facebook, text messages and by word of mouth. All factually incorrect! Damage has been done to us! One positive is we have become closer than ever, supporting one another through this difficult time. We truly are family! We love our jobs and are all really great at what we do.

I know you are all under immense pressure. Please continue to stick to your guns and read between the lines in regards to what is being said to you. I have faith in each and everyone of you!

Thank you for everything you do for our town.

Heather Perssonatti  
Tax Collector

**From:** Robert E. Gerber [mailto:rgerber@JHANY.COM]  
**Sent:** Thursday, May 21, 2020 1:59 PM  
**To:** 'warrenbudget21@optimum.net' <warrenbudget21@optimum.net>  
**Subject:** Comments on Budget

I am very pleased. And like everyone, I like the idea of no tax increase.

But you should know that in light of the very high quality of service the Town of Warren has been providing to its homeowners—in every department that I've dealt with, and far better than anywhere else I've ever had a home in—if you needed to raise taxes a modest amount, I wouldn't complain.

Please pass on to whomever you see fit that Warren's services are very much appreciated.

Stay well.

Robert E. Gerber  
218 Melius Rd  
(860) 868-7926

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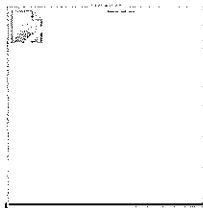
This email is sent by a law firm and may contain information that is privileged and confidential. If you are not the intended recipient, please delete the email and any attachments and notify us immediately.

**From:** Jane Monti [mailto:j8monti@gmail.com]  
**Sent:** Thursday, May 21, 2020 3:40 PM  
**To:** Timothy Angevine <timothyangevine@hotmail.com>; warrenbudget21@optimum.net  
**Subject:** Fwd: 2020-2021 Proposed Budget question & road repair

Hello Tim,  
Was wondering if the road surface at the south end of Melius Rd (near the bridge repair) is in the budget plan to get fixed this spring/summer?  
What is the proposed use for the town boat?  
Thank you,  
Jane

----- Forwarded Message -----

**Subject:**2020-2021 Proposed Budget  
**Date:**Thu, 21 May 2020 13:42:34 -0400 (EDT)  
**From:**Warren Board of Finance <treasurer@warrenct.org>  
**Reply-To:**treasurer@warrenct.org  
**To:**j8monti@gmail.com



Hi Jane,

I am copying all the board of Selectman and Finance on here as well in case they have more information to add. It is my understanding that the money is Warren's portion or allocation to purchase a new boat for patrolling the lake for water safety and law enforcement.

As for Melius road and paving, per our road foreman, we are hoping to get it paved in June if the schedule and weather holds.

Thank you Jane.

Best,

Tim

Timothy Angevine, First Selectman  
Town of Warren  
50 Cemetery Rd.  
Warren, CT 06754  
(860) 868-7881 x102  
[selectman@warrenct.org](mailto:selectman@warrenct.org)

**From:** Tiffany Parkhouse [mailto:tiff32@hotmail.com]  
**Sent:** Thursday, May 21, 2020 3:45 PM  
**To:** warrenbudget21@optimum.net; Craig Nelson <selectman@warrenct.org>  
**Subject:** Feedback on the Budget

Hello members of the Board of Finance and Board of Selectman. Attached is my letter that makes clear I would vote NO for the FY 2020/2021 budget. Thank you for consideration in this matter.

Tiffany Parkhouse  
337 Brick School Rd. Warren CT

April 28, 2020

Hello members of the board,

I am writing this letter on behalf of myself and my husband, in hopes that it can be submitted or read at the next Board of Finance Meeting on May 7<sup>th</sup>. I have a few questions and points of concern that I hope can be addressed as you all decide on the final town budget.

I would like to preface my questions with a thought. This is an unprecedented year. This is a time where many people in our town are out of work or have had their pay cut dramatically. It is a time where the fiscal state of the country and state are VERY uncertain. This is the first time that I can remember where the approval of the budget rests on your shoulders alone and we as town voters will not have the opportunity to vote on a town budget. With all that in mind I feel strongly as a voter that we should maintain the status quo and keep the budget as close to what it was last year when the voters did have a say.

With that being said, I hope that as you decide on a final budget that you will consider these questions and thoughts.

- 1) Lots has been said about making salaries comparable to other nearby towns. Have you considered that although the proposed salaries would be comparable to say a Kent or Goshen, the town composition and the workload of the town hall staff may not be comparable? For example, Kent has 2x as many people as Warren, many more businesses and their town hall is a full time town hall. If this hasn't been considered, I encourage it to be discussed.
- 2) Have you explored the idea of spreading out the raises over the course of the next 3 years just to be sure they are sustainable?
- 3) Can some of the raises be approved (for example the tax collector earned her certification per an agreement) while others are put on hold or spaced out?
- 4) Once a budget is approved by the BOF, how will the board decide what changes to make based on town feedback? In other words, what is the measurable amount needed to "over ride" the BOF decision? For example, if over 50% of the letters come in asking for it to be changed will it? Or do you need to get letters from 50% of the town's people. I saw that Kent has sent out a survey monkey survey to get a feel for voters opinions. Could we send a similar survey. It seems to me a decision needs to be made on how you will measure the town voters "approval" versus "disapproval" in order to respect the democratic process.

Those are the questions that I have. I plan to listen in to the BOF meeting next week and I appreciate all of the hard work and deliberation that all of you have put into this. It is not easy volunteering on town boards during such an unprecedented time.

