

Solid Waste and Recycling Commission: 7 Regular Members, 4-year terms with a two-term limit. Appointed by Board of Selectmen, subject to RTM approval. The Department Director serves as an Ex-Officio without vote.

The Solid Waste and Recycling Commission shall direct and supervise the activities of the Solid Waste and Recycling Department implementing state and local mandated programs for the collection, disposal and recycling of garbage and other refuse. Policymaking responsibilities or general management supervision is also suggested.

The purpose of the Solid Waste and Recycling Commission is to prepare a Solid Waste and Recycling Plan and it shall amend said plan from time to time as required by provision of the Connecticut General Statutes. It shall review and recommend to the Representative Town Meeting proposals for local and regional solid waste and recycling. It may propose ordinances for adoption by the RTM and may adopt regulations for the disposal of solid waste and recycling of recyclable materials. Such regulations shall be adopted in accordance with the requirements of the Charter of the Town of Fairfield and, if applicable, the General Statutes of the State of Connecticut. It shall review and recommend to the Board of Selectmen, Board of Finance and to the RTM an annual budget for operations of the Solid Waste and Recycling Department.

Seat	Name	Position	Party	Term Start	Term End
1	Andrew C. Becker		R	11/16	11/20
2	Charles P. MacDonald *Doesn't Want 2nd Term	Chair	U	11/16	11/20
3	Hugh F. Dolan	Vice-Chair	R	11/16	11/20
4	Mary S. Beyer	Secretary	D	11/18	11/22
5	Timothy W. Bezler		D	11/18	11/22
6	Guy Gleysteen		U	11/18	11/22
7	Joseph R. Pagnozzi		R	11/19	11/23

Full	
Party	Count
Democrats	2
Republicans	3
Unaffiliated	2
Total Full	7



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By Office of the First Selectman at 9:45 am, Dec 16, 2016

Town of Fairfield

Office of the First Selectman
725 Old Post Road
Fairfield, CT 06824

BOARDS AND COMMISSIONS QUESTIONNAIRE

To be considered for appointment to a Board or Commission please fill out this form, save a copy and email the saved copy, along with a copy of your resume, to the First Selectman's office at firstselectmanffd@town.fairfield.ct.us. Please note that your resume and completed questionnaire are public documents. If you have any questions please contact the First Selectman's Office at 203-256-3030 or firstselectmanffd@town.fairfield.ct.us.

Board/Commission: **Solid Waste & Recycling Commission**
Date: **December 14, 2016**

Name: **Andrew Becker**
Address: **228 Buena Vista Road, 06825**

Party: **Republican**

email: **andrew@tbcllc.com**
home phone: **n/a**
work phone: **n/a**
cell phone: **203-260-8147**

1. How did you learn about this position?
Received an email listing board openings.
2. Why are you interested in serving and how can you contribute to this board / commission?
I've enjoyed serving our community in roles such as with the fire service but would like to expand it by serving on a board. Solid Waste & Recycling covers an area of interest to me. I believe much good work has been done but as with many things, areas of improvement also remain.
3. Have you attended any meetings or reviewed past minutes / agendas? If yes, please specify.
Have not been to meetings. Have read through many previous minutes/agendas.
4. Have you spoken with the chair, any members, or the appropriate Department Head?
No
5. Have you read the written description of the board's role?
Yes
6. Do you have any potential conflict of interest?
No

7. Do you know the time, date and location of meetings and will you be able to attend and fulfill the obligations of the position?

Yes

8. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?

Yes / Republican

9. Please use this space to ask any questions you may have or to provide additional information you'd like to share.

I am a life-long resident who has watched much of our town grow over the years including the services under this department. My hope is to serve in this capacity to help improve things for our town and its residents in the recycling and refuse space.

Andrew C. Becker

228 Buena Vista Road, Fairfield, CT 06825

m: 203-260-8147 andrew@tbcllc.com

Becker Holdings, LLC & The Becker Companies, LLC

2006 to Present

Managing Member, Co-Founder

- Managing Member of family-owned real estate asset holding company specializing in multi-family buildings
- Co-Founder of property servicing division that is locally based and includes residential and commercial clients
- Responsibilities include portfolio expansion, rentals, construction management, legal, banking, mortgaging, insurance, compliance matters, analyzing of balance sheet and daily cash flows stability
- Responsible for day to day operations including business expansion and management of personnel

Confirmed Freight, LLC

2007 to 2015

Operations Agent

- Provided specialized logistical services to a wide range of clients coordinating equipment transportation ground, ocean, air, and chartered freight by monitoring the transit life cycle from pre-planning through completion and resolving transit issues to meet tight deadlines.
- Worked directly with management to implement more efficient processes and controls in order to provide the highest quality service in a cost effective manner for both client and corporate benefit.
- Part of expansion of global operations in emerging markets including building client and vendor relationships. Improved corporate customs processes by interfacing with brokers to ensure expedited shipping times to meet client deadlines.

Southport Volunteer Fire Department

2008 to Present

Deputy Chief

- Positions: Board Member (2011-Present); Secretary (2011-13); Lieutenant (2014-16); Deputy Chief (2016-Present)
- General firefighting and fire officer functions, including supervising and training of on-duty crews.
- Special trained functions include scene safety ranging from lighting to flood hazard mitigation and power supply.
- Large scale incidents include evacuations during Storm Irene, evacuation and recovery efforts relating to Superstorm Sandy, recovery assistance after Bridgeport Metro North derailment.
- Department preplanning for events in town including road races, storms, fireworks



Town of Fairfield

Office of the First Selectman
Fairfield, Connecticut 06824

BOARDS AND COMMISSIONS QUESTIONNAIRE

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Board/Commission: Solid Waste and Recycling Commission

Date: Dec 4, 2016

Name: Hugh Dolan
Address: 1775 Congress Street
Fairfield

Email: dol659@hotmail.com
Home Phone: 203-414-2742
Work Phone: 203-254-8865
Cell Phone: 203-414-2742

1. How did you learn about this position?

Public announcement

2. Why are you interested in serving and how can you contribute to this board / commission?

My experience in town, as a firefighter, and as a business man will allow me to contribute to the Solid Waste and Recycling Commission's functions and responsibilities

3. Have you attended any meetings or reviewed past minutes / agendas? If yes, please specify.

I have not attended any meetings, I do watch their proceedings on Fair TV

4. Have you spoken with the chair, any members, or the appropriate Department Head?

negative

5. Have you read the written description of the board's role?

yes.

6. Do you have any potential conflict of interest?

To any extent my official capacity would conflict, in any way, with my business, Sci

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FIRST SELECTMAN'S OFFICE

7. Do you know the time, date and location of meetings and will you be able to attend and fulfill the obligations of the position?
yes; on occasion, there may be a work conflict, since I work varied hours. aid confli
8. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?
yes, Republican
9. Use this space to ask any questions you may have or to provide additional information you'd like to share.

I appreciate the opportunity to serve the town in this added capacity, and look forward to contributing positively to the Commission's work.

Hugh F. Dolan

Post Office Box 320096

Fairfield, Ct. 06825 USA

(203)414-2742

Objective:

Commission Member, Solid Waste and Recycling, Town of Fairfield.

