



WESTPORT

TOWN OF WESTPORT
REPRESENTATIVE TOWN MEETING
REPRESENTATIVE TOWN MEETING SPECIAL MEETING
PACKET
AUGUST 12, 2026
07:30 PM



TOWN OF WESTPORT

REPRESENTATIVE TOWN MEETING SPECIAL MEETING AGENDA

AUGUST 12, 2026
07:30 PM

Call

All Representative Town Meeting members and inhabitants of the Town of Westport are hereby notified that a special meeting of the Representative Town Meeting members will be held on Wednesday, August 12, 2026 at 7:30 p.m. for the purposes listed below. There is no physical location for this meeting. It will be held electronically.

Attachment: [Resolutions.pdf](#)

1. Collective Bargaining Agreement between the Town of Westport and Local # 1081 International Association of Firefighters, AFL-CIO

To take such action as the meeting may determine, to approve the Collective Bargaining Agreement between the Town of Westport and Local # 1081 International Association of Firefighters, AFL-CIO for the period covering July 1, 2025 through June 30, 2028.

Attachment: [2023 220 Fire Department Summary of Settlement Costs Rev 1.0.pdf](#)

Attachment: [CBA Final agreement for RTM Approval.pdf](#)

Attachment: [_1 RTM EC FIN PP Joint Committee Report.pdf](#)

**RTM Special Meeting
August 12, 2026**

R E S O L U T I O N S

(1)

RESOLVED: That the Collective Bargaining Agreement between the Town of Westport and Local # 1081 International Association of Firefighters, AFL-CIO for the period covering July 1, 2025 through June 30, 2028 is hereby approved.

