

**AVON TOWN COUNCIL
MEETING MINUTES
June 4, 2015**

I. CALL TO ORDER

The meeting was called to order at 7:30 p.m. at the Avon Town Hall, in the Selectmen's Chamber by Chairman Zacchio. Members present: Mrs. Maguire and Messrs: Pena, Evans, and Stokesbury.

II. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Chairman Zacchio.

III. PUBLIC HEARING

14/15-76 Neighborhood Assistance Act

Chairman Zacchio reported that each year the State offers grant funding under the Neighborhood Assistance Act which requires the applicants to present their request under a Public Hearing. He noted that the State does not conduct these Public Hearings so they task each municipality who has a meeting to hold a Public Hearing if there are applicants who wish to speak and do not have to be part of our Town or area but have to come to a Public Hearing to speak and present their case; we are a conduit for that Public Hearing and once it is closed and public has had an opportunity to speak on those matters we vote to approve the applications forward which means we have met the burden of having a Public Hearing and people have spoken before us on it. He added that these applications then go to the State so we are not looking at them from perspectives of due diligence or completeness, rather a conduit to apply under the Neighborhood Assistance Act. He noted that funding comes from businesses within the State and the ability to donate to these entities on a tax free basis.

The Public Hearing was called to order at 7:30 p.m. by Chairman Zacchio. Chairman Zacchio waived the reading of the following legal notice:

**“LEGAL NOTICE
NOTICE OF PUBLIC HEARING**

Notice is hereby given that the Town Council of the Town of Avon, Connecticut will hold a Public Hearing on Thursday, June 4, 2015 at 7:30 p.m. in the Town Hall, Selectmen's Chamber, 60 West Main Street, for the following purpose:

To consider participation in the Neighborhood Assistance Act in accordance with Public Act 95-268.

Dated at Avon, Connecticut, this 8th day of May, 2015.

Brandon L. Robertson
Town Manager”

Sandy Buerkler, Farmington Valley Arts Center (FVAC), reported that she is an Avon resident and works with and is also a Board member with the Farmington Valley Arts Center. She proudly stated that the FVAC is the Town's cultural icon and according to Trip Advisor are the

number one thing to do in Avon. She added that the FVAC has been around for over forty years supporting local artists, offering instruction, inspiration and connecting art to life. She noted that the FVAC is a two-story brownstone building that features nineteen artist studios, two classrooms, an exhibition gallery, and a gift gallery. She added that the studio artists offer open studios many weekends throughout the year; there are several special and juried shows, classes for all age groups, arts adventure programs for children and great holiday or gift shopping. She reported that in the United States there are only a handful of art centers that share the same traits and the FVAC brings activity, vibrancy and life to the community. She commented on the two Neighborhood Assistance Act (NAA) proposals which will invite their community in and enriching their lives through art is their number one priority and fortunately a lot of money budgeted for these community outreach programs is swallowed by the increasing costs of our energy and utility bills. She noted that fuel and service costs reached \$44,489 last fiscal year which is a 28% increase over the prior year; they are looking to improve energy efficiency and will use this towards their overhead energy costs by replacing seven boilers in their two buildings, one air-conditioning system in the main gallery and all of the windows in Building 27. She noted that the boilers are over forty years old, the air-conditioning system is over fifteen years old and they have seen over the years that even with proper maintenance the heating units are operating at less than 50% efficiency. She added that in addition to wasting fuel and energy, each year the boilers experience issues that have led to frozen pipes, water damage, and repair costs. Their concern is that these boilers will continue to deteriorate causing further damage to the facilities and potentially disrupt classroom and exhibit space. They are also concerned that the rusty boilers may experience cracking and failing that could create potential health hazards to artists, students, staff, and visitors. Their second NAA proposal is to replace their over forty-year old windows in all of the twenty-two art studios for a total of 198 windows. She noted that the current windows are single pane storm windows and in a state of serious deterioration with sizeable gaps between windows and frames as well as areas of rotting wood and water damage. The two programs to replace the windows, our seven boilers, one air-conditioning unit would provide their artists, class participants, and visitors a more energy efficient and comfortable work and exhibit space. She added that it is anticipated that funds saved from their overhead costs as a result of improved energy efficiency could be directed to increasing their budgets for public programming and exhibitions thereby allowing them to offer more opportunities for the currently underserved groups who explore artistic expression and to create a process. They would greatly appreciate it if Council would forward these proposals to the State of Connecticut. Thank you for your time and consideration.

Jim Griffin, The Sam & Elizabeth Colt American Industrial and Frontier Heritage Foundation, a non-profit 501c3 and their principal focus is to raise the private capital to do the transformation of the Colt site in Hartford into a first class national tourism destination point, specifically on the NAA request it is to rehab and repair the window casings in 1855 brownstones, keeping it true to the national arts standards. He noted that the hope is that the Rockefeller family will assist with the park site and a Victorian frontier mix town in the adjacent area of Colt Park which would be a nice compliment to what we do on the site with the park service. He appreciates Council's consideration to let us go out and raise some money through the NAA. He noted that in the last few years they have received \$35,000 from Hallmark, \$75,000 from Cabela's, \$20,000 from Travelers, \$10,000 from Phoenix Life, and \$35,000 from Stanley Tools, and other companies have stepped up as well. He noted that the companies make a few dollars on it and it certainly helps the non-profits. Thank you for your time.

On a motion made by Mr. Pena, seconded by Mrs. Maguire, it was voted:

RESOLVED: That the Town Council close the public hearing.

Mrs. Maguire, Messrs: Zacchio, Pena, Evans, and Stokesbury voted in favor.

On a motion made by Mr. Pena, seconded by Mrs. Maguire, it was voted:

RESOLVED: That the Town Council approve the following requests for submittal to the Department of Revenue Services:

- a) Nutmeg Symphony Orchestra - \$82,135.00
- b) Avon Senior Center - \$2,000.00
- c) Avon Police Department (Avon Police Cadets) - \$9,943.78
- d) Avon Police Department (Avon Police Cadets) - \$50,000.00
- e) Avon Police Department (Avon Police Cadets) - \$76,220.00
- f) Avon Police Department (Avon Police Cadets) - \$80,000.00
- g) Avon Police Department (Avon Police Cadets) - \$138,570.00
- h) Farmington Valley Arts Center (boilers/air conditioner) - \$150,000.00
- i) Farmington Valley Arts Center (windows) - \$150,000.00
- j) The Sam & Elizabeth Colt American Industrial and Frontier Heritage Foundation - \$150,000.00

Mrs. Maguire, Messrs: Zacchio, Evans, Pena, and Stokesbury voted in favor.

IV. MINUTES OF PRECEDING MEETING: February 7, 2015 Budget Work Session

May 7, 2015 Meeting

May 20, 2015 Special Meeting

On a motion made by Mr. Pena, seconded by Mr. Evans, it was voted:

RESOLVED: That the Town Council accept the minutes of the February 7, 2015 Budget Work Session as submitted.

Mrs. Maguire, Messrs: Zacchio, Pena, Evans, and Stokesbury voted in favor.

Mr. Evans commented on the brevity of the May 7, 2015 Meeting which was not intentional as a result of recording issues but these are far less than the number of pages that we are used to seeing in our minutes and it capture most if not all of the important actions taken by the Council at this meeting and he supports the continued use of minutes in this manner.

On a motion made by Mr. Pena, seconded by Mrs. Maguire, it was voted:

RESOLVED: That the Town Council accept the minutes of the May 7, 2015 Meeting as submitted.

Mrs. Maguire, Messrs: Zacchio, Pena, Evans, and Stokesbury voted in favor.

On a motion made by Mr. Pena, seconded by Mrs. Maguire, it was voted:

RESOLVED: That the Town Council accept the minutes of the May 20, 2015 Special Meeting as submitted.

Mrs. Maguire, Messrs: Zacchio, Pena, and Stokesbury voted in favor. Mr. Evans abstained.

V. COMMUNICATION FROM AUDIENCE - None

VI. COMMUNICATION FROM COUNCIL

Mr. Stokesbury commented that the school year is winding up and there are a number of sports teams competing their seasons with a deal of success and wish them all well.

Mrs. Maguire commented that a few weeks ago she attended the re-opening of Blazer's Trail which is a trail behind Roaring Brook School and through the last few years the Unplugged Learning Project along with Roaring Brook School and Avon Historical Society collaborated to make this a wonderful walking trail and a great educational experience for the children. There are now six kiosks and beautiful flip books that the teachers can use with their students and walk through the trail marking trees, plants, insects, and animals that may be in the area. She noted that if you ever have an opportunity to take a walk back there, it is a great place for our children and a nice little walking trail for you. She noted the great work that the team at Roaring Brook has pulled together. She also commented that over Memorial Day there was a big tournament in town at Fisher Meadows with 1,600 players playing soccer both Saturday and Sunday, it was an amazing tournament and a lot of fun had by all. She added a shout out to Recreation and Parks and Public Works for doing an amazing job getting those fields ready and Fisher Meadows looked fantastic. She commented on Memorial Day, what a great parade and ceremony here on the Town Green; it is great that Avon continuously does such a nice job with that.