Take Care,

Tiffany and Scott Parkhouse

337 Brick School Rd. Warren

-----Original Message-----

From: Roger [mailto:[parkie51@optonline.net](mailto:parkie51@optonline.net)]  
Sent: Thursday, May 21, 2020 9:10 PM  
To: [warrenbudget21@optimum.net](mailto:warrenbudget21@optimum.net)  
Subject: Warren Town Budget

I will vote NO on the proposed budget. My reasoning is that I feel this budget is being passed without me having the opportunity to be represented with my vote. Furthermore there are several salary increases that I believe should be discussed in front of the taxpayers. we have not had that opportunity. My suggestion would be to freeze the budget to last year's numbers until we have the opportunity as a community to discuss this and vote on it. Again my vote is NO.

Roger Parkhouse 51 Rabbit Hill Rd. Warren Connecticut



-----Original Message-----

From: Joanne Tiedmann [mailto:jtied7@aol.com]  
Sent: Saturday, May 23, 2020 7:55 AM  
To: warrenbudget21@optonline.net  
Subject: Budget

To the Board of Finance:

I am in favor of the proposed budget. Thank you for looking out for the town employees as well as our tax dollars.

Joanne Tiedmann

-----Original Message-----

From: Leeanne Hasbrouck [mailto:[leeanne.hasbrouck@gmail.com](mailto:leeanne.hasbrouck@gmail.com)]

Sent: Saturday, May 23, 2020 2:25 PM

To: [warrenbudget21@optimum.net](mailto:warrenbudget21@optimum.net)

Subject: 2020-21 Budget

To The Warren Board of Finance,

I support the budget and would vote YES.

I believe all workers are entitled to a fair and living wage.

With best regards,  
Leeanne Hasbrouck  
67 N Shore Rd  
Warren CT 06777

[leeanne.hasbrouck@gmail.com](mailto:leeanne.hasbrouck@gmail.com)

**From:** Edna Nicholas [mailto:ednanicholas1@gmail.com]

**Sent:** Saturday, May 23, 2020 3:20 PM

**To:** warrenbudget21@optimum.net

**Subject:** Abe and Edna Nicholas would be in favor of the budget including the raises

**From:** jody cohen [mailto:jcohen200@yahoo.com]  
**Sent:** Saturday, May 23, 2020 4:26 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** Warren Town Budget Comment

Dear Board of Finance Members,

The budget looks reasonable to me. I am happy to support the people who work hard to keep Warren going. Thank you for all your hard work.

Regards,

Jody Cohen

**From:** Jane Manley [mailto:manleyjp259@gmail.com]  
**Sent:** Saturday, May 23, 2020 5:54 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** proposed 20-21 budget

To the Members of the Board of Finance:

I support the proposed town budget for fiscal 2020-21.

Having attended several of the Board of Finance virtual meetings that included the town selectmen, I feel confident that the Board of Finance did its homework with regard to the salary adjustments. Good questions were asked and appropriate actions taken to determine reasonable pay increases while maintaining the current tax rate *and* providing employees with salaries commensurate with their peers in the Northwest region.

Our town desperately needs to move forward with the sense of confidence that all involved performed their due diligence in the budget process.

I don't doubt it for a moment.

Thank you for all the time and effort each of you have invested as volunteers on the town's behalf. We are lucky recipients of your commitment.

Sincerely,  
Jane Manley  
113 Above All Rd, Warren, CT 06754

-----Original Message-----

From: David Monti [mailto:d9monti@gmail.com]

Sent: Saturday, May 23, 2020 6:33 PM

To: warrenbudget21@optimum.net

Cc: Monti Jane <j8monti@gmail.com>

Subject: Support for Town Budget

Dear Town of Warren Finance Committee,

After reviewing the proposed town budget, we endorse it. Thank you for your continued good work and fiscal discipline, especially in these difficult times.

Be well and stay healthy and safe.

Best wishes,

David & Jane Monti  
226 Melius Road

-----Original Message-----

From: Beth Ulrichsen [mailto:keulrichsen@sbcglobal.net]

Sent: Sunday, May 24, 2020 6:31 PM

To: warrenbudget21@optimum.net

Subject: Thank you!

Dear Susan and the Board of Finance,

Thank you for all your hard work to create a budget that is not only reasonable and sustainable, but is fair to those both paying and those who work for our community. I was very pleased to see that raises were given so that our employees are making a fair wage that is comparable to others in the area. I was also very pleased to see that you considered those that may, due to the current coronavirus situation, not be in a financial position to pay more next year. I don't know how you managed to create a budget with no increase, we all know everything goes up each year, but you obviously worked your magic! Thank you for your tremendous work, and thank you for taking care of our community!

With great appreciation,  
Beth Ulrichsen

Sent from my iPad

**From:** Harriet Shapiro [mailto:outlook\_14057F40AF119254@outlook.com]  
**Sent:** Tuesday, May 26, 2020 7:11 AM  
**To:** Warrenbudget21@optimum.net  
**Subject:** Budget Comment

This is to let you know that I support the proposed budget and believe the town is very well run.  
Harriet Shapiro  
48 Hardscrabble Road  
860-868-6063

Sent from Mail for Windows 10



-----Original Message-----

From: Gabrielle Noiseux [mailto:gabrielle.noiseux@gmail.com]  
Sent: Tuesday, May 26, 2020 10:02 AM  
To: warrenbudget21@optimum.net  
Subject: Budget

I would vote NO on this budget!!!

#### REASONS

- 1- IT IS DISHONEST and DECEITFUL to MAKE EXTREME SALARY Changes the year we CANNOT Vote!!!!!! HeIIlo!?!?!?
2. I, among many are currently unemployed or facing hour and wage cuts- yet somehow it is justified during these uncertain times to increase salaries???
- ( 2% is fair- let's discuss more when the economy recovers)
3. The two republican selectman pushed this budget through despite concerns from the third selectmen. WHO was ELECTed to HAVE A SAY!
4. The budget surplus from school Will NOT exist next year. Discuss how this is sustainable please??

