

**AVON TOWN COUNCIL  
MEETING MINUTES  
December 3, 2015**

**I. CALL TO ORDER**

The meeting was called to order at 7:00 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:** None

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

**RESOLVED:** That the Town Council amend the agenda to add item 15/16-30 Recognition for Council Member Doug Evans.

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

**15/16-30 Recognition for Council Member Doug Evans**

Chairman Zacchio reported that this is Mr. Evans last regular Council meeting. He noted that Mr. Evans has been an integral part of this Council for six years and prior to that he served on the Board of Education for six years and during that time also served on the Recreation and Parks Committee from 2003-2009 and served on the Natural Resources Commission from 2002-2003 as well. Chairman Zacchio thanked Mr. Evans for his service, his time, his energy, his intuition around making good decisions and helping guide the Council in decisions over the last six years; he will be missed greatly and sure he will find ways to get himself involved more as time goes on. Chairman Zacchio extended sincere appreciation; Mr. Evans will be missed and we wish him the best. Mr. Pena invited Mr. Evans to attend future meetings. Mr. Evans thanked all for the kind words. He noted that approximately twenty years ago he was approached by the then Chairman of the Republican Town Committee, Vincent Roche, to consider serving in a public office capacity and Mr. Roche who eventually became a Superior Court judge, he and I worked down the same hallway at his office in West Hartford and kept asking me to get involved in the Town and the party and eventually convinced me to consider running for the Board of Education as they were looking for young people to get involved. He added that he went to a nominating committee meeting and was vetted for several hours and a few days later found out that Michael Eagen was nominated to fill that vacancy. He quickly learned how politics worked in the Town and two years later he was thereafter nominated and elected to the Board of Education. He noted that from his perspective he thanks the Council and the people who allowed me to serve the Town. He has been asked why he serves on an elected board and volunteer your time from personal time with your family and his response is that it is a rewarding and enriching experience for him and he has learned a tremendous amount from serving in the capacities on the Recreation and Parks Committee through Glenn Marston and on the Board of

Education and now the Town Council. He added that it is a good thing for people to give back to the community that serves you well and Avon has been a terrific place for him and his family, to grow here and raise his family, and it is a good thing to be able to give back so if he can donate his time here like the rest of the elected persons in this room to give back that is a good thing. He noted that good things have to come to an end and for personal reasons he decided not seek re-election; part of it is made easier because of the people here who are already steering the ship in the right place and he feels a great ease and comfort that the Council will continue in the right direction; it has been a privilege and an honor to serve with each one of you and other persons like Pam Samul, Bill Shea, and the late Dr. May have all been terrific colleagues with us here on the Council. He extended a special recognition to Peggy Roell for his time and service on the Board of Education who is a superb leader and thanked all the persons with whom he served with this opportunity. He noted that we are blessed in this Town to have had great leadership, from the time he has been living here with Dick Hines and John Carlson and no less Chairman Zacchio who is an inspiration for us here on the Council. He also thanked the Town Manager and all of his staff who makes it easier for us and it has been a privilege to be part of this team. He thanked everyone for this honor and he'll be back to visit.

**IV. MINUTES OF PRECEDING MEETING:** November 5, 2015  
November 17, 2015 Special Meeting

Corrections to the November 5, 2015 Meeting minutes were made as follows:

On page 2, 2<sup>nd</sup> paragraph, change "CC Division" to "CCC Division" throughout paragraph.

On page 3, 5<sup>th</sup> paragraph, add "kitchen" before "floor at Avon Middle School..." Also, change "abate" to "abatement."

On page 5, 3<sup>rd</sup> paragraph, replace "cut through the" with "new" and insert "ramp" after "sidewalk" to read "...with the new sidewalk ramp and...."

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

**RESOLVED:** That the Town Council accept the minutes of the November 5, 2015 Meeting as amended.

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

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

**RESOLVED:** That the Town Council accept the minutes of the November 17, 2015 Special Meeting as submitted.

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

**V. COMMUNICATION FROM AUDIENCE:** None

**VI. COMMUNICATION FROM COUNCIL**

Mrs. Maguire thanked the Avon Volunteer Fire Department for the invitation to attend their Volunteer Recognition Night a few weeks ago and it was a nice opportunity to recognize them and their hard work. She reported the Avon Education Foundation has awarded a \$3,300 grant to the Library for a new program called "Lynda Library" where people will now have the ability to access it at home.

Chairman Zacchio congratulated all of the Avon High School students who were athletes this fall. He noted that his son plays football and the team won their division in the CCC Conference where they played Simsbury for the first time since the late 1960s in the Gridiron Classic. He noted that they raised a ton of money for a young man on the Simsbury football team who recently had a heart transplant and the entire night was dedicated to raising money for him; they sold Gridiron Classic t-shirts and had 50/50 raffles and proceeds from the game went to help him and his family with his recovery; it was a great collaboration between the two towns and districts.

## **VII. OLD BUSINESS**

### **15/16-14 FY 16/17 Budget: CIP Budget Presentations**

#### **a. 7:00 p.m. Engineering – a power point presentation is attached and made part of these minutes**

Larry Baril, Town Engineer, made a presentation. He highlighted the Engineering Department CIP including the key factors in determining projects and priorities. The first item is the Old Wheeler Lane Bridge over Roaring Brook in the amount of \$650,000. The second item is the Replacement of Old Farms Bridge over Farmington River with no money being requested until FY 17/18 which is the projected construction season by State DOT. He added that he is looking for \$100,000 for any amenities that may be added to the bridge. He noted that as of right now it looks like the State is picking up everything that we have been talking about to date including the canoe launch and parking area. The third item is the School Street Curve Reconstruction in the amount of \$85,000 and is a first year request. He noted that the curve in that area of the street is so tight that two cars have a challenge getting through there whereas two larger vehicles cannot pass each other simultaneously. He added that this initially came from a resident request and we inquired with the Police Department about accident rates and using our own staff with Public Works to do the majority of the earth work, there are some specialty items that would be required including a retaining wall. He noted that during tonight's Public Works CIP budget presentation you will see this street listed in the Pavement Management Plan so it makes sense to fix whatever geometric issues there are before we pave the street. He added that the Town will also be doing a realignment at the intersection with Huckleberry Hill Road. Chairman Zacchio questioned if the plan at the intersection is to widen it significantly as when Planning and Zoning approved the two lots down the hill part of that was a giveback of some right-of-way on the north side. The Town Engineer responded yes. He noted that when the subdivision was put in we took money in lieu of work to offset some of the cost to rebuild that intersection.

Mr. Baril reported that the fourth item is the Town-Wide Aerial Mapping which has been requested since FY 10/11. He noted that the Town-wide mapping data that we have now is from 1984. He has been involved with the Town since the late 1990s and the amount of change in Avon is significant. He showed an example and highlighted the areas of significant change since 1984. He noted that it is a resource used by Engineering and Sewer Departments but also the Planning and Zoning Department, the Public Safety Department as well as the general public.

Mr. Baril reported that the fifth item is to Replace Box Culvert over Thompson Brook – Tillotson Road which has been requested since FY 10/11. He noted that several sink holes have been filled and will be a matter of time before it becomes a true unsafe condition and not

repairable. He added that it will have to be addressed in the next five years. Mr. Stokesbury questioned how much this item will cost. The Town Engineer responded approximately \$225,000. Chairman Zacchio questioned if this item is on the inspection list and how it compares to the Old Wheeler Lane Bridge which is considered poor but safe and we are going through the motions of replacing it through appropriations. The Town Engineer responded that the problem with the bridge over Thompson Brook – Tillotson Road is that it is too short of a span and does not fall under the Federal Bridge Program purview which requires a 20 foot span or greater. He noted that we have a few bridges in Town that are in rough shape that are short like this one. Chairman Zacchio commented that using the same assessment process that the State would use on bridges that are greater than 20 feet he questioned if we can get that logic, apply it, and give ourselves a rating in terms of how we think these rate apples to apples with what we have listened to from a State perspective so we can have some barometer of how that compares to what we are used to hearing. The Town Engineer responded yes. He noted that he had considered hiring a bridge inspector to do that and it makes sense however there is some interesting new information that he learned a month ago when speaking to the consultant who is working on the Old Wheeler Lane Bridge program. He noted that the State is reinvigorating a program that they have done for over 20 years and do inspections of all bridges in all communities over the next two years. He added from that inspection we will get the evidence needed. Chairman Zacchio commented that is important and likes having the same assessment process that the State does in terms of bridge ratings as it helps us compare apples to apples and helps the Town Manager prioritize these and over the number of years how they fall into the budget. Mr. Stokesbury questioned how long this reconstruction would take as the Old Wheeler Lane Bridge replacement is being fit in during a short summer before school starts and this bridge also serves a school. The Town Engineer responded that he sees this as being a much simpler project with a pre-fab box culvert and a potential of using Public Works staff to do some of the mass work and a much simpler project.

Mr. Baril reported that the sixth item is the Reconstruction and Drainage in Cider Brook Road and has been discussed for a number of years now. He noted that it was identified as one of, if not, the worst road in Town with serious water issues, it is narrow, pavement is in rough condition with very limited formal drainage. He noted that we would like to do a complete reconstruction of this road and not put it in the Pavement Management Plan as the road needs more than an overlay. Mr. Baril highlighted a few other future requests that have been on the agenda for years including Arch Road to Darling Drive connector and Replacement of Box Culvert-Thompson Road crossing Thompson Brook. Chairman Zacchio commented that the Arch Road to Darling Drive connector was part of the Planning and Zoning Commission's approval of Orafol/Reflexite in their extension, did the clearing and was generally set for final grading and paving. He recalled that was part of the Fire Department and Police Department's connectivity to get to that area for emergency service access. He noted to the Town Manager that this connector might still be an item to have on radar in terms of paving at some point or opening it as a gravel road. Mr. Stokesbury commented that we approved an easement a year ago.