Professional :

- Accomplished Management Executive- skilled in BTB and Consumer end user sales. Increased sales and profits of firm with great reputation but ineffective management by over 400 per cent.
- Management Advisor and Consultant for Middle –Market firms, in the areas of Operations Performance Reviews, Due Diligence, and Forensic Auditing; Developed Hard Sales Increases of over \$ 400 million.
- Certified Fire Officer, Certified Fire Instructor I and II, Emergency Medical Technician, National Registry; Certified Hazardous Materials Technician, Certified High Angle and Confined Space Rescue Technician;
- Fire Fighter and Medical Technician for Fairfield Fire Department, Fairfield, Ct
- Director, Planning and Control, Specialty Retail Group (Sam Goody Stores, Fingerhut Corporation, Musicland Stores, record World, Wisconsin Cheese)

Highlights :

- Managing Director, Operational and Financial Audits, American Can Co, Greenwich, Ct;
- President, Scinto Services, Inc. Managing Member, Scinto Tree Care, LLC
- Senior Director, Operations Audit, American Can Co., Greenwich, Ct.
- Manager, Sales and Marketing Administration Performance, Dixie Marathon Div. American Can;
- Firefighter, Town of Fairfield
- Public Safety Educator for Fire Marshall's Office, Fairfield Public and Parochial Schools
- Recipient, Fairfield County Heroes Award, for rescue work "above and beyond ";

Education :

- Norwalk Community College, Accounting and Fire Science;
- National Labor College, BS, Labor Management and Safety
- American Can Company, Executive Management Program
- National Fire Academy, Bethesda, Md, Fire Officer

Personal:

- Recipient, Fairfield County Heroes Award, for rescue "above and beyond ";
- Member, Christ the King Society, Knights of Columbus,
- Past Chairman, World Without Cancer Symposium,
- Leader Young Americans Summer Camps ,
- Manager, Volunteer Income Tax Assistance Service

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FIRST SELECTMAN'S OFFICE

To: [Board of Selectmen](#)
Subject: New submission for form: Boards and Commissions Interest Form (ID #63)
Date: Monday, October 19, 2020 9:54:14 AM

Boards and Commissions Interest Form

Record #63 submitted from IP address 68.192.93.12 on 10/19/2020 9:54 AM

[View form](#)

ID	63
First Name	Ronek
Last Name	Patel
Street Address	40 Bronson Road
Zip Code	06890
Email Address	Ronek.Patel@UQ.Net.au
Cell Phone	860-605-7231
Home Phone	
Work Phone	
Voter Registration Status	Yes
Political Party Affiliation	Democratic Party
Board or Commission	Board of Assessment Appeals
Read the Boards Role	Yes
How You Learned About the Position	Another board member
Who You Have Spoken To	Board Chair
Explanation of Interest and Contribution	Assist in the increased demand of appeals for March 2021.
Resume or Bio	Resume.pdf
Additional Comments	

[Manage](#)

Ronek Patel

(860) 605-7231 Ronek.Patel@UQ.net.au

[LinkedIn.com/in/RonekPatel](https://www.linkedin.com/in/RonekPatel)



Demonstrates excellence in B2B Sales. Propels hundreds of millions of dollars in revenue growth.

Highly successful sales leader who has developed, managed, and grown account base. Funneled multi-million dollar growth. Worked with all segments of business from corporations to non-profit organizations. Successfully established relationships with C-suite leadership/strategic decision makers.

B2B Sales

Client Relations

Enterprise Sales

Innovator

Territory Management

Product Development

Project Management

Account Management

Executive Summary:

People-focused professional who is proficient in business development (B2B/B2C) and account management. Innovator who is able to infuse enthusiasm and passion for products. Hands-on technology experience. Worked with teams on new product development initiatives. Powerful marketer. Worked with enterprise clients with hundreds of millions of dollars in book of business. Existing rolodex of B2B relationships. Leveraged solutions-focused selling to drive consistent growth. Performed extensive technical analysis and presented complex technical concepts to clients in an easy-to-understand manner. Organized large events with high-profile speakers. Initiated extensive outreach and established relationships within local communities.

Executive Dashboard:

- Managed book of business of 100s of accounts nationwide
- Catalyzed \$90 million growth within a year; managed a \$300 million book of business.
- Deployed national training campaigns
- Top producer across challenging territories
- Top presenter; charismatic public speaker
- Consistently delivered double-digit growth
- Consistently ranked #1 for cross selling
- Achieved nearly 60% conversion rate

Education:

BA in Psychology

Southern New Hampshire University

Manchester, NH

2010-2013

BA in Neurobiological Behavior

University of Queensland

Brisbane, QLD Australia

2012

Employment Chronology:

TERRITORY MANAGER, Pfizer

📍 Connecticut 📅 2019 - Current

Provided high impact territory management sales strategies and client relationship building with a leading pharmaceutical company. Implemented proper vaccine protocols with key physician offices and select government officials to increase routine vaccination. Review burden of disease around pneumococcal pneumonia and meningococcal meningitis leveraging two vaccines, Prevnar13 and Trumenba.

- ❑ **Monitored and adapted to changing market conditions with COVID19, recommendation change, and competitor activity.** Adjusted scientific sales approach to address latest market developments and managed care changes.
- ❑ **Ranked top third in country after just one year in business** in dose volume for both vaccine market share. Expanded market share for Prevnar achieving 105.38% of goal and a #34 of 83 country rank. **Expanded market share for Trumenba achieving 150.7% of goal and a #5 of 83 country rank.**
- ❑ Selected by Regional Business Director to **speak in front of national plan of action meeting with over 1,000 colleagues to discuss LGBTQ equality and inclusivity at Pfizer.**

REGIONAL PRIVATE ADVISOR, Wells Fargo

📍 Connecticut 📅 2018

Championed aggressive growth for book of business with minimum invested assets exceeding \$250,000. Successfully maintained and grew relationships regionally while leveraging partner relationships and cross-promotional opportunities to drive consistent growth. Effectively networked with business prospects, built strong relationships, and delivered near 100% account satisfaction and retention despite challenging and turbulent market conditions. Delivered consultative, client-focused solutions.

- ❑ **Propelled revenue growth by targeting business accounts (B2B); 100+ companies.**
- ❑ Successfully managed **book of business of approx. \$300 million; increased from \$210 million to \$300 million—nearly \$90 million growth in less than one year.**
- ❑ Salvaged several client relationships by focusing on passionate service and unwavering client orientation. **Realized 15% growth** through cross-selling/upselling and internal referrals.

FINANCIAL CONSULTANT, Charles Schwab

📍 Connecticut 📅 2015 - 2018

Championed growth of wealth management services targeting high net worth individuals. Assigned accounts over \$5 million; clientele included corporations and non-profit organizations nationwide. Worked one-on-one with business accounts to develop strategic retirement plans. Partnered with teams to develop business plans, succession plans, and other financial services plans for businesses.

- ❑ **Consistently outperformed target of \$100 million+ annually; asset-based growth over 30%.**
- ❑ **Supported \$35 million client during sale of business.** Created client-specific investment strategies that delivered remarkable gains.
- ❑ Served **pool of 400+ clients.** Developed sound investment plans that netted **nearly 18% returns.**

SALES SPECIALIST, Travelers Insurance

📍 Connecticut 📅 2013 - 2015

Licensed to sell property and casualty insurance in 48 states. Accelerated business development opportunities and catapulted successful growth of brand in extremely competitive territories.

- ❑ Consistently ranked **#1 in division, every month (2014)** for generating **most additional lines of business.**
- ❑ **Led new business development initiatives.**
- ❑ Handpicked to **jumpstart national pilot program.** Led team of eight to ten performance-driven individuals.
- ❑ **Delivered nearly 60% conversion rates.**

ENTREPRENEUR, **Enunciate Communications**

📍 Connecticut 📅 2013 – 2015

Single-handedly marketed unique portfolio of services to **100s of university clients** across the country. Worked warm/cold leads. Leveraged public speaking skills to deliver speeches to large groups of audiences. Generated **large following within clientele** and **propelled tens of thousands of dollars in revenue growth**.

BRAND AMBASSADOR, **Samsung**

📍 Australia 📅 2012

Championed B2B sales growth to promote the brand across territory of designated electronic stores. Succeeded in improving brand recognition and driving revenues.