Mr. Evans commented that there was an incident on Avon Mountain earlier where the truck ramp was used to stop a vehicle and nice to see that its use was put into effect. He asked the Town Manager if the vehicle was damaged. The Town Manager responded that he does not have any other details but noted that it is the first time that it has ever been used.

Mr. Pena commented that the Memorial Day parade is his favorite event that the Town has, a great event in a small Town honoring our veterans. He also commented that he attended an event at the library to hear stories of the World War II veterans with seven presentations and loved to talk about their stories and if you get a chance there is another event coming up on July 1st on the European theater.

Chairman Zacchio commented that he usually drives veterans in his antique car for the Memorial Day parade and this year was joined by Bob Hunt, a former Town Attorney, and for the entire mile he received an education from Mr. Hunt on Avon. He along with Mr. Pena and Mr. Stokesbury as well as Superintendent of Schools and others attended the grand opening of the Avon Middle School tennis courts with the new lights. There was supposed to be a girls' tennis match but due to threats of storms the match was cancelled. He shared that it was a community effort on a part of ACORN, the Board of Education, and Town Council to get that project up and running.

VII. OLD BUSINESS

13/14-48 Recommendation by Recreation and Parks Sub-Committee regarding Synthetic Field Project at Avon High School - Presentation

Chairman Zacchio commented that in our Master Recreation Plan we originally had the idea that we would put all synthetic turf fields some place in Avon. At one time we looked at the Avon High School site but because of a number of issues there back in the late 2000s we decided in the

Master Recreation Plan to identify the MH Rhodes site assuming it would have been remediated for the pollutions that were there when we purchased that property as a possible site; that remediation was complete and the land was released in the fall of 2012 and there began some interest among sporting groups that re-discuss the turf field aspect and not having fresh numbers and what we might be able to fit at either of those sites we decided to look at MH Rhodes as that is where our Master Recreation Plan suggested a good place was. We hired BSC Group and commissioned a sub-committee of the Recreation and Parks Committee to do that body of work and give us their use of that property in terms of how much could fit. That was presented to us in February 2015 and at that time decided it was appropriate to also take a second look at Avon High School as times and surfaces have changed and we felt it was important in making any kind of a decision in how we might move forward, if we move forward, with that type of field have those facts as well. We recommissioned the same sub-committee to do that body of work for us and to take a fresh look at Avon High School. Tonight we will hear from the sub-committee and Luke McCoy, Architect with BSC Group, who will present what their findings are. We will see the best use in terms of what the sub-committee has decided would be the best use but does not mean that we are moving forward with this project or parts of the project; it could be all or none but have not reached the point where we will decide between the two sites and what is best for us but at that point would try to line up in terms of the two bodies of work that the Mr. McCoy and the team did as to what you get for what you pay and how that meets our needs in the future. He noted that it is a little more complex at Avon High School as we know there are other factors from the 2006 timeframe when it was looked at that needed to be addressed and there were concerns among the neighbors at that time as there are concerns among neighbors at the MH Rhodes site. Tonight we will hear the presentation. We will not talk about the possible financing of it, how we might go about that, we have not decided to move forward with it, let alone which to move forward with. Next steps as the Avon High School site is a partner now with the Board of Education because it is a Board of Education facility we are here to listen to our partners and allow them to weigh in on this and give us their concerns if they have any and be able to address those so we have all of those facts before us before we decide which one we would endorse and from there decide how we would move forward, if we move forward and if that would be part of its own project or lumped in with other projects because we have other field needs at Fisher Meadows which has been part of our long-term capital planning for quite some time. Tonight is about seeing what is possible, talking about what is possible; we will entertain questions at the end of the presentation and keep comments to the presentation tonight. If your comments/questions are very general with regards to financing or how we might move forward we have been discussing this in open meetings and we can answer some questions but we are not there yet. We do not want to go into that process without understanding what project we even deal with and how we would go about it.

Luke McCoy, Landscape Architect with BSC Group, made a presentation (which is attached and made part of these minutes). He described the project location at Avon High School. He described three different scenarios that they were tasked to look at. They went through a series of meetings where they looked at a series of options discussing the pros and cons with each of them. The first meeting had four options and then narrowed down to two options which included the idea of looking at two fields to look more in line with what was proposed at the recreation complex site. Ultimately the best scenario that seemed to work for the use, for the school, and the overall facility, the community, and overall budget was Concept Plan A by leaving the existing baseball field and practice field as they are now, the existing track would be rebuilt and look to expand to eight lanes and in interior width so we can allow for a larger size synthetic

field and the reason is to allow for a five sports type field. He noted that soccer is the widest sport of all five and why they are looking at widening the track. In looking at the original teams and track it was not wide enough to support a soccer field that would host larger events like varsity games, State events, etc. It could be used as a JV game and signed off on as varsity but it would not allow for anything above a regular scheduled game. The bleachers are shown in the same location as now with the thought that they could be replaced in the same location. This also reconfigures the track events with a new high jump with triple and long jump, a new pole vault, a new shot put, and part of the site work that would have to happen with this project will require all new drainage specific to the field and some work to reconfigure the existing parking lot area and provide new ADA walkways down to the field from the school and parking lot ensuring that we are complaint as we are doing this project. There is a new location for proposed visitor bleachers, possibly portable to be used on multiple fields. They also looked at the field hockey field which is too small to use as a regulation size field for the other sports especially soccer but does work for field hockey as well as practice as a secondary field and used as a JV level field and incorporated converting that into synthetic turf as well to help with some of the demand for not only high school but the needs for additional field spaces and design is also set that they would allow for future lighting of the main field shall you wish to add which gains the most use when you go to the synthetic field. He reviewed the cost estimates. He noted that the soft costs get us from where we are now all the way through to bid and oversee the construction. Pre-Referendum Services which would be whichever plan is decided upon moving through to referendum, helping with making sure that we have plans, informational flyers, available to have community meetings to talk about what the project is, make sure everyone is well informed about what they are voting on when that time comes. If the referendum passes and funding and project is to move forward the next step would be what we consider Post-Referendum, design, permitting, bidding, and construction oversight as well estimated cost to the Town during the bidding and contract negotiation period that will be advertising, attorney fees that happen during a typical construction project for any town. The line that we are holding under the budget is \$186,500 for soft costs. He listed the construction costs or hard costs and are the costs to build the facility. He noted that we would be doing some cleaning out of some of the existing site drainage and replacing the manhole catch basin structure as part of it and tie in the new drainage system. He noted that some of the goals for certain sports are not compatible between natural grass and synthetic because of the way they are anchored down. He noted that there is a landscape buffer required by Zoning and established planting there so the goal is not to go in and wipe that out but rather supplement and add to it to strengthen that buffer between the neighbors. He noted that we know that the project will not be bid right now so we have to account for some escalation because construction costs go up as we go and want to make sure that we have some contingency as we are at a conceptual level now and not down to a scaled design so there will be some unforeseen design things that we made assumes on at this point so if this does move forward we do not come back looking for more money and allowances for when we do go out to bid we have some contingencies under the construction part for unforeseen conditions when you open up an existing facility and want to make sure are built into the overall budget. The hard costs are \$2,576,000 and combined with soft costs is a total of \$2,762,500. He noted the alternates, things that were asked to look at as part of this but were not part of the original necessity list. The alternates total \$1,082,725. It is \$3,845,225 for the overall project including the soft costs and all of the alternates. He commented on the Lifecycle Cost Analysis for an all-weather synthetic turf field versus natural grass and comparing that to natural grass under an organic type maintenance program because as we have gone through this process there is some push on trying to ban fertilizers and pesticides at high schools, in all parks and at public golf

courses and if that happens it will force the community to go to a full organic maintenance program on your fields. He noted that this program has already been implemented at the middle school and elementary school level. He noted the costs associated for these options based on a typical sized rectangle field standing on its own for a cost comparison. He noted that over a 15-year life span the annual costs for a natural grass field is \$592,500 versus a natural grass organic field at \$750,000 versus an all-weather turf field at \$75,000. He added that during that 15-year period you will have one replacement of the turf field surfacing at an approximate cost of \$450,000. He noted that with a natural grass field over during that 15 years you do still have some major maintenance costs. He noted that the total lifecycle over a 15-year period for natural grass field is \$1,117,500 versus an organic natural grass field at \$1,330,000 versus a synthetic field at \$1,375,000. He added that this does not consider how much use you are gaining by spending all of this money. He noted that with either grass field you have approximately 300 hours of use maximum and if you go over that your annual costs and replacement costs continue to go up. He added that this works out to an approximate season and a half for a high school team and does not account for other outside uses onto that natural grass field and an average cost per event use is approximately \$740. He noted that on a synthetic turf field with the proposed lights there is 800+ hours based on the time school gets out in the afternoon to a reasonable time in the evening with lights off between 9 and 10 p.m. and having the field available for use on the weekends as well and the average cost per event drops to \$344. He noted that the construction costs are close with the synthetic field being higher and you will gain approximately three times the amount of available use on that field without adding to your annual maintenance on the field under that cost over 15 years. He noted maintenance tasks needed weekly, monthly, and seasonally as well as the project schedule moving forward.