Please consider our "vote"  
Thank you

**From:** Abra Leonard [mailto:abraleonard@gmail.com]  
**Sent:** Tuesday, May 26, 2020 2:18 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** Re: Proposed 2020-21 Budget

To the Town of Warren Board of Finance/Board of Selectmen:

I am writing this letter to put on the record how I would have voted in a town wide budget vote on the recently proposed budget and express why.

I vote NO to the budget.

As to our current global pandemic financially impacting citizens across our town and state, I do not approve of some of the rather large increases the budget proposes. I would be in favor of a cost of living increase but certainly not the 21% - 89% as listed in the budget. In a time when most of us are seeing our salaries cut to keep a job this seems outrageous to not allow the people of the town to have a say.

Thank you for your time and consideration.

Abra Leonard  
18 Anita Way, Warren, CT 06754

**From:** elizabeth carlson [mailto:liz.carlson@att.net]  
**Sent:** Tuesday, May 26, 2020 5:44 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** 2020-21 budget

Please consider this email my vote of yes to adopt the 2020-21 proposed town budget.

Many thanks to all of the members of the board of finance for your efforts and persistence in submitting a fiscally responsible, sustainable budget,

Elizabeth Carlson  
47 Sunset Lake Road

**From:** Bethel Carlson [mailto:bethelnet@gmail.com]  
**Sent:** Wednesday, May 27, 2020 4:00 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** Proposed Town Budget

**I vote no.**

I am concerned about the unusually high salary increases given to a few town employees. Pay increases of 30% - 100% while others get only 2%? I believe the residents of Warren deserve justification of these inflated salaries.

Another concern is the timing. While it is good to hear that our town is secure financially at this time, I am apprehensive about the future economy as this pandemic plays out. Think it is best to play it safe and go with across-the-board cost of living increases for all town employees.

Beth Carlson  
44 Laurel Mountain Rd.  
Warren, CT

**From:** bspiderstu@aol.com [mailto:bspiderstu@aol.com]  
**Sent:** Wednesday, May 27, 2020 4:05 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** Proposed Town Budget

**I vote no.**

I am concerned about the unusually high salary increases given to a few town employees. Pay increases of 30% - 100% while others get only 2%? I believe the residents of Warren deserve justification of these inflated salaries.

Another concern is the timing. While it is good to hear that our town is secure financially at this time, I am apprehensive about the future economy as this pandemic plays out. Think is is best to play it safe and go with across-the-board cost of living increases for all town employees.

Martin Carlson  
44 Laurel Mountain Rd.  
Warren, CT

**From:** Marsh [mailto:jmarsh24@optimum.net]  
**Sent:** Wednesday, May 27, 2020 6:07 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** Budget Yes has my vote

I think there was a lot of hard work and pain that went into getting this budget to where it is.

I don't agree with all but the important thing is that it was fair as possible and the Mill Rate did not go up

Thank you

Joann Marsh

**From:** V McChesney [mailto:v.mcchesney@yahoo.com]  
**Sent:** Wednesday, May 27, 2020 7:46 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** FY 2020-2021 Budget

Please be advised that the current iteration of the proposed 2020-2021 town budget is NOT ACCEPTABLE.

The full burden of determining and enacting our budget should never fall solely to the Board of Finance, yet current circumstance dictates just such a responsibility. While I appreciate the attempt to involve Warren voters in the process via Zoom meetings, we have been, at best, bystanders with severely curtailed input. That alone should signal the board to consider postponing and reconsidering any radical increases that might impose long term consequences on Warren taxpayer/voters.

I will be convinced that the proposed budget is genuinely sustainable when I've had an opportunity to observe the course of our economy within the context of the course of COVID-19 over the coming year. Until that time, our budget should remain status quo, and hopefully we will have an opportunity to endorse or oppose it in a real vote. At this time, I must oppose the spending plan.

Thank you for your time and attention. Please include this letter in your record.

Sincerely,

Virginia McChesney  
14 Sackett Hill Road  
Warren CT 06754

203 770 7359  
,

**From:** LM [mailto:letlarrydoit@yahoo.com]  
**Sent:** Wednesday, May 27, 2020 7:59 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** 2020-2021 budget

Dear Board of Finance,

First, if I was able to vote on this budget, you can bet I wouldn't vote "yes". This is a non starter. The raises you folks like so well are repugnant. NO ONE deserves a 20% raise and anything more than that in a town government is highway robbery. I'm surprised you folks would even consider this. I disagree intensely.

We are in the midst of a world wide pandemic. We haven't a clue what will happen in the future. As a result, I think it's wise to be frugal and step any raises in over a period of time, instead of all at once. We won't be given a multi thousand dollar "gift" from Wamogo at any time in the near future, so there won't be a cushion to fall back on.

There are far too many items about this budget to complain about here, beginning with line item expenses for the town road crew, half a mil for a fire truck that I've seen no reasonable excuse for and a new truck for the town garage that resists justification in any light.

My vote on this budget is a resounding "NO", for the above reasons. We can discuss at a later date.

Many thanks for your attention.

Larry McChesney, 05/27/2020



**From:** Galina White [mailto:galinaw0810@gmail.com]  
**Sent:** Wednesday, May 27, 2020 11:44 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** Budget Comments

To whom it may concern,

Isn't there a public forum where all Warren residents can view one another's comments? Despite the executive order (which in my opinion as well as many others is not fully justified) all town residents should have the ability to all hear all sides who choose to be involved in this process. Please inform asap.

Regards,

Benjamin White  
24 Anita Way  
Warren CT 06654

**From:** Galina White [mailto:galinaw0810@gmail.com]  
**Sent:** Thursday, May 28, 2020 10:56 AM  
**To:** warrenbudget21@optimum.net  
**Subject:** Comments regarding the new budget 2020

Members of the board,

I have several questions/concerns regarding the board having been given the authority via "executive order" to make unilateral decisions without the populous of the Warren township having input? Where is there a public forum where all residents can share there comments?

