

## **STEPHEN SCATENA STATEMENT FOR LOUDERMILL PRE-DECISIONAL MEETING**

### **THIS DOCUMENT SETS FORTH THE CONTENTS OF THE FEBRUARY 27, 2025 SUMMARY OF INVESTIGATION FROM ANDY KAESER, AGENCY LABOR RELATIONS SPECIALIST FOLLOWED BY MR. SCATENA'S RESPONSES AND COMMENTS**

**ALLEGATIONS** An allegation was received on or about February 7, 2025, that Director of Safety and Security, Stephen Scatena (Scatena), had solicited, and received, licensed work from DVA Maintenance staff to be completed at his private residence on multiple occasions.

#### **RESPONSE:**

**The allegation is true. The behavior does not violate any policy or statute.**

**SUMMARY OF INCIDENT / INVESTIGATION** Upon receipt of the allegation, HR Business Partner 1, Bethanne Watts (Watts), reached out to Plant Facilities Engineer 1, Paul Berger (Berger), to see if he had any further information. Berger provided a verbal statement over the phone to Watts which named a total of 4 employees, including himself, who Scatena has asked to provide licensed work on his private residence. Given this new information, DVA Administration placed Scatena on paid administrative leave effective February 11, 2025.

#### **RESPONSE:**

**Berger's allegation is partially true. I asked 3 employees, including Paul Berger, to provide work on my residence. The behavior does not violate any policy or statute.**

Eldredge was met with first and provided more information than with the initial complaint. Eldredge stated that Scatena asked him on more than one occasion to perform work at his house. Eldredge never performed the work. Eldredge never explicitly said no to Scatena's request because he felt fear of retaliation given Scatena's job here at the DVA and because of how he is. Eldredge stated that Scatena was a bully and had Andy (Dadio) do his work for him. He further added that Scatena had told him in conversation that he could retire but wanted to stay

and make everyone's lives miserable. Eldredge confirmed that Scatena had asked Brown and Carpenter to perform work on his residence and that each of those staff did perform the work. Eldredge thought that Scatena was having Dadio watch him on the cameras as retaliation for not completing the work at his residence.

**RESPONSE:**

**I never asked Eldredge to perform work at my house.**

**Eldredge never began or completed work at, or came to, my house.**

**Eldredge never answered no to a request by me to work at my house because I never made such a request.**

**I am not a bully.**

**I do not have Andy Dadio do my work for me. Andy Dadio is under my command. I instruct Dadio to do his own work for DVA in carrying out the duties and functions of Safety and Security. Dadio's statement also confirms that this allegation is false.**

**I did not tell Eldredge that I could retire but wanted to stay and make everyone's lives miserable.**

**I did ask Brown and Carpenter to perform work at my house and they did do so.**

**I did not have Dadio watch Eldredge on cameras to retaliate against him for not doing work at my home. (I never asked Eldredge to work at my home.) Monitoring the campus via cameras is part of Safety and Security's responsibility. Dadio's duties include this work.**

**My behavior does not violate any policy or statute.**

**ADDITIONAL RELEVANT INFORMATION:**

**On one occasion Eldredge was agitated and very vocal and profane in reaction to negative criticism he received, from DVA employees other than**

me (specifically, now-Deputy Commissioner Joe Danao and then-PF1 Elton Cerma) about a staircase to the stage that he was building in the Gold Star Mothers Auditorium. In my efforts to calm him, I told Eldredge that he was skilled at his work, and emphasized the point by saying something to the effect that he was so good, I would even have him work on my home. This was not an invitation or request that Eldredge work at my home. It was part of a tactic to help him deescalate from a volatile emotional state.

Approximately one week before February 7, when Eldredge made his initial allegation, Dadio, working independently from me, observed Eldredge on camera driving at an unsafe high speed on campus and running stop signs, and that Eldredge had exited the campus making a left turn onto West Street against a red light and at an unsafe high speed. I instructed Dadio to go with another officer to find Eldredge to ascertain if he was fit to drive the State vehicle he was using. Eldredge was angry about that incident. To provide context for Dadio's decisions and mine in this most recent motor vehicle incident, it was not the first for Eldredge. In another, he sped in a State vehicle in such a manner that an air conditioning unit the vehicle was carrying ended up in the middle of a campus roadway.