****Excellent Referrals Available On Request****

From: null@town.fairfield.ct.us
To: [Carpenter, Jennifer](#)
Subject: New submission for form: Boards and Commissions Interest Form (ID #61)
Date: Sunday, October 11, 2020 10:53:56 AM

Boards and Commissions Interest Form

Record #61 submitted from IP address 24.146.187.229 on 10/11/2020 10:54 AM

[View form](#)

ID	61
First Name	John
Last Name	Spolyar
Street Address	110 Brookridge Ave
Zip Code	06825
Email Address	John@Spolyar.com
Cell Phone	203-767-6926
Home Phone	203-923-1703
Work Phone	
Voter Registration Status	Yes
Political Party Affiliation	Democratic Party
Board or Commission	Board of Assessment Appeals
Read the Boards Role	Yes
How You Learned About the Position	A member of the DTC contacted me regarding the potential temporary spot on the board.
Who You Have	Board Chair, Other Board Members

Spoken To	
Explanation of Interest and Contribution	I am interested in helping the town on a voluntary basis while learning more about the local real estate in addition to experiencing hands on learning of how our town's government works.
Resume or Bio	John Spolyar Resume October 2020.docx
Additional Comments	

[Manage](#)

JOHN SPOLYAR

110 Brookridge Avenue, Fairfield, CT 06825 | John@Spolyar.com | 203-767-6926

OBJECTIVE | To be a key contributor to an energetic, dynamic, high functioning team in building enterprise and/or mobile applications that enhance user productivity and smartly maximize investment.

INTRODUCTION | Executive in Business Analysis who understands the business aspect of a company and the application development side and has a keen overall view of systems and their impacts to operational units. Significant experience in all phases of the System Development Life Cycle (SDLC) and Agile methodologies.

EXPERIENCE | **BUSINESS ANALYST II** The Hartford Insurance Company
MAY 2017 – CURRENT

- Lead global team of claims department to identify a new system to be used throughout the company
 - Created Request for Information documentation based on departments requirements, including pain points
 - Shared vendor responses to RFI with team and provided insight to responses
 - Guided team in selecting five vendor products to have present their product
 - Coordinated presentations with vendors
 - Authored final report of team's viewpoints and presented report to members of the Global Leadership Team
- Analyzed existing systems and processes in place for U.S. Property and Ocean Marine divisions to transition to in-house developed Policy Admin System
- Analyzed over 500 documents to be generated from system
- Designed wire frame models of new system, created detailed and specific requirements document
- Improved system documentation standards within the Global Specialty division
- Worked with users on creating test cases for UAT, coordinated and assisted UAT, including documenting user results and working with the development team in resolving bugs and change requests
- Provided white glove user support after go-live
- Lead multiple consultants in Business Analysis, Testing, and Development units

VICE-PRESIDENT - SENIOR BUSINESS ANALYST/PROCESS ENGINEER SWISS REINSURANCE
CORPORATE SOLUTIONS
NOVEMBER 2011 – MAY 2017

- Justified \$1 million project with payback period of less than two years:
 - Authored Business Case and Budget
 - Transitioned North American Workflow System into existing Global Workflow system as part of a conversion project
- Analyzed and modeled existing workflow processes for 12 Property & Casualty underwriting units:
 - Worked with stakeholders and subject matter experts to improve workflow processes
 - Streamlined and integrated units into a standard corporate process.
- Lead team of three Business Analysts in researching existing systems and identifying functional and data changes for new workflow systems:
 - Documented requirements and translated into system specifications for the development team
 - Voice of the customer to the development team / liaison between the development team and the business to provide options
 - Assisted business in prioritization of enhancements based on time and resource constraints.
- Wrote and executed 100+ test cases for User Acceptance Testing (UAT), reviewed offshore testing team scripts, unit tested changes to confirm testing accuracy.
- Transitioned over 800 users into a new, single, workflow system that incorporated their new workflow process. Conducted user training tailored to each unit's needs.
- Liaison to Underwriting Administration, Costing, Partner Data Management, and Reporting system to integrate data, reducing duplicate data entry.
- Mapped complex fields and values from old system to new system, including translation of values.

ASSISTANT VICE-PRESIDENT - SENIOR BUSINESS ANALYST SWISS REINSURANCE COMPANY
OCTOBER 2004 – OCTOBER 2011

- Gathered business requirements from Business Experts across various Property and Casualty lines of business and around the world for Global Reinsurance Treaty and Facultative Underwriting Systems. Translated requirements into development specifications. Responsible for maintaining system documentation used in development and support. Worked directly with offshore development team to ensure accurate results.
- Led team of four Business Analysts in the change management process on a global basis, including assigning, development, and reviewing of specifications and test cases to ensure a high quality level.
- Created, reviewed, and executed test scripts used for system and UAT. Coordinated, lead, and responsible for sign off of UAT for various production releases.
- Liaison to integrated systems from other operational units, including Actuarial Costing/Pricing/Rating tools, Claims, Accounting, Contracts, and Partner Data Management.
- Provided second level support to users for Underwriting systems and Costing tools. Organized and led recurring Business Expert meetings to share system experiences and gather user feedback.
- Conducted system training to users. Level of training ranged from full new user training classes to “What’s New” sessions for version updates. Trained users in a classroom setting and on-line through web based conferences.
- Migrated data from systems to be decommissioned to future systems. Responsible for mapping data fields and translation of data values. Directed user testing to ensure accurate migration was performed.

ASSOCIATE - BUSINESS ANALYST/DEVELOPER GENERAL REINSURANCE CORPORATION
FEBRUARY 2002 – OCTOBER 2004

- Gathered business requirements for in-house applications, including Actuarial pricing and costing tools.
- Compiled requirements/use cases in Rational Unified Process (RUP) format
- Created Activity, Sequence, and Use Case diagrams for development.
- Developed Reinsurance Commercial Umbrella Model and Casualty Portfolio Analysis applications using Visual Basic, MS Access, Excel, Visual Basic, Oracle and Word, develop output reports using Crystal Reports
- Produced user interactive presentations using Power Point and Option Power for core client round table meeting and industry seminar regarding current legal issues.

CONSULTANT

- Performed Joint Application Development sessions (JAD) for AFFTEC Inc. and Jauran Catering. Developed applications for clients using MS Access, MS Excel, VBA.
- Oversaw projects, including scheduling and time management, resource distribution, resolving conflicts, administering the working budget, and controlling project scope and changes.
- Created physical and logical designs of application systems.

ASSISTANT GENERAL MANAGER VARIOUS MINOR LEAGUE BASEBALL TEAMS

- Responsibilities included Maintaining Annual Operating Budget, Purchasing, Sales & Marketing, Public Relations, and Hiring & Supervising Seasonal Employees

**SKILLS &
ABILITIES**

Agile/Scrum, Rational Unified Process (RUP), Joint Application Design (JAD), Waterfall, AWD, MS Excel, MS Access, MS Power Point, MS Word, MS Visio, MS Project, JIRA, MS Team Foundation Server (TFS) ITIL, Service Now, Oracle, DB2, Business Objects, JavaScript, HTML, XML. SQL

EDUCATION

WESTERN MICHIGAN UNIVERSITY – HAWORTH SCHOOL OF BUSINESS, KALAMAZOO, MICHIGAN
MASTERS OF BUSINESS ADMINISTRATION (MANAGEMENT INFORMATION SYSTEMS CONCENTRATION)

SPRINGFIELD COLLEGE, SPRINGFIELD, MASSACHUSETTS

BACHELOR OF SCIENCE, DOUBLE MAJOR, BUSINESS ADMINISTRATION & SPORTS MANAGEMENT

Board of Assessment Appeals:

Per the Town Charter, Section VIII, § 8.4., the Board of Assessment Appeals shall consist of five members, to be elected in accordance with Chapter 146 of the General Statutes (C.G.S. § 9-164 et seq.). The five elected members serve four-year terms. Up to four additional members may be appointed (see §8-1 of the Town Code – Appointment of additional members).