It is curious to me that there was a \$200K truck purchased this year for snow removal when only a couple years ago the residents blocked the purchase of a \$60K truck in a meeting that was widely attended. What changed in that short period and why was there less attention drawn to this purchase? I ask this as a resident of a private way who will receive little benefit from this (save plowing the school road and the library access) although the revenue from the taxes generated from the 13 homes on Anita Way is considerable considering the circumstances surrounding that development.

Regarding pay increases to various positions within the town. Correct me if I'm wrong but generally a very good increase is ~10% especially in these times. Why all of a sudden are there many increases to various positions in the order of 20% to nearly 90%?? I'm lucky to have received 8% over the past few years. I would like to understand the justification for such large percentages beyond the idea that we meet salary levels of other townships. My understanding is that many of these positions are part time? Have the hours and functions changed so dramatically in this small town to justify these increases? Please lay out the reason(s).

It is great that our mill rate remains at 14.25. However, considering some of these expenditures and the circumstances surrounding the COVID influences, what has the impact been on the towns reserves? What was our reserve last year and what is anticipated for this year and will the decisions of this year lead to an inevitable increase next year?

Below are not budget related questions:

Regarding the town sign. Please program some useful information rather than telling adults driving by in their licensed and registered vehicles to "wash your hands" or "how to wash your hands" or further, to stay at home if your sick... What are we adolescent fools?? I liked the honoring of the veterans the other day, maybe post some of the name of those who served or are serving from Warren? Sure, cycle the COVID information number in the mix but please give it a break, enough with the doom and gloom.

Lastly, what is the flexibility of the town with respect to COVID state guidelines? Does the state give townships flexibility on a local level to create our own guidelines or is the board simply going to coincide with the state guidelines? I believe the operative word is "guidelines". Our beach should absolutely be residents only and swimming should not be an issue.

Please inform regarding the above questions.

Kind Regards,

Benjamin White  
24 Anita Way

**From:** Kathy Angevine [mailto:katrees@optonline.net]  
**Sent:** Thursday, May 28, 2020 11:38 AM  
**To:** warrenbudget21@optonline.net  
**Subject:** Thoughts on budget

To All the Members of the Board of Finance

First and foremost I want to thank you all for your time and efforts that you have put into forming this budget. This has not been an easy task and you have been put in a unfortunate situation. For the most part I am in agreement with your proposed budget but I wish the raises for the employees could have been spread out over maybe a two or three year plan instead of all at once. The \$15,000 left to the discretion of the selectmen could pose a problem as to how it will be used. I hope this was a wise decision. Again I say thank you all for your due diligence .

Kathy Angevine

**From:** Roger Grace [mailto:rogerrgrace@aol.com]  
**Sent:** Thursday, May 28, 2020 12:36 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** Town Budget 2020-2021-I would vote NO

The reason for my no vote is the current state of economic flux the pandemic has created.  
I would vote yes to a 2% raise for town employees.  
Thank you for your attention to this message.

Roger Grace  
26 Angevine Road  
Warren, Ct. 06754

**From:** Edgar Berner [mailto:eberner@johnlang.com]  
**Sent:** Thursday, May 28, 2020 1:20 PM  
**To:** warrenbudget21@optimum.net  
**Subject:**

The proposed Town Budget appears to be well thought out and carefully constructed. A thorough review of employee compensation seems to have taken place to insure that the Town is compensating all employees correctly.

Thank you

Sent from my iPad

-----Original Message-----

From: Joseph Struckus [mailto:joseph.struckus@snet.net]

Sent: Thursday, May 28, 2020 2:25 PM

To: warrenbudget21@optimum.net

Subject: just some minor questions

As usual, the Town's budget looks reasonable and sound. Just a question: can someone provide some explanation (no complaint here, just curiosity) about the increases in salary for a number of town employees? You all do a great job!

Thanks,

Joseph Struckus

**From:** Judy Shaw [mailto:lesandjudyshaw@gmail.com]  
**Sent:** Friday, May 29, 2020 10:47 AM  
**To:** warrenbudget21@optimum.net  
**Subject:** Regarding the proposed budget for 2020-2021

To the Board of Finance,

I have to vote NO on the 2020-2021 budgets for the following reasons.

First, I find it appalling that our Social Service Director's salary is so low at a time when her services are needed most. It is my understanding that she is Mastered Prepared and has additional certification and some years of experience while our Tax Collector who has just recently completed her course requirements is at a much higher salary than our Social Service Director.

This brings me to my second concern. The budget includes a \$15,000 Compensation Review Fund that, if I heard it correctly at the BOF meeting, would be left to the Selectmen's discretion to appropriate. If I had a voice in this I would insist that it be appropriated where needed by the BOF.

Finally, the salary adjustments have been "kicked down the road" for many years and now for reasons unexplained to the community the town has chosen this year to correct these oversights when many of our neighbors are facing financial uncertainty.

I truly appreciate that the BOF hired an outside consultant and as a result worked to reduce the original budget but I still feel I have to vote NO on this budget.

Sincerely,  
Judy Shaw

**From:** Jane Lindley [mailto:jvdhl@aol.com]  
**Sent:** Saturday, May 30, 2020 1:05 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** Proposed Budget

To the Board of Finance - I do not feel that I have sufficient knowledge to comment in detail on the budget as a non resident taxpayer and am content to rely on the expertise of the members of the Board. However I am grateful that the budget does not contemplate an increase in the mill rate at a time of such economic uncertainty. I have read that other Connecticut towns are making provisions for taxpayers who may have difficulty making the real estate payments. I sincerely hope that Warren is doing likewise.

Jane v.d.H. Lindley  
87 Above All Road



**From:** DENNIS TANNER [mailto:dtanner02@snet.net]

**Sent:** Saturday, May 30, 2020 1:16 PM

**To:** warrenbudget21@optimum.net

**Subject:** Budget 2020 - 2021

I think my Dad would disapprove..

