



**TOWN COUNCIL
WATERTOWN, CONNECTICUT
MONDAY, OCTOBER 5, 2026
REGULAR MEETING – 7:00 P.M.**

AGENDA

**WATERTOWN TOWN HALL
TOWN COUNCIL CHAMBERS
61 ECHO LAKE RD.
WATERTOWN, CT 06795**

1. Call Meeting to Order.
2. Pledge of Allegiance.
3. Roll Call.
4. Public Participation.

The Town Council invites the public to speak during Public Participation. Please complete and submit a *Watertown Town Council Public Participation* form if you wish to speak at the meeting. Copies are available on the Town's website and at the meeting. Speakers are limited to three minutes each.

5. Minutes.
 - a. September 10, 2026 –Special Meeting.
 - b. September 21, 2026 – Special Town Meeting
 - c. Special 21, 2026 – Regular Meeting
6. Chairman's Report.
 - a. Correspondence.
 1. Letter from Economic Development Commission concerning the Watertown Façade Improvement Program funding.
 2. Memorandum from the Superintendent, Lisa Fekete and Business Manager, Maria Kashuba from the Watertown Board of Education transmitting the Board of Education Monthly Financial Reports for August, 2026, dated September 28, 2026.

7. Staff Reports.
 - a. Town Manager.
 - b. Finance Director
8. Subcommittees.
9. New Business.
 - a. Discussion and possible action on the appointment of a Town Attorney.
 - b. Consider a resolution authorizing the transfer of funds for Fiscal Year 2026-2027 for the installation of low maintenance ADA Accessible rubber playground safety matting at the Where Angels Play Playground at Veterans Park.
 - c. Consider an appropriation from the General Fund in the amount of \$23,800 for the decommissioning, removal and environmental mitigation of two oil storage tanks and installation of high-efficiency propane heating and hot water equipment hooked directly into active on-site propane structure at Crestbrook Park Golf Course Restaurant Facility. Funds to be deposited into a Public Buildings line item determined by the Finance Department for this purpose.
 - d. Consider authorizing an appropriation from the General Fund in the amount of \$877.68 to the Police Overtime Account 010.50130.020.0000.9010. Funds received for participation in Homeland Security activities.
 - e. Consider a resolution for authorizing the acceptance of a State of Connecticut Department of Housing grant in the amount of \$2,000,000 for the rehabilitation of Watertown Housing Authority facilities and further authorize the Town Manager to execute on behalf the Town any and all documents and agreements required by the Commissioner related to the grant.
 - f. Consider approval of a Memorandum of Understanding between the Town of Watertown and Watertown Police Union regarding extra duty work
10. Adjournment.

**THIS MEETING WILL BE AN IN-PERSON MEETING AND WILL ALSO BE AVAILABLE
VIA ZOOM IN LISTEN ONLY MODE**

**A LINK WILL BE POSTED ON THE DAY OF THE MEETING
PLEASE SEE WWW.WATERTOWNCT.ORG
UNDER THE CALENDAR OF MEETINGS**

**Town Council
Regular Meeting 10/05/2026
Item: 6 a(1)**



Subject: Request to Restore Funding for the Façade Improvement Program

Dear Members of the Town Council,

Since its inception, Watertown's Façade Improvement Program has successfully helped local businesses improve the appearance of their storefronts and commercial properties. Businesses such as Itty-Bitty Cookie Company, Liberty Custom Tailors, and Hair Therapy, to name a few, have benefited from the program and made improvements that contribute to the overall appearance of our business community.

Reimplementing the program would provide continued support for businesses that are already invested in Watertown, while also giving the Town another tool to attract and retain new businesses. Since the program was removed from the budget, two businesses have also reached out to request assistance, demonstrating that there continues to be a need and interest in this type of support. A \$15,000 allocation is relatively small in the context of the Town's overall budget, but it can leverage significantly more private investment and help Watertown remain competitive with neighboring towns and cities.

The value of a program like this is realized over time. Without consistent attention and support, commercial properties can gradually deteriorate. Conversely, small investments made consistently over the years can create meaningful, lasting improvements throughout our business districts. Economic development is not only about strengthening Watertown today; it is about making thoughtful investments that preserve and improve our community for the future.

We respectfully ask the Town Council to consider restoring funding for the Façade Improvement Program and continuing this worthwhile investment in Watertown's business community.

Thank you for your consideration.

