

**THE TOWN OF WINDSOR LOCKS  
BOARD OF FINANCE  
50 Church Street, Windsor Locks, Connecticut  
Minutes of the April 14, 2020 Regular Meeting**

In response to the issuance of declarations concerning a public health emergency and civil preparedness emergency, and with regards to a global pandemic of the COVID-19 disease associated with the coronavirus affecting multiple countries and states, this meeting was held via teleconferencing.

Chairman Norman Boucher called the Regular Meeting of Tuesday, April 14, 2020 to order at 6:30 p.m.

**MEMBERS IN ATTENDANCE:**

Chairman Norman Boucher, Cornelius O’Leary, Michael Ciarcia, David Weigert, Lori Quagliaroli, Paul Riedi and Alternate Lacinda VanGieson

Alternate Member Mark Whitten joined this meeting at 6:33 p.m.

**MEMBERS ABSENT:**

All members were present.

**ALSO ATTENDING REMOTELY:**

Amanda Moore, Finance Director  
J. Christopher Kervick, First Selectman  
Philip Sissick, Public Works Director  
Chief Erick Osanitsch, Windsor Locks Police Department  
David Wrabel, Parks and Recreation Director; Ann Marie Claffey, Senior Center Director and Rosemary Hogan Chairperson, CONA  
Shawn Parkhurst, Superintendent and Patricia King, Chairperson, Windsor Locks Board of Education

Ms. Amanda Moore reviewed required teleconference meeting rules for all participants who joined this meeting.

**PUBLIC INPUT-BOARD OF FINANCE MATTERS ONLY:**

*(Each participant was limited to three minutes)*

The following individuals gave public input requesting that the Board of Finance reconsider restoring the Board of Education budget at the original increase of 4.9% as originally presented.

Naomi Urquart, Sadler St. (Poor Audio quality)

Paula Wetzel, 32 Fernwood Dr.

Colin O’Brien, 33 Anthony St.

Amy Mackey and Kaden Mackey, 205 Montemerlo Ave.

Deborah Bell-Singer, Center St.  
Grace Cannon, 61 Acorn Dr.  
Trish Kadish, 51 Whiton  
Veronica LeDoux, 15 Dexter Rd.

**CORRESPONDENCE:**

Chairman Boucher stated that he received several emails requesting that the Board of Education budget be reinstated as presented. He also stated he received correspondence from Superintendent Shawn Parkhurst, First Selectman J. Christopher Kervick, Park and Recreation Director David Wrabel and Senior Center Director Ann Marie Claffey.

**ADDED AGENDA ITEMS:**

Chairman Boucher requested an item with regards to transfer of funds for studies requested by the Board of Education be added to tonight's agenda after item #6 listed as *Adjustment to Board of Finance Fiscal Year 2020-2021 Budget Relating to Board of Education Studies*. **Michael Ciarcia made a motion to add to the agenda after item number 6: "Adjustment to Board of Finance Fiscal Year 2020-2021 Budget Relating to Board of Education Studies". Cornelius O'Leary seconded this motion. The vote was 6-0 in favor and this motion carried.**

**MINUTES OF PREVIOUS MEETINGS APPROVAL:** March 31, 2020

**David Weigert moved to approve the March 31, 2020 Regular Meeting Minutes as written. Paul Riedi seconded this motion. The vote was 6-0 in favor and this motion carried.**

April 1, 2020

**Cornelius O'Leary moved to approve the April 1, 2020 Regular Meeting Minutes as written. Paul Riedi seconded this motion. The vote was 6-0 in favor and this motion carried.**

April 7, 2020

David Weigert stated that within the agenda item "*Discussion with Chris Monroe, Broker from USI Insurance*", statement should say that the "*Town of Windsor Locks is self-insured not Chris Monroe (USI) as written*". **David Weigert made a motion to approve the April 7, 2020 Regular Meeting Minutes as amended. Michael Ciarcia seconded this motion. The vote was 6-0 in favor and this motion carried.**

**BUDGET APPEALS:**

Public Works Director, Philip Sissick requested that the following Public Works Capitals be restored to the fiscal year 2020-2021 budget: The 6-wheel dump truck, Renovations of the park irrigation systems and the Three-point hitch mower.

Chief of Police, Eric Ostanitsch appealed the Dispatch Overtime line item which was reduced by 90% for fiscal year 2020-2021. He stated that this amount is unrealistic and requested that this line item be restored to at least \$40,000. He also stated that the Patrol Overtime line item for

fiscal year 2020-2021 was decreased by 33%. He stated that restoring this line item to \$275,000 would be more realistic.