Todd Donovan, Recreation and Parks sub-committee member, commented that one of the reasons they chose this option is that we can do a phased in approach and not all or nothing. Chairman Zacchio commented that if we approached it in a segmented process, we would have to go with items 1 through 7 at \$1.7 million to start with the field and would not include new lights, bleachers, and a portion of the contingency. Mr. McCoy responded yes as well as soft costs and there may be a little bit out of drainage or site preparation that was accounted for the bleacher area that would get moved down if you were to phase it.

Mr. Stokesbury asked if work in these areas impacts ADA compliance issues anywhere else on the property. Mr. McCoy responded no and they will also make sure that any improvements being done are up to code. Mr. Stokesbury questioned that it will not trigger a review of ADA compliance issues throughout the school building itself or other fields outside the project scope. Mr. McCoy responded no and you are not using money from the State through the Bureau School Facilities which requires you to look at the whole campus. Mr. Stokesbury questioned the process and still having a zoning process to deal with and when we as an applicant would present to the Zoning Commission to look at the site. Mr. McCoy responded that first there would have to be approval of which plan and then discussion on whether zoning comes into play before or after a referendum; typically the process in Avon has been after, once it is voted and is a real project to go before the Zoning Commission and before bidding on the final project. Mr. Stokesbury commented that it is an option in which order we go in. The Town Manager made a comparison to the Library Project and prior to referendum there was an 8-24 approval and then after referendum seek permitting. Mr. Stokesbury commented on surface choices and the unknown of what product would be used at this point. Mr. McCoy responded yes; we have designed this for a quality system with 10-12 year life span but not a professional type surfacing

that gets replaced every three or four years, they would perform to the level of play, and as far as manufacturer the bid is set up with specific performance criteria which gets you the highest quality at the most competitive price. Mr. Stokesbury questioned if there are alternate products that are coming on the market that might be considerations. Mr. McCoy responded that there are other things that are on the market, they are new, have not been tested, have not been proven for performance, safety or longevity. He noted that two districts where fields are being done this year that are bidding the alternate in-fills as an alternate for cost comparison if they come in close they will consider it but for example, Plainville was an upcharge of approximately \$300,000 to go to the most cost effective of those alternate in-fills knowing that there will be additional maintenance, top dressing involved, and there is no real research on those products. Mr. Stokesbury questioned when the synthetic field surface is replaced. Mr. McCoy responded that you will get a 5-year warranty on your track and an 8-year warranty on your field; the track is 5 years because the wearing course will last you five and need to be recoated on the sixth year but does not mean it is a full replacement. He noted that the overall life span for the track should be 20 years and at the end of that period you will strip off the rubber track surfacing and put it back down and you should be able to get two life spans out of the asphalt if both items are correctly done. He noted that Windsor and Simsbury just did this at their facilities. He reported that with the turf field there is an 8-year manufacturer and third party warranty that covers should the original company go out of business and their specifications also require that the companies bidding and proposing have to be in business for a certain number of years, have good standing with insurance to help alleviate getting into that. He noted that you can purchase a 10 or 12-year warranty but you are paying for it and is a pretty hefty cost; by the time you hit 8 years you know if you have a warranty problem, you will start to see it by year 4 or 5. He noted that for the life span on fields they are seeing 10 to 12 years, the technology and maintenance techniques have gotten better, the UV inhibitor in the fibers has gotten better; they have no reason not to believe that a new generation of what is going in now will be 10 to 12 year minimum on the field. He noted that it is tough to say 15 years because the sun is the biggest impactor on a field. He added that the press box and bleachers will have a typical 1 to 2-year manufacturer warranty. He noted that with the lights there is a 25-year guaranteed light level and is for all of the equipment working and the manufacturer will own your light levels for 25 years, including re-lamping, hot and low spots, and electronic monitoring.

Mr. Evans thanked Mr. McCoy for his very thorough presentation. He questioned if any portion of the proposal result in reduction in any parking. Mr. McCoy responded no, they do have some work adjacent to it moving some walkways but based on their conceptual design can finesse it not to affect that parking. Mr. Evans questioned since the track will have wider circumference if it will change the distances. Mr. McCoy responded no, the track is set by a measure line on the inside of lane one and is 400 meters, approximately 8.34 inches in from lane one, it is an imaginary line; your straight away is the same length as your radius. He noted that to go to a wider track they are proposing to have one shorter length and one longer length with a continuous radius. He added that another option is a fat back track with three radiuses per side, not many are done at the high school level, and it pushes your press box/bleachers so far away from the sidelines of football and other sports that you end up sitting almost 50 to 60 feet away from the field and is really not necessary. He noted that Simsbury has a wide track, the style being done 9 or 10 years ago. He added that you will have your 400 meters, at the end your track would be certified so if you ever set a record you have a piece of paper that you can submit and no one can question it. Mr. Evans questioned what happens to the old track. Mr. McCoy responded that they would strip the rubber surfacing and asphalt, look to try and reuse some of

the base material because the new track straightaway would fall in that same location but the radiuses would change and have new base stone and all be repaved as one whole single part and be resurfaced. He noted that they talked about options trying to move it and do pieces but in the long run you will be chasing problems if you add on to existing pieces and spend too much money to fix the problems; instead do it right and keep your maintenance costs down. Mr. Evans questioned if we decide just to do the track and bleachers and hold off on the lights does the site work that you do include the conduits and wiring for the lighting to add later. Mr. McCoy responded that they would run the conduit and pull wires through but they do not recommend buying the bases or running wiring down because when you buy a base you locked into that manufacturer's pole which could go out of style. He noted that they would disturb some of the lawn areas around the outside but still be able to put in the bases and once they are installed then you pull the wiring that will be sized to match the lighting. He added that they are very close to seeing some LED lights for sports fields. Mr. Evans questioned if there are any economies of scale, savings by being able to do the project all at one time other than price escalation. Mr. McCoy responded that it will not cost you a lot more, but it will cost you more; the contractor will have remobilization and re-setup fees. He noted that if you were to do both fields at once you get an economy of scale because they are making more carpet, 100,000 square feet for the main field and 160,000 square feet if you do both together; same thing when you are buying the infill, rubber, and turf. Mr. Evans questioned the pricing on the secondary field for the artificial turf includes doing all of it at one time. Mr. McCoy responded that they have done it so you may get a little bit of economy of scale if you do it all at once. He priced it more as it would be construction separate but what he did not add under those alternates is the up fronts, the prep and demo costs; however the turf, drainage bases, and carpeting he kept it at their normal numbers for one field at a time knowing that they were not sure which way it would go. Chairman Zacchio commented that we can control some of those costs through in-kind services through our Department of Public Works as they have done the same with other projects.

Mr. Pena questioned in the event that we move forward and want the full project what kind of disruption would you anticipate at the high school. Mr. McCoy responded that typically these are done during the summer months; the morning after graduation demo would start and if you do the whole thing at once approximately 4 months, pushing into October. He noted that the big piece is when you pave the asphalt for the track it has to have a minimum of 21 days to cure before you can put the new surfacing on it because it will not bond correctly. He added that they would install the turf, let it sit and install the turf on the second field during the cure period on the first field. He noted that depending on the size of the company that bids it that they couldn't have two crews doing both fields concurrently, you could also specify such language in your bid. Mr. Pena commented that the timeframe from start to finish would be 4 months. Mr. McCoy responded that is a minimum, it would probably be more like 4 ½ to 5 months. He noted that it will be a prevailing wage job so anytime you add overtime or weekends that cost jumps up. He commented that if they can work it out with the Athletic Director it is better to account for 5 months and try to open it sooner; the CIAC sets the schedules and once it is set see if you can reschedule events.