Eldredge also told me, in the presence of BGPO Supervisor Postell, that he (incorrectly) believes I was directly responsible for [REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
the time.

My behavior does not violate any policy or statute.

Brown was the second interview, and he confirmed that he did perform electrical work for Scatena. Brown stated he charges 60 dollars an hour and that the total

he received in cash for his services was around 500 dollars. Brown confirmed the work he completed as follows: fixed a switch in his living room, replaced an outlet that wasn't working and attempted to install a chandelier in one of the side rooms. Brown stated that he was approached by Scatena while working in Building 2 and was asked about doing work at his house. It should be noted that Brown started with the state in February of 2024, so this request by Scatena was made while Brown was still a very new employee.

**RESPONSE:**

I did ask Brown to perform electrical work at my home while he was working in Building 2, where my office is located. The exchange took no longer than a few minutes. Brown told me that he charges \$50 per hour and that because of the distance from his home to mine, he would also charge for a travel expense, to which I agreed. He came to my home on May 18, 2024, a Saturday when neither of us was scheduled to work. While I worked outside, my wife escorted Brown. He determined that the problem with the living room outlets was a tripped breaker, which he quickly rectified. He replaced an outlet in the kitchen with one my wife had procured. He began to install a chandelier, but did not complete that work, explaining that he did not have the time to do it that day because of later commitments. My wife walked around the house with him discussing potential installation of Ring floodlight cameras to replace existing floodlights. He proposed returning on Father's Day weekend to do the remaining work, but we declined because he told us he was expecting a child, and we thought he should celebrate that. He was at my home on May 18 for approximately 60 -90 minutes, certainly no more than two hours. We asked what we owed him and he said \$200. My wife offered to write him a check and he asked for cash, which I provided him, in the amount he requested.

Brown's length of DVA service at the time appears accurate to me. It is not relevant to the issue of whether code and policy violations occurred.

My behavior does not violate any policy or statute.

**ADDITIONAL RELEVANT INFORMATION:**

Brown greeted me warmly and introduced me to his wife and baby during a Fall on-campus party for the Facilities team at which I stopped by at Paul Berger's invitation.

Brown approached me in the Fall to offer his services at my home again, for which I thanked him, but declined, since I and a friend (not employed by the State) did the work.

Brown does not allege any fear of retaliation connected to doing work at my home at my request.

Carpenter was the third interview, and he confirmed that he did perform HVAC work for Scatena. Carpenter stated that he replaced the capacitor on the AC condensing unit and replaced the condensate pump. Carpenter said he usually doesn't do side work, so he wasn't sure what to charge. Carpenter added that Scatena gave his cell number to one of his BGPO staff to give to Carpenter. Scatena paid Carpenter 150 dollars by personal check. Carpenter also stated that the thought crossed his mind regarding retaliation by Scatena if he said no to performing the work. Carpenter said that Scatena just seemed like that type of person. While Carpenter did not have any personal experience to give to support this, he said that Eldredge told him how Scatena said he could retire but is just here to make people's lives miserable.

**RESPONSE:**

I did ask Carpenter to perform HVAC work on my home. I was on an approved day off on Friday, August 2, 2024. My wife informed me that the air conditioning was not working. I called the gate house and asked the officer to give Carpenter my number and ask him to call me when he was free. When Carpenter called back that day, I asked him if he did side work and he said he did. I told him the problem. He said he would come

to my home the next day. He asked for photos of the A/C unit, which I sent him that evening. He told me he would come to my home at about 11 am the following day, Saturday, August 3, 2024. (See attached images of text messages.) He did so and installed a new capacitor to fix the A/C unit in a matter of minutes. When he and my wife went to the basement to restart and test the repaired air conditioning, my wife asked him to install a condensation pump she had purchased, which he also did in a short amount of time. Carpenter completed the work within 60 minutes or so. When I asked what I owed him, he answered \$150, \$50 for the part and \$100 for his labor. I said we would pay him more because of his travel. My wife wrote him a check for \$250 which he cashed the following day. (See attached image of negotiated check.)

My behavior does not violate any policy or statute.