Town Code - § 8-1 Appointment of additional members:

- A. Upon the request of the Chairman of the Board of Assessment Appeals (hereafter in this section "Chairman") made no later than three months prior to the time assessment appeal hearings are to be held in an assessment year in which a revaluation becomes effective, the assessment year prior to such year of revaluation or the assessment year after such year of revaluation, the RTM will appoint the number of additional members to the Board of Assessment Appeals requested by the Chairman.
- B. The Chairman shall request the number of additional members the Chairman anticipates will be needed to hear all appeals for the year requested, but such number shall not be greater than four.
- C. Such appointments shall be effective only for the hearing and decision period in the year for which they are made.
- D. The Chairman and the Board of Selectmen may recommend persons to fill such temporary positions, but the RTM shall not be bound by such recommendations.
- E. The provisions of Subsection A notwithstanding, in the year of enactment of this section, the Chairman may request the appointment of additional members immediately after enactment, such appointments to become effective at the expiration of the referendum period.

Powers and Duties:

Per the Town Charter, Section VIII § 8.4., the Board of Assessment Appeals shall have all the powers and duties conferred on boards of assessment appeals generally by §§ 12-110 to 12-117 of Chapter 203 of the General Statutes.

The Board of Assessment Appeals is an appeals body for taxpayers who believe that the valuation of their property is not accurate. The Board of Assessment has the authority to change a property valuation. The Board most frequently meets after a town-wide revaluation, in which assessments on residential and commercial properties are updated to reflect current property values. Residents who disagree with their property assessment can petition the Board of Assessment Appeals to have the assessment changed and thus have their taxes lowered. The Board of Assessment Appeals hears appeals on business personal property and motor vehicle assessments several times during the year.

From: null@town.fairfield.ct.us
To: [Board of Selectmen](#)
Subject: New submission for form: Boards and Commissions Interest Form (ID #69)
Date: Monday, October 26, 2020 3:55:08 PM

Boards and Commissions Interest Form

Record #69 submitted from IP address 69.124.55.139 on 10/26/2020 3:55 PM

[View form](#)

ID	69
First Name	Judith
Last Name	Szablak
Street Address	264 Villa Avenue
Zip Code	06825
Email Address	jszabb@gmail.com
Cell Phone	203-257-5892
Home Phone	
Work Phone	
Voter Registration Status	Yes
Political Party Affiliation	Republican Party
Board or Commission	Board of Assessment Appeals
Read the Boards Role	Yes
How You Learned About the Position	Pam Iacono
Who You Have	

Spoken To	
Explanation of Interest and Contribution	I understand this process extremely well, as I have gone before the Board of Assessment Appeals for myself, as well as by proxy for another individual in another town (Stratford)
Resume or Bio	SzablakShortResume.pdf
Additional Comments	

[Manage](#)

Judy Szablak

264 Villa Avenue

Fairfield CT 06825

DOB 10/16/1962

Registered Republican

Licensed real estate salesperson 1984

Licensed Real estate Broker 1988 –present (Coldwell Banker Westport office)

Past Offices held:

Zoning Commissioner Town of Stratford

Justice of the Peace Town of Stratford

Justice of the Peace Town of Trumbull

Justice of the Peace Town of Fairfield

Justice of the Peace Town of Fairfield term commencing 1/4/2021

Seat	Name	Position	Party	Term Start	Term End
1	Carol P. DePietro		R	11/17	11/21
2	Kathleen D. Griffin	Secretary	D	11/17	11/21
3	Alexis Harrison		R	11/19	11/23
4	Peter J. Ruppert	Vice-Chair	D	11/19	11/23
5	Harold Zawadski	Chair	D	11/17	11/21

Full	
Party	Count
Democrats	3
Republicans	2
Total Full	5

From: null@town.fairfield.ct.us
To: [Board of Selectmen](#)
Subject: New submission for form: Boards and Commissions Interest Form (ID #62)
Date: Tuesday, October 13, 2020 5:26:48 PM

Boards and Commissions Interest Form

Record #62 submitted from IP address 67.81.246.188 on 10/13/2020 5:27 PM

[View form](#)

ID	62
First Name	Catherine
Last Name	Giff
Street Address	75 Tahmore Court
Zip Code	06825
Email Address	giffcatherine@gmail.com
Cell Phone	203-685-3349
Home Phone	
Work Phone	
Voter Registration Status	Yes
Political Party Affiliation	Republican Party
Board or Commission	Board of Assessment Appeals
Read the Boards Role	Yes
How You Learned About the Position	Kathleen Griffin, BAA Secretary
Who You Have	Board Chair, Other Board Members

Spoken To	
Explanation of Interest and Contribution	I welcome the chance to serve the Town. Fairfield has provided many wonderful opportunities for my family and me during our nearly 40 year residency. My experiences as a CPA, realtor, PTA President and Treasurer, and housing advocate have honed the analytical, presentation and decision making skills required to address the appeals.
Resume or Bio	2020BAAResume.pdf
Additional Comments	I appreciate the BAA Board's honesty about the significant time commitment required during March 2021 and I am willing to take on that responsibility.

[Manage](#)

CATHERINE GIFF

75 Tahmore Court
Fairfield, CT 06825
203-685-3349
giffcatherine@gmail.com

PROFESSIONAL EXPERIENCE

ROBERT A VANCE CPA, LLC	2013-2016
· Staff Accountant; Small Business Specialist	
· Intern Supervisor	
WILLIAM RAVEIS REAL ESTATE	1994-1999
· Personal Assistant to several Top Producing Agents	
· Realtor	
PEPSICO/PEPSI COLA BOTTLING	1987-1994
· Internal Auditor; Consolidations and Reporting Supervisor; Acquisitions and Financial Operation Analyst	
PEAT MARWICK & CO (now KPMG)	1985-1987
· Public Accountant	

VOLUNTEER EXPERIENCE

FAIRFIELD SENIOR ADVOCATES	2017-Present
· Demographic Research with Fairfield University's Center for Social Impact	
· Housing Chair	
FAIRFIELD SCHOOLS' PTA	2002-2015
· President	2010-2013
· Town Substance Prevention Coalition -joint with University's Counseling staff	2010-2015
· Program Chair-with Fairfield U's English Department	2009-2015
· Treasurer	2006-2010
· Spirit Wear Chair	2004-2008
FAIRFIELD PARKS AND RECREATION	2002-2006
· Youth Recreational Soccer Coach	
FAIRFIELD BOARD OF EDUCATION	2002-2004
· Redistricting Committee	

EDUCATION and ACCREDITATION

CERTIFIED PUBLIC ACCOUNTANT	1987-1993
· New York and Connecticut	
FORDHAM UNIVERSITY	1992
· Masters in Business Administration (Finance)	
FAIRFIELD UNIVERSITY	1985
· Graduated Magna cum Laude	
· Bachelor of Science in Accounting	

Seat	Name	Position	Party	Term Start	Term End
1	John B. Mahoney		U	11/17	11/22
2	Eric S. Newman		D	11/19	11/24
3	Scott H. Pollack		U	11/16	11/21
4	Carolyn L. Trabuco		D	11/18	11/23
5	Brian P. Vahey	Chair	R	11/15	11/20
6	Russell Atkins	Town Employee Rep.			
7	Christopher Brand	BOE Employee Rep.			
8	Thomas P. Conley	Admin. Employee Rep.			
9	Brenda L. Kupchick	First Selectwoman			

Full	
Party	Count
N/A	4
Democrats	2
Republicans	1
Unaffiliated	2
Total	9

Employees Retirement Board: 9 members: 5 members appointed by the First Selectwoman with RTM approval for 5-year terms and a two-term limit; the First Selectwoman; and three members, one of whom shall be from and chosen by members of the Board of Education, one of whom shall be from and chosen by the remaining employee members in the system, and one of whom shall be from and chosen by the administrative employees of the Town, such members to serve for terms of two years.