Adam Lazinsk, 88 Deepwood Drive, commented on the realignment of Huckleberry Hill and School Street and noted that several years ago there was some legal wrangling between Mr. Cecere and the Town and some issues of his representation and he questioned if there are now any lingering legal impediments to that alignment at this point. Chairman Zacchio responded no,

that it was a personal situation and did not realize the extent of the intersection and was trying to reverse the Planning and Zoning Commission's decision about the back lots that were part of his property that he subdivided and the builder made a deal with the Commission and he did not realize that would mean widening the intersection in front of his home but there are no lingering effects of that.

Neil Livingston, 120 Craigemore Circle, questioned how Stagecoach Road received priority this summer. Mr. Stokesbury responded it was based on its rating. Bruce Williams, Director of Public Works, added that it was rated as a road for improvement and had been on the CIP for several years. Mr. Livingston questioned if Juniper is on the list. Chairman Zacchio responded that road ride rating is around the actual pavement itself and how smooth it is. Mr. Livingston commented that last year when they did Stagecoach they did some patching on Juniper near house number 59 where there is a surface water issue. Mr. Stokesbury commented that the west end of Stagecoach at Lovely Street was done as well. Chairman Zacchio reported that all of the roads go through a prioritization process by Public Works staff and they decide which roads need the most work and they prioritize them as the budget is available.

Mr. Pena questioned if there is any funding potential for the Town-wide mapping item from developers or private firms. Mr. Baril responded that he has talked to Avon Water Company, Connecticut Natural Gas, and Sunlight Construction and they all see the value in it but nobody is going to sign in advance unless we are willing to move forward with the project. He noted that the digital mapping that we have started with a project that Connecticut Natural Gas did in 1998 and we were very fortunate then to get very limited planimetrics data from them but it is the basis of our starting point for road edge and buildings and we did not pay for it.

Mr. Baril reported on requests for the Sewer Department/AWPCA. He highlighted the key factors in determining projects and priorities. He noted that we also work very closely with the Pavement Management Plan to run sewer lines when roads are being improved. He reported that the first item is the Lateral Expansion Program with a request for \$657,000 which includes Kingsbridge and Copplestone. He noted that it becomes very difficult to try to manage these kind of expansion programs because you cannot do them in six months; by the time you have a design, hold a public information session, get it out to bid it is at least a year long program and trying to stay ahead of the Public Works Pavement Management Plan has been an interesting problem in addition to having residents who come in with petitions looking for their neighborhoods to be done and are more likely to get positive feedback from the neighbors. He gave an example that when a neighborhood petitions for sewers the likelihood of it happening is great because they know that they have to pay for it. He noted that if Council grants additional funding it is possible that it is not going to go to Kingsbridge or Copplestone but rather a neighborhood that comes to us looking for sewer extensions and then look to mesh that with the Pavement Management Plan and have been very successful in doing that over the last six years.

Mr. Baril reported that the second item is the Farmington Interceptor Replacement with a request for \$275,000. He noted that last year some funds were approved for this item. He added that this is a 12" pipe that goes from the end of the Farmington part of our sewer shed, starting from a 21" pipe in Avon and up to an 18" in Farmington. He noted that it is our responsibility to replace because it has surcharges now but Farmington and Canton will incur some of these costs as well.

Mr. Baril reported that the third item is the Infiltration and Inflow (I&I) Rehabilitation with a request for \$100,000. He noted that we are at the tail end of the I&I project for the Farmington shed and he suspects that we will have manholes and laterals to repair. He added that in FY 17/18 he is requesting \$305,000 as when we finish the Farmington shed study he wants to go into the Simsbury shed and do the same study. He noted that this project is Clean Water Fund appropriate so we will get a 55% reimbursement on the money spent.

Mr. Baril reported that the fourth item is the Route 44 Pump Station Rehabilitation with a request for \$65,000. He noted that we replaced the pumps last year as part of the CIP and the next step is to design a rail system and make it so we do not have to go down in the hole to access the pump. He added that his number beyond that is an engineer's estimate and will be refined next year. Mr. Stokesbury commented on the connection charges to either of the two large apartment complexes and questioned if either complex has approached the Town. Mr. Baril responded that both complexes have connected and they were required to pay a connection charge of \$2,500 per residential unit. He added that with approximately 180 units at \$2,500 per unit we more than pay for the upgrades to the pump station which would be 100% paid for out of the Sewer Fund.

Mr. Evans questioned in general that when we bring a new street online and connect to sewers if each resident or the developer pays a connection fee. Mr. Baril responded yes. Mr. Evans noted that those residents have not yet paid into the Sewer Fund that would pay for that sewer unless they paid a connection fee. Mr. Baril responded yes and there are assessments that are due. He noted that the \$2,500 connection fee helps to maintain existing infrastructure and then there is a one-time assessment put in place to pay for their portion of the main line that is front of their house. Mr. Evans commented that they pay sewer charges on an ongoing basis. Mr. Baril responded yes.

#### **b. 7:30 p.m. Secret Lake Association**

Jean Dellamarggio, Town Council Representative for the Secret Lake Association, reported that they are continuing in their five-year program for improving the streets and existing catch basins. She noted that phase two happened this year with Cliff Drive with new catch basins. She added that phase three is Sunset Trail. She noted that they are grateful for the continuing support of the Town Council. She added that the streets that have been completed are much safer and they are looking forward to moving ahead. She noted that following Sunset Trail will be Birch Road, Pine Trail, Hillcrest, and Secret Lake Road over the following two years after FY 16/17. She added that the residents are extremely appreciative with their new, safe streets and improved storm water drainage. She expressed a personal thank you to the Town Council for allowing her to come before them all of these years. She noted that she will be getting together with the Town Manager to talk about a process to introduce you to a new representative next year. Town Council thanked her. Chairman Zacchio commented that over the years we struggled with trying to take on such a big project all at once and worked with Ms. Dellamarggio on how we get at this piece by piece and make good progress and with Public Works help has worked well. He thanked the Secret Lake community for their patience, is glad we are making process which residents are seeing, and we intend on continuing to see it through.

#### **c. 8:00 p.m. Public Works – a power point presentation is attached and made part of these minutes**

Bruce Williams, Director of Public Works, and Alex Trujillo, Deputy Director of Public Works, made a presentation. Mr. Trujillo reported that under Highway Replacement their first priority is to replace the GMC aerial truck with a request for \$200,000 which is used for tree work. He noted that the current truck barely passed the boom inspection the year before last and due for another certification in August 2016 and we know that it will not pass unless we spend money on that portion of the truck. He added that it also has severe rust, has approximately 92,000 miles on it, it was down for approximately 100 hours last fiscal year and repair costs totaled \$3,500. He noted that we do want to throw good money into a bad truck and trying to just keep it going. He reported that the second vehicle replacement request is the Truck #11AV which is assigned to a plow route in Town, is 17 years old, had 118 hours of down time with 75% of that during last winter and extended our clean-up operation and incurred additional overtime during snowstorms. He noted that with some of these heavy trucks parts are becoming obsolete from manufacturers and no other companies; the parts that are available have increased in price significantly. He reported that under the Building and Grounds Division they have a 2001 utility truck with 180,000 miles on it, the utility body no longer exists due to rot and used a flatbed body from another truck to keep it on the road. He reported that under the Engineering Department there is a request for \$50,000 to replace their current survey truck that is assigned to the Town Engineer's staff; it has had a lot of body work and lost its brake lines twice in the last year while on the road. He reported that the Fire Marshal's Office is again asking for a new utility body vehicle in the amount of \$50,000 to carry their equipment when he goes to fire scenes and to keep the hazardous materials away from the occupants in the vehicle. He noted that currently the Fire Marshal uses his own personal vehicle. Mr. Evans questioned the lead time on the bigger trucks. Mr. Trujillo responded it would be approximately nine months from the time it is ordered; there are a lot of communities with identical fiscal years that authorize the purchase of the cab and chassis in January, ahead of the budget process, being built in April/May and delivered by September/October. Mr. Evans questioned what kind of value the old trucks have. Mr. Trujillo responded that there is a resale value and varies based on what time of year you are selling it and who the buyer is. Chairman Zacchio questioned if the aerial truck was new when originally purchased. Mr. Trujillo responded that it was a used vehicle. Chairman Zacchio questioned if there is a used market for those. Mr. Trujillo responded at times but noted that when purchased it required some rehab. He noted that we might find a truck similar to this and we want to maximize reach.

Mr. Stokesbury questioned if there is any way that we can arrange to share that with another town or do we have it on the road enough that we need our own. Mr. Trujillo responded that for the most part when you need this type of vehicle everybody needs it at the same time. Mr. Stokesbury commented on the corrosion and rust on the trucks and questioned what the impact is with the new salt liquid mixture that we are using. He noted that we hear in the press about it impacting passenger vehicles. Mr. Trujillo responded that the salt that we use is a treated salt with sodium chloride (regular rock salt) and magnesium chloride (which has a rust inhibitor); the rust inhibitor was designed for the bridge decks. He noted that salt is already a corrosive product; the key is that the State of Connecticut is also putting down a liquid magnesium. He added that as soon as the snow storms are over our Public Works staff lines up and washes the trucks and we have chemicals to neutralize the salt which we hope will help us. He noted that the design of the truck have double wall frames and over time moisture and debris get between the frames and they start to open. He added that the salt also affects the brake systems. Mr. Stokesbury commented that it seems the trucks suffer premature failure for that reason and

wondering what the new manufacturing techniques are or is the new salt mixture that we are using causing expensive trucks to rot out. Mr. Trujillo responded that we will not be able to get away from the corrosive issue but we have moved into stainless steel bodies and will hopefully buy us longevity. Mr. Stokesbury commented that the Director of Public Works has mentioned in the past the expense for washing vehicles. Mr. Stokesbury questioned how we are setup at the new facility and do we have a good program for washing trucks. Mr. Trujillo responded the trucks are washed after each storm. He noted that there is an addition to their facility that has a wash bay with hot pressure washer, high flow low pressure fire hose type system. He added that Paul Walsh, Highway Foreman, is on top of his staff to get every vehicle in there as soon as a storm is over.