#### **ADDITIONAL RELEVANT INFORMATION:**

Carpenter told the interviewer that he had the passing thought that I might retaliate against him if he declined to do the work for me. He also said that the only source of this was that Eldridge told him that I said I have not retired so that I can make people's lives miserable. In my interview, the investigator said that I was alleged to have made that statement when new monitors were being installed in Building 2 (See page 4 of Scatena interview statement.) Those monitors were installed after Carpenter did the work at my home. His recollections of some thought of retaliation crossing his mind in August must be mistaken.

Based on some of the information received, this writer interviewed Special Investigator, Andy Dadio (Dadio) on February 14, 2025. Dadio stated that he has never been asked to watch employees outside of an investigation. Dadio stated that he was at his desk and the monitors for Building 6 and 8 were open and he observed, out of the corner of his eye, a vehicle speeding. So, he proceeded to switch the monitor to the Admin Building and then the Gate House and observed Eldredge running stop signs and turning left on red. Dadio stated he was not

targeting Eldredge, nor has he ever engaged in targeting and employee nor has Scatena asked him too.

**RESPONSE:**

**Dadio's statements completely agree with mine.**

On February 21, 2025, this writer met with Berger for an interview. Also, in attendance were Union Rep, Nagel and HR Business Partner 1, Watts. Berger stated that when he was still a QCW (Electrical), Scatena asked him to perform licensed work on his residence. Berger added that Scatena continued to ask even after Berger was promoted to Plant Facilities Engineer 1. Berger did not provide the services. Berger stated that the work Scatena had inquired about was to fix an issue with an outlet, which is the same service Brown provided. Scatena would ask Berger while at work if he could perform the electrical work at his residence and had asked on more than one occasion. Berger referred to Scatena as relentless. Berger confirmed that Carpenter and Brown both performed work at Scatena's residence and received payment for the services. Berger went into detail about Scatena and the overall fear of retaliation for Berger's staff. Berger alleged that Scatena has his staff do his dirty work for him so he can keep his name out of it. Berger alluded to the power plant camera and urinal incident which caused issues between his staff and Scatena. Berger stated that one of his staff has even suffered panic attacks due to their treatment by Scatena.

**RESPONSE:**

**I asked Paul Berger to do electrical work at my home on one occasion and he responded that he does do side work but was too busy at that time and asked me to check back with him. I did so. He declined. Asking again as he invited me to do is not being relentless.**

**The work I asked Paul Berger to do at my home was not the work I asked Brown to perform. I asked him to address an issue with light switches.**

**My responses to the allegations about Brown and Carpenter are above.**

I can make no response to Berger's allegations about "overall fear of retaliation for" his staff other than to deny again that I ever threatened retaliation for anything. I did perform my job, which consists of enforcing safety and security standards, sometimes to the dislike of other staff.

The allegation that I have Dadio do my dirty work for me so I can keep my name out of it is false. I addressed this allegation in my answer to Eldredge's identical allegation. Dadio's statement also confirms that this is false.

The power plant camera and urinal incidents are two separate things.

The camera installation project was led by Andy Dadio and recommended by a vendor, Security 101. The original plan was to install 3 cameras at the power plant: one overlooking the front boiler room, one in the chemical room, and one in the back boiler room. The ones in the chemical room and back boiler room were cut due to budget restrictions. Dadio and Security 101 recommended putting the camera in its current location, which overlooks the office and the front boiler room.

Then-power plant supervisor Tony Decaro asked me to talk to his staff because they were covering the camera with cobwebs to block the view. The camera is approx. 30' feet high it would take a ladder or scissor lift to reach it. I went to the Powerplant office with Tony Decaro and BGPO Supervisor Postell. I told the staff to stop blocking the camera and they voiced their privacy concerns about the camera looking at their emails. I advised them to move their desk, and they didn't want to. As I left, one of the staff, Ash, said that there were lots of cobwebs in the facility and some could end up on the camera. I sternly answered, "Stop it and stop it now. No more blocking the camera." or something similar.