Per the Town Code, Chapter 37, the Employees' Retirement Board members shall have charge of the general direction and management of the fund. Any portion of the fund may be invested by one or more trust companies or banks authorized to conduct a trust business in the state or may be deposited in any savings bank or trust companies or state or national banks in this state or may be used to purchase life insurance or endowment policies or annuity contracts issued by a life insurance company authorized to transact business in this state. From the retirement fund, the Employees' Retirement Board members shall, from time to time, appropriate and cause to be paid to the beneficiaries of the fund such sums as may be needed for paying pensions herein provided for. The Town shall furnish such clerical, legal, actuarial or medical assistance as the Employees' Retirement Board members shall consider necessary to carry out the purpose of this article, subject to such appropriations as shall be made in the manner provided for other Town appropriations. The fiscal officer shall act as executive secretary to the Employees' Retirement Board members but shall have no vote as an Employees' Retirement Board member.



Town of Fairfield

Office of the First Selectwoman
725 Old Post Road
Fairfield, CT 06824

BOARDS AND COMMISSIONS QUESTIONNAIRE

To be considered for appointment to a Board or Commission, please fill out this form, save a copy and email the saved copy, along with a copy of your resume, to the First Selectwoman's Office at jcarpenter@fairfieldct.org. Please note that your resume and completed questionnaire are public documents. If you have any questions, please contact Jennifer Carpenter in the First Selectwoman's Office at 203-256-3095 or jcarpenter@fairfieldct.org.

Board/Commission: Employee Pension Board
Date: 10/26-2020

Name: Kevin A. Sjodin
Address: 268 Sherwood Farm Road

email: sjodin@optonline.net
home phone: 203-255-3850
work phone: 203-209-6878
cell phone:

Party Affiliation: R

1. How did you learn about this position?
I was called by James Baldwin, and old friend.
2. Why are you interested in serving and how can you contribute to this board/commission?
I have been eager to find a role to give back to the community of Fairfield and this board fits well with my professional experiences in Finance and Investment Management
3. Have you attended any meetings or reviewed past minutes/agendas? If yes, please specify.
I have not but I would like the opportunity
4. Have you spoken with the chair, any members, or the appropriate Department Head?
I have spoken to one member that use to live next door to me.
5. Have you read the written description of the board's role?
Yes
6. Do you have any potential conflict of interest?
None

Kevin A. Sjodin

268 Sherwood Farm Road
(203) 209-6878 | sjodin@optonline.net

EXPERIENCE

Kevin has enjoyed a successful 30+ year career in technology and finance that allowed him to develop broad expertise in rapid new business development and personnel management at both large and mid-sized enterprises including IBM, IBM Global Finance, Mainline Information Systems, Morgan Stanley and multiple Private Equity firms. Since the late 1990s Kevin has been recognized as a “go to” executive for Private Equity investors looking for a leader to dramatically increase the return on their investment.

In addition to organizational leadership/management skills, Kevin draws on a deep understanding of rapid sales execution, profit and loss accountability, alternative channels of distribution, relationship/team building, extensive technology expertise, complex financial deal structuring, and marketing & sales management.

WORK EXPERIENCE

Agave Systems	San Juan Capistrano, CA
<i>Management & Technology Advisor</i>	August 2018 – Present

- Recruited development resources and consulted on product direction
- Participated in presenting to potential Private Equity Investors

VHT Corp and CALLPROMISE LLC	Akron, OH
<i>Chief Executive Officer, Board Member</i>	November 2009 – August 2018

- Recruited by a Private Equity firm to run 140 person software business.
- Responsible for all day to day operations, product development, P&L and revenue generation
- Resulting in the sale of the business at a 300% increase in valuation

Morgan Stanley/Merrill Lynch	Fairfield, CT
<i>Financial Advisor</i>	June 2005 - November 2018

- Joined the team of the local branch manager tasked with new client acquisition

Mainline Information Systems	Tallahassee, FL
<i>Sr. Vice President of Software and Services</i>	November 2002 – June 2005

- Responsible for seven lines of business involving Software and Technology Services

Dailey Capital Management	Fairfield, CT
<i>Managing Director</i>	1997 - 2002

- CEO of Investor owned company and technology investment advisor

IBM Corp, IBM Global Finance, Various IBM Partners	Irvine CA & Fairfield, CT
<i>Sales Executive, Sales Manager, Business Development and Marketing Development</i>	1984 - 1996

- Consistently performed to meet or exceed all sales and growth objectives

EDUCATION

Sacred Heart University, Class of 1984	Fairfield, CT
<i>Bachelor of Science in Business Administration, Management & Marketing</i>	

Roger Ludlow High School	Fairfield, CT
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- Football, Lacrosse

Kevin resides in Fairfield Connecticut with his wife and four sons. He is active in his community having served on the ST. Vincent's Medical Foundation Board along with multiple education, and athletic organizations.

7. Do you know the time, date and location of meetings and will you be able to attend and fulfill the obligations of the position?

I was told about the monthly meetings and would be available to attend

8. Participation requires that you are registered voter in the town of Fairfield. Additionally, the Town Charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?

Registered Republican

9. Please use this space to ask any questions you may have or to provide additional information you'd like to share.

Historic District Commission: The Historic District Commission shall consist of five members, no more than three of whom shall be registered with the same political party and three alternate members, no more than two of whom shall be registered with the same political party. Terms are five years with a two-term limit. Members are appointed by the Board of Selectmen and subject to RTM approval.

Seat	Name	Position	Party	Term Start	Term End
1	Rosina C. Negron	Clerk	U	11/17	11/22
2	Arthur N. Gravanis		R	11/18	11/23
3	Adam J. Klyver	Chair	R	11/19	11/24
4	Margaret Browning Kufferman		U	11/15	11/20
5	Christopher Shea	Vice-Chair	R	11/16	11/21
ALT1	James P. Bohan		R	11/18	11/23
ALT2	Dr. Daryn Reyman-Lock		U	11/19	11/24
ALT3	George E. Clark		R	11/16	11/21

Full		Alternate	
Party	Count	Party	Count
Republicans	3	Republicans	2
Unaffiliated	2	Unaffiliated	1
Total Full	5	Total ALT	3

The Historic District Commission discusses and votes on alterations to properties that are within the town's three historic districts in Greenfield Hill, Southport, and the Old Post Road by downtown Fairfield. The Historic District Commission shall have the powers and duties conferred upon historic district commissions and historic properties commissions generally by Chapter 97a of the General Statutes (C.G.S. § 7-147a et seq.).

Duties include approving nearly any change to a property that is within a historic district if that change is visible from a public street (assuming that natural barriers such as shrubs and trees are not in place, since they can be removed) and studying and making recommendations to the RTM to establish additional historic properties from time to time as it sees fit. Only properties authorized in writing by the owner of record shall be recommended by the commission as designated by the RTM as historic properties.



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Board/Commission: **Historic District Commission**
Date: **July 14, 2020**

Name: **Dr. Daryn Reyman-Lock**
Address: **515 Stillson Road, Fairfield, CT 06824**

email: daryn.reyman@gmail.com
home phone: **203-524-5289**
work phone: **as above**
cell phone: **as above**

Party Affiliation: **Unaffiliated**

1. How did you learn about this position?

I reached out to Adam Klyver when I first moved to Fairfield to see if I could be of use to the HDC, although I didn't necessarily realize that they did not have a full board.

2. Why are you interested in serving and how can you contribute to this board/commission?

I have a Ph.D. in archaeology and almost 15 years of international preservation experience. I own my own Historic Preservation consulting business which involves writing National and State Register Nominations, deal with Sustainable Connecticut and writing sustainability documentation, Historic Resource Inventories and State Tax Credit Applications. Likewise I curate exhibits and write didactic panels for Norwalk historical resources including Mill Hill and the Lockwood-Mathews Mansion, and run the historic house plaque program for Norwalk, New Canaan and Weston. I am currently in the process of writing the state register nomination for my own home and am about to finish 1.75 years as the Town of Westport's Historic Preservation Specialist in which I fulfil a number of obligations including advising other town departments on historic resources and requirements and overseeing the HDC, safe guarding Historic resources, demolitions and working with the public on maintaining and protecting cultural resources.