Mr. Williams reported on the Pavement Management Program and highlighted requests for FY 16/17. He added that after the coming winter the list could change. He noted that last winter we had the severe cold and Arch Road was impacted by that. He added that the request includes approximately 4.23 miles at a cost of \$1,390,000. He noted that this fiscal year we had a record year with money early on and gave them a good start with almost 7 miles completed. He reported that crack sealing will depend on what we have for a year; we like to do 12 miles. He noted that if there is funding available we will put it out to bid in October to get that done for next fall. He reported on the request to improve the parking lot at the Senior Center and Sycamore Hills Park at a cost of \$100,000. He noted that we had a reduction in our State bid and saved approximately \$16,000 through the summer with our paving. Mr. William reported on Secret Lake and the roads completed and to be completed.

Mr. Williams reported on the Sidewalk Improvement Plan with a request of \$50,000 to repair sidewalks along West Avon Road and Country Club Road. Chairman Zacchio noted that area is running south from Country Club Road to Avon High School and east from West Avon Road to the Library. Mr. Williams highlighted Company #1 Building Improvements being requested in the amount of \$42,500 as well as Facility Improvements requests including Fire Company #1 boiler plant (\$55,000) and metal roofs on Buildings #1 and #2 at Town Hall (\$80,000). Chairman Zacchio questioned how you improve the roofs. Mr. Williams responded that they would be scraped down and noted there would be lead paint involved and then treat them with a latex product.

Mr. Williams reported on the request for the Avon Police patrol building and administrative building to do the design and construction documents for improvements. He noted that he and the Chief have developed a new layout. Lieutenant Kelly Walsh reported that the department has outgrown their facility and she highlighted on the locker rooms. She noted that both locker rooms have a mold issue and a few years ago in the women's locker room uniforms needed to be replaced due to the mold. She noted that storage in the locker room can be for extra equipment by utilizing the shower area. She highlighted on the kitchen and hallway. She noted that there was a mold issue in the hallway. Chairman Zacchio commented that the building is ready for a rehab. Lt. Walsh commented that when they have firearms training and have to clean their weapons there is no ventilation system. She noted that for roll call training they send people out and their bike patrol has taken up the space. She concluded by stating they have definitely outgrown their facility.



Mr. Williams reported that they did a space needs study and had a meeting with the architect to discuss program and mechanical needs and highlighted estimated project costs. He noted that the request for FY 16/17 is \$110,000 to obtain construction drawings and accurate cost estimates. He added that there are two components: Building 3 and Building 4. Chief Rinaldo commented that if we gut Building 4 and design it as proposed it will hold us for the next ten to twenty years and the best use of our new money. He noted that with new developments in Town some officers are needed 24/7 and are in and out of the facility all of the time, in emergencies they may be there twelve hours a day, seven days a week. He commented that for Building 3 they are looking to relocate the emergency operations center (EOC). He added that they have had three or four incidents over the last several years when the EOC needed to be open and it is not functional with the number of people needed in that room. He noted that an additional office would be added. Mr. Williams commented that additional office is a minimal job and can possibly be done by Public Works. He noted that it is key to get the design and construction drawings completed and solid numbers. Chief Rinaldo commented that if it saves money to do both buildings together that would be great but the priority is Building 3.

Mr. Williams reported on the Town Wide Phone System Upgrade request in the amount of \$60,000 for Phase 2, mainly for new hardware. He noted that they are working with the Board of Education as they also have a line item for a phone system upgrade and getting an audit completed of all Town phone systems and the phone lines we have and identify our needs based on the new technology. The Town Manager added that Mr. Williams has been working with the Glenn Grube, Library Director and Heather Michaud, BOE Business Manager to get an RFP together as we have funding in the current year budget to move forward with this upgrade.

Mr. Williams reported on the Exhaust Extraction System – Company #3 request in the amount of \$45,000. He noted that the Fire Department bought a used exhaust system from the Simsbury Fire Department and is working out really well. He concluded with the five year plan summary. He noted that the Town is making great headway with the roads and if it continues to be funded over the next five or six years we will be in good shape. Council thanked Mr. Williams and Mr. Trujillo for their presentation.

**d. 8:30 p.m. Recreation and Parks – a power point presentation is attached and made part of these minutes**

Ruth Checko, Director of Recreation and Parks, made the presentation. She highlighted the FY 16/17 CIP drivers and noted that their biggest focus is to prioritize the projects with consideration being given to the several options that are in play right now for synthetic turf fields regardless of location. She provided a brief history regarding the potential synthetic turf field project and noted that the Recreation and Parks Committee put this item back as priority #1 on the capital budget list. She noted that the department's priorities are listed from least to greatest.

She reported on the Facility Development Thompson Road Property item and noted that they really need practice fields no matter what happens. She reported on the request for a zero-turn infield groomer in the amount of \$20,000. She noted the engineered clay that is being used would really benefit from this equipment. She added that they have talked to other municipalities that are already using them and have a field trip planned in the spring to demo one. She reported on the Softball Field Renovations – Fisher Meadows request. She reported on

the Continued Improvements and Restorations – Sycamore Hills request. She noted that as we got into more of the pool work this fall we have unearthed some extensive wall repairs that were needed. She added that at the suggestion of the Town Manager we want to make sure that funding this work does not take away from renovation plans to the Senior Center and pavilion.

She reported on the Field Expansion – Fisher Meadows request. She noted that the sporting leagues usage of our facilities is key to determining how many actual practice and play hours will be used. She noted that lacrosse is at high demand for practice and play fields. She added that there are lacrosse playoffs that interfere with soccer playoffs in May. She noted that Avon Youth Lacrosse rents fields from Avon Old Farms School and Granby so they are offsetting our actual needs in the spring. She reported that in order to accommodate flag football this fall she had to put four football grids in yellow over the field hockey field in white. She noted that we bumped a recreational field hockey league where their coach graciously helped us arrange their relocation. She noted that lacrosse is growing and flag football is exploding. She added that flag football is run by a handful of volunteers who have done a phenomenal job; they went from 65 players last year to 162 players this year; it is a national trend because of concussion awareness and parents do not want their children playing tackle football anymore. She reported that in the spring on weeknights she is looking for 65 playable hours and we need 54 playable hours and when trying to accommodate the coaches' schedules and the players' schedules there is not much wiggle room in that big of a window. She noted that we are very limited in fields for them with Alsop Meadows, Buckingham, and the high school as one of their back-ups.

Mrs. Checko commented that school enrollment may be down but one student can actually equate to two or three sport athletes and there is so much more emphasis on the need for spaces for them. Chairman Zacchio questioned the lead time if we do the expansion at Fisher Meadows and able to free up the land that is currently leased to the farmer. The Town Manager responded that we have another two years but he could have a discussion with the farmer. He noted that there is an area to the west of Tillotson that we have under lease with the Phillips right now and as you head north that land has not been productive and starting to get overgrown; Logue Farm would like that land and Phillips is not using it so he is going to have conversation with Phillips to see if we could allow Logue to move over to that side and then free up north of the field area and can get it done much sooner. Mrs. Checko commented that if the synthetic turf field project comes to fruition at the high school it is going to be awesome for the high school students, help alleviate some of the community needs but is not going to address flag football and lacrosse. Chairman Zacchio commented that we have needed to expand the number of fields for some time that alleviates some but not all issues. Mrs. Checko commented that there are soccer goals at Fisher Meadows but cannot move them out for lacrosse goals and noted that she is trying to figure out a way to give lacrosse a field but it will be a challenge. Mr. Stokesbury questioned how big a flag football field is. Chairman Zacchio responded that he thinks it is a little more than half a football field, running across the field. Mr. Pena questioned that if there is an increase in flag football is there a decrease somewhere else. Mrs. Checko responded not yet. She noted that lacrosse is heavy in the spring because we want the kids to try other sports. She added that numbers are down in youth basketball which results in more gym time for the travel teams. Council thanked her for a thorough presentation.

**15/16-24 Appointment: Youth Services Advisory Board (R – 12/31/2015)**

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

**RESOLVED:** That the Town Council table agenda item 15/16-24 Appointment: Youth Services Advisory Board (R – 12/31/2015) to the January 7, 2016 meeting.

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

**15/16-25 Appointment: Avon Water Pollution Control Authority (U - 12/31/2018)**

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

**RESOLVED:** That the Town Council table agenda item 15/16-25 Appointment: Avon Water Pollution Control Authority (U – 12/31/2018) to the January 7, 2016 meeting.

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

**VIII. NEW BUSINESS**

**15/16-28 Collective Bargaining Agreement between Avon Board of Education and Avon Education Association**

Chairman Zacchio recused himself from discussions regarding the Teachers' Contract because his wife is an employee of the Board of Education. Chairman duties were handed over to Mr. Evans for this item.