Respectfully,

Economic Development Commission

Town of Watertown

Joseph McGrail

Mr. Joseph McGrail, Chair



Board of Education
61 Echo Lake Road
WATERTOWN, CONNECTICUT 06795
Telephone: (860) 945-4800
FAX: (860) 945-6990

Town Council
Regular Meeting 10/05/2026
Item: 6 a(2)



MEMORANDUM

DATE: September 28, 2026

TO: Mr. Mark Raimo, Town Manager,
Ms. Maria Guerrero, Town Finance Director
Mr. Jonathan Ramsay, Town Council Chair
Mr. Karim Belica, BOE Chair
Mr. Jason Malagutti, BOE Vice Chair

CC: Town Council Members
BOE Members
Ms. Lisa Cattaneo

FROM: Ms. Marie Kashuba, Business Manager
Ms. Lisa Fekete, Superintendent

RE: BOE Monthly Financial Reports - August 2026

Dear Mr. Raimo and Ms. Guerrero,

Attached please find the BOE monthly financial report for August 2026. The report was discussed at the September 28, 2026, regular Board of Education meeting.

Ms. Cattaneo, please include the August 2026 BOE monthly financial report on the agenda for the next Town Council meeting for Council members' review.

Should you have any questions, please contact the Superintendent at (860) 945-4801 or FeketeLi@watertownps.org.

Thank you,

Marie Kashuba

Watertown Public Schools
FY27 Operating Budget
YTD 8/31/26

Object						FY27 \$	FY27 %
Code	Description	Budget	Actuals - YTD	Balance	Encumbrances	Variance	Variance
111	Certified Salaries	\$25,939,658	\$2,538,317	\$23,401,341	\$23,287,493	\$113,848	0.44%
112	Non-Certified / Other Salaries	\$8,888,867	\$692,136	\$8,196,730	\$8,198,290	(\$1,559)	-0.02%
200	Employee Benefits	\$11,770,340	\$409,524	\$11,360,816	\$1,485,577	\$9,875,239	83.90%
	Salaries & Benefits	\$46,598,865	\$3,639,977	\$42,958,888	\$32,971,360	\$9,987,528	21.43%
310	Professional / Technical Services	\$1,265,662	\$114,878	\$1,150,784	\$908,818	\$241,966	19.12%
318	Legal Counsel	\$115,000	\$6,310	\$108,691	\$108,690	\$0	0.00%
322	Inservice Training	\$161,786	\$0	\$161,786	\$158,086	\$3,700	2.29%
	Purchased Services	\$1,542,448	\$121,187	\$1,421,260	\$1,175,594	\$245,666	15.93%
410	Utilities (Elec, Sewer, Water & Heat)	\$1,724,666	\$185,636	\$1,539,030	\$891,309	\$647,721	37.56%
430	Repairs & Maintenance	\$629,906	\$129,297	\$500,609	\$200,507	\$300,101	47.64%
440	Lease/Rental	\$455,056	\$83,585	\$371,471	\$207,812	\$163,658	35.96%
450	Construction Projects	\$239,800	\$0	\$239,800	\$0	\$239,800	100.00%
530	Telephones & Software	\$183,000	\$75,023	\$107,977	\$25,538	\$82,439	45.05%
	Facilities	\$3,232,427	\$473,541	\$2,758,886	\$1,325,167	\$1,433,719	44.35%
510	Pupil Transp.	\$3,977,412	\$7,853	\$3,969,559	\$207,950	\$3,761,609	94.57%
520	Property & Liability Insurance	\$381,730	\$362,766	\$18,964	\$10,735	\$8,229	2.16%
539	Field & Ath. Trips	\$4,575	\$0	\$4,575	\$3,125	\$1,450	31.69%
560	Tuition	\$2,029,651	\$27,793	\$2,001,858	\$1,267,568	\$734,290	36.18%
580	Travel & Conferences	\$34,890	\$5,321	\$29,569	\$24,677	\$4,892	14.02%
810	Dues & Fees	\$220,727	\$109,911	\$110,816	\$24,596	\$86,220	39.06%
	Contracted Services	\$6,648,985	\$513,643	\$6,135,342	\$1,538,650	\$4,596,692	69.13%
611	Supplies - Instructional	\$752,264	\$56,193	\$696,071	\$326,258	\$369,814	49.16%
643	Workbooks	\$1,020	\$0	\$1,020	\$0	\$1,020	100.00%
690	Other Supplies	\$125,850	\$3,252	\$122,598	\$53,479	\$69,118	54.92%
730	Equipment	\$610,102	\$133,829	\$476,273	\$92,831	\$383,442	62.85%
	Supplies & Equipment	\$1,489,236	\$193,275	\$1,295,961	\$472,568	\$823,394	55.29%
CURRENT TOTALS:		\$59,511,961	\$4,941,624	\$54,570,337	\$37,483,339	\$17,086,999	28.71%

to attend, may call before it any employee or officer for the purposes of investigation.

Sec. 313. Fiscal Year.

The Council shall have power to adjust the fiscal year of the Town to coincide with the tax year or to adjust either or both to the end that they may coincide.

CHAPTER IV. APPOINTIVE OFFICERS

Sec. 401. Town Attorney.

