



Michael Maniscalco, MPA
Town Manager

September 11, 2020

Mr. Kristian Lindstrom
Deputy Chief of Police
Police Department
Town of South Windsor

Dear Deputy Chief Lindstrom:

I take great pleasure in offering you the position of Chief of Police for the Town of South Windsor. This appointment will be effective Saturday, September 19, 2020 at 0001 hours. Your annual salary will be \$142,500.00. All promoted employees in the non-bargaining unit serve a probationary period of six (6) months.

Although you have indicated your intention to accept this position and the benefits discussed, I would appreciate receiving written confirmation of this as soon as possible.

The following will constitute the agreement of working conditions and benefits offered:

1. Classification: The Chief of Police shall be a member of the Management Group (non-bargaining unit employees) and shall enjoy all of the benefits as offered to other members of the Management Group as stated in the "Fringe Benefit Description" as published from time to time with the exception of the benefits articulated below. (For a full description of the noted benefit, see the Police Union Contract dated 7/1/18 – 6/30/21.)
 - a. Post Retirement Health Insurance – Shall be allowed as stated in the Police Union Contract dated 7/1/18 – 6/30/21 at Article 18.1(a), which states in part that, the Town shall make payments covering 75% of the cost of retiree medical insurance benefits. The employee is responsible to pay the remaining 25%.
 - b. Pension Contribution & Calculation – Shall remain as described in the Police Union Contract dated 7/1/18 – 6/30/21 at Article 26.1. (Eligible for "normal" retirement at 25 years of service or 50 years of age; 2.5% final average earning multiplied by years of service; maximum benefit 75% final average earnings; calculation excludes Overtime compensation.)
 - c. Post Retirement Cost of Living Adjustment (COLA) – Shall remain as described in the Police Union Contract dated 7/1/18 – 6/30/21 at Article 26.1. (Those employees receiving retirement benefits through the defined benefit plan shall be entitled, following one year of full retirement, to receive a cost of living increase at a fixed rate of 2% on July 1, 2009. Said rate will be adjusted July 1st every 3 years.)

- d. 457 Contribution Match – The Chief of Police will be eligible to receive a voluntary 457-contribution match. The Town shall match his weekly contribution up to a maximum of 2% of his base pay earnings. In order to receive this benefit, he must elect to open a 457 account or may use an existing 457 account previously established.

Note: This 457-contribution match shall remain in effect unless removed from the Police Union Contract (Article 5(b)).

2. Vehicle: The Chief of Police will be assigned a late model, unmarked, town-owned vehicle for unrestricted use. The vehicle shall be a minimum of a full-sized sedan or SUV.
3. Clothing Maintenance: The Town agrees to provide uniforms and associated equipment and to cover the cost of dry cleaning associated with the performance of duty.
4. Professional Conferences: The Chief of Police may attend two professional conferences per year with the approval of the Town Manager.
5. Educational Incentive: The Town shall provide the Chief of Police with an educational incentive not to exceed two thousand dollars (\$2,000) per year in approved courses of study or training.

I congratulate you on this well-deserved promotion, and I look forward to your continued dedication and effort to your job with the Town of South Windsor.

Best regards,



Michael Maniscalco, MPA
Town Manager

cc: Scott Roberts, Assistant Town Manager/CIO
Patricia Perry, Director of Finance
Personnel File