Mr. Evans, Acting Chairman, welcomed Ames Shea, BOE Negotiations Committee member. He noted that the Council has received a copy of the Teachers' Contract and have seen the summary.

Mrs. Shea reported that they recently completed negotiations. She noted that the BOE Negotiating Committee comprises of herself as Chairperson, Houston Putnam-Lowry and Wendy Howard and also joined by Gary Mala and Heather Michaud. She added that from time to time there is an insurance consultant, Steve May, who joined them and was in attendance for nearly all bargaining sessions to assist with cost savings. She reported that Dean Hamilton, Board of Finance member representative, attended sessions as well. She noted that they reached agreement which covers the period from July 1, 2016 through June 30, 2019 and was ratified by the union on October 27, 2015 and by the Board of Education at their meeting on November 17, 2015. She noted that aside from cleaning up language issues and changing titles over time, substantively the teachers will receive a 2.25% wage increase in each of the three years of the contract and comes on top of any step increase that they receive. She added that in exchange for that the teachers did agree to some significant changes in their health insurance, most notably that effective July 1, 2016 a high deductible health savings plan with deductibles of \$2,000 individual/\$4,000 family will be the core insurance plan. She noted that means the entire structure of the benefits changes, going from a point of service plan which they are currently under to this health savings plan. She reported that the Board of Education has agreed to fund one-half of that health savings account (HAS) up front in the first two years and will take place July 1, 2016 and in the third year half of that amount will be covered on July 1<sup>st</sup> and the other half on January 1<sup>st</sup>. She noted that this agreement to fund that half of their HSA is in line with what is typically done in the State right now, moving to the HSAs. She added that the logic behind is that because the change essentially makes the employee responsible for upwards of

\$2,000 or \$4,000 immediately it can be difficult for an individual to come up with that amount of money at the onset. She noted that going forward they will see what the environment is three years from now as to whether or not that funding half of it will continue. She added the premiums for the HSA are less expensive for both the employer and employees. She noted that there are prescriptions that are subject to the deductible but once it is met they did negotiate some changes in the prescription costs with copays of \$5/\$20/\$35 for generics/regular/other types of prescriptions. She reported that any teacher who wants to remain in the PPO plan they can but at that point the Board of Education will only contribute toward the cost of that plan in an amount equal to the dollar amount contributed by the Board towards the premium of the HSA plan. She noted that there will be a payment in the initial year that will not be offset immediately by savings because at that point we are not in the HSA plan so it is the initial cost of this particular benefit then going forward continue to make those half payments and will be offset by savings they will start to realize once the teachers are in this plan; those savings come not only in premiums but also a way of altering the behavior of people utilizing the insurance and how they approach it when you are responsible for paying 100% of that doctor bill as part of the deductible as research has shown that will start to cause savings because won't go as much. She noted that they are still required under Affordable Care Act to cover certain types of visits so no one is suffering and not going to their regular annual physical because they are trying to save money.

Mrs. Shea noted that the teachers also agreed to grandfather retirement benefit which had permitted teachers with twenty-five years or more of service to maintain health insurance through the Board for up to five years after retirement at the same cost as active employees. She added that no new employees hired now will be eligible for this retirement benefit and recognizes that we are looking way into the future for savings versus immediate savings. She noted that the wage increases of 2.25% in each of the three years are within the range of average settlements for the same groups in the State of Connecticut, dependent upon the negotiation schedule as Avon comes up very early in the schedule and the settlements being looked at are from a few years ago and in their third year of a three-year contract. She noted that the BOE Negotiations Committee was in full agreement on this and there were no issues among the Committee and believe the changes are fair and the best that they were able to do in the negotiating environment that we are in.

Mr. Stokesbury recognizes the effort it took having sat in that seat as Chairperson himself. He questioned if the Board of Education was in agreement. Mrs. Shea responded yes, both the BOE Negotiations Committee members and Board of Education members were in agreement. Mr. Stokesbury questioned how many districts have been able to move to the HSA format. Mrs. Shea responded that she did not have an exact number but it is the coming trend and part of the reason that they were able to do it was because the realization is that is what is happening and in an arbitration situation we would have prevailed on that point. Mr. Stokesbury commented that the highlight of this contract is that redesign of that portion of the teacher contract, shifting gears as to how we are trying to control healthcare. Mrs. Shea responded that controlling healthcare cost was the main issue in this particular negotiation and noted that in the past we have dealt with other issues. Mr. Stokesbury commented that the general wage increase (GWI) is often controlled by the metrics out there with other contracts. Mrs. Shea agreed and noted that the standard by which wage increases are judged if you end up in an arbitration situation is the ability of the Town to pay, meaning the wealth of the Town and in this case Avon is considered a well to do town so when we go into negotiations we are aware of that as is the union. Mr.

Stokesbury commented that we observe these three-year contracts coming around always with increases, it is frustrating for many members of the public, but he recognizes that the Board of Education and BOE Negotiations Committee did a fine job and recognized their efforts in doing so.

Mr. Pena questioned the high deductible that the Board of Education would supplement half of for the first two years funded up front and the last year divided in half and if that is fairly common among other districts. Mrs. Shea responded yes. Mr. Stokesbury commented that is also common in the private sector. Mrs. Shea commented that it is one of the methods by which you entice them to go to this system and have done it with other bargaining groups with the school system leading up to this. She noted that a lot of times what they are able to do with the teachers is something that they can carry forward to other groups.

Mrs. Maguire thanked the BOE Negotiations Committee for their hard work. She questioned the wage and rate of increase and if that was a starting number, were you looking at a higher number, what was it before. Mrs. Shea responded that she would have to go back and look at the current contract. She noted that for the past several years it has fallen close to this 2.25% range but have not seen a lot of big settlements. She added that what they were looking at when they are actually actively negotiating, our counsel has for us a chart of any settlement and able to look at it and determine an average including factors with perhaps a higher settlement but when you look at it something else (i.e. retirement benefit or vacation days) was given up and can account for a higher wage increase or if you have a municipality that is already paying their teachers at a low rate will see a higher wage increase but generally they get their hands on as much information as they can to determine an average and use it as a guideline, not a starting point but rather where they end up. Mrs. Maguire questioned if the 2.25% is a rate that they are seeing now as the overall average in the State. Mrs. Shea responded that as of when we reached this agreement which was a month before they ratified it. She noted that we were very early in the negotiating cycle and that was approximately the average at the time we were negotiating. Mrs. Maguire questioned that every single teacher will get this 2.25% increase whether or not they have the best teacher or worst teacher in the school. Mrs. Shea responded yes; it has nothing to do with merit and that is the way the system works in the State of Connecticut. She noted that personally it is not a system that she likes, she does not agree with it and does not think it is ideal but is what she stuck with when she goes into negotiations where everybody gets the same raise, good or bad. She added that is how the State of Connecticut has structured our negotiations and has no control over that.

Acting Chairman Evans thanked Mrs. Shea for her service on the BOE Negotiations Committee. He noted that he has also been in her shoes as well and went through an arbitration process a number of years and we know what happens. He questioned if there has been any recent arbitrated results shared from counsel in this calendar year. Mrs. Shea responded that they are so early in the process that she could not tell you how many settlements were reached in arbitration three years ago. She noted that in the most recent cycle she does not know the answer to that question. Mr. Evans commented that every contract in the State does not renew at the same year and are staggered. Mrs. Shea responded that at this point they start rolling and we get a schedule telling us the start date of their negotiation (August) and end date (October) and if we have not reached an agreement by the October date you go to arbitration. She noted that not every school system has that; it is a rolling calendar. She added that when they look back at settlements they

were reached three years ago. Mr. Evans commented that for a number of years the Board of Education has been looking at the HSA and tried to implement it approximately ten years ago and it was universally rejected by the union so he is pleased to see that it is here, it is a growing component of health insurance not only in the public sector but also the private sector and can result in considerable savings. He thinks it is a considerable step in the right direction to get this contract under the HAS because it will save money long term, not only for the Town but for the employees as well. Mrs. Shea responded that they were very pleased with it and is something that has been coming and good for the Town of Avon to be able to do it because other municipalities will now because we are early in the system look back and see that we are doing that and it does lead to some predictability which is key. Mr. Evans commented on the grandfathering of the retirement benefit where currently an employee who serves twenty-five years is entitled to health insurance for five years when they leave the district at retirement. Mrs. Shea clarified that this rule will cease with future employees. She noted that it is very difficult once you have a contract and benefit to eliminate benefits for people who are already in the school district.

Mr. Evans commented that Council is not being asked to affirmatively vote to approve your teachers' contract but if we have an opportunity if based upon what we hear we can reject it as there is a thirty day period of time from when it is filed (November 24, 2015). He noted that the BOE Negotiations Committee has done a great job and the 2.25% is reasonable in light of the fact that you got the concession on the HSA which is a terrific thing. He added that one thing that he does not see amongst any of the papers he has is an overall general summary of the economic impact. He commented that teachers' salaries are the greatest component of the cost driver for the Board of Education budget and that budget is a huge portion of the Town's budget and this increase on top of that salary of certified staff coupled with any moves and steps, changes in lanes, becomes one of the larger drivers of the cost increase from the overall budget for next year. He is looking for a sense of the magnitude of what 2.25% represents. He has no reason to think that it would constitute any basis upon which we would consider rejecting your contract and all of the good work that you and the Board of Education have put in. He asked the Town Manager if that is something in the past that we have seen with a more detail summary of the total dollars that are represented by this contract. The Town Manager responded that it has been broken out in the past. Mrs. Shea commented that is something that she does not personally provide and she will make sure that they receive that. Mr. Stokesbury commented that is provided within the Board during your review of it. Mrs. Shea commented that the fixed costs they know exactly how much it will cost us at a fixed point in time for salaries, raises, and payment into the HSAs because it is a constantly shifting demographic as they get new teachers or people leaving can change it. She added that as far as savings and cost offset that is a little more guesstimate. She will see to it that Gary Mala, Superintendent of Schools, gets that summary to Town Council. Mr. Evans commented that we will not see the cost savings right away from the new HSA because we are front loading the half contribution and will not see the savings until the conclusion of the first year or two worth of premiums so this is an investment in the future as well.