Park and Recreation Director, David Wrabel and Senior Center Director Ann Marie Claffey appealed salary increase amounts for their Assistant Directors that were temporarily approved by the Board of Finance for the 2020-2021 fiscal year. Full restoration of recommended increase for both positions was requested. Mr. Wrabel, Ms. Claffey and CONA Chairperson, Rosemary Hogan gave testimony to justify a raise increase of 12% for these employees as originally requested.

First Selectman, J. Christopher Kervick appealed the non-union salary raise increase of 0% as temporarily approved by the Board of Finance for fiscal year 2020-2021. He stated that the union salary increases for fiscal year 2020-2021 will be 2% and it is not fair to non-union, hardworking individuals to receive nothing and to have work along-side union workers. He presented various statistics regarding wage increases and stated that the national wage increase average is 3.3% and felt that a 2% wage increase for non-union workers would be appropriate. First Selectman Kervick stated that if funds need to be saved, to take them away from the salaries of himself, the Tax Collector and the Town Clerk, and give them to the non-union employees.

Chairperson Patricia King spoke on behalf of the Board of Education and appealed by stating that a 0% increase to the fiscal year 2020-2021 Board of Education budget would make it impossible to maintain its current path moving forward. Ms. King requested that a 4.9% increase as originally presented be restored.

Superintendent Shawn Parkhurst presented information about what school finance consists of and stated that this covers not only the students but the schools (building and grounds) and community. Superintendent Parkhurst also explained how school district funding is determined and received in response to questions submitted by the Board of Finance with regards to per pupil expenses. Within this presentation, Superintendent Parkhurst also explained categories that determine per pupil expenditures. He also explained why per pupil expenditure is so high in Windsor Locks.

Superintendent Parkhurst addressed many questions previously submitted to him from Board of Finance members within his presentation.

In summary, Superintendent Parkhurst stated that he is appealing the temporarily approved fiscal year 2020-2021 Board of Education budget and requested reinstatement of the original budget amount of \$32,917.113 which represents a 4.9% increase from the current budget.

Reduction of medical insurance contribution was discussed.

Superintendent Parkhurst proudly spoke of student achievements, accomplishments, opportunities, awards and successes within the district. He also stated that students are

continuously excelling in achievements outside of the classroom which include successes in sports, choir, writing, historical and extensive book awards.

Superintendent Parkhurst stated that a zero increase to the fiscal year 2020-2021 budget would mean a “step backward” for all Windsor Locks students.

Ratings within the Alliance District was explained and discussed.

Superintendent Parkhurst responded to many additional questions asked by the Board of Finance.

At 8:48 p.m., *Michael Ciarcia made a motion to recess this Board of Finance meeting for five minutes. Cornelius O’Leary seconded this motion. All were in favor and this motion carried.*

At 8:53 p.m., *Michael Ciarcia made a motion to resume this Board of Finance meeting. The motion was seconded by Paul Riedi. All were in favor and the meeting continued.*

**ADJUSTMENT TO BOARD OF FINANCE TEMPORARILY APPROVED FISCAL YEAR 2020-2021 BUDGET RELATING TO BOARD OF EDUCATION STUDIES:**

Ms. Moore stated that due to the current COVID-19 crisis, executive order had been issued giving the Board of Selectmen authority to approve transfers until towns are capable of holding town meetings. It was suggested that the second half of the payment for the facilities study and student enrollment study be paid in this fiscal year (2019-2020). *Michael Ciarcia made a motion to transfer \$9,000.00 from the Contingency Fund to the Professional and Technical Consultant line item of the Board of Finance for facilities study and student enrollment study, requested by the Board of Education, and to send to the Board of Selectmen for approval. David Weigert seconded this motion. The vote was 6-0 in favor and this motion carried.*

**TRANSFERS:**

There were no transfers.

**FINANCE OFFICE UPDATE:**

There were no Finance Office updates.

**PUBLIC INPUT-BOARD OF FINANCE MATTERS ONLY:**

*(Each participant was limited to three minutes.)*

Chairman Boucher stated he received many emails with regards to budget appeals and requested and that all correspondence be added to these minutes. The following individuals submitted correspondence: Nicole Saavedra, Valerie Breda, Veronica Ledoux, Carl Giannelli, Laura Cannon, Gayle Faye, Kylee Christianson, Amy Mackey, Ann Marie Claffey/David Wrabel and Chris Kervick. This correspondence is attached as Correspondence Attachment.