NO would be my vote ... I worked the private sector and would have gotten no more than 5% - 7% in good contract ....

Had to pickett thur work stoppages on more than 1 occasion ...

With ALL that's going on and unforeseen future this is not a time to play catch up on wages .....

% cuts still NEED to be made ...

Dennis A. Tanner  
21 Woodville Rd.

**From:** Elaine Layman [mailto:laymanbi@mindspring.com]  
**Sent:** Sunday, May 31, 2020 4:00 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** budget 2020-21

Good afternoon:

A lot of thought and work has gone into the preparation of this budget. I ask only a few questions. Warren is now listed as the 4th smallest town in CT. with about 1500 residents.

Is there a payroll time clock in use at the Warren Town Hall?

Are the positions listed part time 24 hr. positions? Many office hours seem to indicate that they are. Are the salary increases for the same 24 hours positions as presently worked or is there an increase in working hours? Obviously, the position of Social Services Director has seen an increase in hours and understandably so in my opinion.

Is the town administration building still closed on Fridays so the work week is for 4 day positions for total weekly hours of 24?

Thank you for receiving these questions.

Elaine Layman  
Warren, CT 06754

**From:** Peary Stafford [mailto:pearydstafford@gmail.com]  
**Sent:** Monday, June 01, 2020 11:08 AM  
**To:** warrenbudget21@optimum.net  
**Subject:** Warren Town Budget 2021

I am writing today in support of the proposed 2020 budget for the Town of Warren. I am, of course, pleased that the mill rate is not changing, but am equally pleased that the increase in salary expense brings our valued employees more in line with the norm of our sister towns.

I applaud the efforts of Ms. Haxo and the Board of Finance in preparing this budget.

Regards,

Peary Stafford  
37 Curtiss Road,  
Warren, CT 06777

-----Original Message-----

From: Pamela Trompetter [mailto:ptrompetter@yahoo.com]

Sent: Monday, June 01, 2020 1:17 PM

To: warrenbudget21@optimum.net

Subject: Proposed Town Budget fiscal year 2020-21

Pamela and I (Paul J) do not agree with increasing salaries of town employees without a town wide vote. Our position is that Town employee salary increases are permanent, have a direct correlation to the tax mill rate, and should always be represented as decisions by the town taxpayers.

Our preference going forward would be to put in place a town ordinance (rule) to ensure that if the Governor ever executes another Executive Order mandating the Board of Finance to make the final budget decision, that budget matters, such as Town employee salary increases, get tabled until a Town wide vote can take place. This concept will ensure we never get into this situation again.

Pamela and I have been directly effected by COVID-19 employment reductions, resulting in the potential opportunity to reduce taxes being the only tolerable situation we can support.

We are glad to discuss this further and can be reached at 860-868-2760

Pamela A and Paul J Trompetter

-----Original Message-----

From: Bradford Johnson [mailto:bradfordjo@icloud.com]

Sent: Tuesday, June 02, 2020 7:05 AM

To: warrenbudget21@optimum.net

Subject: Town budget proposal

I would vote NO on this budget if I had the chance. My reasons:

1. Due to covid 19, people's ability to make a living have been severely compromised.
2. Keep all raises at 2% until residents actually can vote on large percentage increases.
3. This would be a compassionate respond to those struggling and a reduction of mill rate would be the proper attitude in these extraordinary times.

Thank you for your service, these are trying times and we are all in this together.

Bradford Johnson  
8 Laurel Mt. Rd. Ext.  
Warren, Ct.

-----Original Message-----

From: Bradford Johnson [mailto:bradfordjo@icloud.com]

Sent: Tuesday, June 02, 2020 7:34 AM

To: warrenbudget21@optimum.net

Subject: Proposed budget

I vote NO on the proposed budget.

1. Not fair getting raises when so many are unemployed.

Lynn Johnson

8Laurel Mt. Rd. ext.

Warren, Ct.

Sent from my iPad

**From:** John Dvorsky [mailto:concernedtaxpayersofwarren@gmail.com]  
**Sent:** Tuesday, June 02, 2020 7:34 AM  
**To:** warrenbudget21@optimum.net  
**Subject:** SPENDING

Dear board of finance,

Yes, this is and will be a year of trying times. In your letter to us, the neighbors, you seem to say that you are concerned with your towns use of your tax dollars.

In light of these very difficult financial times for many of the non government employees in the country, we would like to express our thoughts.

Your letter to the people states that there would be no tax increase with the purposed budget. You neglected to tell the people that within the total budget that after many, many years of school budgets with excessive spending the school budget for 2021 was reduced my \$157,000 ( -4.8%) thru no effort from the board.

Putting education behind, we see that your proposal for the administration spending of the proposed budget will increase \$160,000 (6.8%). We already spend close to 2.5 million dollars to administrate government in this small town of roughly 1,400people. You are spending \$1,800 for each man, woman, and child in town. Thinking we have roughly 400 residential homes in town that is over \$6,000 per household.

There comes a time when spending should be really looked at to determine what is really needed and the efficiency of each department. Within the budget there must be many areas that can be cut and not always increased, burdening the tax payer.

With many of our towns people with lost jobs, lost medical insurance, lost retirement ( the few that have a retirement plan ) , why has our board of finance decided we need a 6.8% increase in town spending. The administration of our town has exceeded the norm of the public sector in the real world, when it comes to wages,and benefits.

Normally the town budget is vote

**From:** HT [mailto:hmarcw@yahoo.com]  
**Sent:** Tuesday, June 02, 2020 11:52 PM  
**To:** warrenbudget21@optimum.net; H T <hmarcw@yahoo.com>  
**Subject:** Warren 2020/21 budget comments

Thank you, Warren Board of Finance and Board of Selectmen for your work on the 2020/21 budget. It is a tedious task and a balancing act. I very much appreciate that you invited the public to comment.