Because the power plant staff voiced their concern about moving the camera to the chemical room or back boiler room for safety reasons, I went to see Dadio to ask why the camera is in its current location versus the chemical room or back boiler room. Andy advised that when the new



boiler gets installed, there is also going to be a catwalk installed. If they fell off the catwalk no one would know and could be hurt for hours or dead. I went to see DC Danao to ask for more cameras for the power plant for the locations that were previously cut. To the best my knowledge we are in the process of getting them added to the power plant.

A urinal was out in the open of the power plant; if someone walked into the power plant and looked to the right they could see someone urinating. Power plant personnel asked me if they could enclose it, and I said yes. I believe it was Ash who built an enclosure for the urinal. Later HR Bethanne Watts said it was unacceptable and wanted the urinal and the enclosure gone. Safety Officer TJ Garrahy said it was not a legitimate restroom, and that it was not properly hooked up to the sewage lines, but to a drain line going into the CT RIVER, a health code violation. With that information, TJ Garrahy, Bethanne Watts, DC Danao and I all agreed to remove the urinal. Ash and another powerplant personnel wrote multiple negative emails about myself, TJ Garrahy and Andy Dadio regarding the urinal and cameras, alleging that we were picking on them. None of us was picking on them. We were performing our jobs.

My behavior does not violate any policy or statute.

#### **ADDITIONAL RELEVANT INFORMATION:**

Paul Berger invited me to the Fall picnic for the Facilities staff on campus in the trades section. If he believed them to be fearful of me, that would be a strange thing to do.

At Christmas time Berger gave fudge that his mother made to either TJ Garrahy or BGPO Supervisor Postell to give to me and to say Merry Christmas. Again, this would be a strange gesture to a person he believed was causing his staff fear.

On February 26, 2025, this writer met with Scatena. Also, in attendance were Attorney, Margaret Sheahan, and HR Business Partner 1, Watts. Scatena admitted to soliciting the licensed work from DVA Maintenance staff. He stated that Carpenter fixed his AC and Brown fixed his outlet and fuse box. Scatena believed he paid both employees in cash for their services. Scatena stated he was not familiar with the Code of Ethics for Public Officials and State Employees, despite having a signed certificate of completion for the training. Scatena admitted to asking the electrician while at work but said his call with Carpenter was on the weekend. Scatena was unable to provide a specific timeframe the work was completed but said it was sometime last year. Scatena's recollection of the amount paid to Brown was much lower than the estimate Brown provided. Scatena said it was only 200 dollars. When asked about why staff would fear retaliation, Scatena said he doesn't know why because he doesn't have that reputation at DVA. Scatena also denied ever saying that he was here to make everyone's lives miserable.

#### **RESPONSE:**

**I was completely unaware of the allegations against me when I was interviewed, having been banished from campus for two weeks and required to return my State car that morning.**

**I did not use the correct terms for the equipment in my home that was worked on, e.g., fuse box for breaker panel, because I am not skilled in these areas.**

**While I did believe that I paid both Brown and Carpenter cash for their work, when told one of them said he'd been paid by check, I allowed that perhaps my wife had written a check.**

**The Code of Ethics for Public Officials and State Employees is a 63-page document, comprised of over 50 sections of the Connecticut General Statutes. I am honest in saying that I passed the ethics test connected with my job but that I cannot say I am familiar with the entire code.**

I was mistaken in saying that my communication with Carpenter was on a weekend. It was on a Friday when I was on a paid day off, essentially a 3-day weekend for me.

Having now been apprised of the actual allegations, I have been able to provide more, and more precisely accurate, information here than I could possibly have done at the interview.

### **Findings**

Director of Safety and Security, Scatena, violated Section 3; Section 4 (a); and Section 4 (p) of the DVA Code of Ethics and Employee Conduct Policy and Section 1-84 (c); and Section 1-84 (p) of the State Code of Ethics for Public Officials and State Employee Policy when he used his position and state time to solicit licensed work at a rate less than fair market value for services from maintenance staff at DVA.

### **RESPONSE:**

The fair market value for services of skilled workers is reflected in the State of Connecticut Service Contract Rates, commonly referred to as “prevailing wage schedules”.

The Service Contract Rate for an Electrician in East Haddam, the town where the work was performed, is \$34.07 per hour. I paid a higher rate to Brown, \$50 per hour.