2025 Fire Union Settlement					Basis for Union Settlement													
SALARIES							Increases >	2.95%		2.95%		2.95%			2.95%	2.95%	2.95%	Three Year
qty	Position	Grade & Step			Adjusted Budget	Step Increase	2025-26	Step Increase	2026-27	Step Increase	2027-28	Three Year Total Cost	2021-22	2022-23	2023-24	Total Cost		
1	Assistant Chief T/O				150,141		154,570		159,130		163,824	477,524	4,429	8,989	13,683	27,101		
4	Assistant Chief				585,264		602,529		620,304		638,603	1,861,436	17,265	35,040	53,339	105,644		
1	Inspector				122,785		126,407		130,136		133,975	390,519	3,622	7,351	11,190	22,164		
1	Deputy fire Marshal	2			122,785		126,407		130,136		133,975	390,519	3,622	7,351	11,190	22,164		
1	Deputy fire Marshal	1			111,881	11,457	126,976		130,722		134,578	392,276	15,095	18,841	22,697	56,633		
16	Lieutenant				1,782,096		1,834,668		1,888,791		1,944,510	5,667,968	52,572	106,695	162,414	321,680		
23	Firefighter	7			2,228,148		2,293,878		2,361,548		2,431,213	7,086,640	65,730	133,400	203,065	402,196		
4	Firefighter	4			314,784		324,070	25,018	359,386	25,588	396,332	1,130,395	9,286	44,602	81,548	135,436		
1	Firefighter	3			72,649		74,792	3,740	80,848	6,241	89,659	255,281	2,143	8,199	17,010	27,353		
2	Firefighter	2			138,374		142,456	7,123	153,991	12,812	171,724	488,107	4,082	15,617	33,350	53,050		
10	Firefighter	1			658,920		678,358	33,918	733,288	36,664	792,666	2,274,895	19,438	74,368	133,746	227,553		
1	Fleet Mechanic				122,785		126,407		130,136		133,975	390,519	3,622	7,351	11,190	22,164		
65	SUBTOTAL SALARIES:				6,410,612	11,457	6,611,520	69,799	6,878,417	81,306	7,165,035	20,806,077	200,908	467,805	754,423	1,423,136		
Change compared to Actuals for 2025-26 and Budgets for 2026-27 and 2027-28							200,907.64		467,805.05		754,423.20	1,423,136						
Year Over Year Increase							3.13%		4.04%		4.17%							
Year Over Year Increase Steps Only							0.18%		1.06%		1.18%							
Cumulative Overall Increase							3.13%		7.30%		11.77%							
Cumulative Step Increase %							0.18%		1.27%		2.54%							
Budget Actuals for 2025-26																		
College Pay No Change							50,400		50,400		50,400	151,200	-	-	-	-	-	
Holiday Pay							539,464		573,963		602,950	1,755,744	17,441	22,309	46,428	86,178		
EMT Certifications @ No Change							63,000		58,000		63,000	184,000.00	-	5,000	5,000	10,000		
Uniform Allowance							60,500		60,500		70,075	210,575	9,575	9,575	9,575	28,725		
Master Firefighter/Officer No Change							240,550		209,500		240,550	690,600.00	-	31,050	31,050	62,100		
Stand-by (\$120 per month) No Change							2,880		3,480		2,880	8,897	(600)	(515)	(428)	(1,543)		
SUBTOTAL SALARIES:							956,794	\$938,402.00	\$964,818.32	\$0.00	\$1,005,821	\$0.00	1,030,027	\$2,790,441.31	26,416	67,419	91,625	185,460
Change compared to Actuals for 2025-26 and Budgets for 2026-27 and 2027-28							\$26,416.32		49,027		73,233	148,676						
GRAND TOTAL SALARIES:							7,367,406	\$7,349,014	\$7,576,338		\$7,884,238		8,195,063	\$23,596,518	227,324	535,224	846,049	1,608,596
									227,323.96		535,223.61		846,048.64					
EXTRA HELP & OVERTIME																		
Position				Budget	Actuals for 2025-26													
FLSA Callbacks				35,000	32,036	33,040		37,554		39,119	109,713							
FLSA Funeral Leave				24,000	16,135	16,641		25,751		26,824	69,216							
FLSA Injury Leave				180,000	416,790	429,852		193,135		201,183	824,170							
FLSA Military Leave				23,000	3,167	3,266		24,678		25,707	53,651							
FLSA Miscellaneous Overtime				68,000	105,908	109,227		72,962		76,002	258,192							
FLSA Shift Holdover				25,000	2,235	2,305		26,824		27,942	57,071							
FLSA Sick Leave				195,000	474,949	489,834		209,230		217,948	917,012							
FLSA Time and One-Half				91,848	-	-		98,550		102,657	201,207							
FLSA Training Days						-		-		-	-							
FLSA Union Leave				5,000	1,385	1,428		5,365		5,588	12,382							
FLSA Training Leave/ Replacement				80,092	44,279	45,667		85,937		89,518	221,121							
FLSA Vacation Leave				1,063,728	891,470	919,409		1,141,352		1,188,911	3,249,672							
FLSA Firefighter Open Position				525,625	538,743	555,627		563,982		587,482	1,707,091							
Non-FLSA Dispatcher Sick Leave/Open Position				-	-	-		-		-	-							
Non-FLSA Mechanic Overtime				7,500	4,778	4,928		8,047		8,383	21,358							
Non-FLSA Personal Leave				-	-	-		-		-	-							
Non-FLSA Training Assistance				5,000	-	-		-		-	-							
EH/OT Regional Dispatch				-	-	-		-		-	-							
TOTAL EXTRA HELP & OVERTIME:				2,328,793	2,531,875	2,611,224		2,493,368		2,597,265	7,701,857							
Change compared to Actuals for 2025-26 and Budgets for 2026-27 and 2027-28							282,430.59		164,575.40		268,472.07	715,478						
Total Wages Stipends and Overtime							9,696,199	9,880,889	10,187,562		10,792,328	31,298,375						
									491,362.55		681,407.01		1,096,128.71	2,268,898	2,324,074	(55,176)	Favorable	
% Change									5.07%		7.03%		11.30%					

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Tentative Agreement

between the

Town of Westport

and

Local # 1081 International Association of Firefighters, AFL-CIO

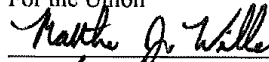
July 1, 2026

The Town of Westport and Local # 1081 International Association of Firefighters, AFL-CIO, hereby reach a Tentative Agreement on the terms of a successor agreement to commence July 1, 2025. The negotiating committees for the Town and Union agree to recommend that the Tentative Agreement be ratified. Anything not addressed below shall remain consistent with the preceding CBA. Parties shall review and agree to final contract language.