Please understand that my comments and questions are not meant to criticize, but rather to provide you with input from a Warren resident's and taxpayer's perspective and for me to better understand the town's finances and plans.

Having said that, **I cannot support the current budget proposal dated 5/18/2020.**

I strongly believe that the Town of Warren should freeze spending and operate on the level of the budget numbers for 2019/20 with the exception of a 2% salary increase to personnel, in recognition and as a token of our support and appreciation of the work everyone in the Town Hall is doing. That will most likely be more than retirees will receive this year in COLA adjustment from Social Security. As soon as we have a clearer view of how 2021 and 2022 are shaping up, this topic can be revisited and the salaries can be reviewed based on the independent report, which was just concluded.

With 20% unemployment and a possible 50%+ GDP contraction, the revenue outlook for the State of Connecticut is negative and Warren's revenue stream through real-estate tax income is not guaranteed.

### **GENERAL GOVERNMENT - SALARIES**

A large expense position in the budget is Town Hall personnel cost.

According to the 2020/21 budget proposal, this item will increase by a staggering 32% compared to the 2018/19 budget numbers due to large pay increases and additional hours.

Based on the proposed budget Town Hall would cost the taxpayers of Warren \$796,074 (incl. employee benefits), an increase of 27% vs \$627,478 in 2018/19. That comes to \$1,303 for every family in Warren. I do not believe now is the right time for these large increases.

The most glaring change is for the position of the TAX COLLECTOR – a salary increase of 90%. It was explained that it is due to higher qualifications, but his/her hours will also increase by 25% - no reason given.

Other positions within the Town Hall would receive increases between 21% to 50%.

### **COMPENSATION REVIEW ADJUSTMENT**

I am against the creation of the expense position "Compensation Review Adjustment" into which \$15,000 would be placed. As was discussed in a previous BOF meeting, this position was created as a fund out of which salary increases would be paid to some. I do not support salary increases by more than 2%. Furthermore, I believe all salaries should be transparent and listed in the line for the respective positions in the budget proposal.

### **PARK AND REC**



I suggest to review the paid hours for the position of the Park and Recreation Director for whom currently 25 paid hours per week are allocated. That's 5 hours per day, 5 days a week. I propose that the hours are reduced in view of the current situation, with social distancing and no or diminished travels, bus rides, events, etc.

#### **PARK AND RECREATION FUND**

\$34,000 are supposed to go into the Park and Rec fund. According to the auditor's report dd. June 30, 2019 (page 12) Park and Rec carries a fund balance of \$80,958. I learned at the recent BOS meeting that these funds are in a separate checking account outside the control and view of the BOS. I wonder whether this is proper and what these funds are for. I suggest to strongly reduce the budget allocation.

#### **EDUCATION EXPENDITURES**

The largest annual expense is for education. The town's share depends on the number of Warren students attending RSD #6.

Warren is in a lucky situation this year. For 2020/21 its cost contribution will decline by \$156,925 or 4.8%.

The numbers for the following years are beyond our control - they could easily go up by several \$100's K.

Currently, RDS #6 has earmarked \$2,580,000 in financial support from the State of CT (ASTE Tuitions and Grants). A loss of that funding, which is possible given the tight financial situation of the State of CT, would hit Warren with its current share of 18% = \$ 464,400. In addition, there have been on and off talks about passing on the teacher's pension payments to the local towns.

Talking about pensions - Warren has its own pension plan problem. The pension plan fund is heavily underfunded and does not fulfill its purpose.

Thank you very much for your consideration.

Sincerely,

Hermann Tammen  
860-868-9174

5/13/2020

Tim, me, Dave

To the Board of Finance and the Board of Selectmen,  
We appreciate that the Board of Finance has been taking a close look at the proposed 2020-2021 Warren Town Budget, esp. in regard to increases and we are grateful that an independent audit for a Compensation Comparison was made.  
Best,  
Hermann & Waltraud

**Comments and questions from Hermann & Waltraud Tammen  
Board of Finance & Board of Selectmen Special Meeting May, 13, 2020**

**Salary Worksheet from Independent Accountant's Report**

**Tax Collector**

Increase of 25% from 12 hours to 15 hours  
Is there an increase in workload?

**Social Service Director**

Increase from 10 to 15 hours  
Is this increase temporary or permanent? Does this have to do with expected increase in workload for Covid-19?

**Compensation Review Fund**

\$12,000 please explain

**Other Questions**

**Education Expenditures in FY 2020-21 Budget**

Expected expenditures for Wamogo RSD #6 \$3,139,727

What is the risk that these expenditures in FY 2020-2021 will increase due to a CT State budget shortfall? Currently RSD 6 assumes almost 3 M coming from the State of CT for ASTE funding.

**Conflict of Interest?**

Is there a conflict of interest when the Admin and Bookkeeper is also the Town Treasurer? What is your position on this?

-----Original Message-----

From: Chris Brodhead [mailto:brodheadchris@gmail.com]  
Sent: Wednesday, June 03, 2020 8:12 AM  
To: warrenbudget21@optimum.net  
Subject: Comments on Budget

Dear Board of Finance,

In reviewing the proposed budget, I was surprised to see the huge increase in salaries proposed for several positions. While I understand that the study you conducted showed that these salaries were below those generally found in other towns, there are two factors that I think you should consider. First off, our Country and State are going through an unprecedented economic recession that will take a lot of effort to get out of; now is not the time to increase town expenditures unless absolutely necessary. Secondly, my belief is that Warren is a generally well-off, pleasant place to live and work; jobs such as collecting taxes and running the town hall are likely easier to do here than in towns and cities with fewer means. Maybe that is why the market for certain positions at the Town Hall commands lower salaries than elsewhere in the State.