3. Have you attended any meetings or reviewed past minutes/agendas? If yes, please specify.
No.

4. Have you spoken with the chair, any members, or the appropriate Department Head?
Yes, I met with Adam Klyver back in the earlier part of this year.

5. Have you read the written description of the board's role?
Yes. I am very familiar with HDC procedure and process as well as what their jurisdiction is and is not.

6. Do you have any potential conflict of interest?
I have my own consulting firm and have one or two projects (including my own house) in Fairfield. Should any of those projects need to come before the HDC, I would recuse myself, although none of them fall under HDC jurisdiction.

7. Do you know the time, date and location of meetings and will you be able to attend and fulfill the obligations of the position?
Yes, I do, but as far as I am aware, I am being considered for an alternate position and will not have the same responsibilities as a full member of the HDC unless seated for an agenda item or a full meeting.

8. Participation requires that you are registered voter in the town of Fairfield. Additionally, the Town Charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?
I am a registered, unaffiliated voter.

9. Please use this space to ask any questions you may have or to provide additional information you'd like to share.
None at the moment!

DARYN REYMAN-LOCK, PH.D.

(203) 524 - 5289
daryn.reyman@gmail.com

515 Stillson Road
Fairfield, CT 06824

SUMMARY

Architectural historian and archaeologist specializing in historic research involving land records, written and oral histories for certification for State and National historic preservation efforts, preparing National and State register nominations and grant writing. Experience includes research, collection curation and management, site identification, mapping, excavation and community outreach to local historical societies and public schools.

EDUCATION

- Ph.D., Archaeology, University of Nottingham, United Kingdom 2012
Dissertation: *Identity through Architecture: The Cities of Gallia Narbonensis, 50 B.C. – A.D. 275*
- M.A., Roman Archaeology, University of Nottingham, United Kingdom 2008
Thesis: *Cultural Contact in Southern Mediterranean France, 7th to – 2nd Century B.C.*
- B.S., Geological Sciences, Lehigh University 2005
- B.A., Anthropology with a concentration in Archaeology, Lehigh University 2005

QUALIFICATIONS

- Meets National Park Service Standards 36CFR61, Appendix A for:
Architectural Historian
Historian
Historic Preservationist
- Listed as an Architectural Historian by the Connecticut SHPO

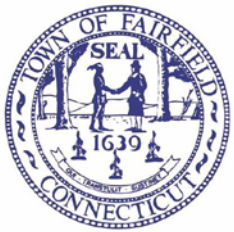
HISTORIC RESEARCH AND MUSEUM EXPERIENCE

- Historic Preservation Specialist, Westport, CT. 2019 – Present
Services provided: Liaising with public, HDC and various Town departments. Research of historic resources, grant writing and advising the HDC on historic properties and various preservation issues. Assessing properties, writing National and State Register nominations as well as Local Historic Property and Local Historic District Study Reports.
- Historic Preservation Specialist. 2016 – Present
Services provided: historical building research for various grant applications including National and State Historic Register Nominations as well as historic plaque programs; grant writing; genealogical and historic research; project management of conservation and restoration work; re-interpretation and curation of historic buildings, museums and landmarks including parks and cemeteries; collections management.
- Historic Building Researcher. 2014 – 2018

Services provided: historical house, building and land research for Connecticut plaque programs for the Norwalk and New Canaan Historical Societies and the Stamford Historic Neighborhood Preservation Program.

- Curatorial Assistant and Registrar, Greenwich Historical Society, Greenwich, CT. 2013 – 2018
Curatorial assistant (collections management, accessioning of archival material, conservation, exhibition research and installation); registrar for the exhibit *An American Odyssey: The Jewish Experience in Greenwich*, November 2017 – April 2018.
- Nottingham City Council and Trent and Peak Archaeological Unit, Nottingham, UK. 2012 – 2013
Archaeologist
- Assistant to the Curator and Archivist, Greenwich Historical Society, Greenwich, CT. 2004
Exhibition design and installation team member, collections management and conservation.

MODERNIZING TOWN GOVERNMENT FOR TODAY & TOMORROW



FIRST SELECTWOMAN BRENDA KUPCHICK
TOWN OF FAIRFIELD

Government Must Be Modernized and More Responsive to the Community

- The needs of Fairfield's residents and businesses have changed over the last decade, as our population and economy have grown, demanding greater attention from the town to facilitate this growth. Businesses innovate and modernize and so too should towns.
- These changes have created an expectation for a higher level of customer service from town employees, whose salaries and departments are paid for by taxpayers.
- Our town government has not adapted and changed with the times:
 - No updated job descriptions
 - No investment in employees growth
 - No performance assessments or accountability
 - No cross-department communication and collaboration

Customer service from town government for our residents should be the top priority

Early Retirement 2009

- An Early Retirement package was offered in 2009, however, that plan had no financial analysis and was not brought to the RTM for a vote.
- We are looking for transparency in this process, which is why the plan is before the RTM for feedback and input.
- Other towns have offered these types of plans, Norwalk just completed a package where 44 of 91 elected last month(48%).
- In 2009, after the VERIP, the administration did not reorganize, or make any process and accountability changes. Further, they did not do any follow up analysis.
- Our plan includes VERIP as the next phase in a multi-step approach to reform and modernize town government.

WHY Voluntary Retirement?

GOALS OF VERIP

- To support **Modernizing** town government
- To **Improve** Service to Town Residents
- To **Reorganize** town departments to create efficiencies and eliminate duplication/waste
- Make government **smaller, more efficient, and smarter** through technological advancements and managerial improvements
- **Change the culture** within town government to improve the customer service experience

Modernization of Town Government Has Already Begun

✓ **Online Permitting Software**

- Offer one point of entry to interact with the following departments:
 - Planning & Zoning, Conservation, Historic District, Engineering, Health, Sewer, Building, Fire Marshal, Tax Collector, Tax Assessor
- **Timeline:** Approved in our budget, first department will launch in January 2021

✓ **Time & Attendance/Workforce Management:**

- Automated system to monitor employee time, control labor costs, and minimize compliance risk, while improving workforce productivity and service to the public
- **Timeline:** Approved in our budget, will take 8-10 months to implement January 2021

✓ **Online Job Posting & Application System (neogov)**

- Move from paper applications to online system which will make hiring more efficient
- **Timeline:** In progress, completed October 2020

✓ **Joint Emergency Communications Center**

- Relocate and consolidate Fairfield & Westport's emergency communication centers into one multi-town center. Once the center becomes operational, residents of both communities will see increased service levels such as a reduction in call processing times, increased effectiveness during large-scale incidents effecting one or both communities and improved management of both internal and field resources.
- **Timeline:** In progress, expected opening in 2021



Modernization of Town Government Has Already Begun – Cont'd.