Proposal	Description
Article XVII, Insurance	Section 4, Premium Cost Share 7/1/26: 17.0% 7/1/27: 17.5%
Article XXIX, Duration	July 1, 2025 – June 30, 2028
Schedule A, Wages	7/1/25 (retro): 2.95% 7/1/26: (retro) 2.95% 7/1/27: 2.95%
Article XVI, Uniforms and Protective Clothing	Section 2, Effective July 1, 2026 the Town shall, on or about the first day of each fiscal year, provide the following work clothing allowances: Firefighter, Apparatus Supervisor \$1,075.00 Inspector, Lieutenant \$1,100.00 Assistant Chiefs \$1,100.00
Incorporate executed MOUs into CBA	A number are already appended to CBA, others are not. We need existing MOUs appended to CBA or incorporated into CBA. • AC Swap MOA • E6 LT MOA • Health Insurance MOA 092524 • ACTO Work Week MOA • Firefighter's PSL MOU Dated 9-4-25 • Workout Time MOA • Change "Fire Inspector" to "Deputy Fire Marshall MOU

For the Town

For the Union


6/30/2026

RTM Employee Compensation, Finance and Public Protection Committees Joint Report, August 6, 2026

RE: AGENDA

To take such action as the meeting may determine, to recommend to the full RTM to approve the Collective Bargaining Agreement between the Town of Westport and Local #1081 International Association of Firefighters, AFL-CIO for the period covering July 1, 2025 through June 30, 2028.

The meeting was held on August 6, 2026 via Zoom at 7:30PM.

Attendees:

EE Compensation(8): Louis Mall, subbing for Candace Banks, chair, Gail Coykendall, Jimmy Izzo, Nancy Kail, Charles Lucas. Absent: Jay Keenan, Candace Banks, Larry Kleinman.

Finance(6): Seth Braunstein, chair, Joseph Carson, Jill Grayson, Nancy Kail, Pam Kopak, Charles Lucas.

Public Protection(11): Jimmy Izzo, chair, Joseph Carson, Gail Coykendall, Pam Kopak, Richard Lowenstein, Louis Mall, Claudia Shaum. Absent: Andrew Colabella, Karen Kramer, Candace Banks, Alma Sarelli.

Others in attendance: Attorney Chris Hodgson, Senior Partner, Berchem Moses PC, Director of Finance Gary Conrad, Fire Chief Nick Marsan, Deputy Fire Chief Mathew Cohen, Union Representatives Jeff Gootman, Matt Wille, First Selectman Kevin Christie, and Moderator Jeff Wieser.

Presentation: Attorney Chris Hodgson led off with the terms of the agreement:

	2025-26	2026-27	2027-28
WAGES	2.95% (retro)	2.95% (retro)	2.95%
Medical Premiums	N/C	17.0%	17.5%

Uniform and Protective Clothing Allowance is increased by \$250 by annum.

Attorney Hodgson characterized the negotiations as cordial and a fair settlement.

Gary Conrad addressed the costs. The total dollar amount is estimated to cost \$2,324,074 over 3 years. He stated that the increase over the 3-year period including step increases for Fire amounted to 11.3% versus 11.09% for Police.

Discussion:

Jimmy Izzo, chair of Public Protection and a member of the Employee Compensation Committee served as the RTM observer during this negotiation.

Fire Chief Marsan was asked if new hires had been made to fill vacancies and he indicated he was fully staffed. Union representative Matt Wille indicated the majority of members voted in favor of the agreement.

The discussion drifted off course to pensions. It was noted that this is the Collective Bargaining Agreement and that Pensions are separate and are currently in arbitration and are not appropriate to discuss in a public forum at this time.

Action: Motion to recommend to the full RTM to approve the Collective Bargaining Agreement between the Town of Westport and Local #1081 International Association of Firefighters, AFL-CIO for the period covering July 1, 2025 through June 30, 2028.

Finance: Motion was made by Pam Kopak, seconded by Nancy Kail. Vote was 6-0-0 in favor.

Employee Compensation: Motion made by Jimmy Izzo, seconded by Gail Coykendall. Vote was 5-0-0 in favor.

Public Protection: Motion made by Gail Coykendall, seconded by Claudia Shaum. Vote was 7-0-0 in favor.

The meeting was adjourned at 8:00 PM.

Respectfully submitted,

Louis M. Mall
RTM D2