Emily Kalenauskas, 130 Montemerlo Ave, gave public input urging the Board of Finance reinstate the Board of Education fiscal year 2020-2021 budget as originally presented.

It was requested that all names of individuals that sent correspondence be read. Chairman Boucher, Ms. Moore and board members read names from submitted correspondence.

**BOARD MEMBER INPUT:**

David Weigert requested updated fiscal year 2020-2021 budget spreadsheets.

There was discussion initiated by Paul Riedi with regards to Medical Insurance Funding.

**ADJOURNMENT:**

There being no further discussion or information to come before the Board of Finance, *a motion to adjourn was made by Paul Riedi and seconded by David Weigert.* The vote was unanimous and this meeting stood adjourned at 9:11 p.m.

Respectfully submitted,

Terrie-Ann Becker  
Board of Finance Recording Secretary

Correspondence as Received

To Be Included With The Board of Finance April 14, 2020 Meeting Minutes

Dear Board of Finance members,

I am writing to express my concern that the Windsor Locks Board of Education budget will not be passed. I believe that the Board of Education has put forth an educationally and financially responsible budget. I know the time and effort that the Board of Education has put into this budget. Education is the most important department for our town. I have an 8th and 12th grader. As a parent of a child in the class of 2020, I am extremely impressed with the education my children have received in Windsor Locks. My children have not only gained the educational knowledge that they need to go on to hire education, or the workforce, more importantly they have skills that are necessary to compete. Whether they are competing for a job, college admittance or going into the military or trade, I believe they will be successful because of the support, training and education that Windsor Locks public schools have given them. I am an educator myself, not in Windsor Locks, so I know the demands put on our public education system. You might not always see the results in test scores, but Windsor Locks is creating adults who are problem solvers, are creative and know how to work with others. These are all traits that employers are looking for. If this budget isn't passed not only will there be layoffs but I feel that we will lose many of the programs that Windsor Locks provides to their students that go above and beyond the classroom. Windsor Locks also offers ELOs (Extended Learning Opportunities), Asnuntuck welding program, and UCONN credits. These things are offered to all children and these are things that makes Windsor Locks stand out. These opportunities also encourage kids to find what they are passionate about and helps them find their paths.

Giving the Board of Education a 0% increase means they will have to let go of staff members. All staff members from the teachers to the nurse to the paras are integral to the everyday workings at Windsor Locks Public Schools. The WLPS has contractual obligations that they must adhere to, giving a 0% increase gives them no choice but to lay off staff or get rid of programs.

I am also concerned that sports and after school activities will also get cut. This includes sports at the middle school and high school. For some children, my daughter included, this is what gives them the drive to go to school. These activities encourage team work, sharpen skills and give the students confidence that they take back into the classroom.

As a taxpayer in town, I am asking that you pass the Board of Education budget with the 4.9% increase. Thank you for your time and consideration.

Laura Canon  
61 Acorn Drive  
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Dear Board of Finance Members,

I hope all is well with you and yours during this time. Please supply direction to access tonight's meeting.

As a taxpayer, I am advocating for the BOE to receive the 4.9% increase requested. While having the lowest mill rate in the area may be perceived as a positive to some, is it really when it is at the cost of educating students, the community, and the dynamics of our town?

Windsor Locks Public Schools is on the map as a leader in the educational industry. We have paved the way for new opportunities for students and in some cases raised the bar for other districts; who are now adding to their respective curriculums to mirror what we provide. I believe the 4.9% increase is the most fiscally responsible budget and supports maintaining the current programs within our school district.

I urge you to reconsider the 0% increase directive and support the BOE's budget allowing our educational organization to operate to its fullest capacity possible to provide forefront opportunities to our students.

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With Regards,  
Valerie Breda  
8 Norman Avenue  
Windsor Locks, CT 06096  
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Good Afternoon,

I wanted to make my opinion known. I have been attending the BOE meets and have listen to all that our students would loose if the purposed 0% increase accrues. As a town we have not increased our education budge in the last few years. There is no way to continue to do this. I understand that we as tax payers want our taxes low, but it is not right to let our children pay for it. We also cannot let this uncertain times determine our children's education.

The less we invest in our towns education, the more of our students will leave to get there education elsewhere. We have to remember even though they are no longer in our school district, we as a town still pay for their education.