The Service Contract Rate for an HVAC worker in East Haddam, the town where the work was performed, is \$32.25 per hour. I paid a higher rate to Carpenter, approximately \$100 per hour, plus \$100 for his travel.

See attached excerpt from full Service Contract Rate document available at [https://portal.ct.gov/dol/divisions/wage-and-workplace-standards/standard-wage-rates?language=en\\_US](https://portal.ct.gov/dol/divisions/wage-and-workplace-standards/standard-wage-rates?language=en_US)

Section 3 of the DVA Code of Ethics and Employee Conduct Policy requires compliance with the State Code of Ethics for Public Officials and State Employees.

I have complied. See below.

Section 4 (a) of the DVA Code of Ethics and Employee Conduct Policy provides "All employee behavior, conduct, and language shall be of a professional, ethical, and responsible manner with all DVA employees demonstrating respect for their colleagues, supervisors, Veterans and the public."

I have complied.

Section 1-84 (c) of the State Code of Ethics for Public Officials and State Employees provides "No public official or state employee shall wilfully and knowingly disclose, for financial gain, to any other person, confidential information acquired by him in the course of and by reason of his official duties or employment and no public official or state employee shall use his public office or position or any confidential information received through his holding such public office or position to obtain financial gain for himself, his spouse, child, child's spouse, parent, brother or sister or a business with which he is associated."

I have complied. Specifically, I have obtained no financial gain for myself, any family member, or any business with which I am associated by using my position.

Section 1-84 (c) of the State Code of Ethics for Public Officials and State Employees provides

"(1) No public official or state employee or member of the immediate family of a public official or state employee shall knowingly accept, directly or indirectly, any gift costing one hundred dollars or more from a

public official or state employee who is under the supervision of such public official or state employee.”

I have complied. Specifically, I have received no gift whatsoever, no gift costing \$100 or more, and have received nothing from employees who were under my supervision. I do not supervise Brown or Carpenter.

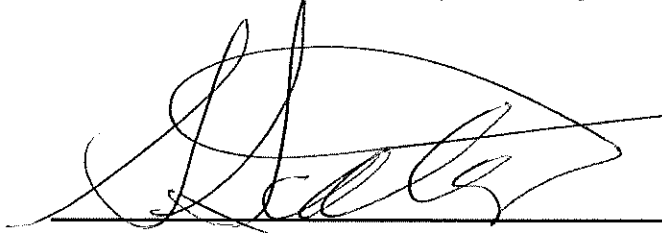
Section 1-79 (5) of the State Code of Ethics for Public Officials and State Employees defines gift as follows: “ ‘Gift’ means anything of value, which is directly and personally received, unless consideration of equal or greater value is given in return.” The work I received from Brown and Carpenter was given in return for consideration of greater value, namely payment in excess of the applicable prevailing wage.

“(2) No public official or state employee or member of the immediate family of a public official or state employee shall knowingly accept, directly or indirectly, any gift costing one hundred dollars or more from a public official or state employee who is a supervisor of such public official or state employee.”

I have complied. Specifically, I have received no gift whatsoever, no gift costing \$100 or more, and have received nothing from any employee who is my supervisor. Neither Brown nor Carpenter supervises me; the Commissioner does.

“(3) No public official or state employee shall knowingly give, directly or indirectly, any gift in violation of subdivision (1) or (2) of this subsection.”

I have complied. Specifically, I have given no gift.

A handwritten signature in black ink, appearing to be "D. L. [unclear]", written over a horizontal line.

Signature

A handwritten date "3-14-25" in black ink, written over a horizontal line.