Mr. Evans commented that the Council's charge is if there is any consensus among a member of the Council to consider rejection, to move to vote to reject the contract if they wished. He questioned if we can keep this open so if any Council member after seeing the economic data which is to reconvene a meeting or to be further heard on whether or not this should be sent

further onto the Board of Finance or we consider it at this level. The Town Manager responded that there is no role for the Board of Finance. He noted that this process is strictly regimented and laid out in the teacher's negotiation act and if the Council were to decide to reject the contract that sends it down another path with mediation which would likely fail and then go to arbitration. He will contact Mr. Mala and get the data that you are looking for and if you want to e-mail your thoughts directly to me or reconvene and have a special meeting to discuss it further then we can do that and have further discussions as to what, if any, action you want to take on it. He asked Council to keep in mind that time period of thirty days from the date that the contract is filed with the Town Clerk's Office is solid. Mr. Stokesbury responded that the day 30 date would be December 23, 2015 and Mr. Evans would need to stay the Chairman for this issue. Mr. Evans commented that he wants to make sure that we are observing this in an appropriately procedural way. He stated that absent of any motion the Council could leave it open, have the information disseminated and if any Council member wishes to seek further meeting on this to notify the Town Manager. The Town Manager commented that if it appears that there is a requirement for a special meeting then we will hold one. Mr. Evans clarified that he does not want this to reflect any negativity on the good work that the BOE Negotiations Committee has done. He noted that Council is accustomed to seeing data when they have looked at it in the past. Mrs. Shea responded that she was not aware that Council did not have those numbers.

Flo Stahl, 2 Sunset Trail, made some remarks to the Council (which are attached and made part of these minutes). She added how gratified she is that Council is discussing this because she remembers years and years ago when the teacher's contract was signed it was just given to the Town Council and never discussed; it was a pro forma, intragovernmental courtesy and everyone understood that the Town Council was not going to reject it because that started a cascade of issues that invariably ended up with arbitration. She noted that just to have this kind of discussion and questions is wonderful; it is progress. She has no doubt that Council will end up approving it because not to do that is rather frightening in terms of the rules and regulations. She thanked the Council for listening and for their service to the Town.

Neil Livingston, 120 Craigmere Circle, commented that Flo Stahl does a great job making her points. He reported that he came to Avon in 1982 and to his knowledge he does not think that the Council has ever challenged any of the Board of Education budgets in terms of the teacher's contract. He added that Connecticut has never recovered from the economic downturn and he can provide thousands of statistics for you if necessary and have already been sent to the Town Manager, Town Council Chairman, and the rest of the people. He noted that Mr. Zacchio asked him to come down here today to address a broad audience rather than send an e-mail. He is looking towards retirement, in 2008 Merrill Lynch cut his net worth by 40%. Mr. Evans interrupted and advised Mr. Livingston that we are talking about the teacher contract. He understands that Mr. Livingston may want to give a little background before he gets to the teacher contract but that is really what the limited focus of our inquiry is looking at the contract going forward. Mr. Evans asked if Mr. Livingston could confine his comments to that. Mr. Livingston responded that he would cut it off there; this is pretty much what he has experienced for thirty plus years is the Town Council that does not want to reasonably listen to any of the public folks out here even though you are supposed to represent us. Mr. Evans responded that is just the opposite as Council is here to listen and we invite you to continue to make comment on the teacher contract and we had a time at the beginning of this meeting for public comment on any other matters not on this agenda and you did not speak. Mr. Livingston commented that he

was not allowed enough time to get to the end. He repeated that Mr. Zacchio asked him to come down and try to share but you folks have not changed. Mr. Evans reiterated that he wants to give Mr. Livingston as much time as you want to get to your points. Mr. Livingston wished the Council on whatever their next assignment is and left the meeting.

The Town Manager reported that he would disseminate the requested data as soon as he receives it. Mrs. Shea reported that she is as frustrated as anybody with this system to which we are forced to negotiate contracts and she would recommend that people who have frustrations with this process and apparently there are some, maybe more, should register that displeasure with our government and our legislature because she is not the person who can change the process pursuant to which she negotiates. She added that she is given the rules, the boundaries, the standards, and does the best she can within those boundaries and if people have issues with the boundaries she, the Board of Education, the Town Council are not the people to bring objections to; that needs a higher up audience and she would encourage people to start there. Mr. Evans concurred and added that in the entirety of the time that he has been on the Council we have taken our role seriously in regards to the review of the teacher contract so despite what was said here we have taken it seriously, have reviewed the contract, asked good questions about the contract and certainly has never been a rubber stamp in terms of sending it on. Mr. Stokesbury commented that we do recognize the limitations of the statute. Mr. Pena commented that he understands where Mrs. Shea is coming from and have stated that same position to other members that just left. He concurs with Mrs. Shea completely that this is not the floor to be fighting it, it needs a much higher level than that and until that changes we can continue to discuss anything we want to but it does not do us any good. Council thanked Mrs. Shea for coming.

Chairman Zacchio resumed his seat as Chairman.

### **15/16-29      Review, Discussion and Approval: Year End Transfers and Appropriations**

Peggy Colligan, Director of Finance, was present to highlight the Year End Transfers and Appropriations. The Town Manager noted that we recently received notification from GFOA that we have again received the Distinguished Budget Presentation Award which is thirty-one years in a row; we have a great staff and Ms. Colligan is a huge part of it.

Ms. Colligan gave a general overview of the financials of the Town as to how we completed FY 14/15. She noted that one of their goals is positive operating results and we also try to increase our Unassigned Fund Balance when possible and put aside any available reserves or assignments to be used in future budget years. She added they we also look at whether or not the financial position of the Town has improved and what is the impact of these transactions. She noted that many of these transactions are required as part of the Town Charter and some are recommendations to management.

Ms. Colligan reported that we report to Council monthly generally what is going on with the revenues and expenditures. She noted that our tax collections are still in great shape and ended the year at 99.67%. She went back to 2005 to look at the statistics and is pretty impressive to look at year over year and it is a credit to our Collector's Division. She noted that other revenue categories, specifically the five we refer to when we put the budgets together and make



presentations, exceeded 100% with the exception of Other Local Revenues. She noted that Taxes and Assessments came in at close to \$70,000 over budget appropriation, License and Permits at \$163,000 over budget appropriations, Intragovernmental was close to \$400,000 over budget appropriations, Charges for Services at \$80,000 over budget appropriations and Other Local Revenues was down approximately \$109. She noted that category is where we record a one-time revenue so they do have peaks and valleys in it year over year. She noted that one change that impacts the operating results of FY 14/15 and will impact the current year's budget is that we have been increasing budget appropriations on the revenue side so even when we do have favorable operating results the variance that we have may be diminishing as a result of that. She added that we tend to budget revenues conservatively, especially in the areas of License and Permits and Intergovernmental we did increase those slightly and also increased Supplemental Motor Vehicle and in the area of some of the educational program grants we did put supplementals on during the year which in turn increases the appropriation on both sides to cover expenditures. She noted that some of that has an impact on the total operating results but we still had a positive year. She added that for General Fund revenues, within those 5 categories in total, came in over \$600,000 over budget. She reported that we also used Unassigned Fund Balance in FY 14/15, one of our large years, using \$54,000 for Heart and Hypertension, \$340,000 and an additional \$400,000 for Old Farms Road Projects. She noted that the last two uses will be reimbursable from the State. She added that we tend to look at this category differently as it is one-time hit to Unassigned Fund Balance and will get paid back so we focus on the positive operating results in the other revenue areas and she has discussed with the Town Manager about what we felt were conservative assignments to be recommended that the Council review tonight in terms of General Fund Fund Balance. The Town Manager commented that in terms of the supplemental appropriations we are reporting Unassigned Fund Balance in two ways, with and without those supplementals which we know we will be reimbursed for in the end. He noted that we will still be around that 10% guideline. Ms. Colligan commented that when we reported to Standard and Poors in October we had an estimate of 9.8% and at that point we were looking at an \$800,000 reduction in Unassigned Fund Balance. She noted that as of today it ended up being a \$600,000 reduction in Unassigned Fund Balance and net of \$740,000 and \$54,000 so even though it diminishes Unassigned Fund Balance we did not take the full hit to the positive operating results. She added that we ended up in a better place than what we reported which is a good thing in terms of Standard and Poors.

Ms. Colligan commented that we used quite a bit of the Assigned Fund Balance in FY 14/15 with the capital reserve for the roads with an appropriation of \$662,000 during the year and we also used \$132,000 for pension and \$100,000 for OPEB to fund future liability. She noted that because of the operating results of FY 13/14 it was able to offset FY 14/15 budget, it was a big help and yet not a big hit to our Unassigned Fund Balance at the end of the year. Chairman Zacchio commented that is a good result.