The Town Manager shall, within fifteen (15) days of either a notification of a vacancy in the office of the Town Attorney or a request approved by at least five members of the Town Council, submit in writing, recommendations to the Council, the names, qualifications, and proposed fee schedules or retainers of not less than three (3) nor more than five (5) attorneys or firms as able to fulfill the duties of Town Attorney. The Council shall, by a vote of not less than five (5) members, at a meeting to be held not later than thirty (30) days after receipt of such recommendations, appoint a successor Town Attorney and shall set the term of office and compensation. The Town Council shall not be limited in its appointment of the Town Attorney to those names received in writing from the Town Manager. The term of office of the Town Attorney may be terminated from time to time by the Council, whenever it determines by a vote of not less than five (5) members that such termination is in the best interests of the Town. The compensation of the Town Attorney may be revised from time to time by the Council, whenever it determines by a vote of not less than five (5) members that such revision is in the best interests of the Town.

The Town Attorney may be a member of a law firm and need not be in the full time employ of the Town. The Town Attorney (a) shall be an attorney at law, admitted to practice law in this State, or a law firm, all the principals of which are admitted to practice law in the State, with proven expertise in municipal government legal matters; and (b) shall have an office within a twenty (20) mile radius of the Town boundary.

The Town Attorney shall appear for and protect the rights of the Town in all actions, suits or proceedings brought by or against it or any of its departments, officers, agencies, boards or commissions. The Town Attorney shall be the legal advisor of the Council, the Town Manager, and other Town officers, boards and commissions in all matters affecting the Town, and shall, upon request, furnish them with a written opinion on any question of law involving their respective powers and duties. Upon request, the Town Attorney shall prepare or approve forms of contracts or other instruments to which the Town is a party or in which it has an interest. The Town Attorney shall have power, with approval of the

Council, to appeal from orders, decisions and judgments affecting the Town, and subject to the approval of the Council, to compromise or settle any claims by or against the Town. (Rev. 11/8/2011)

Sec. 402. Planning and Zoning Commission, Zoning Board of Appeals and Conservation Commission Inland Wetland Agency.

The Council shall, from time to time, appoint members of the Planning and Zoning Commission, the Zoning Board of Appeals and the Conservation Commission Inland Wetland Agency and to fill vacancies in such agencies as the same shall occur, such appointees to hold office for the balance of the term if the vacancy shall have occurred other than by the expiration of a term and to succeed persons whose terms of appointment in such agencies shall have expired, such appointment to be for the same term of years as that of the person being succeeded. The Council shall be the "legislative body" of the Town for purposes of zoning and planning under the General Statutes. (Rev 11/3/2020)

Sec. 403. Board of Tax Review.

The Council shall, from time to time, appoint members of the Board of Tax Review and fill vacancies therein as the same shall occur, such appointees to hold office for the balance of the term if the vacancy shall have occurred other than by the expiration of a term (of the person creating the vacancy), and to succeed persons whose term of appointment shall have expired, such appointment to be for the same term of years as that of the person being succeeded. Said Board shall have all powers and duties conferred or imposed by the General Statutes on Boards of Tax Review.

Sec. 404. Board of Police Commissioners

a. The Town Council shall, by majority vote, appoint a Board of Police Commissioners consisting of five (5) members who shall serve five (5) year terms with one member's term expiring each year and two alternate members who shall serve five (5) year terms.

Alternate members shall, when seated as provided in this section, have all the powers and duties of a regular member of the Police Commission. Alternate members, whether seated or not, may participate in discussions at meetings and executive sessions. If a regular member is absent or disqualified, the chair of the Police Commission shall designate an alternate to so act, choosing alternates in rotation. All Police Commissioners shall be sworn to the faithful performance of their duties and shall serve without compensation, but their actual expenses and disbursements incurred in the performance of their duties shall be paid from the Town Treasury.

b. A vacancy in the Board of Police Commissioners from whatever cause shall be filled by appointment by the Town Council for the unexpired term of such vacating

Town Council
Regular Meeting 10/05/2026
Item: 9 b



RESOLUTION

WHEREAS, expenses in the 2026-2027 fiscal year require the transfer of funds:

NOW THEREFORE BE IT RESOLVED, by vote of the Watertown Town Council, that the following actions are taken relative to the transfer of funds:

GENERAL FUND

AMOUNT: \$30,000 NO:
FROM: \$10,000 - 010.50435.036.0000.9010 - Agricultural & Botanical
\$ 1,500 -010.50411.036.2817.9010 - Sand-Sylvan Lake Beach
\$ 3,500 - 010.50529.036.1524.9010 - Sylvan Lake Improvements
\$ 5,000 - 010.50318.036.1828.9010 - Tennis Court Repair
\$10,000 - 010.50317.036.1582.9010 - Parking Lot Maintenance

TO: 010.50318.036.0000.9010 Maintenance Not Buildings

REASON: Installation of Low Maintenance ADA Accessible Rubber
Playground Safety Matting at Where Angels Play Playground at
Veterans Park

Dated at Watertown, Connecticut this 5th day of October, 2026

Jonathan Ramsay, Chair
Watertown Town Council

At a regular meeting of the Watertown Town Council held on Monday, October 5, 2026.
the foregoing resolution was moved for adoption by Councilman/Councilwoman

_____.
The motion was supported by Councilman/Councilwoman_____.

Motion declared adopted.