Chairman Zacchio questioned the environmental impacts with this project. Mr. McCoy responded that for the drainage system the fields act as a large tub and when it rains the water goes through the turf and into the stone base below so the surface being played on is dry. He noted that with natural grass you have to sheet flow it and eventually it gets taken care of at the edges but stays wet. He added that once the water reaches the stone it makes its way out to a

collector drain where it can sit or move through; through their drainage calculation they look at what is happening with 25-year storms now and design this so it mirrors similar to that and it does not add to it; they choke the final outflow so the water can only come out at a certain rate. He noted that if you have a major 25-year storm the water that is leaving this field can only come out at a certain rate because the pipe is only a certain size and are not discharging it any faster; the water sits in the stone base below the field, you can play on it and never know that it is there, and it slowly works its way out so we are not taxing the system and not starving any wetlands and taking any water away from any areas that need the water or were used to getting it in the past, just making sure that it does not all come in one big wave which is unfortunately what we see with a lot of natural grass fields because of their slope and the water keeps running until the slope starts going up and then pond and eventually make their way down. He noted that they are designed to handle a minimum of 16" per hour and if we have that kind of storm you are not going to be playing sports on that day.

Mr. Pena questioned buffering with homes on one side of the fields and if special consideration was taken. Mr. McCoy responded that there a line item for walkways, etc. and they would add to the buffering. He noted that we would not want to clear and start a new buffer; they would walk the site and go through and pick out locations and where and how much to add so we meet the zoning requirements and look at to add and supplement beyond that if we know there are certain areas we would want to do that being conscience of the neighbors; the specifications have not been worked out at this point. Mr. Pena commented that if you have an increase in playing time and the possibility of lights it is a major concern to those residents. Mr. McCoy responded that the same would be with the technology and the lights would be designed with house side shields where once you get about 10 feet away from the field it turns black and glare shields that redirects the light down onto the field but when you drive by you are not getting that flood light that projects that light out into the eyes of living rooms next door, etc. He added that people like to push for lower light poles but the opposite effect happens; the lower the pole the more of an angle that those lights have to be straight out. He noted that the 80 to 85 foot poles are better and provide better lighting for the athletes, less likely to look into a light and help cut off with the effects that it has on neighboring properties.

Dan Nagle, 529 West Avon Road, commented that he went to a few of the sub-committee meetings and they did an outstanding job and he agrees with what they came up for this particular plan. He questioned if there was any consideration to additional buffering. Mr. McCoy responded that at this time there was not. Mr. Nagle commented that buffering and light consideration should be included for residents who live across the road on West Avon Road. He noted that years ago when this subject was discussed it was about maximizing the use of the field. He questioned that when the cost analysis was done it was based on full utilization of 800 hours which is approximately three times the current use. Mr. McCoy responded yes. Mr. Nagle commented that costs are being assumed at full capacity whether it is at the high school or MH Rhodes site. Mr. McCoy responded yes. Mr. Nagle commented on the drainage issue and Town Engineer inspecting the catch basin and manhole. Mr. McCoy responded that the Town Engineer went to the site, looked at the drainage and felt that there was a yard drain size manhole structure that looked like it had failed and needed to be replaced and up in the baseball field uncovered a number of yard drains that had been since sodded over that he reopened up, cleaned out, and said are now working and felt that the work that would need to be required was a cleaning of the system which is typical anytime we tie into and a new structure down towards the corner. Mr. Nagle commented that if he remembers correctly he thinks you would be draining

into the south end of the field and tying into a new manhole; his understanding is that the line is crushed or compromised and if it is it would require replacement realigning and if it runs where he thinks it runs you end up compromising some of the buffering zone where the trees are. He asked them to consider this before you get too invested in this whole thing. He recalls a report that it is actually crushed. Mr. McCoy responded that the Town Engineer could not find any record of that and the discussion was taken back to the Board of Education as it is their property. Chairman Zacchio commented that he does not recall it being crushed, rather undersized for the way the drainage system would have worked for the old field capacity. He added that it is a good point and one we would have to make sure of before we move forward. He noted that the buffering recommendation may be a requirement through the zoning process if we get that far.

John Carlson, 28 Sudbury Way, abutter of the practice field up in the back, questioned the life span of the maintenance equipment. Mr. McCoy responded at least 15 to 20 years, typically once one is purchased its sole use is for this because it does have turf tires which do not work well for using it for plowing, etc. He commented that there is a fair amount of expenditures that happen here if you are not careful and that is one of them and someone needs to build that into their budget. He asked for confirmation that it is \$1.3 million for maintenance costs over 15 years. Mr. McCoy responded that \$1.3 million is the overall cost. Mr. Carlson commented that is approximately \$80,000 per year over a 15-year span. He questioned if that is currently being spent in the budget or is that a new expenditure and something that needs to be looked at. He added that what was just said regarding the drainage at the practice football field not being attended to is symptomatic of a bigger issue with the ongoing maintenance which is always a budgetary issue. He noted that this needs to be looked at very carefully as you have an operating expense that may not be being used today and is going to go up. Mr. McCoy responded that it is actually going to go down as you are no longer lining the field, not mowing, not fertilizing and your only cost is \$4,500 to run the machine once a month. He noted that right now you are spending annually based on needs in general almost \$40,000 to keep that same field to the playability. Mr. Carlson questioned what the actual spend is today; that is what needs to be looked at. He also has a concern about the back of that property today and the multiplying amount of equipment sitting out there and storage facilities and to add another one greatly changes the look of the property both from the road and from his own property. He noted that scaffolding for the press box is sitting out there in a pile, not good maintenance to have sitting in the rain, and now to put a piece of equipment out there on a trailer which in the neighborhood he lives in has deed restrictions about trailers and needs to be looked at. Mr. McCoy responded that his intent was not to have a trailer with it stored onsite, but that you may purchase a trailer to keep it at Public Works or park facility and be able to bring it back and forth to the high school.

Mr. Carlson added to Mr. Nagle's comments about the events and justification based upon more events on a per event basis. He questioned what those events are, where are they coming from, are we adding new programs to the Board that is going to create those events. He noted that if you are going to base your justification around being able to do it on a per event basis then you have to fund these events. Mr. McCoy responded that the events are based on the Athletic Director and Parks and Recreation Committee current deficiency that they have now; they are renting fields from private schools and turning away events that certain organizations want to have but cannot; it is a need which is his understanding why this process was started. Mr. Carlson, who noted was a former Town Council Chairman a number of years ago, would like to see a listing of those events so he can understand what they are. Chairman Zacchio commented that it was around the playability of the field and the idea of the need for more fields and a turf

field helps in that capacity because you can play on it more. He added that with regards to events that may be limited in terms of nights or if we do not have lights at all it would be limited to daylight which is no different than it is today; it is a matter of what you can do at that facility versus shifting around which opens the other fields up for other aspects. Mr. Carlson clarified that he is looking for a justification for the expenditure based on a per event basis. He noted that with regards to the storage facilities he does not know the zoning restrictions but there is another storage facility sitting next to 2-bay garage and he does not recall it going through zoning. Chairman Zacchio commented that we anticipate trying to expand the storage at the butler building at the MH Rhodes site for the schools due to space limitations. Chairman Zacchio commented that this is an idea around best use on that piece of property, not necessarily what is being considered here tonight. Mr. Carlson questioned if the other option (MH Rhodes property) off the table for discussion. Chairman Zacchio responded that we had a presentation on the MH Rhodes property in February, the cost and the size and scope of the facilities drew us to consider before making any decisions to re-look at this piece of property and see what can fit and have this discussion with the public. He noted that we have not decided on where, if, when, or how; this is considered an update to the Master Recreation Plan and having shovel ready projects for us to have in our inventory and consider. He responded that the MH Rhodes property is not off the table.

Susan Rietano Davey, 11 Edwards Road, commented that one of the challenges at the high school is building a sense of community based on kids being shifted all over the place and never get to see each other's games. She noted that two years ago she had three children at the high school and never got to see each other play because there was no campus. She commented that one of the advantages is financial but also the quality of the experience of our students and that this was pointed out by a national accrediting organization is something that is worth considering and building an opportunity for kids to support each other can help our school. She added that this is a good thing for our community.

Mr. Carlson questioned what programs are currently being shipped off that would be brought back. Mr. Donovan responded lacrosse and soccer are currently played at Fisher Meadows and Buckingham and would be brought back to the high school.

Steve Mench, 34 Sudbury Way, questioned if you bring back some of the teams to the high school and have all of the youth leagues after 4:00 p.m. and on weekends with the school locking up at 4:00 p.m. where are the restrooms. Mr. McCoy responded that this topic was generally talked about but is a procedural thing that will be further discussed by Superintendent and Recreation and Parks Department shall this come to light by changing some of the ability in the school for use of a restroom and looking at adding portable bathrooms for after hour events. Chairman Zacchio commented that he could not imagine Planning and Zoning Commission approving a row of portable bathrooms nor would we ask for it so that would have to be solved.