Date



3:42

14m

\*\*\*\*\*




New iMessage

Cancel

To: CARPENTER, SHAWN

iMessage

Fri, Aug 2 at 7:26 PM

Hay Shawn this is  
Steve my address  
is   
East Haddam

Hi, ok i will be there  
around 11  
tomorrow morning

Thank U My friend

Sat. Aug 3 at 8:53 AM



iMessage







3:43

14m

\*\*\*\*\*

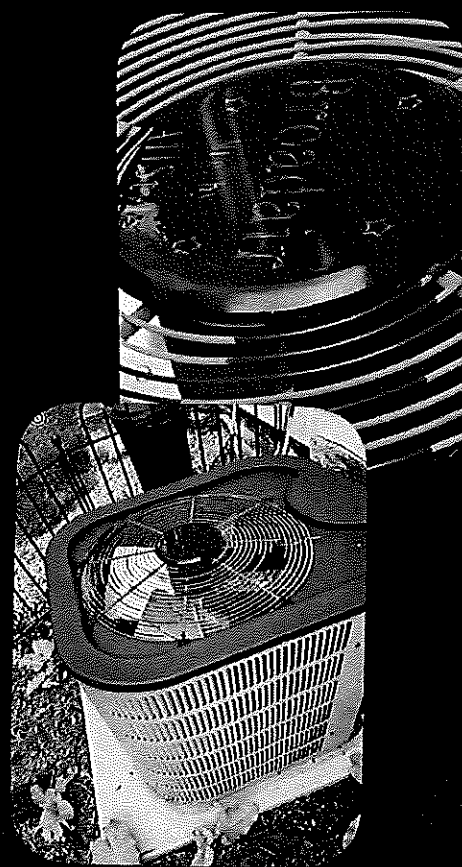


New iMessage

Cancel

To: CARPENTER, SHAWN

Sat, Aug 3 at 8:53 AM



FYI



iMessage





3:43

14m

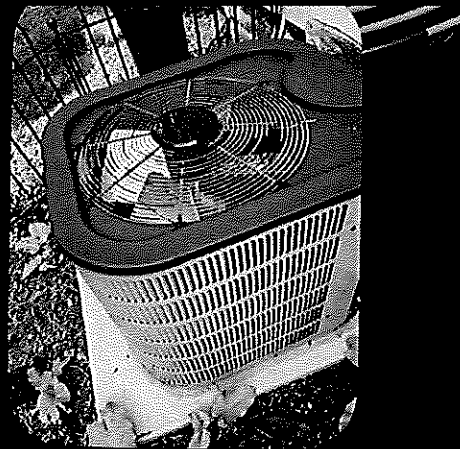
Signal strength indicator



New iMessage

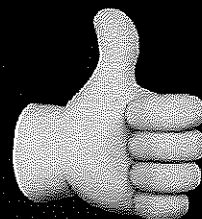
Cancel

To: CARPENTER, SHAWN



FYI

Ok thank you



iMessage





SCATENA  
EAST HADDAM, CT 06423

10-4  
20 0221

2044

DATE

Aug. 3. 2024

PAY TO  
THE ORDER OF

M&T Bank

MEMO

Shawn Carpenter \$250.00  
two-hundred & fifty dollars  
Air Magical Fix

Waterbury CTn (MIDDLE  
773 STRAITS TURNPIKE  
08/04/24-12:01:27

CREDITED TO THE  
ACCOUNT OF WITHIN  
NAMED PAYEE

☐ CHECK HERE FOR MOBILE OR REMOTE DEPOSIT ONLY  
NAME OF FINANCIAL INSTITUTION DATE  
DO NOT WRITE, STAMP OR SIGN BELOW THIS LINE  
RESERVED FOR FINANCIAL INSTITUTION USE