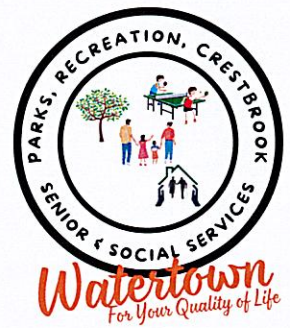
Susan King, Clerk
Watertown Town Council



WATERTOWN, CONNECTICUT

PARKS, RECREATION SENIOR, & SOCIAL SERVICES

61 ECHO LAKE ROAD WATERTOWN, CONNECTICUT 06795-2629
MAIN OFFICE (860) 945-5246 FAX (860) 945-4734



MEMORANDUM

TO: Mark A. Raimo, Town Manager & Watertown Town Council

FROM: Director of Parks and Recreation & Parks and Recreation Commission

DATE: October 2, 2026

SUBJECT: Recommendation of Budget Transfers

EXECUTIVE SUMMARY

The Parks and Recreation Commission, at its meeting on October 1, 2026, voted in favor of submitting the following strategic fiscal action for your consideration and approval:

Departmental Line-Item Transfers (\$30,000.00)

Requesting consolidation of \$30,000.00 from five operational lines into **Maint Not Buildings** (010.50318.036.0000.9010) toward the purchase and installation of Low-Maintenance ADA Accessible Rubber Playground Safety Matting (LMADRS) at Where Angels Play Playground in Veterans Memorial Park (with the remaining balance covered by existing playground accounts).

- **From:** Agricultural & Botanical (010.50435.036.0000.9010)
To: Maint Not Buildings (010.50318.036.0000.9010)
Amount: \$10,000.00
- **From:** Sand-Sylvan Lake Beach (010.50411.036.2817.9010)
To: Maint Not Buildings (010.50318.036.0000.9010)
Amount: \$1,500.00
- **From:** Sylvan Lake Improvements (010.50529.036.1524.9010)
To: Maint Not Buildings (010.50318.036.0000.9010)
Amount: \$3,500.00

Mark A. Raimo, Town Manager
Watertown Town Council
Page 2
October 2, 2026

- **From:** Tennis Court Repair (010.50318.036.1828.9010)
To: Maint Not Buildings (010.50318.036.0000.9010)
Amount: \$5,000.00
 - **From:** Parking Lot Maintenance (010.50317.036.1582.9010)
To: Maint Not Buildings (010.50318.036.0000.9010)
Amount: \$10,000.00
- Total Line-Item Transfers: \$30,000.00

JUSTIFICATION

Destination Account: Parks – Maintenance Not Buildings (\$30,000.00 Total)

To execute the required safety and accessibility upgrades at Veterans Memorial Park, we are consolidating **\$30,000.00** from five operational line items into line 010.50318.036.0000.9010. These funds will directly cover the purchase and installation of Low-Maintenance ADA Accessible Rubber Playground Safety Matting (LMADRS) at the Where Angels Play Playground, with any remaining balance absorbed by existing playground capital account balances.

ACTION REQUESTED

The Parks and Recreation Commission voted unanimously at its October 1, 2026, meeting to endorse this measure, and the Parks and Recreation Department respectfully requests Town Manager concurrence and Town Council approval for the **Departmental Line-Item Transfers (\$30,000.00)** to execute the project immediately.

