

**AVON TOWN COUNCIL
MEETING MINUTES
October 1, 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, and Stokesbury. Mr. Evans was absent.

II. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Chairman Zacchio.

III. PUBLIC HEARING: None

IV. MINUTES OF PRECEDING MEETING: September 3, 2015 Meeting

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

RESOLVED: That the Town Council accept the minutes of the September 3, 2015 Meeting as submitted.

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

V. COMMUNICATION FROM AUDIENCE

Adam Lazinsk, 88 Deepwood Drive, commended the maintainers of the Public Works Department who worked hard to prepare those roads that were paved and prior to paving doing all of the catch basin work. He noted that it seemed to take them all summer because from time to time they were pulled away to other functions. He commented that he heard a figure of 8+ miles of roadway was paved. He is aware of Woodmont, Stagecoach, and Briar Hill and was not sure if that compiles the 8+ miles. Chairman Zacchio responded that there are 5 or 6 other roads that were done, like Frandel, parts of Pioneer Drive, Secret Lake, and Oak Ridge. Mr. Lazinsk expressed that his comments about paving are a segway into his comments as we near budget preparation season again. He realizes that no one wants budget increases and the Town Council and Town Manager are very diligent about not preparing budgets with large increases. He suggested that it is incumbent upon the Town Manager and the Town Council to present responsible budgets and those may mean that sometimes those increases are perhaps more than what you might want to present, it may be a little shocking; it is hard to quantify police services or fire services unless you have a policeman or fireman respond to your house but people see potholes in their roadways, they know when a road is being paved, they see when the vegetation on the side of the Town roadway isn't cut on a regular basis, or when the timber guard rail posts are deteriorating and perhaps beyond their service life. He thinks there needs to be a reasonable effort made to say that perhaps we may need to do more than we might normally do and it is your responsibility to make that case to the public and if it is voted down three times at referendum then so be it and you can set the budget as the way you see fit. He realizes that no one wants to see that happen and in recent history we have not had those budget seasons where it goes down in flames three times in a row. Chairman Zacchio responded that it is good timing as

we are starting to get into the budget season. He noted that the last couple of years we have been able to transfer a lot from the debt service as our debt has retired, as one of the components in the budget, to capital and be able to increase the amount of capital going to infrastructure and over the last couple of years has been a target for us and thinks it will continue to be. He added that there are plenty of infrastructure projects we can apply it to. He noted that 8.6 miles of road is a lot for us to pave in one year given recent history but at one time we had a target of 10 miles of road per year. He added that oil prices can affect how much we can pave but we are making a concerted effort to keep increasing those capital improvement program (CIP) budgets at a healthy level in order to hit some of the infrastructure items. He appreciates the support. Mr. Stokesbury commented that we increase while we have the capacity. Mr. Lazinsk commented that other municipalities are perhaps more proactive in their paving programs but how they pay for that may not be financially sound; you would not want to bond for paving and rather pay for that in cash. Chairman Zacchio responded that we don't want to bond for paving but communities do and as a component of the budget that may work for them in a different environment. He noted that we will continue to push forward CIP infrastructure needs as needed. Mr. Lazinsk noted that he also sees a lot of deferred maintenance going on at the Town Hall complex in all of the buildings and at some point it reaches a point where if you do not do the repairs now the costs skew more down the road.

Karl Wright, 5 Goodwill Trail, commented that Secret Lake is dangerously full; there is a beaver dam south of the Lake along Parkview that with the approaching storm residents have contacted the Town. Chairman Zacchio thanked Mr. Wright for bringing that to our attention and he asked the Town Manager to work on that immediately. He also added that the Town Manager will have an update on the storm, our preparedness, and a reminder of how the emergency services work and our shelters should the worst case happen and we are hit directly. Mr. Wright noted that they do usually break the dam every once in a while but his concern is the risk more so if the beaver dam went during the storm.