Sarah Robertson, 24 Sudbury Way, commented that initially when we were here for the first subcommittee meeting there was an accident outside of Avon High School and late getting out of their neighborhood to get to the meeting. She noted that she sees nothing about a traffic study and would like to see one conducted because if you are going to add 800 to 1,000 hours of play time you are going to add traffic on the road. She added that they find it difficult as neighbors of Avon High School right now including Hollister and West Avon Road to get out of their own neighborhoods onto the main road. She commented that in any other town if you were building a

commercial development you would require a traffic study; she does not see any cost for a traffic study. She also commented that she sees nothing about an escrow fund and read something from Brian Horgan who is a turf grass specialist at the University of Minnesota, "Schools need to realize that the more teams they line up to use the field and justify its expense the quicker it will have to be replaced. If the promotional materials are saying 10 years you will get less than that if you have lots going on. If you look at the cost it doesn't always benefit play all." She commented that because it says 10-year you have to think about longevity and there are a number of experts in this field.

Mrs. Robertson commented that at the last few meetings she brought up sanitation and the stance has softened which she greatly appreciates but what she was told last time was that there would be no more portable bathrooms put out and that the doors were open. She noted that she conducted her own impromptu survey, two Saturdays in a row she walked around the high school opening every single door and could not get access through any door. She added that one date was May 23rd when her neighbor was umpiring two youth baseball games and the building was locked; there were over 50 people at each game and were running back and forth to the portable bathroom; one game had two portable bathrooms. She reported that she called the Avon High School secretary Denise Muller and asked her what happens when teams come to play outside of the normal time and she said that normally they have to pay for custodial services. She asked Ms. Muller if they do and the answer was no, most do not. She asked if that is going to be the situation for sanitation that costs have to be justified that you have to pay for those custodians to open those doors. She noted that she spoke to two custodians at the high school on Thursday with her concerns and their response was that they are there on Saturday but they keep the doors locked because they do not want the kids running around in the school.

Mrs. Robertson commented on the scoreboard of which she was part of the committee to raise \$30,000 for it three years ago; that scoreboard has a 25-year life span. She noted that if and when you make changes to the track and field you are going to have an impact on the scoreboard as it will need to be moved. She asked if that is in the equipment cost.

Mrs. Robertson commented on lighting and the example given with the flashlight. She asked them to consider that when you put poles 80 to 85 feet in the air there are variances that could impact neighbors and there should be a study. She also commented on noise control. She noted that she enjoys the noise but they are limited. She looked into research studies where they limited lighting and such to six or eight specialized events per year. She commented that if you open lights and play time because it is turf you are looking at potentially six days a week of play and then you limit the life of the field; that \$445,000 cost now becomes a \$1 million. She commented on parking and the guarantee that there will be no reduction in parking as it is already tight there and prevent parking in neighborhoods. She commented on storage facilities and was part of the Avon Booster Club for a number of years and put all of this money into lacrosse goals and were not stored properly and replaced every year. She noted that a lot of money was spent on replacing equipment as it was not put away. She also does not remember anything going through Zoning regarding the additional storage facility and if she started adding things to her neighborhood neighbors would complain. She noted that it's not fair that what you ask us as tax paying citizens you are not asking of Avon High School. Chairman Zacchio commented that whenever we add another building, etc. we go through the same planning and zoning process that anybody else would, we apply the same way, same standards, and he does not know the background as that property is maintained by the Board of Education but to suggest

not is not right; we do not play a double standard. He added that how the Board of Education stores their goods or what they spend on the goals is very good feedback and pertains to this in terms of the new equipment but not necessarily over what we have any control over here today.

Mrs. Robertson commented that there has not been a trash can at the baseball fields since they have started. She does not mind cleaning it up and does it tax free or that trash is going to blow into our neighbors' yards in the area; it is a sensitive issue. She also commented that the campus does not necessarily have to be considered the high school. She noted that the MH Rhodes site is a great campus as well and wants to make sure that we are all thinking about this from the perspective of what makes the best sense long-term because we have a habit of making short-term decisions. She also commented that with the buffering she appreciates that when Valley Community Baptist Church did their expansion they went above and beyond and we should consider the same. She added that now there is more of a willingness to put the effort in to buffer and it would require a lot of buffering for West Avon Road and Sudbury Way and she is thankful for that. Chairman Zacchio asked Mrs. Robertson, if not already done so, that she contact the Board of Education regarding the trash issues and other items. Mr. Mala, Superintendent of Schools, questioned the additional storage building on the high school property. Mr. Carlson responded that it is the shed immediately to the right of the two-car garage. Mrs. Robertson commented on Solar City having its own portable bathroom in that area and when you do construction there are certain regulations per number of people how many portable bathrooms you have to have. Chairman Zacchio responded that it will be addressed. He also noted that they asked the Recreation and Parks Sub-committee and Mr. McCoy to design the factors so he is not surprised that scoreboards were not talked about in terms of the project but rest assured that they would not throw the scoreboard away and are aspects that they would be considering if they move forward with something. He noted that they designed the format and what could fit there and how the drainage would work and the architectural pieces. Mr. McCoy commented that he thought part of the scope was to install a new scoreboard, the Sub-committee corrected him, and they took it out from the plans from there. Mr. Donovan commented that it was carried over from the MH Rhodes site. Mr. McCoy commented that with regards to the traffic study if that is required by Planning and Zoning that would be part of the later design process as we move forward and what their requirements would be; right now it would be a modification to the site plan and not a new site plan as it is not a new facility. Chairman Zacchio responded that they might even comment on it as an 8-24 reference from us as an overall look. Mr. McCoy commented on the overall use and he cautioned about the natural grass specialist that tends to write articles that push one way; his information on 10-12 years is from his personal experience of fields that are 11 years old being replaced right now in Danbury because it was never maintained as they were sold that synthetic fields are no maintenance so they purchased and used no equipment for 11 years, ran it for their complete full sports program and camps all summer to the point that when they replaced the field they had less than 4 weeks where they would open it up for his contractor to get in there and do it and even then had to move 4 camps to the Danbury High School during that time. He noted that there are fields throughout Connecticut that are being replaced over the last few years that are 9-11 years old that have met safety requirements through that time period and are now being replaced after constant use. Chairman Zacchio asked the Town Manager to task the Director of Recreation and Parks to get us the annual hours on those fields; we usually get good shared information from those communities and we could get an idea of what the use process is regardless of whether we move forward with the project today or 10 years from now; it is a good discussion to have around the point of how long they last and what the costs can be. Mr. McCoy noted that Enfield is putting in a new field

and Fairfield Hamden are replacing theirs this year. He added that regarding storage that if you do a new bleacher structure there could be storage underneath it versus a standalone building.

Mr. Carlson questioned when the last maintenance was done on the track. Chairman Zacchio responded last year. Mr. Carlson questioned if we have kept up with the maintenance schedule. Chairman Zacchio responded that we have done it where it was needed from a paint job perspective but we are starting to find that the way the field drains and collects water in the first lane which begins to break up and happen more and more. He added that there was significant cracking and does not believe that we would have done the maintenance last year as it was one year out; he uses the track and commented that something needed to be done and the Superintendent of Schools reacted to that and the paint job was done last year. He noted that it is in fair shape but there is the drainage problem. A channel drain would be added to the new field which will take the water off the track.

Mr. Stokesbury questioned where the material from BSC Group will be posted, if it has been posted yet, and if hard copies can be given to the press. The Town Manager responded that if the press has picked up their meeting packets they already have a copy and it should also be posted on the Department of Recreation and Parks web site.

Joan Shumway, 34 Coventry Lane, thanked Mr. McCoy for his excellent presentation. She questioned having a 6-lane track and the proposed plan is for an 8-lane track and what that would mean for track meets in town on local and state level. Mr. McCoy responded that it would allow for you to host any type of meet including regionals or states; on a daily practice function it allows you have to much more efficient practices with more lanes and for regular meets it will help to expedite them including dual long triple jumps at the same time and only keeping one pole vault.

Flo Stahl, 2 Sunset Trail, questioned if there would be some kind of offset with regard to transportation costs if we went to the high school since there is currently transportation for those sports. Mr. Donovan responded that he would assume so if they are not busing kids to Buckingham and Fisher Meadows. Mr. Stokesbury commented that hopefully there would be some savings.