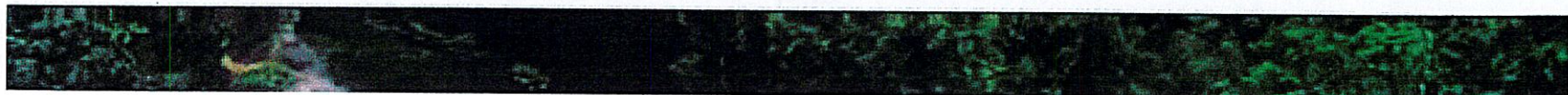
Watertown Parks and Recreation

Michael Ganem, CPRP Director 860-945-5246

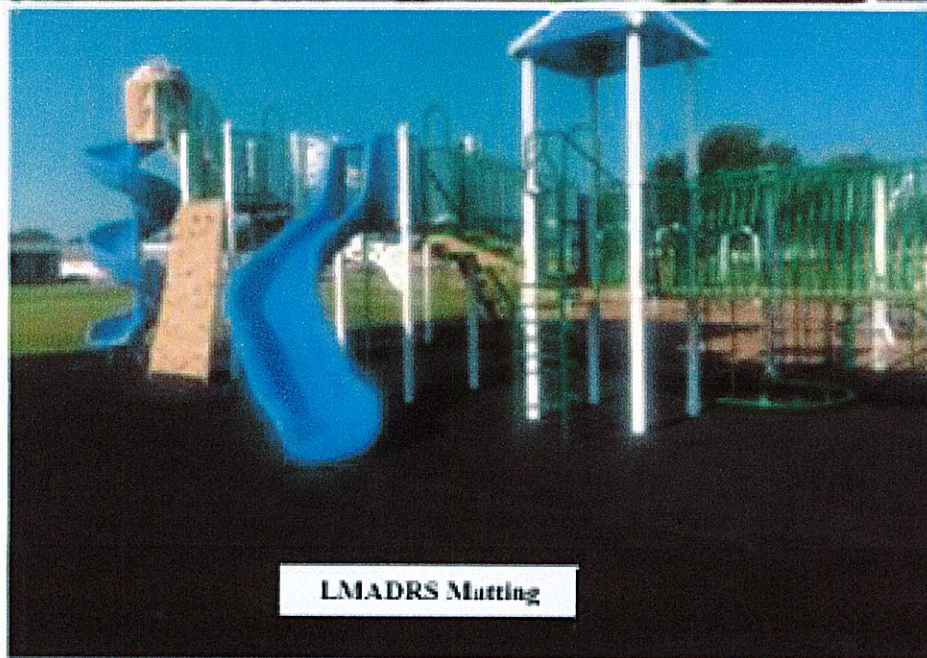
US Playground Surfacing is a Certified Mass VBE - Veteran Business Enterprise - Veteran Owned and Operated

Note we do not cut if we do not need to, giving customer as much rubber matting area as possible.

LMADRS - Low-Maintenance ADA Accessible Rubber Playground Safety Matting		LMADRS - Low-Maintenance ADA Accessible Rubber Playground Safety Matting			
Veteran's Memorial Park 570 Nova Scotia Hill Rd, Watertown, CT 06795	Appropriate mats	LMADRS Mats	229	\$89	\$20,381
	229	CPSI Certified Matting Installation	229	\$59	\$13,511
		75 lb UV Zip Connectors	5000	\$0	\$245
			Shipping and Handling		\$1,225
LMADRS Accessible Playground Safety Matting	229			Total	\$35,362







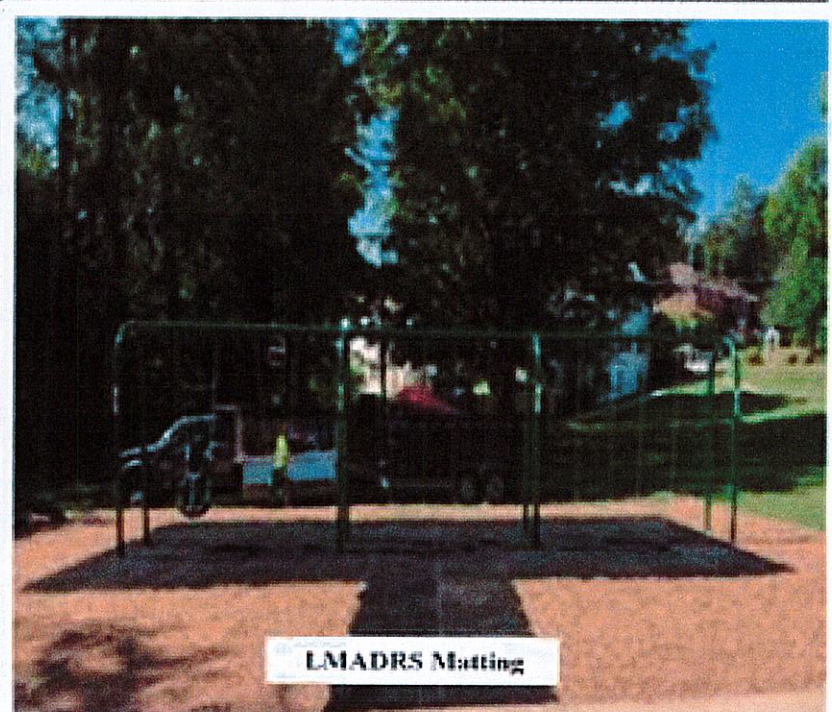
LMADRS Matting



LMADRS Matting



LMADRS Matting



LMADRS Matting

GRASSMATS SUB DISTRIBUTION AGREEMENT

THIS SUB DISTRIBUTION AGREEMENT (this "Sub Agreement") is made as of January 15, 2019 by and between Grassmats USA LLC, a South Carolina limited liability company, ("Grassmats USA"), Michael J. McGuffie, of Canton, Connecticut ("McGuffie"), and Grassmats LTC, a British corporation (the "Grassmats UK").