We have seen in the last couple of weeks what an amazing team of teachers and educators we have in our town, we have to fight to keep them. We are all going through the unknow, and now more then ever do we have to keep our children's future a priority.

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Sincerely,  
Veronica Ledoux  
15 Dexter Road  
Windsor Locks, CT 06096  
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First I would like to say as a town resident that I am appalled that the Board of Finance would have the Board of Education come back with a 0% increase. I am sure you are well aware that there are contractual obligations due to union contracts, utilities, etc. I do not believe that a 4.9% increase is unreasonable. This would cause the least amount of harm to programs.

Our taxes are the lowest in the area but at what cost? I want the best services for our town. I want a town that I can be proud of. I was raised here. So were my parents and grandparents. I want a town that will attract families and businesses and not slum lords and rif raf. I realize our economy is in the pits but I'm an optimist. I believe when COVID releases it's ugly hold on us we will come out of this a stronger town and society. Please reconsider the 0% increase.

I would like direction to access the meeting tomorrow night please.

Gale R. Fay  
83 North Main St.  
Windsor Locks, CT 06096

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Dear BOF members,

First, I want you to know how much we parents and taxpayers appreciate all the hard work you have been doing. We understand it is a tough job to create a budget. These are uncertain and surreal times. If the goal is a flat mill rate, we respect and admire it given the uncertainty of economic conditions for our future.

Having a high school senior and freshman, I have seen all too well the struggles and challenges that this district has been through over the past 13 plus years. Test scores, grading system, so many questions and unknowns. Having a high school senior and one of the students in the FIRST class to graduate under the new system, I can tell you that I couldn't be prouder of what this district has helped my daughter accomplish. She is by far more prepared to head off into college than I was so many years ago. She is poised, responsible and the best advocate for herself. This district, and the teachers and opportunities therein, are what have made all the difference.

This all being said, asking the for a 0% increase won't support the work that has been done thus far and foster forward motion and growth of the district. Asking the BOE to do so would bring us back to a place that no one in this town wants.

Instead I ask that you please work cooperatively with the Board of Education to come up with a number that will work for all.

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Sincerely,  
Kylee Christianson  
103 Michelle Drive

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Members of the Board of Finance,

I am writing to you today in hopes you will reconsider your stance on the Board of Education budget.

I believe a 0% increase is not a fiscally responsible number for the Board of Education to be given. As a parent of a Freshman I can not begin to tell you the trials and tribulations our school system has been through over the years. We have finally come to a point where we are moving in a positive direction for the education of the children in our town. It is amazing to see how much has been achieved in the last few years and I'm anxious to see what the future holds. For the Board of Education to come in with a 0% increase now would erase all the hard work that has been accomplished and any future endeavors on the horizon.

Instead I ask that you please work cooperatively with the Board of Education to come up with a number that will work for all and not one that will be a detriment to our children; in the end they will be the ones that suffer the most.

Thank you for your time.  
Sincerely,  
Amy Mackey

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April 15, 2020

Dear Windsor Locks Board of Finance Members, I am writing to you as a teacher and I want you to know that I love Windsor Locks. When people say where did you grow up, or where do you work I, along with so many others, proudly say Windsor Locks. I really, really do love Windsor Locks, the community of people, the history, the vision, parks and rec and all the governing departments. My parents moved our family to Windsor Locks in the 1960's when I was four years old. I later moved to a nearby community when I was 28. A few years later I was ready to join the teaching force and applied to two communities; the one I lived in, and Windsor Locks. I was offered a position by both districts and it was an easy decision for me to make because I love Windsor Locks. Now 20 years later, many budgets later, I've experienced knowing and working with families, students and experienced many changes. I find myself compelled to tell you that the town you serve needs to know that you love it as much as the teachers, police, firefighters, nurses, public workers, park and rec employees, students, young families, older adults. We love Windsor Locks for its hometown feeling, for its progressiveness and yes, for its education system. I've personally been a part of the sustainable classroom, technology growth, changes in standardized testing, competency-based grading to name a few initiatives that other towns followed, but Windsor Locks led. Please help our town grow by meeting the needs of the education budget. In this fast paced ever changing world I can assure you that the staff of the Windsor Locks Public Schools are doing the best they can with what they have, and the children and families are worth it. This includes the current unprecedented distance learning that is clearly uncharted territory. We are all in this together because we all love Windsor Locks. It's worth it for all of us to continue investing in our future, and if that means an increase in the budget then our children and families are worth it. Thank you for your time.