- ✓ **Establishment of a DPW Audit Subcommittee Working Group to implement DPW audit recommendations:**
 - Roll out an updated purchasing policy to increase accountability and improve oversight over town departments and the BOE.
 - **Timeline:** Expected completion January 1, 2021
 - Accept credit card processing in all departments
 - **Timeline:** Expected completion April 1, 2021
- ✓ **Install presentation technology in conference rooms in order to:**
 - Host business development meetings to attract commercial development
 - Conduct training sessions
 - Facilitate working group meetings
 - **Timeline:** Expected completion January 1, 2021
- ✓ **Update the Town Capital Plan:**
 - Prioritize town infrastructure improvements and establish a long-term facilities plan
 - Develop an updated vehicle maintenance and replacement plan to decrease operational costs while lowering our carbon footprint
 - **Timeline:** Town workgroup meetings held, Capital Planning Workshop scheduled for December 2020



We also need to invest in our employees and change to our management process

- **Staff Development Training** (*The Town's EAP & CIRMA provides training at no additional cost*)
 - Respectful Workplace Training
 - Time Management: Improving Efficiency & Effectiveness
 - Supervisor Training
 - Social Media & Communications: Reach a Broader Audience
 - Munis Training (~\$10,000)
 - CCM Webinar trainings are routinely offered to employees on specific subject matters.
- **Establish Employee Incentive Program** for who submit adopted ideas for savings and/or efficiencies (TBD)
- **Hire Smart**
 - Hire employees with cutting edge skillsets for the 21st century
 - Hire with the goal of making government more efficient and consumer friendly

Change in Workplace Culture in Town Government

Restructuring Government to Produce Efficiencies and to Emphasize a Customer Service Approach:

- Consolidate/eliminate positions no longer required
- Create new positions that better fit operational needs
- Establish a more flexible workforce that can meet seasonal challenges
- Modern workforce to maximize the use of technology
- Emphasize a customer service centric approach

Change in Workplace Culture in Town Government

➤ **Implement a Culture of Accountability & Collaboration**

- Ensure inter departmental bi-monthly meetings and encourage cross department communication
- Establish and communicate clear goals & objectives

➤ **Provide Professional Development**

- Ensure continued training for all staff and managers
- Update job descriptions and set clear expectations
- Document performance gaps and encourage professional growth

➤ **Develop a Customer Service Oriented Mission Statement**

➤ **Institute Customer Feedback**

- For public interfacing departments create customer service feedback evaluation forms to obtain resident feedback—consider penalties for rude behavior/rewards for positive engagements.

VERIP ELIGIBILITY & BENEFITS

UNION	Age Requirement	Years Service Requirement	Benefits	# Eligible Employees	Age Range of those Eligible	Salary Range of Eligible Employees
DPW (Normal)	59.5	10	*6% adjustment to pension calculation *3 years no required health care contributions	6	59 - 65	\$64,771 - \$81,057
DPW (Early)	55	15	*Retiree medical insurance *Waive early retirement penalties	11	55 – 59	\$71,572 - \$86,875
PETA (Normal)	62	10	*6% adjustment to pension calculation *3 years no required health care contributions	5	62 - 76	\$113,298 - \$137,791
PETA (Early)	58	15	*Retiree medical insurance *Waive early retirement penalties	10	58 - 61	\$100,333 - \$123,433
THEA (Normal)	62	10	*6% adjustment to pension calculation *3 years no required health care contributions	10	62 - 81	\$55,330 - \$100,519
THEA (Early)	58	15	*Retiree medical insurance *Waive early retirement penalties	12	58 - 61	\$55,037 - \$97,322
Non Union (Normal)	62	10	*6% adjustment to pension calculation *3 years no required health care contributions	2	62-66	\$75,353 - \$113,298
Non Union (Early)	58	15	*Retiree medical insurance *Waive early retirement penalties	1	59	\$81,610



VERIP BUDGET IMPACT

(Assuming 50% (or 27 employees) elect, and all of those positions are refilled)

VERIP-Related <u>Costs</u>	FY 21	FY 22	FY 23
Vacation/Comp time Payout	\$185,505	\$185,505	\$0
401 A 5% for Replacements	\$49,518	\$99,035	\$102,006
Pension Increase	\$0	\$216,823	\$216,823
OPEB Increase	\$0	\$293,547	\$293,547
Waiver of Retiree Health Care Contribution	\$0	\$23,577	\$23,577
Total Costs	\$235,023	\$ 818,487	\$635,953
VERIP-Related <u>Savings</u>	FY 21	FY 22	FY 23
*Salary Differential if ALL Positions Refilled	\$158,474	\$316,947	\$316,947
One Month Vacancy – Hiring Lag	\$172,180		
Total Savings	\$330,654	\$316,947	\$316,947
NET Budget IMPACT of VERIP	\$95,631	\$(501,540)	\$(319,006)

*PETA: Assumes step 3 hire

*DPW & THEA: Assumes step 1 hire

For data on if all eligible employees elect, see Addendum A, previously supplied to the RTM

VERIP BUDGET IMPACT

(Assuming 50% (or 27 employees) elect, and 22 positions are refilled)

VERIP-Related <u>Costs</u>	FY 21	FY 22	FY 23
Vacation/Comp time Payout	\$185,505	\$185,505	\$0
401 A 5% for Replacements	\$40,348	\$80,695	\$83,116
Pension Increase	\$0	\$216,823	\$216,823
OPEB Increase	\$0	\$293,547	\$293,547
Waiver of Retiree Health Care Contribution	\$0	\$23,577	\$23,577
Total Costs	\$225,853	\$800,147	\$617,063
VERIP-Related <u>Savings</u>	FY 21	FY 22	FY 23
Salary Differential of 22 Refilled Positions	\$129,127	\$258,253	\$258,253
Salary Savings - Five Unfilled Positions	\$262,500	\$525,000	\$525,000
Social Security Contribution Savings	\$11,108	\$22,216	\$22,216
Medicare Contribution Savings	\$2,598	\$5,196	\$5,196
One-Month Vacancy - Hiring Lag	\$146,667		
Total Savings	\$552,000	\$810,665	\$810,665
Positive Net Budget IMPACT of VERIP	\$326,147	\$10,518	\$193,602

SALARY SAVINGS

Assuming 50% (or 27 employees) elect, and 22 positions are refilled, 5 unfilled

In the previous example, if 50% (or 27) of eligible employees elect to retire, and 22 are refilled:

- Assuming a \$75,000 average salary, plus benefits of 40%, the estimated savings will be \$525,000.
- **Salary savings in each year, exceed the costs of the program.**

Health of Pension and OPEB Funding

Pension and OPEB costs related to VERIP will be amortized over a period of 21 years. The additional amounts will become part of the Actuarially Defined Employer Contribution (ADEC). Based on projections from the Town's actuary, we expect the pension ADEC to increase by \$216,823 per year, and we expect the OPEB ADEC to increase by \$293,547 per year.

- 10-year Average Annual Return = 8.85% (2010 – 2019)
- Police & Fire Retirement funded at 83.2%
- Town Employee Retirement funded at 83.7%
- Fairfield's OPEB trust is currently at funding levels better than 75% of all surveyed towns in Connecticut
- 57% of Towns have no OPEB fund at all. Accordingly, although the OPEB debt will undoubtedly increase, this should have no impact on our ranking with the rating agencies
- **In Moody's Credit Opinion report for the Town, funding of Other Post-Employment Benefits (OPEB) is not mentioned as a credit risk. More importantly, Fairfield's OPEB is not even a factor in the Scorecard from Moody's**

Challenges Moving Forward

➤ Brain Drain:

- Anticipate that certain critical positions may be vacated.
 - Critical positions will immediately be posted. There is a clause that allows us to **TEMPORARILY** hire back employees on a part-time basis until critical positions are filled. Other positions are subject to analysis and reorganization.

➤ Hiring Timeline: :

- Recognize that the recruitment process takes time to hire the right workforce.
 - Human Resources is currently updating job descriptions in anticipation of vacancies and to prepare for the recruitment and hiring process.
 - Department Heads have also been incorporated into this process to provide feedback on department restructuring, employee skill set needs, and to offer other ideas to improve their departments.

Are there alternatives to a Voluntary Early Retirement Program?

➤ **Business as usual/Do nothing**

- The Town will continue to suffer from inefficiencies, stagnation in staff motivation, lack of productivity gains, dissatisfied residents.

➤ **Mass layoffs and/or position eliminations at budget time**

- This is still a very **costly, time consuming**, does not achieve the intended results, and inefficiencies will continue during that process.
 - Because of union contracts, very disruptive to overall government due to:
 - Bumping rights
 - Arbitration costs
 - Grievance procedures
 - Negative impact on employee morale
 - Will also face inability to replace positions due to union recall procedures.