Ms. Colligan noted that we have one last debt issue out there that we are recording in our CAFR every year for the library renovations and since FY 11/12 we were carrying a lot of off the rise but unissued debt in terms of capital projects and were advised by Dennis Dix, Town's Financial Advisor, and the auditors to stay on top of it and not keep them out there so she is recommending that Council approve this rescission which says that we do not intend to go to the market to issue debt for this particular project as it was voted on back in the original resolution. She added that after this there are no more projects out there that are authorized with unissued debt. Mr. Evans

questioned that we had \$2,400,000 in debt capacity that we did not use. Ms. Colligan responded yes. She recalled that when it was issued the resolution has to be for total gross amount of the project and then there was a donation and a grant so all of those pieces have to be captured. The Town Manager commented that was before we went through the competitive bidding process which was the gross amount.

Ms. Colligan highlighted the background information for the Fiscal Year ended June 30, 2015 financial statements closing process. She reported on Transfers and Encumbrances which reflect accounts funds left in their budget to support the transfers to the departments that needed fund that were overspent in their budget. She noted that there were enough transfers available to cover all of our expenditures with the exception of some payroll accounts due to overtime in the area of public safety, part-time library, and part-time funds in the Conservation and Development area. She added that there was no appropriation needed for the Board of Education or the Town or freeze anything which is the third year in a row that departments were able to cover their variances and still have encumbrances and purchase order commitments. She highlighted Reserve for Encumbrances and Continued Appropriations. Mr. Stokesbury questioned what the leftover was from the Board of Education for FY 14/15. Ms. Colligan responded that based on the numbers that we have right now they put on \$736,000 in encumbrances and they have approximately \$60,000 to \$80,000 left in their appropriation. She noted that the auditors have not finalized everything. She added that we are showing right now a balance of approximately \$806,000 for Board of Education then deducting the \$736,000. She commented that we are looking on a budgetary basis, the way we report on the financials is a gap basis so we have to take into account paid encumbrances which are given back and the Board of Education is liquidating approximately \$98,000. Mr. Stokesbury noted it being a positive number coming back from the Board of Education operating budget even after they looked at and made encumbrances for valid purposes within their use.

Ms. Colligan reported on Supplemental Appropriations – General Fund and noted that there is one supplemental appropriation to cover a few payroll accounts that the transfers are not able to take care of in the area of public safety, library, and conservation and development. She added that we used supplemental motor vehicle as the revenue source which had exceeded their budget appropriation and had sufficient funds to cover. She noted that there is an impact to Unassigned General Fund Balance but is negligible. Ms. Colligan reported on Supplemental Appropriations – Other Funds where there are a variety of supplemental appropriations to different funds. She noted that the first one is the Capital Projects Fund from STEAP revenue that came in to cover the Town lighting program, as well as a donation from ACORN for the AMS tennis court project, and payment in lieu of road improvements. She reported on another resolution for the Old Wheeler Lane Bridge which is for reimbursements from the State that go directly back into the project. She reported on the next resolution from the Police Special Services Fund which is for construction projects and noted that the budget for this is very minimal so as the projects occur during the year and it reimburses for the police overtime and use of the car, oil, gas, and benefits we wait until the end of the fiscal year to do the appropriation to cover the expenditures and any balance goes back within Fund 7.

Ms. Colligan reported on Transfers and Fund Balance Assignments which include one for \$187,500 to add to the assignment for Pension Contributions, a second for \$225,000 to add to the assignment for Post-Employment Benefits, and a third for \$50,000 to cover the Compensated

Absences Debt Service Fund which is where we pay out sick and vacation time to terminated and retired employees and will bring us back up to a positive cash position, all from the General Fund Unassigned Fund Balance. The Town Manager commented that for the first two assignments the existing assignments we have for both Pension and OPEB are being drawn down for FY 15/16 operating budget and currently using them. He noted that as the budget for FY 16/17 is developed we will use the \$187,500 and \$225,000 to help offset Pension and OPEB costs. He added that it helps to reduce the increase. Mr. Stokesbury commented that from earlier presentations we look at the unfunded portion of the retirement liability. He questioned if we end the year better than we started in that review. Ms. Colligan responded that at the last pension meeting our operating results were not as stellar as we had them but we did have positive gains. She noted that the Town and Board of Education had a meeting with the actuaries to look into reducing the interest rate assumptions as we are at 7.375% now and will go down to 7.25% for next budget year. Mr. Stokesbury commented that we can do good things like that but if our senses is such we could still be going backwards. Ms. Colligan responded that the Town's plan is closed so we are no trying any of the assumptions with that and on the Board of Education side any changes they are making will help in terms of the assumptions and demographics. She noted that we did achieve what the return results were but they were not double digit returns because we still have a 5-year lookback period that we are starting to experience better performance in our interest assumptions that we get to carry forward and we still have some trail end of some bad years coming through. The Town Manager commented that we will get the definitive take on that when the pension evaluation is completed by Milliman. Mr. Stokesbury questioned if we will hear something in the spring. The Town Manager responded yes.

Ms. Colligan reported on Fund Balance – Unassigned, Assigned, and Committed which includes a resolution for Town Road Aid to purchase more treated salt for inventory and a resolution for the State and Federal Education Grants to balance the budget with no impact to the General Fund Fund Balance.

Ms. Colligan commented that we had a pretty healthy use of the Unassigned General Fund Balance, all of the Special Revenue Funds are in good shape. She noted that two of the funds that we look at specifically are the Sewer Fund (Fund 5) which has an Unassigned Fund Balance of \$1.8 million in FY 14/15 which was \$1.58 million in FY 13/14 and \$1.6 million in FY 12/13 so it has been able to cash flow through its revenue and support its operating budget plus the capital projects that are out there. The second fund is the Medical Claims Internal Service Fund (Fund 10) at which we are at about 23% retained earnings level at the close of FY 14/15 which is 23% of the budgeted current year expenditures and a good cushion to have. Mr. Stokesbury questioned how that compares to prior years. Ms. Colligan responded that we were at 28% in FY 12/13 and 32% in FY 13/14 and noted that we had a high claims exposure in FY 14/15, approximately \$600,000 over what we anticipated but the good news is that we are receiving a check from CIGNA for approximately \$135,000 because we are self-insured we get a portion of the claims cost that exceeded the stop loss and will be reflected in this current year's budget and goes back to the retained earnings of Fund 10.

Council thanked Ms. Colligan for a very thorough presentation. Chairman Zacchio commented that we had a good year and extended congratulations. He noted that using the extra dollars towards the offset of OPEB is a smart thing to do and minimizes the increase that will impact our

operating budget for next fiscal year and a good starting point for us. Ms. Colligan commented that the increase total in terms of operations is close \$600,000 with a drawdown of almost \$800,000 so the net is expected to be \$200,000 to \$300,000.

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

**RESOLVED:** That the Town Council hereby recommends that the Board of Finance approve the Fiscal Year End Transactions: Transfers and Encumbrances, Supplemental Appropriations, Assignments, Appropriations from Fund Balance, and the Rescission of Authorized for Previously Authorized but Unissued Debt, as outlined in the booklet Final Fiscal Year Transactions FY 2014-2015, and as described in the memoranda from the Director of Finance to the Town Manager.

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

## **IX. TOWN MANAGER'S REPORT/MISCELLANEOUS**

**Misc. A: Purchasing Update:** The Town Manager reported that we have been working with the Board of Finance in developing a Request for Proposals document to go out for auditing services; we have had Blum Shapiro for many years now and for the last few years we have had them on with annual contracts and one of the Board of Finance's most important functions is to appoint the auditors and at their last meeting a draft RFP package was shared, discussed a timeline and process and expects that we will have feedback at their meeting in December. Ms. Colligan added that the goal is to advertise the RFP by January 25<sup>th</sup>, interview the finalists in April and make an appointment by the end of May. The Town Manager commented that the firm selected would be onboard for FY 15/16 audit process. Mr. Evans questioned if the existing auditors will be considered. The Town Manager responded yes. Mr. Evans questioned if there is any reason to consider for some accounting principles a change in that, keeping a fresh perspective. The Town Manager responded that the pool of auditors has contracted but you do want to rotate and if it turns out that we did end up staying with the current firm there would be conversations about whether or not we change partner and get a fresh set of eyes looking at what we are doing.

**Misc. B: Construction Update:** The Town Manager reported that the Avon Water Company has completed their work for the season and noted that they will be removing the signs, cleaning up the shoulders and get back to it in the spring.

**Misc. C: Avon Clean Energy Commission:** The Town Manager reported that he is meeting with Bernie Zahren next week and will discuss what is in store for the Avon Clean Energy Commission as their charge needs to be updated.

**Misc. D: GFOA: Distinguished Budget Presentation Award:** The Town Manager mentioned this item earlier in the meeting.

**Misc. E: Old Farms Road Projects:** The Town Manager reported that they are continuing; the bridge is still in design with a long range goal to have it completed for 2018. He noted that the feasibility study is moving along; the boring reports came in earlier this week; they are beginning to work on the design and cost estimates for the super structure that we need to span the wetlands which is really important as that is where most of the value of the project is. He added that we

are on target to have the feasibility study done by the end of January. He noted that he and the Town Engineer are going to meet with the consultant, C&C, to talk about when it makes sense to do public information sessions and how we want to roll that out. Mr. Stokesbury asked if there was any update with Avon Old Farms School. The Town Manager responded no; he gave the School the most recent correspondence in October for their upcoming Board of Directors meeting and things are on track with what they were told so no further discussions at this point.