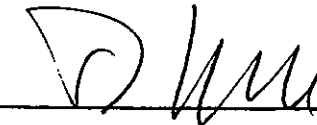
WHEREAS, Grassmats USA and Grassmats UK are parties to that certain Distribution Agreement, dated as of August 25, 2014 (the "Distribution Agreement") and attached hereto as Exhibit A; and

WHEREAS, Grassmats USA wishes to name McGuffie as a sub-distributor and McGuffie is willing to act as a sub-distributor in connection with the sale and installation of Products; and

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged;

1. Capitalized terms. Capitalized terms used herein without definition shall have the same meanings assigned to them in the Distribution Agreement.
2. Supersession. This Sub Agreement incorporates and is subject to the Distribution Agreement, as if it were set out here at length; provided, however, should the provisions of this Sub Agreement be inconsistent or in conflict with the provisions of the Distribution Agreement, then the provisions of this Sub Agreement shall supersede the provisions that are set forth in the Distribution Agreement.
3. Sub Distributor Rights and Responsibilities. McGuffie agrees to assume all of the obligations and responsibilities of Grassmats USA under the Distribution Agreement.
4. Appointment. Grassmats USA hereby irrevocably appoints McGuffie as its exclusive agent in the Territory to promote, sell, lease, rent, install, and service the Products, as shown on the Current Product List, and McGuffie hereby accepts such appointment, subject to the following limitations:

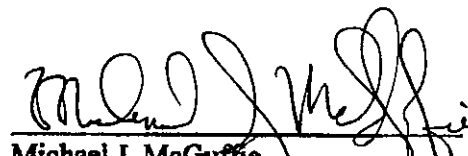




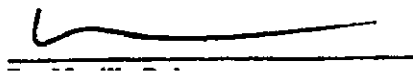
 VICTORIA ROBSON

LTD

ZIOIIA


Michael J. McGuffie
Date: January 18, 2019
Grassmats

R. 'P?a4--' ROSS MAKIN
16/01/19



By: Nemlle Robwn
Its: MuggingDirector



WATERTOWN, CONNECTICUT

PARKS, RECREATION SENIOR, & SOCIAL SERVICE

61 ECHO LAKE ROAD WATERTOWN, CONNECTICUT 06195

MAIN OFFICE (860) 945-5246 FAX (860) 945-4734

Town Council
Regular Meeting 10/05/2026

Item: 9 c



MEMORANDUM

TO: Mark A. Raimo, Town Manager & Watertown Town Council

FROM: Director of Parks and Recreation & Parks and Recreation Commission

DATE: October 2, 2026

SUBJECT: Special Appropriation Request – Crestbrook Park Golf Course Restaurant Facility Oil Tank Decommissioning & Propane Heating Conversion

EXECUTIVE SUMMARY

The Parks and Recreation Commission, at its meeting on October 1, 2026, voted in favor of Town Manager concurrence and Town Council authorization for a Special Appropriation of **\$23,800.00** to fund the emergency removal of two (2) failing fuel oil storage tanks and execute a propane heating system conversion at the town-owned restaurant building at Crestbrook Park Golf Course.

1. **Requested Allocation:** \$23,800.00 Special Appropriation from the General Fund to 014-Public Buildings.
2. **Operational Scope:** Complete decommissioning, removal, and environmental mitigation of two (2) aging oil storage tanks; installation of high-efficiency propane heating and hot water equipment hooked directly into active on-site propane infrastructure.
3. **Primary Benefits:** Total elimination of municipal environmental risk and fuel oil spill liability, prevention of mid-season heating failure for the tenant, and improved fuel efficiency.

FINANCIAL & APPROPRIATION DETAILS

Action Type	Funding Source	Target Account Line	Amount	Project Scope
Special Appropriation	General Fund Balance	014-Public Buildings	\$23,800.00	Tank decommissioning, environmental mitigation, and propane conversion

PROJECT JUSTIFICATION

- **Environmental Risk & Liability Mitigation:** Facility inspections identified age-related deterioration and elevated risks in the two fuel oil tanks. Prompt decommissioning eliminates significant environmental liability, soil contamination risks, and potentially costly remediation expenses for the Town.
- **Capital & Utility Efficiency:** Converting space heating and water heating equipment to run on the existing, active on-site propane tanks eliminates redundant utility lines, reduces installation complexity, and utilizes modern, high-efficiency equipment.
- **Tenant & Facility Continuity:** Ensures uninterrupted facility operations and heating reliability for the restaurant tenant (Sunset Grille) throughout the operating season.

ACTION REQUESTED

The Parks and Recreation Commission voted unanimously to endorse this measure, and the Parks and Recreation Department respectfully requests Town Manager concurrence and Town Council approval for the **\$23,800.00 Special Appropriation** to execute the project immediately.