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Sincerely, Maria Pelley  
Second Grade Teacher North Street School Windsor Locks, CT. 06096  
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Dear Board of Finance members:

I am writing this email in regards to the 0% increase that was proposed to the BOE.

I am very saddened that your members would even come back with this proposal. You are all professional people who sit on this board. You all either own a business or work in a business, so how can you think it is even ok to come back with this amount? Unfortunately only one or two of you have children or grandchildren in our school system. So ask yourself is this what you want for them, if you children/grandchildren did go to our school system would you want this for them too? Would you want your children to have less?

I am a parent of three students that have been/are in this district. I have a freshman in college, a junior and a 7th grader. I also have lived in this town all my life. I have seen the ups and downs with education in this town, I have been on committees to help make it better for the children, for my children, for all children I am also an employee of the Board of Education as the nurse at North St. School. So this 0% affects me in more ways than it could ever affect any of you.

Taking away ANYTHING from these children will not have a positive effect on them. **There is no way you can take away so much and expect a positive outcome.** Our school system is getting better and better, but if you take away teachers, programs, sports, etc how will that continue to help the education become excellent? How can you tell children, teachers, staff, and administrators to try better, to try harder and then take away those things that could make them succeed?

I know eliminating an LPN nurse to help cut some of the budget costs is on the table but that would be a mistake as well. I see over 40 kids a day for common everyday illnesses or injuries. My school has over 400 children from the ages of 3-7, some of them are not toilet trained, or may have toileting issues. I have a child in a wheelchair that needs to be toiletted twice a day because he can not get out of his chair on his own and use the bathroom. This takes two people to do, so a nurse is always one of them in a private room and that takes about 20 minutes or

more each time. I have 10 daily meds orally and that does not include inhalers that are given every day before recess or gym. I also have a diabetic child that I monitor all day long, along with checking blood sugar levels and giving insulin. I have life threatening allergies that I need to monitor during lunch, snacks, and birthday celebrations. I have prek/k that may not be fully potty trained or may have accidents, I am the one that tends to them in the kindergarten classroom bathrooms, and that is not including any of the paperwork I have to do.

I also have an ABA room which is mainly made up of autistic children. And when they get hurt, or don't feel good I go to their classroom to assess them because any change in their routine can really throw them off and ruin the rest of their day. I also have to leave my office, when a child is vomiting, or a child gets hurt on the playground and can not walk to my office, I am also on a crisis team, so for emergency situations I get called as well. As you can see, because these children are little and they are so much more needy than the upper level schools. I also have to leave my office for meetings. So if you come back at 0% and my LPN has to be cut because of it, I will have to close my office for each time I have to leave my office, monitor my diabetic, or toilet any of the children. Children will have to wait longer and be out of class longer. This will not be a safe thing for our children. Nursing in the school system is not just band aids and ice packs anymore. We deal with so much more and having only one nurse would not be beneficial for these young children. We have already had the budget cut subs for nurses. We can afford this as well.

I spoke during our BOE meeting and asked members how is this going to help our children. Isn't the bottom line about our children, the people of our future? This isn't about personal issues between members of the boards, this isn't about politics, this isn't about trying to save money when we have the money to give, this is about the CHILDREN and that is it. It is trying to make members of our community better, academically, socially, and mentally.

So as you can see this 0% effects so much more than just cutting someone's job to save money. I ask you again, would you want this if it was a child of your family. Would you want major things to be taken away from the process of them learning, growing and succeeding

Please reconsider your 0% proposal. Please do what is right for these children of our community. Their future could be in your hands

Thank you

Nicole Saavedra

April 13, 2020

Members. Windsor Locks Board of Finance AND Members, Windsor Locks Board of Education

SUBJECT: 2020/2021 Board of Education Budget Appeal

Dear Members: Upon review of the 2020-2021 FY budget, it concerns me to see an suggested increase of 0% compared to last year's 5.20%. As a member of the class of 2020, I find it hard to express the gratitude I feel towards Windsor Locks Public Schools. Throughout my academic career in Windsor Locks, I never once felt that I had a lack of resources to further my learning. Our town has built a network of high-quality teachers, faculty, and programs equipped to prepare any student for life post-graduation. After spending years to build an impressive school system capable of educating the youth of today, lowering the percent increase to 0% is a disservice to all current students and future WLPS students alike. The amount of unique and important programs that WLPS offers to its students is remarkable and continues to stand out among other school systems. For instance, Windsor Locks High School offers multiple programs that allow prospective college students the chance to have real-time experience with college work before officially becoming a college student. Whether this is through the