VI. COMMUNICATION FROM COUNCIL

Mr. Pena reported that he attended the grand opening of The Residence at Brookside; it was very nice, well attended, and mentioned that Hiram Peck, Town Planner did a good job representing the Town. He also mentioned that many of the people there with The Residence spoke very highly of Steve Kushner. He asked the Town Manager if we are all set with the upcoming elections regarding the repairs that need to be done at Avon High School and Company #1. The Town Manager responded that Company #1 is not done yet but he talked to the Director of Public Works today and will make sure that the step at the back entrance will be taken care of. Mr. Stokesbury commented that the concrete at the Avon High School is done. The Town Manager added that he is going to have a meeting with the Registrar of Voters, Town Clerk, Director of Public Works, and someone from Facilities at the schools to be sure that all of the last minute preparations are together. He noted that we should be in good shape. Mr. Stokesbury reported that he spoke to the Superintendent of Schools on Tuesday and the exterior lighting for the side entrance to the small gym had been delayed for a number of reasons but is now being addressed and will be in place for the elections. Mr. Pena commented on Company #1 that not only the step in the back but also some kind of signage as one may not be familiar with the exit and the lighting there is dim. Mrs. Maguire questioned if we had talked about using the back entrance at Avon High School. Mr. Stokesbury responded that it was discussed but the Town did not make a move on it as it raises an issue with the seventy-five foot rule. The Town

Manager commented that he has talked to Ms. Clark, Registrar of Voters, about it and there is some logistical issues with it but will review again when they meet. Mr. Pena also commented on the September 11th event which he has never missed and thought this year was different as a Lieutenant Colonel was there and spoke differently about being in Iraq at that time; very interesting to hear a different perspective.

Mr. Stokesbury commented that he was going to raise the Avon High School lighting issue which he has mentioned previously and now seems to be being addressed.

Mrs. Maguire reported that on September 11th the Fire Department and Police Department and put on a moving ceremony and so happy that we always do this here in Avon; it is an important thing and time to reflect and remember and they do a wonderful job. She also reported that we had Avon Day which was fantastic and anxious to hear how the Committee thought it went from a financial stand point. She added that people were there until the very end at 4:00 p.m., booths still open and seemed like there was a great traffic flow; they had the Crew boat that was christened at the very end, "Ribbons of Hope," a moving ceremony. She also attended the Fire Department corporate meeting as a follow-up to the Fire Department tour back in August and it was great to see what is going on there and amazed by the training and amount of time that our volunteers are putting in. She noted that Doctor Corrado leads a peer fitness group of approximately seven members that are working to make sure that our Fire Department is physically fit in every aspect and they are being recognized throughout the State as innovative, kudos to them.

Chairman Zacchio welcomed Hiram Peck, new Director of Planning and Community Development. He mentioned that we hear a lot of good things about his predecessor Steve Kushner but we have also heard a lot of good things about Hiram who comes to us with a lot of experience from Simsbury and other districts in the Planning and Zoning field. He welcomed Hiram to our team. He also reported that the Town Manager was out in Seattle this week for the International City/County Management Association (ICMA) Conference. He noted that ICMA is the primary professional association for local government managers and at the Conference the Town Manager earned the ICMA Credentialed Manager designation and congratulated him. He added that the designation is a mark of the level of experience and responsibility, adherence to high standards of integrity and quality, and commitment to the lifelong learning process; it recognizes managers who are willing to put in the time each year to learn more about their profession, to become more skilled in the different aspects of the town management cycles. He noted that the Town Manager has made that commitment to us earlier this year through his development plan but also being recognized by ICMA as credentialed puts the emphasis behind the commitment that the Town Manager has made and joins about 15 managers in the State of Connecticut who have the ICMA Credentialed Manager designation by their name and we are proud to have the Town Manager here and look forward to him continuing in that cycle and appreciate all of the hard work that he has put in and extended congratulations to him. The Town Manager reported that Avon's former Town Manager, Phil Schenck, was at the Conference and formally recognized by ICMA for forty-five years in the profession.

VII. OLD BUSINESS – There were no items to discuss.

VIII. NEW BUSINESS

Chairman Zacchio asked the Town Council to add agenda item 15/16-20 after the Appointment to the Planning and Zoning Commission for an Appointment to the Planning and Zoning Commission – Alternate.