Thank you.

Sincerely,

Chris Brodhead

-----Original Message-----

From: Claire Guadagno [mailto:cnguadagno@yahoo.com]  
Sent: Wednesday, June 03, 2020 8:26 AM  
To: warrenbudget21@optimum.net  
Subject: Questions re budget

Thank you for the online access to the Warren budget.

My questions:

I noted the nearly 90% increase for the Tax Collector's salary. Can you explain the reason for this? Did the position go from part time to full time? Or is it more in line and competitive with what is being paid by other townships?

What is the driving factor behind the 126% increase in election expenses?

What is the difference between the Road Fund and Highway Dept. Operations?

Thank you

Claire Guadagno  
31 Arrow Point Rd

**From:** jpg849@gmail.com [mailto:jpg849@gmail.com]  
**Sent:** Wednesday, June 03, 2020 8:34 AM  
**To:** warrenbudget21@optimum.net  
**Subject:** Budget

I'm the first to admit that, as one who spent much of their career hiring, firing, and setting salaries, I don't know a lot about doing so with municipal employees. Some of these raises are huge and maybe the voters would have an easier time with it if it had been done over two budget cycles.

However , I am pleased with the efforts taken by the BOF and BOS to get info on the budget and the process in front of the voters even though one of Lamont's EO's gave them an excuse not to. Even when we use to vote on the budget at a town meeting there was seldom much discussion beforehand. So my hats off to BOF and BOS for trying to make this a transparent and a learning experience.

**This budget has my YES vote.**

Jon Garvey  
355 Lake Rd  
Warren, CT 06777

Sent from Windows Mail

**From:** Werner Tiedmann [mailto:wwtiedmann@gmail.com]  
**Sent:** Wednesday, June 03, 2020 9:44 AM  
**To:** warrenbudget21@optonline.net  
**Subject:** proposed budget

To the Board of Finance:

I very much appreciate your time and effort in your service to the town. I feel blessed to live in Warren, it's a special place. Over the years I have come to value the effort and conscientiousness of all the volunteers who keep this place going.

I think the town has been well run and like the fact that the mill rate is staying the same. Quality doesn't cost, it pays. I am in favor of the proposed budget, and keep up the good work.

Many thanks,  
Vern Tiedmann



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**From:** Timothy Angevine [mailto:selectman@warrenct.org]  
**Sent:** Wednesday, June 03, 2020 11:35 AM  
**To:** warrenbudget21@optimum.net  
**Subject:** Note from Darlene (Lee) Conn

This letter is written for Darlene (Lee) Conn by me, Tim Angevine.

Darlene is unable to email as she does not have access to a computer.

She called me on the phone this morning and wanted her voice to be heard.

I am calling to approve the budget, and would also like the BOF to consider an increase in salary for Missy and Don Murphy.

Thank you.

Darlene (Lee) Conn

Submitted by Tim Angevine

6-3-20

Timothy Angevine, First Selectman

Town of Warren

50 Cemetery Rd.

Warren, CT 06754

(860) 868-7881 x102

**From:** Timothy Angevine [mailto:[selectman@warrenct.org](mailto:selectman@warrenct.org)]  
**Sent:** Wednesday, June 03, 2020 11:55 AM  
**To:** [warrenbudget21@optimum.net](mailto:warrenbudget21@optimum.net)  
**Subject:** Positive budget comment from Ruth Schnell

This letter is written for Ruth Schnell of Warren, by Tim Angevine from a phone call this morning at 11:45.

Ruth was is unable to email and would like encourage the BOF to pass the budget.

Submitted by Tim Angevine for Ruth Schnell  
6-3-20

Timothy Angevine, First Selectman

Town of Warren

50 Cemetery Rd.

Warren, CT 06754

(860) 868-7881 x102  
[selectman@warrenct.org](mailto:selectman@warrenct.org)



**From:** travers [mailto:jesseandkim@optonline.net]  
**Sent:** Wednesday, June 03, 2020 2:28 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** budget

To The Board of Finance/Board of Selectmen:

My vote for the proposed budget is NO.

I feel at this time the vote is being taken away from the taxpayers. I would think that a raise is not out of the question for town employees but the amounts being proposed are too much for this time we are in. Nowhere else would you get more than a 2% cost of living raise at best. There is uncertainty in the economy and we are headed for a recession so now is not the time. I feel like the board is taking advantage of the executive order that Governor Lamont has given towns in this time where people can not meet in person. If this goes through now it may affect future negotiations with other town employees and offices, such as the Town Garage union contracts next year. How can these be sustained and not raise the mill rate.

Thank you for listening,

Jesse Travers

**From:** travers [mailto:jesseandkim@optonline.net]  
**Sent:** Wednesday, June 03, 2020 2:29 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** budget

To the Board of Finance/Board of Selectmen:

After looking at the budget and watching the meetings I would vote NO for the 2021 budget.

I appreciate all the thought and time of all the people that put the budget together but at this time I can not support the raises for town employees that have been proposed. I feel like at this time with so much uncertainty in the economic future that it would be better to slow down to take a better look at the salaries and duties. I feel that they should receive some sort of compensation until it is better sorted out. I think a 2-3 % raise would be a good start or some sort of bonus for this year. I understand that the Town is in a good position right now in the middle of all this unknown and I thank all those who have helped keep it that way but we would also like to keep it that way in the future.

So I would vote NO at this time and hope that the voices of town are heard in this and the boards will take in consideration how the townspeople feel. I hope that by slowing down things can be thoroughly looked into and a better middle ground can be reached.