# Service Contract Rates

County	Town	Classification	Hourly	Hourly
Middlesex	East Haddam	Locksmith	\$30.07	9.02
Middlesex	East Haddam	HVAC	<del>\$32.25</del>	9.68
Middlesex	East Haddam	Laborer**Hired after July 1, 2009		N/A
Middlesex	East Haddam	Cashier	\$16.35	4.91
Middlesex	East Haddam	Vending Machine Attendant	\$23.76	7.13
Middlesex	East Haddam	Furniture Handler ~ Hired prior to July 1, 2009	\$18.11	8.58 + a
Middlesex	East Haddam	Furniture Handler**Hired after July 1, 2009	\$19.90	8.58 + a
Middlesex	East Haddam	Assembler	\$17.18	5.15
Middlesex	East Haddam	Counter Attendant	\$17.18	5.15
Middlesex	East Haddam	Dry Cleaner	\$19.63	5.89
Middlesex	East Haddam	Presser, Hand	\$17.18	5.15
Middlesex	East Haddam	Presser, Machine, Drycleaning	\$17.18	5.15
Middlesex	East Haddam	Presser, Machine, Shirts	\$17.18	5.15
Middlesex	East Haddam	Presser, Machine, Wearing Apparel, Laundry	\$17.18	5.15
Middlesex	East Haddam	Washer, Machine	\$18.00	5.40
Middlesex	East Haddam	Fast Food Shift Leader	\$16.48	4.94
Middlesex	East Haddam	Fast Food Worker	\$16.35	4.91
Middlesex	East Haddam	Guard I	\$19.53	6.61 + a
Middlesex	East Haddam	Guard II	\$23.98	7.73 + a
Middlesex	East Hampton	Boiler Tender	\$37.90	11.37
Middlesex	East Hampton	Stationary Engineer	\$37.90	11.37
Middlesex	East Hampton	Ventilation Equipment Tender	\$31.05	9.32
Middlesex	East Hampton	Parking Lot Attendant	\$16.35	4.91
Middlesex	East Hampton	Truck Driver and Snowplow Driver, Light Truck - Straight truck, under 1 1/2 tons, usually 4 wheels	\$19.06	5.72
Middlesex	East Hampton	Truck Driver and Snowplow Driver, Medium Truck - Straight truck, 1 1/2 to 4 tons inclusive, usually 6 wheels	\$20.26	6.08
Middlesex	East Hampton	Truck Driver and Snowplow Driver, Heavy Truck - Straight truck, over 4 tons, usually 10 wheels, Bobcat, Front End Loader	\$26.90	8.07
Middlesex	East Hampton	Baker	\$17.88	5.36
Middlesex	East Hampton	Cook I	\$21.48	6.44

As of: January 1, 2025

# Service Contract Rates

County	Town	Classification	Hourly	Hourly
Middlesex	East Haddam	Cook II	\$23.24	6.97
Middlesex	East Haddam	Dishwasher	\$16.35	4.91
Middlesex	East Haddam	Food Service Worker	\$16.35	4.91
Middlesex	East Haddam	Meat Cutter	\$21.04	6.32
Middlesex	East Haddam	Waiter/Waitress	\$16.53	4.96
Middlesex	East Haddam	Cleaner, Vehicles	\$16.35	4.91
Middlesex	East Haddam	Elevator Operator	\$17.77	5.34
Middlesex	East Haddam	Gardner	\$23.21	6.96
Middlesex	East Haddam	Janitor	\$19.80	8.58 + a
Middlesex	East Haddam	Laborer, Grounds Maintenance* Hired prior to July 1, 2009	N/A	
Middlesex	East Haddam	Maid or Houseman	\$16.35	4.91
Middlesex	East Haddam	Pest Controller	\$22.96	6.89
Middlesex	East Haddam	Refuse Collector	\$25.84	7.76
Middlesex	East Haddam	Tractor Operator	\$22.19	6.66
Middlesex	East Haddam	Window Cleaner ~ Hired prior to July 1, 2009	\$19.46	8.58 + a
Middlesex	East Haddam	Cleaner, Heavy** Hired after July 1, 2009	\$19.80	8.58 + a
Middlesex	East Haddam	Cleaner, Light** Hired after July 1, 2009	\$19.50	8.58 + a
Middlesex	East Haddam	Window Cleaner** Hired after July 1, 2009	\$23.83	8.58 + a
Middlesex	East Haddam	Laborer, Grounds Maintenance** Hired after July 1, 2009	N/A	
Middlesex	East Haddam	Health Care Heavy Cleaners	\$21.80	8.60 + a
Middlesex	East Haddam	Carpenter, Maintenance	\$31.65	9.50
Middlesex	East Haddam	<del>Electrician</del> , Maintenance	<del>\$34.07</del>	10.22
Middlesex	East Haddam	General Maintenance Worker	\$23.25	6.98
Middlesex	East Haddam	Laborer*Hired prior to July 1, 2009	N/A	
Middlesex	East Haddam	Painter, Maintenance	\$24.06	7.22
Middlesex	East Haddam	Pipefitter, Maintenance	\$36.52	10.96
Middlesex	East Haddam	Plumber, Maintenance	\$35.23	10.57
Middlesex	East Haddam	Sheet Metal Worker, Maintenance	\$38.57	11.57

As of: January 1, 2025