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

RESOLVED: That the Town Council add item 15/16-20 Appointment: Planning & Zoning Commission – Alternate (R – 12/31/2015) to the agenda.

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

15/16-12 Supplemental Appropriation: Consulting Services for Avon Village Center, \$12,000

Chairman Zacchio reported that as part of Planning and Zoning Commission's bylaws the Commission has an opportunity to hire their own consultant for certain aspects of a plan that is complex and by doing so they ask the applicant to pay for that service. Hiram Peck, Director of Planning and Community Development, added that when this was initially setup Milone & MacBroom was hired to do that consulting and is going along very well. He noted that one aspect of the services that they do not provide that he thought was very important that we get as well is some excellent architectural advice. He asked to have that term be incorporated into it and it was agreed as such. Chairman Zacchio questioned if Milone & MacBroom is acting as a consultant to Mr. Peck, the Planning and Zoning Commission, or to both and are they giving us documents and research or actually appearing at Planning and Zoning Commission meetings and speak on behalf of their work. Mr. Peck responded all of those; coordination of meetings is between staff and the consultant so if they want something that question is sent out the applicant as soon as possible. He added that at the two previous Planning and Zoning Commission meetings on July 28th and September 8th the consultant was there and were not able to make the meeting this past Tuesday night and also have a conflict with the next one but the coordination will continue to go on between staff, consultant, and applicant.

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

RESOLVED: That the Town Council hereby recommends that the Board of Finance amend the FY 15/16 Budget by increasing:

REVENUES

General Fund, Other Local Revenues, Refunds & Reimbursements, Account #01-0360-43612, in the amount of \$12,000.00 and increasing:

APPROPRIATIONS

General Fund, Planning, Service & Consultant, Account #01-7101-52184, in the amount of \$12,000, for the purpose of recording funding received from Carpionato Properties for consulting services by Milone & MacBroom and Union Studio for planning study in connection with proposed changes to EB Master Plan for Avon Village Center.

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

15/16-13 Supplemental Appropriation: Participation in Intertown Capital Equipment (ICE) Purchasing Incentive Program, \$15,000

Chairman Zacchio reported that this process was discussed at last month's Council meeting. The appropriation request is for three 4-ton hot boxes that are trailer based and would be used to fill pot holes in the winter. He noted that once the pavement plants shut down for the winter we use cold patch which does not last or set well so these hot boxes will give us an opportunity to create hot asphalt to fill the holes with. He added that these are shared pieces of equipment among the communities which is how this grant process works. He noted that it will allow us to help keep up the standards of the roads when otherwise we did not have an opportunity to. He reported that another piece of equipment that will also be shared is a small paver box. He noted that after these funds will come from Capital Reserve Fund and leaves us a balance of over \$200,000. The Town Manager reported that the last time we appropriated any of these funds it was for the paving work in the amount of \$608,000 in the spring to get ahead. He noted that after this appropriation we have a remainder of \$208,000. Mr. Stokesbury questioned if the Town Manager anticipates any additional use against the \$208,000 between now and the spring and thinking ahead to next year's paving to see what we might be able to allocate to jump start that season. The Town Manager responded that it is nice to know it is there in case anything unforeseen comes up but he does not have any plans for it.

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

RESOLVED: That the Town Council favorably recommends to the Board of Finance an appropriation not to exceed \$15,000 from Account #01-0390-43914, General Fund, Other Financing Sources, Assigned To Capital Reserve

to

Account #01-3101-52194, General Fund, Roadways, Equipment, in the amount of \$15,000 for the purpose of meeting the matching requirement, in the purchasing of equipment, of the OPM Intertown Capital Equipment Purchasing Incentive Program.

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

15/16-14 FY 16/17 Budget: Approve Capital Budget Review Schedule

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

RESOLVED: That the Town Council approve the following FY 16/17 Capital Improvement Budget review schedule as presented:

Thursday, November 5th Regular Town Council Meeting (7:00 p.m.)