Bill Reboul, 23 Sudbury Way, commented that there is a letter written from Steve Kushner to Phil Schenck (former Town Manager) with a set of conditions that needed to be met around zoning and other pertinent specifics and encouraged folks to read as the question of what needs to happen and should be evaluated since it has already been approached. He has also asked a number of times for the previous presentation for the MH Rhodes site with line item costs and if he did the math right you are talking about rough numbers of \$2.2 million without lights. He commented that it does not include facilities, additional fields, new press box, other recreation areas and lights that were in the MH Rhodes site proposal so if you go to an apples to apples basis what is the actual comparison. Chairman Zacchio responded that at some point when we are deciding if and how we go we are going to try and get to that comparison, it will be difficult because you do not have the infrastructure needs at the high school that you have at the MH Rhodes site, but you have a different set of circumstances and a track being introduced that is different, and different in terms of apples to apples but will struggle to try to compare that as we decide how to move forward when that time comes. He noted that they are the same function in different projects. Mr. Reboul commented that you have to compare the two at least in a

reasonable manner. Chairman Zacchio responded that comparisons may include opportunity costs to the land at MH Rhodes as well.

Chairman Zacchio commented that in terms of next steps, his thinking is that this is on a high school site and we had initial support from the Board of Education to do this assessment and get us to this point but at this point forward they have to be partners with us and we need to bring this before them. He asked the Town Manager if that is in the form of Mr. McCoy attending one of their meetings or whatever process he and the Superintendent of Schools feel is appropriate, but we need the Board of Education's weigh in here. He added that they may have concerns that need to be addressed, we need to supply them with a set of questions asked here tonight and the way they were answered so they know those concerns are there, and they have the full picture of our meeting and can give us feedback. He noted that assuming those issues and concerns can be dealt with we should do an 8-24 referral because he does not think we should even consider moving forward until we have the Planning and Zoning Commission weigh in on this. He added that there are a set of circumstances that the Zoning Commission weighed in on back in 2007, they may not be totally related to this in terms of the scope of what we are talking about, but some of them will be repeats and it should be evaluated as to how it relates to the Plan of Conservation and Development and how they see this site. It would be very difficult for us as a group to try and decide how to move without having the 8-24 referral from our partners to understand what might need to take place which could include buffers or changes to the way we do something that has a cost inherit to it and get closer to two projects and two sites that we talk about and we consider how to move forward with.

Mr. Stokesbury noted that he would like to see a catalog of all the concerns that have been raised so they filter back through our review. Chairman Zacchio asked the Town Manager to send Mr. Reboul a copy of the MH Rhodes site presentation. The Town Manager responded he would take care of that. He added that he and the Superintendent can coordinate and work together to determine what the best way to get this in front of the Board of Education is and ask Mr. McCoy to come back and do a similar presentation as tonight. He commented that he will note these questions and be able to speak to them. He noted that at this point the role of the Planning and Zoning Commission is fairly limited; it is an 8-24 referral and its primary purpose is to ensure that a planned municipal expenditure is consistent with the Plan of Conservation and Development; it is not the site plan approval or all of those other steps that would come up typically following referendum. He gave the most recent example of the Library. He will have a concern with the Town Planner about the best way to get that ready for the Planning and Zoning Commission to review.

Mr. Evans commented that we are not making any decisions tonight and noted that just because we entertained this presentation tonight about the high school site does not mean that they are endorsing it as a site or any change in the fields. He noted that he supports the side by side comparison and what the options are and related costs. He thought this was a great presentation and we have an exciting opportunity in the Town to maybe have synthetic turf fields and looks forward to continuing to explore that going forward.

Mr. Pena commented that if we should go forward that ultimately it is the voters decide whether the project will be approved or not. He noted that we are at the very early planning stages.

Dan Neagle, 529 West Avon Road, commented that we have been talking about putting turf fields in this Town for eight years now, it is time we got one somewhere and we need it and understands that we have to go through a process but he has been involved in youth sports in this Town for sixteen years and our time has come. He added that we can sit back and watch everybody else blossom or we can take the lead and do something and really make something happen. He is a firm believer that we need to press this; the need has been resurrected again and he is hoping that this time around we can make something happen. He stated that a year from now we should be building a turf field. He added that this community did a great job, Mr. McCoy did a great job, Council is doing the right thing, but when we weigh it all in one of the bigger issues is the lights and their use but can be addressed and perhaps the biggest stumbling block that you are going to face as far as Town support. We should address it early and get this thing going.

Chairman Zacchio thanked Mr. McCoy and the Recreation and Parks Sub-committee (Todd Donovan and David Jadovich who were present at the meeting) who put a lot of work in here and we appreciate it, it is a great presentation, well thought out, and still have a lot of work to do in terms of how we move forward. He noted that they will make the reference to the Board of Education and start working with our partners and assuming that works out and we start moving forward it would be a Three-Board meeting with the Council, Board of Education, and Board of Finance to sit down and discuss how we want to move forward, how to fund something like this either through bonding, private fundraising or State grants of which he noted a lot of communities around us seem to be successful in doing so with a highlight tonight that Derby is receiving \$4.8 million from the State in the next Bonding Commission cycle to re-do their fields. He added that other towns have been successful in that endeavor and would expect that we would take a lot of the burden off ourselves by starting to apply for some of those grants but we have to have a project approved and something in front that works that is suitable for the Town, meets the needs, and wherever it is deals with the neighborhood's needs as well. We have a road ahead of us.

14/15-72 Appointment: Planning and Zoning Commission - Alternate (R-12/31/2015)

On a motion made by Mr. Evans, seconded by Mrs. Maguire, it was voted:

RESOLVED: That the Town Council table agenda item 14/15-72 Appointment: Planning and Zoning Commission (R – 12/31/2015) to the June 4, 2015 meeting.

Mrs. Maguire, Messrs: Zacchio, Pena, Stokesbury, and Evans voted in favor.

VIII. NEW BUSINESS

14/15-81 Presentation: Defined Benefit and Other Post-Employment Benefits (Plan Actuary)

Chairman Zacchio commented that during our budget cycle we talked about where our funding was, how interest rates have affected that funding, and needed a refresher on where we are. Becky Sielman, Actuary with Milliman, made a presentation (which is attached and made part of these minutes). She reported that this is about the retirement plan for the Town employees. She noted that the defined contribution plan was closed in the late 1990s to new employees and there is a defined contribution plan covering Board of Education employees and they also provide actuarial services for the Town for measuring and disclosing your liability for retiree medical

benefits also known as Other Post-Employment Benefits. She reported that these are key numbers from their most recent valuation and do one as of every July 1st by collecting census on all of the members of the plan and the dwindling number of employees that are covered by the plan and the gradually increasing number of retirees that are receiving monthly pension checks. They also receive information as of each July 1st on the assets of the plan and based on the census information can determine liabilities, what is the value today of the benefits that are expected to be paid in the future. She noted that their primary goal is to employ a rational and systematic way of having the Town make contributions to the plan so that in the fullness of time there is enough money in the pension plan to pay for all of the benefits. They use each July 1st valuation to determine the Town's contribution for the fiscal year that starts 12 months later so by the time you are ready to construct your budget for that coming fiscal year you know what your pension contribution is going to be. She noted that there is a lag between when they measure assets and liabilities and when you actually put the money into the pension plan. She highlighted the Pension Plan Summary. She noted that the plan is based on market performance so they calculate the Actuarial Value of Assets which is designed to dampen market fluctuation by gradually recognizing any market gains or losses over a five-year period. It is also used to measure the plan's funded status. She noted that if the market value is used to measure funded ratio the plan would look better funded. She added that it would be desirable for the Town to have a much higher funded ratio in its pension fund. Mr. Evans questioned how you get to the Total Accrued Liability because you do not know how long people will live. Mrs. Sielman responded that the liability figures incorporate a number of assumptions about the future, taking an active employee for instance, the benefit that they ultimately receive is based on their pay level when they retire, if an employee will actually stay here long enough to qualify for the benefit, they build in an assumption about when people will retire, they build in an assumption about the extent to which they will trade in unused sick and vacation days for additional pension credits, they build in longevity, and all of those assumptions build them a picture of the benefits that are expected to be paid over the coming decades. She added that they translate that into a present value in today's dollars based on the return of the plan's investments. She noted that this plan, along with all municipal pension plans, has been facing is that as we re-evaluate each year the expected long term return on the plan's investments, expert opinion about future investment returns has been getting more and more conservative over the past fifteen years and once upon a time your asset portfolio/allocation supported an assumption of 8.25% of 8.5%, conventional thinking at that time, now that same portfolio has a much lower expectation about long-term returns. She added that over the last several years and will continue to do is continuing to drop that; the liabilities are sensitive to that interest rate assumption and has a fairly big impact on the liability as it is raised and raises the Town's contribution. Mr. Evans questioned what the discounted rating is used to get to the \$41 million Total Accrued Liability. Mrs. Sielman responded it is 7.375% and this has been an important topic of conversation for a number of years now. She noted that it was 8.25% in 2003, dropped it to 8.0% in 2008, 7.75% in 2011, and dropping it ever since then and the plan is to continue down by 1/8 of a 1% until we get to 7.0%. She added that when they get to 7.0% we are going to have to re-evaluate because expert thinking may be lower or higher. She is having this conversation with all of her municipal clients across the State, fortunately it is coming at a good time in terms of having very positive investment results over the last three or four years which has helped you to be able to afford this increase in liability but means your funded ratio does not feel like it is budgeting at all. She highlighted Pension Plan – Historical Funding and noted that every year you have contributed the Actuarially Determined Contribution and the most important thing that you can be doing. She noted that you have employees who have been earning more benefits and the benefits have

been sweetened over this period. She highlighted Pension Plan – Long Range Forecast. She noted the plan is expected to become 100% funded and when it reaches that point the Town's contributions drop to zero and that is a function of how many years are left in amortizing the unfunded liability.