**Misc. F: Synthetic Turf Field Project: 99 Thompson Road & Avon High School:** The Town Manager reported that we have a special meeting on Monday, December 7<sup>th</sup> at 7:00 p.m. Mr. Evans clarified that this meeting is informational only and no action will be taken. Chairman Zacchio responded that was correct. Mr. Evans questioned where it goes from there. Chairman Zacchio responded that from there we are going to need to have an agreement with the Board of Education on what we think the best site is should we want to move forward with the turf project and he would expect, like we have done in the past, to send a letter to the Board of Education asking them for their opinion around what site they would be more apt to support and move forward with if we were to do that. He noted that we do not have a project to move forward with yet so it is really just a site discussion. He added that we can exclusively decide to move forward with the MH Rhodes property but we cannot exclusively decide to move forward if it were at Avon High School. He noted that we have done the assessment at the High School, we bring the Board of Education in as a partner, hold this special meeting, digest that information, then ask the Board of Education for their input in terms of what site they think will be most feasible for them and depending on how they choose the Council will drive how we think about that project and whether or not we choose to move forward with it. Mr. Evans questioned if a consensus will be asked for at the meeting. Chairman Zacchio responded that we can play it by ear but he does not think it will be fair to ask for such at that meeting as we will be listening to public input and will need to absorb it and then ask at an appropriate time. Mr. Stokesbury noted that there will be a transition with members on the Board of Education as well. Chairman Zacchio commented that he will not ask for any formal vote. He will give a pretty good overview up front about what we are or are not talking about, have presentations, allow the public to speak, field questions and then close the meeting. He added that BSC Group is presenting the architectural pieces, the Director of Recreation and Parks and the AHS Athletic Director will discuss field usage, and then open the floor to the public. Mr. Stokesbury commented that are really three options: Avon High School, MH Rhodes property, or not yet as we have heard a lot of other competition for funds.

**X. EXECUTIVE SESSION:** Collective Bargaining  
Pending Claim/Litigation

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

**RESOLVED:** That the Town Council go into Executive Session at 10:00 p.m.  
Mrs. Maguire, Messrs: Zacchio, Pena, Evans, and Stokesbury voted in favor.

The Town Manager and Town Clerk attended the session.

**XII. ADJOURN**

On a motion made by Mr. Evans, seconded by Mr. Zacchio, it was voted:  
**RESOLVED**: That the Town Council adjourn the meeting at 10:15 p.m.  
Mrs. Maguire, Messrs: Zacchio, Pena, Evans, and Stokesbury voted in favor.

**Attest:**

**Ann L. Dearstyne, Town Clerk**

# Capital Budget Presentation FY 16-17 Requests



Engineering,  
Sewers

December 3, 2015

## Engineering Department

### Key Factors in Determining Projects and Priorities:

- Public Safety
- Reduce Property Damage (flooding etc.)
- Environmental Protection / Quality
- Infrastructure Maintenance / Rehabilitation
- Public / Political

## Engineering Projects

### Old Wheeler Lane Bridge over Roaring Brook

(16/17 request \$650k, in addition to \$350k recently appropriated - construction summer of 2016)

- Qualifies under Federal Local Bridge program (80% fed. 20% local)
- ConnDOT bridge inspection report rated the bridge as “poor”
- Funding request is estimated based on ConnDOT and Selected Consultant Engineers
- **Project s/b going out to bid in December – so we can expect actual bid numbers in late January**

## Engineering Projects

### Replacement of Old Farms Bridge over Farmington River (16/17 Budget request \$0k)

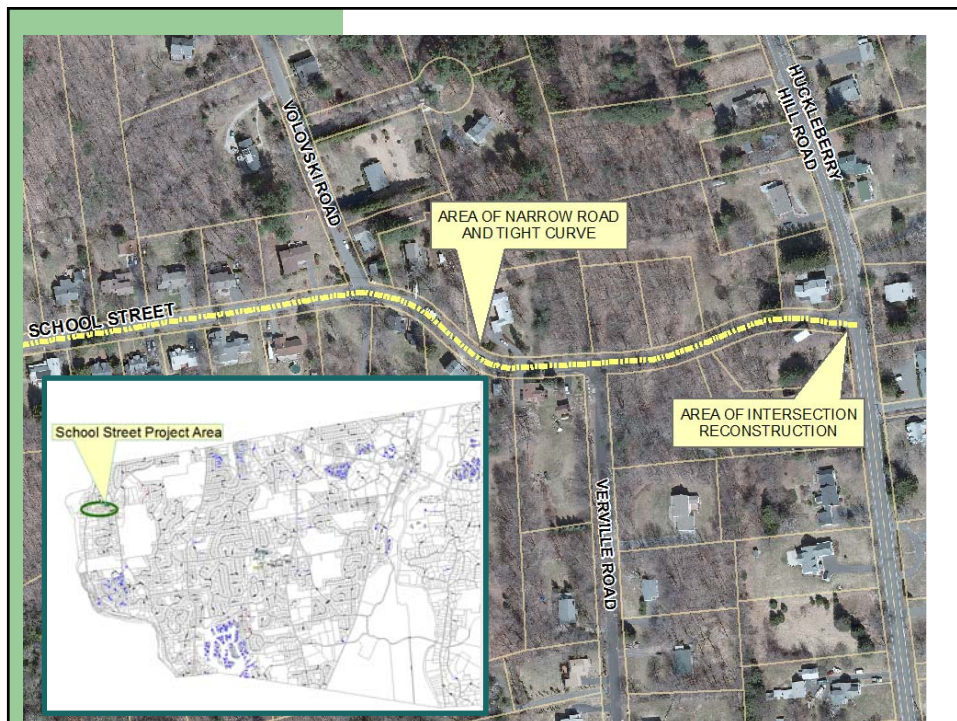
- The primary project is 100% paid for by the State
- Any capital request will be for amenities not covered by the State
- Anticipate determination of amenities spring/summer 2016; construction beginning spring 2018



## Engineering Projects

### School Street Curve Reconstruction (16/17 Budget request \$85k)

- Town has plan to pave this road FY16/17
- Town will be realigning intersection with Huckleberry Hill
- Road in the area is 17 ft wide at tight curve – very difficult for two vehicles to pass by - esp. wide vehicles (e.g. school buses)
- ADPW to do mass work – funds are estimated for materials and specialties