7:00 p.m. Board of Education

7:30 p.m. General Government

Tuesday, November 17th Special Town Council Meeting (7:00 p.m.)

7:00 p.m. Recreation and Parks

7:30 p.m. Police Department

8:00 p.m. Fire Department

Thursday, December 3rd Regular Town Council Meeting (7:00 p.m.)

7:00 p.m. Secret Lake Association

7:30 p.m. Engineering

8:00 p.m. Public Works

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

15/16-15 Approve 2016 Meeting Schedule

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

RESOLVED: That the Town Council adopt the following schedule of meetings in accordance with P.A. 723 of the 1967 Session of the Connecticut General Assembly, the following list of scheduled meetings for 2016 and January 2017:

Thursday, January 7, 2016	7:30 p.m. – Town Hall
Thursday, February 4, 2016	7:30 p.m. – Town Hall
Thursday, March 3, 2016	7:30 p.m. – Town Hall
Thursday, April 7, 2016	7:30 p.m. – Town Hall
Thursday, May 5, 2016	7:30 p.m. – Town Hall
Thursday, June 2, 2016	7:30 p.m. – Town Hall
Thursday, July 7, 2016	7:30 p.m. – Town Hall
Thursday, August 4, 2016	7:30 p.m. – Town Hall
Thursday, September 1, 2016	7:30 p.m. – Town Hall
Thursday, October 6, 2016	7:30 p.m. – Town Hall
Thursday, November 3, 2016	7:30 p.m. – Town Hall
Thursday, December 1, 2016	7:30 p.m. – Town Hall
Thursday, January 5, 2017	7:30 p.m. – Town Hall

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

15/16-16 Resignation: Youth Services Advisory Board (R – 12/31/2015)

The Town Clerk reported that Vernetta Jefferson sold her house and moved out of town and has been for quite a while and were unsuccessful obtaining a resignation letter from her. Chairman Zacchio questioned if it is by Charter. The Town Clerk responded that it depends on the Board/Commission. She noted that we usually like to get a resignation letter.

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

RESOLVED: That the Town Council accept with regret the resignation of Vernetta Jefferson from the Youth Services Advisory Board.

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

15/16-17 Resignation: Avon Water Pollution Control Authority (U - 12/31/2018)

Chairman Zacchio reported that Michael Farrell came before Council at their August meeting and gave a presentation on behalf of the Avon Water Pollution Control Authority (AWPCA). He noted that Mr. Farrell has been on the Authority since 2003 and vehemently supported the AWPCA and moved it in good direction and thank him for his service. Mr. Stokesbury noted that Mr. Farrell went out of his way to recognize the services of others that have served on the AWPCA and Town staff so we thank him for that effort.

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

RESOLVED: That the Town Council accept with regret the resignation of Michael Farrell from the Avon Water Pollution Control Authority effective October 8, 2015.

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

15/16-18 Resignation: Planning & Zoning Commission (R – 12/31/2017)

Chairman Zacchio reported that Marianne Clark has sold her house in Avon, has temporarily moved to Simsbury and is renting while she is looking for a residence in Avon. He noted that this one by statute if you are not living in Avon you cannot serve on the Planning and Zoning Commission. He added that she has tendered her resignation and is interested in returning and when she does she would like to be reappointed and that will be up to the nominating committee that gives us the candidates.

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

RESOLVED: That the Town Council accept with regret the resignation of Marianne Clark from the Planning & Zoning Commission.

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

15/16-19 Appointment: Planning & Zoning Commission (R – 12/31/2017)

Chairman Zacchio reported that this appointment is for the replacement for Marianne Clark.

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

RESOLVED: That the Town Council appoint Audrey Vicino as a regular member on the Planning & Zoning Commission with a term to expire on December 31, 2017.

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

15/16-20 Appointment: Planning & Zoning Commission – Alternate (R – 12/31/2015)

Chairman Zacchio reported that this appointment is for the replacement of Audrey Vicino. He noted that Maria Mozzicato was also a member on the Zoning Board of Appeals at one time and has been involved with real estate in Town so she has some experience. Mrs. Maguire noted that she is currently a member on the Youth Services Advisory Board.