AP/UCONN ECE programs or the Partnership Program with Asnuntuck Community College, these are both avenues of education that speak to the high-quality of education that we as a community should strive to uphold for students of the present and future. These percentage differences I speak of are more than just components of a budget proposal. They represent a level of education that has been upheld by WLPS in hopes that every student has the resources they need to be successful. After years of work, lowering the percentage back to 0% is not conducive to WLPS upholding quality education in our town. I strongly encourage work to be done and compromises to be made, so that all scholars of Windsor Locks get the education that they deserve.

Best Regards, Carl Giannelli  
Cell: (860) 794-0027  
2 Colombo Terrace, WL

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On Monday, April 13, 2020, 03:34:51 PM EDT, Chris Kervick <ckervick@wlocks.com> wrote:

On behalf of our non-union employees, I am appealing the proposed 0% annual wage increase for this outstanding employee group. I have assembled and attached the following materials that I hope will be helpful.

1. The Society for Human Resource Management 2020 Salary Growth Estimate. This organizations estimates that US Salaries will rise by an estimated 3.3% in 2020 up from an average of 3.2% in 2019.
2. US Bureau of Labor Statistics data showing that the average 12 month percentage salary increase for all industries and occupations was 2.7% for the last quarter of 2019 and an average of 2.75% for the last four quarters.
3. US Bureau of Labor Statistics data showing that the average 12 month percentage salary increase for state and local government workers was 2.9% for the last quarter of 2019 and an average of 3% for the last four quarters.
4. US Bureau of Labor Statistics data showing that the average 12 month percentage salary increase for private industry workers was 2.7% for the last quarter of 2019 and an average of 2.7% for the last four quarters.
5. A summary of a Workspan daily survey conducted on April 3, 2020 to determine how the COVID-19 pandemic may impact how US organizations move forward with planned 2020 salary increases. 57% of organizations report that they still plan to pay out planned 2020 salary increases, 19% said they are waiting to decide, 17% said they are cancelling planned salary increases and 2% were not planning salary increases.
6. The Connecticut Conference of Municipalities Quarterly Data Reporter for the quarter ending December 19, 2019 showing that the average Connecticut municipal employee union wage increase awarded through arbitration award in 2020 was 2.0%. The average negotiated wage increase for the 2020-2021 fiscal year is 2.14%.
7. Also please note that the wage increase for all four Windsor Locks employee unions (non-education) for the 2020-2021 fiscal year is 2.0%.

I can tell you that the professionalism and productivity of these employees is second to none. I am extremely proud of each member of our staff and believe each of you should be as well. The rapidly growing Windsor Locks economy and population has placed additional burdens upon our staff but they continue to perform at the highest level without complaint. The small amount of money saved by disregarding these employees when our own union employees are seeing 2.0 increases across the board will cost us money in the long-run, since a fairly compensated and well-appreciated employee is more often than not a more productive employee. Windsor Locks will lose talent if we become known as the municipality that refuses to keep pace with other Connecticut municipalities and the private sector in the area of employee compensation.

If you feel that you must find savings, I would suggest that you consider eliminating any increase for our three full-time elected officials but not for the remainder of our non-union employees. Our non-union staff works hard to make each of us look good every day and we are the beneficiaries of that effort.

J. Christopher Kervick  
First Selectman  
Town of Windsor Locks  
50 Church Street  
Windsor Locks, CT 06096860 627-1444  
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To the Board of Finance:

On behalf of the CONA and Park Commission, we would like to appeal the proposed increases to the Assistant to the Director positions. While we appreciate the currently approved salary adjustments over the next two years, we request you to reconsider fully funding our initial request. On the night of our presentations, it seemed your board was in agreement that our request was justified when comparing these positions to like positions both internal and external as well as the natural progression of increased job responsibilities and duties. By implementing these salary increases over the course of two years, these two positions will continue to be compensated below those like positions we presented. Fully funding these position adjustments now, would create a negligible or no increase to the mil rate once a final budget is approved. We will attend the Appeals meeting tomorrow evening, but if instances such as a full Zoom meeting make attending impossible, please accept this correspondence as our appeal.

Thank you,  
Ann Marie Claffey & David Wrabel