Mr. Stokesbury commented that the Accrued Liability starts to drop off in the immediate future similar to our bond debt dropping off. He noted that Mrs. Sielman mentioned factors that cause that to rise, this assumes a status quo that we are not enhancing the benefits any further but if we hold the line we really do start to see some dramatic improvements quickly. Mrs. Sielman commented that there is a very moderate rate of increase in the contribution along with paying \$3.6 million in benefits. She noted that it is a very mature plan with retirees getting older and the Accrued Liability is dropping down. She added that it is not desirable to be at 39% funded but relative to other communities with funded ratios like that she does not view this picture as being difficult for you to incorporate into your larger financial picture because there is a fairly rapid increase with a much shorter amortization period than many communities and a very modest increase in the Town's contribution level. Chairman Zacchio commented that we are a closed plan. Mrs. Sielman added that it incorporates further reductions in the interest rate assumptions so you are not using unrealistically high rates; you have a solid basis and continue to do the most important thing which is paying the contribution year in and year out. Mr. Evans questioned if the rating agencies look negatively upon that funded ratio being where it is at 39%. Mrs. Sielman responded that rating agencies look at a lot of factors including that but they are also looking at you always paying your contribution, closed these plans a long time ago, so although this is not really well funded it is a shrinking problem and when they put this in the context of your unfunded retiree medical benefits which you are funding and your long-term debt the rating agencies are part financial in their focus but also part management. She noted that yes it would look better on paper if the funded ratio was higher but your bond rating has not suffered. The Town Manager commented that during a rating agency review they would ask if they were concerned and there would be a story to tell. Mr. Evans commented that the chart tells the story to a large degree, moving in the right direction, we are meeting all of our obligations and it is a closed plan. Mr. Stokesbury commented that this is a great presentation but at some point we are missing the other chapter which is the Board of Education side, perhaps different and beyond the scope of tonight's presentation but wondering if this type of report is available, that it be provided to us from the Board of Education so they can see the bigger picture. Mrs. Sielman reported that their valuation report does not have quite as long a history but has the same 20-year forecast. She noted that the benefits are different, some union groups where benefits are closed, it has a different feel to it, somewhat different looking picture, but aside from this long historical retrospective look all of the forward looking information is in the annual valuation report which she provides electronically. The Town Manager commented the Town is well served by Mrs. Sielman. He noted that Chris Kachmar with Fiduciary Investment Advisors is important in terms of working with the Pension Committee to ensure asset allocations are appropriate so we achieve the returns that we need to drive.

14/15-82 Technology Lease/Purchase Approval

Chairman Zacchio reported that this is related to the Board of Education buying additional Chromebooks and continuing on the path of buying Chromebooks and carts that they distribute throughout the classrooms. He noted that the Board of Education does not have the authority to enter into a lease purchase agreement or spend our borrowing power so they have to come before

us for approval. John Spang, Assistant Superintendent for Finance & Operations, reported that they were in front of Council back in March for the same reason; it has been working great, a lot of training has been done with teachers who have taken to this technology as well as the students. Mr. Evans questioned if this is budgeted. Mr. Spang responded yes, they are budgeted for next year. Mr. Stokesbury questioned the results of the bidding process pricing and how it compares to the benchmark which is the State contract price. Mr. Spang responded that this time it was approximately 12% lower than the State contract price. Mr. Stokesbury noted continually better results than offered through the State program.

On a motion made by Mr. Evans, seconded by Mr. Pena, it was voted:

RESOLVED: That the Town Council approve a 60-month lease agreement between Dell Financial Services, LLC and Town of Avon for the Board of Education to secure 780 Dell Chromebooks and 32 mobile carts to be used at all five schools.

Mrs. Maguire, Messrs: Zacchio, Evans, Pena, and Stokesbury voted in favor.

14/15-83 Approve Proclamation: 100th Birthday Greeting for Catherine "Katie" Ruez

Chairman Zacchio reported that we have another 100th birthday proclamation. He noted that Katie Ruez was a school teacher in Avon for a long period of time and extremely active at the Senior Center. Mr. Pena questioned the non-inclusion of their actual birthdate. The Town Clerk noted that there is a Town Council Policy related to 100th birthday proclamations and requires that the resident has lived in Town a certain number of years before getting one and they have never included their actual birthdate. Chairman Zacchio asked to be notified when Ms. Ruez's party is so Council members can attend if available.

On a motion made by Mr. Stokesbury, seconded by Mr. Pena, it was voted:

RESOLVED: That the Town Council approve the following proclamation:

"GREETINGS

Congratulations **CATHERINE "KATIE" RUEZ** on your 100th Birthday!

On behalf of the Town Council and the Community of Avon

we would like to extend to you pleasant thoughts

and heartfelt wishes for a happy day.

Your 100th Birthday is a great day for celebrating!

YOUR 100TH BIRTHDAY

IS A WONDERFUL MILESTONE,

A SPECIAL TIME FOR ENJOYING

ALL THE MEMORIES OF

SO MANY YEARS WELL-LIVED.

HAPPY BIRTHDAY!

This recognition was spread upon the minutes of the June 4, 2015 Town Council Meeting."
Mrs. Maguire, Messrs: Zacchio, Evans, Pena, and Stokesbury voted in favor.

14/15-84 Avon Rotary Club Grant to Avon Senior Center, \$500.00

a. **Acceptance of Gift**

On a motion made by Mr. Evans, seconded by Mr. Pena, it was voted:

RESOLVED: That the Town Council, on behalf of the Town of Avon, accept the gift of \$500 from the Avon Rotary Club for the Avon Senior Center.

Mrs. Maguire, Messrs: Zacchio, Pena, Evans, and Stokesbury voted in favor.

b. **Supplemental Appropriation**

On a motion made by Mr. Evans, seconded by Mr. Pena, it was voted:

RESOLVED: That the Town Council hereby recommends that the Board of Finance amend the FY 14/15 Budget by increasing:

REVENUES

Recreation Activities Fund, Other Local Revenues, Donations & Grants, Private Sources, Account #09-0360-43651 in the amount of \$500.00 and increasing:

APPROPRIATIONS

Recreation Activities Fund, Senior Citizens, Equipment, Account #09-5301-52194 in the amount of \$500.00, for the purpose of purchasing a new television for the Senior Center lounge.

Mrs. Maguire, Messrs: Zacchio, Evans, Pena, and Stokesbury voted in favor.

14/15-85 Agreement with Canton for Assessing Services

Chairman Zacchio reported that this is the 21st year that we have been in partnership with Canton for our assessing services which works very well for both of us; Canton continues to pay us as we are the Administrator to the Contract with the Assessor. The Town Manager noted the 2.5% increase in the Contract for the next fiscal year.

On a motion made by Mr. Pena, seconded by Mrs. Maguire, it was voted:

RESOLVED: That the Town Council authorizes the Town Manager, Brandon Robertson, to sign and execute an agreement with the Town of Canton for assessing services for a period of one year from July 1, 2015 through June 30, 2016.

Mrs. Maguire, Messrs: Zacchio, Pena, Evans, and Stokesbury voted in favor.

14/15-86 Review, Discussion, Set Public Hearing: Land Use Restriction for Endangered Plant Species

Chairman Zacchio reported that as the State was looking at the Old Farms Bridge replacement they found a few plant species that are endangered in the area where we want to put the new bridge; they have been able to locate an adjacent piece of property that we own on Fisher Meadows property that we are going to move the plants to. He added that land has to have a conservation on it which is the land restriction piece that we have to put on there for the endangered species in order for them to move forward with the bridge, hence the reason for a public hearing. Mr. Stokesbury commented that if it is part of the property leased as part of the farm then you have competing real estate interests that need to be addressed by the Town in order to assure where the easement goes.