600 Main Street
P.O. Box 27
Oakville, CT 06779
(860) 274-3284

PROPOSAL

Date	Estimate#
7/22/2026	6815

Name / Address

Town of Watertown (Crestbrook/Sunset Grill)

Watertown, CT

Estimate valid for 30 Days.

Description	Qty	Rate		Total
Proposal for a Advantage 5 section 140k btu Propane boiler. 1) 1"1/4 heat split zone. 1) 3/4" zone for new 50 gal. Pure Pro indirect water heater with tempering valve.				
Includes installation of new expansion tank, low water cut off, auto feed/backflow preventor and tempering valve. Air scoop and new smoke pipe. Adapt to existing piping and electrical wiring. Includes removal and disposal of old equipment and 2-330 oil tanks.			Material & Labor	23,800.00
Warranty: 20 years on the boiler block and 1 year 100% Warranty. 10 year warranty for the Pure Pro indirect water heater.				
ACCEPTANCE OF PROPOSAL				
The above prices, specifications and conditions are satisfactory and are here by accepted. You are authorized to do the work as specified. Payments will be made in 30 days upon completion .				
Date of Acceptance: _____				
Signature: _____				
Signature: _____				
			Total	\$23,800.00

Michael Ganem

From: Donna Ford
Sent: Wednesday, July 22, 2026 11:09 AM
To: Michael Ganem
Subject: FW: Crestbrook/Sunset Grill Propane boiler quote
Attachments: Town of Watertown (Crestbrook) Boiler quote.xls

Michael, Attached is the estimate for the propane boiler work at Crestbrook. There would also be additional electrical and plumbing work that will be needed. I don't know if you have the money in your budget or if you need to ask for an appropriation but at least we have the estimate now. Let me know if there is anything else I can help with.

Thank you,

Donna L. Ford
Purchasing Agent/Building Maintenance Supervisor
ford@watertownct.org
860-945-5260



From: Anthony Iosa <iosa@watertownct.org>
Sent: Wednesday, July 22, 2026 11:05 AM
To: Donna Ford <ford@watertownct.org>
Subject: FW: Crestbrook/Sunset Grill Propane boiler quote

From: john baribaultfuel.com <john@baribaultfuel.com>
Sent: Wednesday, July 22, 2026 10:45 AM
To: Anthony Iosa <iosa@watertownct.org>
Subject: Crestbrook/Sunset Grill Propane boiler quote

Hi Tony,

Attached is the propane boiler quote that you requested for Crestbrook.

Please contact me if you have any questions or concerns.



WATERTOWN POLICE
195 FRENCH ST
WATERTOWN, C
860-945-520

Town Council
Regular Meeting 10/05/2026
Item: 9 d

Joshua N. Bernegger
Chief of Police

Jared D'Andrea
Deputy Chief

MANAGEMENT MEMO

TO: Maria Guerrero, Finance Director
Kayle VanWagner

FROM: Chief Joshua Bernegger 

CC: Lisa Cattaneo
Danielle Monat

DATE: September 21, 2026

SUBJECT: Reimbursement for Detective Conway's Homeland Security Overtime

The following reimbursement was received by the finance department for expenditures from the police department's overtime account for the month of August 2026.

Homeland Security overtime incurred by Detective Conway:

August 1 - 31, 2026	\$877.68
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Please appropriate the aforementioned amount of \$877.68 to the police department overtime account 010-50130-020-0000-9010 for Fiscal Year 26/27.

**Town Council
Regular Meeting 10/05/2026
Item: 9 e**

RESOLUTION

WHEREAS, Federal monies are available under the Connecticut Small Cities Community Development Block Grant Program, administered by the State of Connecticut, Department of Housing pursuant to Public Law 93 -3 83, as amended; and,

WHEREAS, pursuant to Chapter 127c, and Part VI of Chapter 130 of the Connecticut General Statutes, the Commissioner of Housing is authorized to disburse such Federal monies to local municipalities; and,

WHEREAS, it is desirable and in the public interest that the Town of Watertown accept grant funding from the State for \$2,000,000.00 in order to undertake a Small Cities Community Development Program and to execute the associated Assistance Agreement.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL:

1. That it is cognizant of the conditions and prerequisites for State Assistance imposed by Part VI of Chapter 130 of The Connecticut General Statutes; and,
2. That the acceptance by the Town of Watertown in an amount not to exceed \$2,000,000.00 is hereby approved, and that the Town Manager, of the Town of Watertown is hereby authorized and directed to execute such other documents as may be required by the Commissioner, to execute an Assistance Agreement with the State of Connecticut for State financial assistance, to execute any amendments, rescissions, and revisions thereto, and to act as the authorized representative of the Town of Watertown.

Dated at Watertown, Connecticut, this 5TH day of October, 2026.