Thank you for your time,

Kim Travers

**From:** Marie Elena Pecha [mailto:mepecha@sbcglobal.net]  
**Sent:** Wednesday, June 03, 2020 2:58 PM  
**To:** warrenbudget21@optimum.net  
**Subject:** budget

To whom it may concern,

I have read over the contents of the budget & since the mill rate isn't changing, I'm ok with it. I feel the raises for the town employees are long overdue. I don't think the "snowflakes" of Warren have any clue as to what it takes to run town government and having to put up with a first selectman that obviously knows nothing about running a town government. He also doesn't know how to deal with the public should they have an opinion not in sync with his way of thinking. I also don't understand the "yuppy way" of thinking screaming about how they should have a vote when the governor's mandated orders are that the BOARD OF FINANCE approve the budget without a town vote. Apparently they don't know how to read executive orders. It's so sad that in this day & age, those who complain the loudest are those who are the most clueless! ie: snowflakes & 1<sup>st</sup> selectman!!

I'm ok with the BOF approving this budget.

Marie Elena Pecha

Sent from [Mail](#) for Windows 10

-----Original Message-----

From: Stephen Warshaw [mailto:stephen@thewarshaws.com]

Sent: Wednesday, June 03, 2020 4:04 PM

To: warrenbudget21@optimum.net

Subject: Comments: 2020-21 Budget

If there's one thing I learned in my 6 years as a Selectman, it was that the people who comprised the Board of Finance were the most professional, diligent, reasoned and reasonable souls serving our Town.

While it should be enough for me to take Ms. Haxo at her word when she claims that the Board believes "this budget is both reasonable and sustainable", I nevertheless took the time to review the budget.

Carefully.

In my opinion, not only is it reasonable and sustainable, but it takes into account the realities of COVID-19, the fact that some or many in Town do face or will face economic hardship, and that revenues to the Town may be challenged and/or delayed.

Well done, Board of Finance.

THANK YOU for your diligence on behalf OF the Town, and compassion FOR the Town.

Sincerely,

Stephen Warshaw

-----Original Message-----

From: Colleen Frisbie [mailto:cgfrisbie@yahoo.com]

Sent: Wednesday, June 03, 2020 4:25 PM

To: warrenbudget21@optimum.net

Subject: budget comment

To the Members of the Board of Finance

As a taxpayer I understand some of the concerns some residents have regarding the budget for 2020/2021. But as an employee and elected official of the Town I see the other side of the situation. In keeping with Tim's idea of transparency, You, the Selectmen, and employees know that this salary issue started with the First Selectman hiring a new Land Use officer for \$10 more an hour than the last certified officer which (a) is \$3.00 per hour higher than the average salary per the COG survey, and (b) is an increase of 49.9% for the proposed budget. Yes, this person is qualified for this position, but discrimination against current employees who are just as qualified and certified in their positions, not to mention the number of years employed, is unacceptable in the workplace. Yes we are a part time office, but we are a one person office and still need to provide services to our residents no matter the number of hours worked. Larger towns have multiple employees in each department to share the responsibilities and duties in order to provide services to their residents. This is not a political ploy against Tim and we are not trying to push this through in a hurry, we are just asking to be treated fairly. Even though I am not in agreement with the \$15,000 Compensation Review line and feel those employees should have their wages corrected, I do understand your reasoning behind this. I know when trying to compare the social services director and the park and recreation director in this area was difficult because you need to compare our town against other towns with employees with the same degrees, licenses and services. I am confident you will continue to monitor this line item and make sure it will be used as you intended and to make sure this issue is properly researched and resolved by the Selectmen quickly. As for the constant attack on the Tax Collector, residents should be aware that this person took classes and passed all the exams to be a certified tax collector in the State of CT over the past 3 years. The average salary is \$36+ per hour and her salary was only increased to \$30 and that is based on the hiring agreement. As for hours calculated for employees, this is based on the number of hours for that position each week with a few extra hours added to the year to take in account the extra hours they may have for meetings, training sessions and conferences. Residents should also know that the Town of Warren is an EMPLOYER and like any other employer, personnel are the responsibility of the employer. Town employees have rights like any other employee in the State of CT.

Having said all this, I appreciate the efforts from each Board Member. Thank you for all your research and time taken to make a sustainable budget, trying to correct a bad situation and taking the extra steps to make sure residents were able to comment during these extraordinary times.

Respectfully,

Colleen Frisbie

**From:** DACEY [mailto:djdwrnct@optonline.net]  
**Sent:** Wednesday, June 03, 2020 4:29 PM  
**To:** warrenbudget21@optonline.net  
**Subject:** budget

We believe the Board of Finance did very well in working out the budget. Also glad to see the personnel in the Town Hall were give raises for the work they do for the town. They do more than most people realize for the good of the town . Our vote is in favor of the budget that you propose.

Daniel J. Dacey

Joyce A. Keith

-----Original Message-----

From: Cynthia Lucash Warsaw [mailto:[cynthia@thewarshaws.com](mailto:cynthia@thewarshaws.com)]

Sent: Wednesday, June 03, 2020 4:55 PM

To: [warrenbudget21@optimum.net](mailto:warrenbudget21@optimum.net)

Subject: Town Budget

I have reviewed the proposed budget and find it to be acceptable and within reason.

Thank you for all you do!

Cynthia Warsaw

-----Original Message-----

From: Anderson Warshaw [mailto:stephenwarshaw@gmail.com]  
Sent: Wednesday, June 03, 2020 4:59 PM  
To: warrenbudget21@optimum.net  
Subject: Comments about the budget

While I am only 17, I am registered to vote this Fall in Warren when I will be 18.

I have been studying and loving economics at UConn this year, and love it.

I'm also very interested in public policy, so I did take time to review the town budget.

I think it's really impressive what the Selectmen/woman and the Board of Finance are able to do with what I think is a conservative amount of money.

I know that a lot of people are having a hard time right now for many reasons, and many of those reasons make it difficult to pay bills, rent, mortgages and taxes.

So, I think it's great that you aren't proposing a raise in taxes!

Very truly yours,

Anderson Warshaw