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

RESOLVED: That the Town Council appoint Maria Mozzicato as an alternate member on the Planning & Zoning Commission with a term to expire on December 31, 2015.

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

IX. TOWN MANAGER'S REPORT/MISCELLANEOUS

Misc. A: Purchasing Update: The Town Manager reported that for the Middle School Science Classroom Project the Building Committee (staff members) has received proposals from architects for design services and there is a meeting scheduled for October 7th to review and decide next steps. He noted that it is possible there may be a recommendation ready for Council's November meeting. He reported that we have responses from an RFP for the Radio System Project. He noted that in the current year's capital budget we appropriated funding for consulting services to help us spec out and conduct an RFP process for the radio system and included capital funding as a contingency in the event that we have problems with the system that require expenditures during the year. He added that we have not had to access any of that yet but recalled that when we had the presentations during the budget process that the system is in need of some upgrades. He noted future activities including the STEAP grant which is in a

holding pattern right now; the plan is to get the bid packages together and be ready to out this winter so we can be ready to begin construction in the spring. He added that we are going to talk with the Department of Economic and Community Development that is responsible for administering the grant to see if we can use approximately \$20,000 of the award to do the lighting here on the Town Hall campus. He noted that a few fixtures do not work. He added that the Planning Department through the Planning and Zoning Commission years ago approved a lighting master plan and fixtures are approximately \$5,000 each but they are made to last. He noted that the Department of Public Works has had an electrician look at the lights and they are a rip and replace. He added that we have had some residents that are leaving Building #1 late at night bring to our attention that it is a dark walking out to their cars. He is hopeful that we can get approval to take care of this project with the STEAP funds. Chairman Zacchio questioned if we are not successful is there anything temporary we can put out there to solve that problem as there are a good number of people that use the Selectmen's Chamber and Avon Room for various evening meetings and as winter comes it gets dark and slick. The Town Manager responded that he would look into a temporary lighting solution.

Misc. B: Construction Update: The Town Manager reported that the road improvement project continues. He noted that in the year 2012 the total spent on road work was \$359,649; for year 2015 he does not have a total yet but it will be well north of that. He noted that total road miles completed thus far is 7.4 miles versus 8.3 miles which is projected through the end of the season. He noted that the other high year was 2013 with 2.9 road miles completed at \$716,711. Mr. Stokesbury commented that the key is to start early by having money to do it in the spring. The Town Manager reported that the dugouts have been installed at Buckingham. Mr. Lazinsk commented that he has had the opportunity to watch some baseball games there and the dugouts are very nice; the Public Works Department did a great job of grading that whole area with stone. He noted that each dugout has a storage shed on the end of it. The Town Manager reported that batting cages have not been ordered yet but will be soon. He reported that the contractor is about to start the work on Sycamore Hills pool. Chairman Zacchio asked if the pavilion will also be done as part of the work in the Sycamore Hills Recreation Area. The Town Manager responded yes. He reported that they may see some site work at the Library as there is a failure in one of the line sets in the geothermal system which requires us to excavate the area. He noted that the work is being done in-house. Chairman Zacchio questioned what is going on across the road from the Library as there is an excavator and it appears that the road was being cut. The Town Manager responded that he would find out. Chairman Zacchio commented to make sure that they comply with our pavement cut policy as it is a heavily traveled road.

Misc. C: Standard and Poor's Rating Review: The Town Manager reported that last week we received a notice from Standard Poor's that they were going to do an interim rating review. He spoke with Dennis Dix, Town Financial Advisor, and it was also discussed this at the last Board of Finance meeting, but this is nothing out of the ordinary. He noted that it is a mandatory surveillance cycle; we have not issued debt since we did the bonds in 2012. He added that the questions have to do with the underlying economics of the Town and if there have been any significant changes or changes in executive leadership, or anything we should know about that would have an influence on the underlying credit quality. Chairman Zacchio commented that we burned off debt and we are not issuing new debt so they start wondering why and know that we are using the capacity the way we are but they also like to see a healthy debt line continue to happen. The Town Manager noted that the questionnaire is due by October 6th. He added that we will complete it, submit it, and he does not think we will get interviewed.