Summary

- The primary objective is to rebuild a town government that is more efficient, accountable and responsive to its residents.
- Due to union contract constraints, VERIP is the most efficient method to restructure town government.
- VERIP is a critical next step to enable the administration to
 - Reorganize departments
 - Consolidate positions
 - More easily integrate new technology
 - Change the morale and culture in town government
 - Improve resident customer service
- Savings should occur over time as a result of creating a more efficient town government.
- Town will report out the financial impacts to town bodies.

**Town of Fairfield, Connecticut
Employees' Retirement System**

Estimated 5-year Outlook for System

Valuation Year	Current Baseline Plan				Plan with Full ERIP at 7.0%				Plan with Full ERIP at 6.5%		
	Unfunded Liability	Funded Ratio	Contribution Requirement		Unfunded Liability	Funded Ratio	Contribution Requirement		Unfunded Liability	Funded Ratio	Contribution Requirement
2020	41,756,000	83.5%	5,862,000		51,305,000	80.5%	6,301,000		66,216,000	76.1%	7,517,000
2021	40,757,000	84.0%	5,720,000		50,162,000	81.0%	6,188,000		64,652,000	76.8%	7,396,000
2022	39,756,000	84.5%	5,592,000		48,938,000	81.6%	6,082,000		62,987,000	77.6%	7,283,000
2023	38,685,000	85.0%	5,472,000		47,629,000	82.3%	5,983,000		61,214,000	78.3%	7,178,000
2024	37,540,000	85.6%	5,358,000		46,228,000	82.9%	5,889,000		59,325,000	79.1%	7,077,000
2025	36,314,000	86.1%	5,251,000		44,729,000	83.6%	5,802,000		57,313,000	79.9%	6,983,000

Notes:

These projections assumed all 57 eligible employees for the VERIP take it.

This 5-year outlook involves estimation and roll-forward techniques for the future valuation results.

It is assumed that the current assumptions from the 2019 actuarial valuation are met each year, except for the last scenario where the discount rate is changed to 6.50%.

CMC did not have access to the full database for the Town so the change in liability at 6.50% was estimated.

Town of Fairfield Employees' Retirement System

	BASELINE		ALL OUT + ENHANCED BENEFIT	
	H&H ERIP Employees 7/1/2020	CMC ERIP Employees 7/1/2020	H&H ERIP Employees 7/1/2020	CMC ERIP Employees 7/1/2020
Data				
Actives	57	57	57	57
Covered Payroll		4,862,402		4,862,402
Valuation Salary		4,803,469		-
AAL				
Actives	30,975,621	32,877,241	40,524,444	42,490,627
Grand Total	30,975,621	32,877,241	40,524,444	42,490,627
Normal Cost				
Total NC	588,411	567,232	-	-
EE Contributions	192,138	192,139	-	-
Est Admin Expenses	-	-	-	-
BOY ER NC	396,273	375,093	-	-
Change in UAL	-	-	9,548,823	9,613,386
Remaining Funding Period	21	21	21	21
Amortization Factor (Level \$)	11.594014	11.594014	11.594014	11.594014
BOY UAL Amortization Payment	-	-	823,599	829,168
ADEC				
Normal (incl expenses)	396,273	375,093	-	-
UAL	-	-	823,599	829,168
Int and Inflation Adju	6,760	6,399	14,049	14,145
Total	403,033	381,492	837,648	843,313
Increase to ADEC			434,615	461,821

From: [Karen Wackerman](#)
To: [Browne, Betsy](#)
Subject: Fwd: Fw: RTM VERIP Vote
Date: Wednesday, November 11, 2020 5:00:46 PM

Betsy -

Please add the letter below to the materials for tomorrow night's meeting. I will be sending you another email to add too. Thanks.

Karen

Karen Wackerman
RTM Moderator
RTM District 7 Representative
203-984-1673

----- Forwarded message -----

From: Alex Durrell <alex_durrell@hotmail.com>
Date: Tue, Nov 10, 2020 at 7:24 PM
Subject: Fw: RTM VERIP Vote
To: RTM <RTM@fairfieldct.org>

From: Paules, Virginia <VPaules@fairfieldct.org>
Sent: Tuesday, November 10, 2020 3:54 PM
To: 'alex_durrell@hotmail.com' <alex_durrell@hotmail.com>
Subject: RTM VERIP Vote

Hi Alex,

If your vote is in favor of VERIP, I would really appreciate it. I was told to not send this letter to the RTM but if you'd like to share it with your colleagues, please feel free to do so. Thank you!

Ginna Paules

Program Coordinator & Youth Services Director

Fairfield Parks and Recreation

Dear Distinguished Members of the RTM:

My name is Ginna Paules and I have proudly served the Town of Fairfield for over 30 years as Program Coordinator and Youth Services Director for the Fairfield Parks and Recreation Department.

I am writing you to please approve the Voluntary Early Retirement Incentive Program that is on the November 12th agenda. A vote to approve the package would ease my mind tremendously.

You may recognize me as the woman who created and runs the Sand Jam Movie nights, Peanut Butter Jam Concerts, the Town's Tree Lighting, our Holiday Breakfast and the annual Easter Egg Hunt. I have also found joy in working with the high school students of the Town Youth Council for 25 years and overseeing the Juvenile Review Board which diverts arrested youth from the Juvenile Justice System.

In these uncertain times I fear for my job security in the near future.

Please don't let lay-offs happen to those who have dedicated much of their lives to the Town of Fairfield.

VERIP is the most compassionate plan to offer when our Town is discussing the restructuring and downsizing of departments.

Please, a vote in favor of passing this retirement plan would bring emotional and financial stability to me and my family of four. Thank you in advance for your consideration.

Sincerely,

Ginna Paules

Program Coordinator & Youth Services Director

Fairfield Parks and Recreation

<https://patch.com/connecticut/norwalk/norwalk-seeks-government-staffing-cuts-through-early-retirements>

“To laugh often and much; to win the respect of intelligent people and the affection of children; to earn the appreciation of honest critics and endure the betrayal of false friends; to appreciate beauty; to find the best in others; to leave the world a bit better by a healthy child, a garden patch, or a redeemed social condition; to know even one life has breathed easier because you have lived. This is to have succeeded.”

Ralph Waldo Emerson

From: [Karen Wackerman](#)
To: [Browne, Betsy](#)
Subject: Fwd: VERIP Concerns
Date: Wednesday, November 11, 2020 5:01:38 PM

Betsy -

Here is the other email to add to the public materials for tomorrow's meeting. Thanks.

Karen

Karen Wackerman
RTM Moderator
RTM District 7 Representative
203-984-1673

----- Forwarded message -----

From: **Kathleen Blackall** <Kathleen.Blackall@raveis.com>
Date: Tue, Nov 10, 2020 at 3:32 PM
Subject: VERIP Concerns
To: rtm@fairfieldct.org <rtm@fairfieldct.org>

Hi RTM Board Members

I am writing to you to voice my concerns regarding the VERIP for town employees. I am very concerned about this action for a number of reasons. My first concern is that as a taxpayer, I never intended funds to be used to pay employees to retire from their position at the town. I believe taxpayer funds should be spent with utmost responsibility and that if there is a need to remove someone from a position it would be handled through appropriate channels i.e. H.R. While the goals of our First Selectperson are worthy goals, I do believe there are more efficient ways to accomplish the goals without the VERIP. This is not a good precedent to set. As leaders of the town, I request that you consider other alternatives to accomplish the goals. I have worked in the business world for over 40 years and there are a number of ways to implement change that do not require paying people to leave positions. I am sure with the talented people that are currently employed by the town a number of improvements can be implemented without the added cost of this program. We are already dealing with the issues created due to Covid-19 which will impact our town budget next year. This is not the time to add costs to the town budget.

I appreciate the opportunity to voice my concerns and thank you for your service to our wonderful town.

Sincerely,
Kathleen Blackall

685 Valley Road
Fairfield, CT 06825
203-374-7020 Home
203-814-2263 Cell