Jonathan Ramsay, Chair

At a regular meeting of the Watertown Town Council held on Monday, October 5, 2026 the foregoing resolution was moved for adoption by Councilwoman/Councilman_____.
The resolution was supported by _____.

The resolution was declared adopted.

Susan King, Clerk



WATERTOWN POLICE I
195 FRENCH STI
WATERTOWN, CT
860-945-5200

Town Council
Regular Meeting 10/05/2026
Item: 9 f

Joshua N. Bernegger
Chief of Police

Jared D'Andrea
Deputy Chief

TO: Mark Raimo, Town Manager
FROM: Joshua Bernegger, Chief of Police *JB*
DATE: 24 September 2026
RE: Police Union MOU regarding Extra Duty Work

I respectfully request the approval of the attached Memorandum of Understanding with the police union be considered at the next regularly scheduled meeting of the Watertown Town Council.

Background:

The Watertown Police Department has recently implemented new scheduling software which will meet the needs of the Department and the Town better than our previous platform, particularly when it comes to processing payroll. Our previous scheduling software was owned by the same company as our extra duty vendor, "Extra Duty Solutions," which allowed the two platforms to communicate on the back end. This communication allowed Extra Duty Solutions to overlay the Department's daily work schedule with the police union's complex extra duty assignment rules, which involves issuing "refusal points" to members who do not accept an extra duty job.

Our new scheduling software is unable to communicate directly with Extra Duty Solutions, which restricts Extra Duty Solutions' software from automatically assigning jobs. Extra Duty Solutions is unwilling to handle the significant manual input required to accommodate the police union's current job assignment rules now that the work schedule software does not communicate directly with their software. This issue can be mitigated by the police union agreeing to assign jobs through either an "hours worked" or "dollars earned" system, without the assignment of refusal points.

The current Collective Bargaining Agreement specifically states in Article VII, Section 4, that members will be charged refusal points if they do not accept an extra duty job. The police union has agreed to abandon the refusal point method for an "hours worked" or "dollars earned" method in exchange for the extra duty rate to be 1.5 times the hourly rate of a lieutenant, rather than of a top-step sergeant as the current agreement reads. The difference in the overtime rate between a top-step sergeant and a lieutenant is approximately \$3.70/hour.



WATERTOWN POLICE DEPARTMENT
195 FRENCH STREET
WATERTOWN, CT 06795
860-945-5200



Joshua N. Bernegger
Chief of Police

Jared D'Andrea
Deputy Chief

This MOU will not result in any cost to the Town, with the exception of Town departments having to pay a slightly higher rate when hiring an officer for extra duty. Ultimately, the Town will benefit financially from the slightly higher rate, as the Town charges an approximate 21% surcharge on the extra duty rate.

The proposed extra duty rate is in line with other police departments in the area.

Memorandum of Agreement

The Town of Watertown and the Watertown Police Union Fraternal Order of Police, Lodge 038, , agree as follows:

1. That Article VII, Section 4 of the CBA (dated July 1, 2025 – June 30, 2028) be amended as follows:

"Employees who do not want extra duty assignments shall be excused. ~~When an employee has been excused, notations shall be made on the extra duty records, showing that the employee has been offered and refused the number of hours that would have been worked, and those hours shall be considered as hours worked. This shall be true for any officer available for said extra duty. By "available" this means any employee who is~~ Employees available for extra duty work are those who are regularly scheduled off duty or on a pre-scheduled swap day. Once those employees have been offered the assignment, employees scheduled off due to vacation, personal or compensatory time shall be offered the assignment. Administrative and Detective employees are considered available when they are on regularly scheduled Departmental compensatory days."

2. That Article VII, Section 5 of the CBA (dated July 1, 2025 – June 30, 2028) be amended as follows:

"The rate of pay for such extra work will be at 1.5 times the hourly rate of a ~~Step 3 Sergeant. Lieutenant.~~ The rate after eight (8) hours, on any recognized holiday, on weekends and weekdays between the hours of 18:00 and 06:00 will be two times the hourly rate of a ~~Step 3 Sergeant. Lieutenant.~~ The double time rate will only apply to construction, utility and tree work. It will not apply to work paid for by the Town, or work for the Board of Education, civic groups, charitable, educational or nonprofit organizations, except that work on a holiday for the Board of Education will be at two times the hourly rate for a ~~Step 3 Sergeant. Lieutenant.~~"

3. It is agreed that extra duty work shall be equalized to the extent possible amongst all members of the department through the use of an extra duty hiring list established by

departmental seniority and maintained through an "hours worked" or "dollars earned" method, whereby the employee with either the least extra duty hours worked or the least dollars earned would be the next employee available for extra duty work. It is agreed that the Union and the Chief will collaborate and mutually agree on further details to this extra duty hiring process, and amend General Order 1.17 EXTRA DUTY accordingly.

Town of Watertown

Date

Watertown Police Union,
Fraternal Order of Police, Lodge 038

Date