Misc. D: Automatic External Defibrillator (AED): The Town Manager reported that we have a few new AEDs at the Town Hall campus, one in Building #1 and in the lobby of Building #5. He noted that we have a fair number of them throughout Town. Mr. Stokesbury commented that there was an article in the newspaper about Canton where two school staff members used the equipment to save a student's life and made a subtle point in the article that at the time of the event they used the AED that was in the building; the suggestion is that they have since added additional units in the buildings. He thinks that as we move forward into the budget season, although this may be more of a Board of Education issue, we should be aware of our larger buildings like the High School or Middle School and whether it is appropriate to find funding to add one or more additional units in those buildings. He will pursue this himself as well. Mr. Pena appreciates the list of where the AEDs are around Town but asked if the people in the buildings know where they are. The Town Manager responded that from the Town side we have a very active Safety Committee that meets quarterly and at the last meeting there was discussion on that point; the AEDs have been installed but now we need to be trained. Mr. Stokesbury questioned the unit cost for an AED. The Town Manager responded approximately \$2,500. Jim Speich noted that the list is missing the fire stations as they each have one as well as the duty officer also carrying one in their vehicle.

Misc. E: Police Department Hiring: The Town Manager reported that there will be a police department hiring process this Saturday, 10/4, our third one now. He noted that we are trying to fill two vacancies and we have exhausted the list from the last process. He added that we have fifty-three applicants. He noted that we have had a lot of success with it. Mr. Stokesbury questioned if there is a schedule for Saturday. The Town Manager responded yes; it will be held at Avon High School starting at 8:00 a.m. and he will forward the schedule to Town Council.

The Town Manager reported that there was discussion a few months ago about the sidewalk on Country Club Road and walking path from Cambridge Crossing to the Middle School. He noted that he has spoken to the Town Engineer about it and it is doable based on what we have looked at so far but the terrain is tough. He added that if we were to formalize the trail system we have a 125 foot crossing over the flood zone that may require a bridge; the easement access looks pretty straightforward as most of the property behind the Middle School is owned by the Town. He added that there is also a parcel owned by the Avon Land Trust and we can talk to them about an easement. He added that it would require approval from the Inland Wetlands Commission and FEMA because of the flood zone. Chairman Zacchio asked the Town Manager to pursue this as it is a viable solution to keeping a connection through that neighborhood and beyond, down to the schools and what is already setup from a sidewalk perspective without traversing that section of Country Club Road that has proven difficult for us to develop a sidewalk on.

The Town Manager reported that we have some weather on the horizon. He noted that the Department of Public Works subscribes to a forecasting service of which he and other staff receive many updates throughout an event. He reported that we have the potential for Hurricane Joaquin, it is very early and if we get anything it may be Sunday or Monday of next week. He noted that it is a good opportunity for us to review our hurricane preparedness materials and we have links that were created by American Red Cross and FEMA and a good chance to remind people that severe weather happens and it is best to be prepared for it before it does. He noted that to the extent that anything happens, we get the leadership team together, do our pre-planning, the State typically has a conference call.

The Town Manager reported that while attending the ICMA Conference he attended a seminar on design criteria and elements and that if you can make an indoor office setting reflect the outside you get better productivity, happier people, better retention, and other great impacts. He noted that during the presentation they showed different buildings that reflected these design principles and one of the photos illustrated Legere Woodworking (in Avon who recently celebrated their 40th anniversary) did the mill work for the Yale School of Forestry.

X. EXECUTIVE SESSION:

- A. Discussion of Document Subject to Attorney/Client Privilege: CALEA Accreditation
- B. Collective Bargaining

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

RESOLVED: That the Town Council go into Executive Session at 8:35 p.m.

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

The Town Manager and Town Clerk attended the session.

XI. ADJOURN

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

RESOLVED: That the Town Council adjourn the meeting at 8:50 p.m.

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

Attest:

Ann L. Dearstyne, Town Clerk