On a motion made by Mr. Pena, seconded by Mrs. Maguire, it was voted:

RESOLVED: That the Town Council set a public hearing to be held at their July 9, 2015 meeting to consider Land Use Restriction by the Town of Avon for the habitat of an endangered State-listed plant species as part of the mitigation plan under the Connecticut Endangered Species Act. That certain parcel of land located southerly of the present Old Farms Road, containing 2.2 acres more or less along the northwesterly side of the Farmington River, as shown on a map entitled "TOWN OF AVON MAP SHOWING LAND USE RESTRICTION ESTABLISHED BY THE TOWN OF AVON PREPARED BY THE STATE OF CONNECTICUT DEPARTMENT OF TRANSPORTATION REPLACEMENT OF BRIDGE NO. 04470 AND RECONSTRUCTION OF THE OLD FARMS ROAD AND ROUTE 10

INTERSECTION SCALE 1:1000 JUNE 2014 THOMAS A HARLEY, P.E. CHIEF ENGINEER – BUREAU OF ENGINEERING AND CONSTRUCTION.”

Mrs. Maguire, Messrs: Zacchio, Pena, Evans, and Stokesbury voted in favor.

14/15-87 Sign Tax Warrant (Rate Bill)

On a motion made by Mr. Evans, seconded by Mr. Pena, it was voted:

RESOLVED: That the Town Council authorizes the signing of the Tax Warrant/Rate Bill, as presented.

Mrs. Maguire, Messrs: Zacchio, Pena, Evans, and Stokesbury voted in favor.

14/15-88 Approval of Real Estate Tax Refunds, \$12,146.17

On a motion made by Mr. Stokesbury, seconded by Mr. Evans, it was voted:

RESOLVED: That the Town Council approve real estate tax refunds to the following: Silvio Brighenti Family Wellness Center LLC \$4,107.82 and Karl J Krapek \$8,038.35.

Mrs. Maguire, Messrs: Zacchio, Evans, Pena, and Stokesbury voted in favor.

14/15-89 Contract Recommendation: Janitorial Services

The Town Manager reported that the recommendation is for the third lowest bid; we start with the first and work our way down, unfortunately the first two after due diligence by Alex Trujillo were disqualified by either not having the experience or the capacity to take this on. He noted that this firm that we are recommending has been with us for the past year and we have had good experience and have done a good job.

On a motion made by Mr. Pena, seconded by Mrs. Maguire, it was voted:

RESOLVED: That the Town Council awards a three-year contract to T&S Professional Cleaning of Westfield, MA for janitorial services at all Town owned buildings, based on their bid in an amount not to exceed \$89,352 for FY 15/16 and \$91,272 each for FY 16/17 and FY 17/18.

Mrs. Maguire, Messrs: Zacchio, Evans, Pena, and Stokesbury voted in favor.

IX. TOWN MANAGER’S REPORT/MISCELLANEOUS

Misc. A: Purchasing Update: The Town Manager reported that with the AMS Science Classroom Project they have had their first building committee meeting and they approved the RFQ for publication which will be advertised on June 3rd with responses due on June 24th. He noted that the bid package for the joint fire training center in Farmington has been advertised with bids due at the end of the month and will be a really important point in the project because we will have some real costs to work with. He also noted that we have been working diligently with USI (Town’s Agent of Record) and put the LAP and Worker’s Compensation package out to bid; we received bids from our current writer CIRMA and Travelers; the packages are being reviewed and should have some feedback from USI by the middle of next week. Mr. Evans questioned that Worker’s Compensation was generally driven by rates published by the State on various employee levels. The Town Manager responded that there is not much fluctuation on the price but there are different service models for handling claims and that is what we are zeroing into. He noted that with LAP there seems to be more variation and figuring how that is tracking

on a coverage to coverage basis. He added that with CIRMA now we have a \$5,000 deductible and based on the responses are seeing some variation which can have a big budget impact because as you own more of the cost of those claims you can wreak havoc on your operating budget both for the Town and the Board of Education. Mr. Stokesbury questioned if this is a decision that ultimately the Town Manager makes. The Town Manager responded no, he will recommend it to Town Council. Mr. Stokesbury questioned if Council needs to come back before June 30th. The Town Manager responded it is possible.

Mr. Stokesbury commented on the improvement at the small gym entrance at the high school goes beyond a voting issue because the gym does get a lot of activity. Chairman Zacchio responded that if the Board of Education has that as a priority we should look at it.

Misc. B: Construction Update: The Town Manager reported that this year we have things ready to go for the construction season. He noted that Council had approved a number of bid awards including the HVAC unit at Roaring Brook School and flooring projects at a few schools which were ready to go subject to budget referendum approval. He added that the Director of Public Works continues to make headway with road improvements and noted that Woodford Drive has been overlaid and did that as a payment in lieu of so on a future agenda will see an appropriation come through with a source of funding from Avon Water Company and will put it back into the pavement management program. He noted the catch basin work on Pheasant Run. He reported that the big project is the mill and overlay for Briar Hill, Stagecoach and Woodmont. He noted that we have been through approximately $\frac{3}{4}$ of the median lines which are repainted annually. He reported that the solar project has moved quickly at the high school; Department of Public Works and Avon Middle School are ready to go but a lot of it is Eversource trying to get the Interconnection Agreements processed. Chairman Zacchio stated an excellent job to the Director of Public Works and his team on Old Farms Road which came out great and will get us three to five years; it makes a huge difference and the chip seal was a smart move there. He questioned what the process is for Public Works doing pothole skimming or regular maintenance pieces for the roads and when that falls into play. The Town Manager responded that recently there were concerns on Juniper and these are trouble areas with a spot improvement so Public Works has a list of areas that they know are trouble spots and as there is time to do it they fit it into their schedule and will work on it throughout the season. Mr. Stokesbury questioned if there was an update on Lovely Street. The Town Manager responded no, they have been doing a lot of the water line work. Mr. Stokesbury commented most of the catch basins are in and perhaps a week or two away from paving.

Misc. C: Household Hazardous Waste Collection Day: The Town Manager reported that this is the third year we have separated from the MDC and seems to have been working out very well. He added that we are also doing a shredding event which will be held at Avon High School in conjunction with the Police Department.

Misc. D: Country Club Road-Sidewalk: The Town Manager reported that for the next meeting he is going to have the Town Attorney attend and speak to the sidewalk liability issue and the need to consider amending one of our ordinances. He added that he will also have the Town Engineer come out and speak to the Country Club Road issue. He noted that the closer we look the more expensive and complicated it gets; ledge rock has been identified which would require blasting. Chairman Zacchio questioned where the ledge rock is. The Town Manager responded that he did not know where it was. Mr. Stokesbury commented that he would like to

get the update from the Town Engineer next month. Chairman Zacchio questioned if the Town Attorney is going to come with a recommendation to change our ordinance and if we have to do that or why he wants us to do that. The Town Manager responded yes. He noted all of the other responsibilities follow to the abutters but the Town retains the liability for them not removing the snow and ice. Chairman Zacchio noted that with the case in Enfield the abutters had the liability but the town was still sued. The Town Manager reported that what the decision requires is for the Town to specifically amend the ordinance to make it clear that the abutters also have the liability unless we by choice retain it. Chairman Zacchio responded what we have that today. He questioned if we have liability on the sidewalk that we do not own today, for example, Buckingham. The Town Manager responded yes, in light of this court decision. Mr. Stokesbury questioned how West Avon Road is taken care of. The Town Manager responded that is the one area where we did take on responsibility for snow and ice removal and the liability. He commented that if the responsibility to remove the snow and ice has been assigned to an abutter that the liability would follow but the Supreme Court has said that it does not unless the municipality has specifically in their ordinance identified that the liability follows to the abutter. Mr. Stokesbury questioned if it has become an insurance issue. Chairman Zacchio questioned how West Hartford is dealing with that. The Town Manager responded that he did not know.

Misc. E: Plan of Conservation and Development: The Town Manager reported that this process is underway and at some point the Council will be asked for input. He noted that Steve Kushner will be staying on to help with the update of the Plan of Conservation and Development so we will have good continuity there.

X. EXECUTIVE SESSION: Collective Bargaining

On a motion made by Mr. Evans, seconded by Mr. Pena, it was voted:

RESOLVED: That the Town Council go into Executive Session at 10:40 p.m.
Mrs. Maguire, Messrs: Zacchio, Pena, Evans, and Stokesbury voted in favor.

The Town Manager and Town Clerk attended the session.

XI. ADJOURN

On a motion made by Mr. Stokesbury, seconded by Mr. Pena, it was voted:

RESOLVED: That the Town Council adjourn the meeting at 10:55 p.m.
Mrs. Maguire, Messrs: Zacchio, Pena, Evans, and Stokesbury voted in favor.

Attest:

Ann L. Dearstyne, Town Clerk