

EHHD Personnel Committee

Special Meeting Minutes - DRAFT

October 23, 2025

Meeting held virtually

Call to order at 2:03PM

Present: M Capriola, J Elsesser, M Walter, R Aylesworth

Staff present: R Miller

M Capriola MOVED, M Walter seconded to approve the minutes for the 9-23-25 meeting as presented. Motion PASSED unanimously.

M Capriola presented the issues associated with the Director of Health salary survey and salary range. M Capriola presented the issues associated with the Market adjustment to the Directors Salary.

M Walter MOVED, R Aylesworth seconded to recommend to the EHHD Board of Directors to set the salary range for the Executive Director position t \$118,000 - \$160,000/year retroactive to July 1, 2025. Motion PASSED unanimously.

J Elsesser MOVED, R Aylesworth seconded to recommend to the EHHD Board of Directors a one-time market adjustment in compensation for Director of Health Robert Miller, and to set his salary at \$139,000/ year, retroactive to July 1, 2025.

Discussion: J Elsesser suggested additional market increases be phased in over time. M Walter asked if adjustments were made to accommodate Health Districts located in higher cost of living areas like Fairfield County. R Miller noted that only a few health districts are located in Fairfield County. They are Aspetuck, Newtown, and Naugatuck Valley.

Motion PASSED unanimously.

M Capriola presented the issues associated with changes to the Health District's 401(a) plan.

M Capriola MOVED, R Aylesworth seconded to research the feasibility of adding a voluntary employee 401a contribution of up to 8% of salary, for those employees eligible to participate in the plan. Motion PASSED unanimously.

Meeting adjourned at 2:26 PM.

Respectfully submitted,

Robert Miller

Secretary