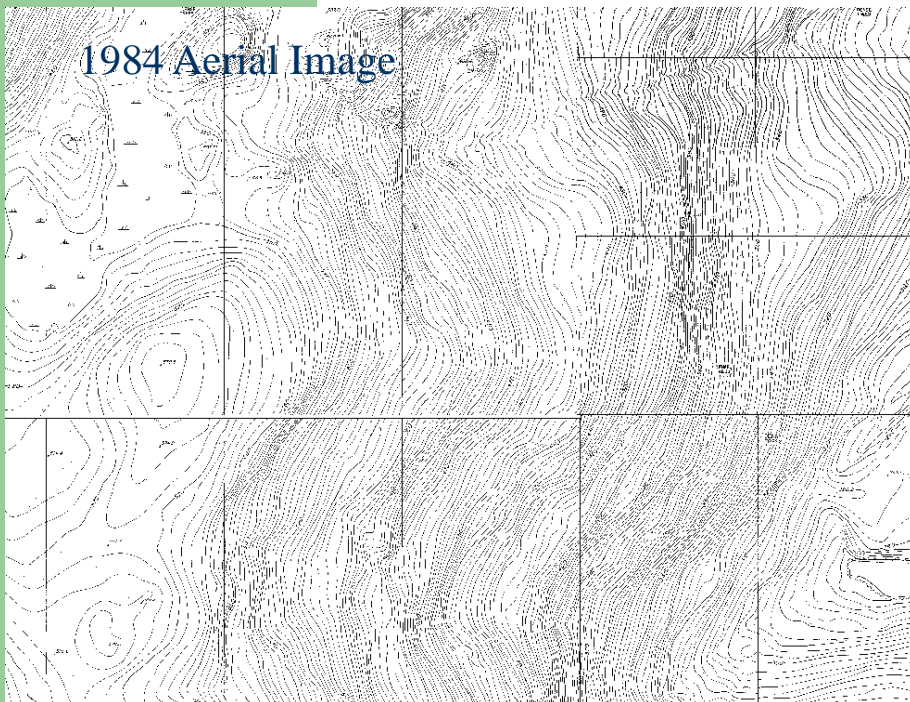


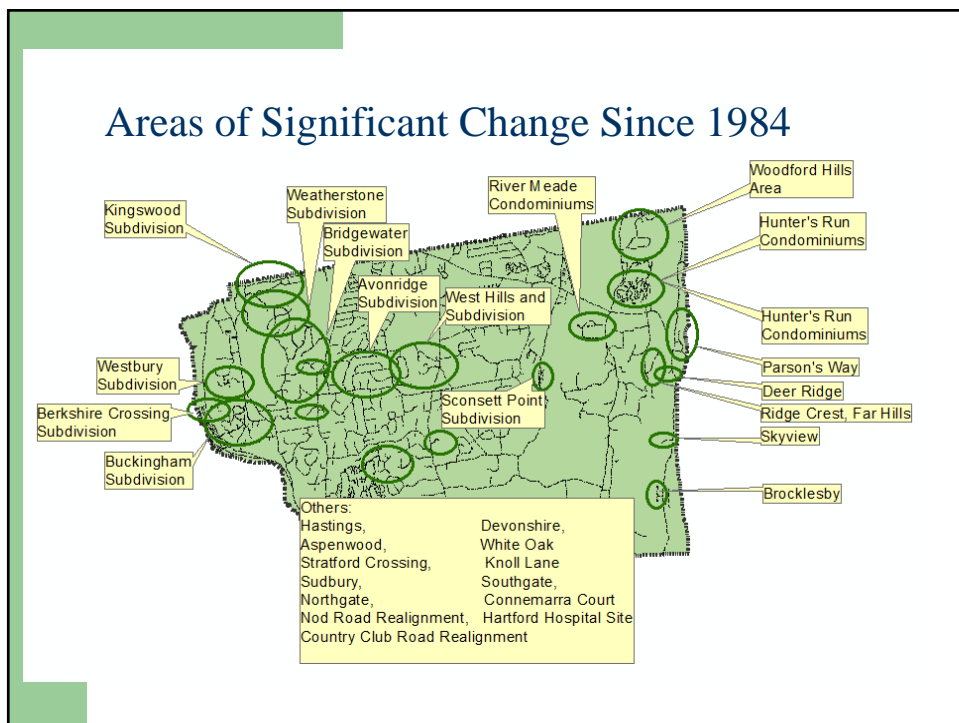
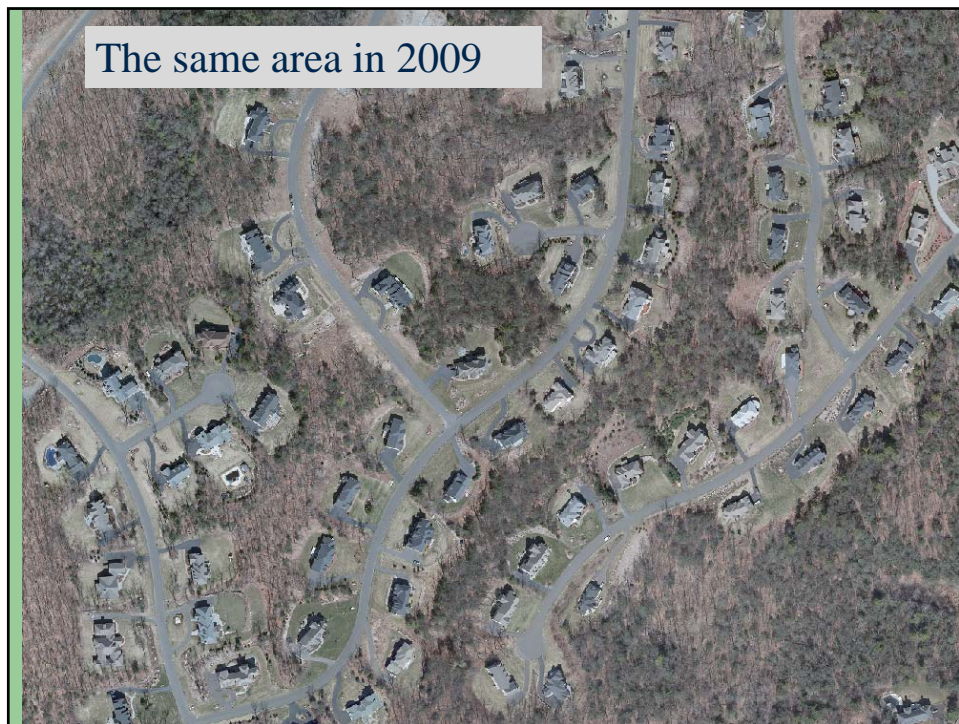
## Engineering Projects

### Town-Wide Aerial Mapping (15/16 Budget request \$95k for topography portion only)

- Assist residents with FEMA Flood Insurance issues (694 properties affected within 100 yr flood zone)
  - Provides mapping for town projects (sidewalks, Ciderbrook, Old Farms Rd, Chidsey Road, Landfill monitoring, etc)
  - Previous resource is 1984 printed mapping
  - May be a source of revenue from developers and private firms
  - Potential cost sharing with local utilities (AWCo., CWC, CNG, etc.)
- (Originally requested 2010/11)*

1984 Aerial Image







## Engineering Projects

### Replace Box Culvert over Thompson Brook – Tillotson Road (16/17 Budget request \$0)

- Structure age is unknown (over 40 years old)
- 2 sink holes occurred summer 2009, another in summer of 2010, additional patches since
- Failure will require road closure and possible motorist accident
- Above water line there is some degradation of deck support walls
- Replacement is intended to be a box culvert – if ADPW does the work beyond the setting of the box, cost would be lower

*(Originally requested FY 10/11)*



## Engineering Projects

### Reconstruction and Drainage in Cider Brook Road (16/17 Budget request \$0)

- Road is listed as poorest in TOA
- Skim coat overlayed this year
- Was approved for sewers in 12/13 (Sewer CIP)
- The bridge there is also in need of replacement – possible State Local Bridge program eligible
- **The plan is to survey & design this winter and combine previously approved funding for these improvements**

### Cider Brook Road Area



## Engineering Projects

Other future requests:

- Arch Road to Darling Drive connector
- Replacement of Box Culvert - Thompson Road crossing Thompson Brook

## Sewer Department / AWPCA

### Key Factors in Determining Projects and Priorities:

- Public Safety
- Environmental Impacts
- Sewer Facilities Plan
- Development Interests
- Infrastructure Maintenance / Improvement
- Public / Political

***Note: these projects do not effect the tax levy***

## Sewer Projects

### Lateral Expansion Program (16/17 Budget \$657k)

- Generally we plan to expand sewers on a project need basis – requires public outreach component
- Priority is often combined with road reconstruction / pavement needs
- Request for 16/17 includes Kingsbridge and Copplestone

## Sewer Projects

### Farmington Interceptor Replacement (16/17 Budget \$275,000 – for construction)

- This is the sewer mainline from town line to Rte 4
- Original inter-municipal agreement clearly identifies Avon's responsibilities with this
- This sewer surcharges (backs up) with wet-weather flows
- We will be sharing costs prorated with Farmington

## Sewer Projects

### Infiltration and Inflow Rehabilitation

(16/17 Budget \$100k)

- Placeholder for rehabilitation of infrastructure where leaks are found by I&I study

***Potentially fundable under CTDEEP CWF program at 55% grant reimbursement; 45% local***

## Sewer Projects

### Rte 44 Pump Station Rehabilitation

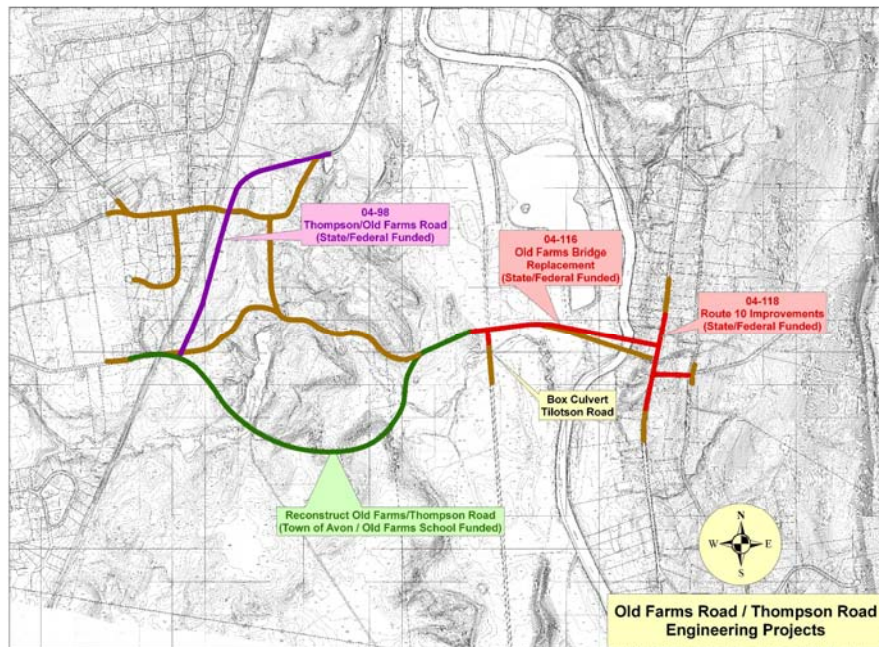
(16/17 Budget \$65k )

- The oldest (34 years) sewer pump station in Avon
- Difficult and dangerous to work on
- Confined space issues make rescue a significant challenge
- Station is seeing significant flow increases due to the Avon Place and Avon Mills complexes connections

***(note that the connection charges for one of these facilities will more than pay for the upgrades)***



## End of Presentation



## Department of Public Works



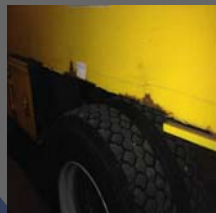
## Capital Improvement Plan 2016/2017

### FY 15/16 Highway Replacement

**GMC Aerial Truck  
\$200,000**



- 25 years old



- Body Corrosion



- Frame Corrosion

**Truck #11AV  
\$200,000**



- 17 Years Old  
- Frame Corrosion

## Pavement Management Program

### ♦ Fiscal Year 16/17 Mill & Overlay

\$1,390,000

Kingsbridge  
Hammersmith  
Cobblestone  
Indian Pipe Trail  
High Gate  
Wyngate  
Tamara Circle  
Rockledge Drive  
Brian Lane

Holly Lane  
Old Kings Rd.  
Hemlock Rd.  
Columbus Circle  
Cadberry Turn  
Highwood Circle  
Brownstone Drive  
Yorkshire  
Westmont

### ♦ Crack Sealing of Various Roads

### ♦ Fiscal Year 16/17 Parking Lot Improvements

\$100,000

Senior Center & Sycamore Hills Park

**TOTAL Requested Fiscal Year 16/17**

**\$1,490,000**

## Pavement Management Program

**Kingsbridge  
\$100,000**

RSR 32 out of 100



**Hammersmith  
\$28,000**

RSR 34 out of 100

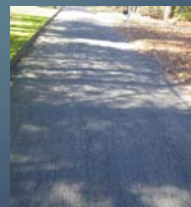


**Cobblestone  
\$86,000**

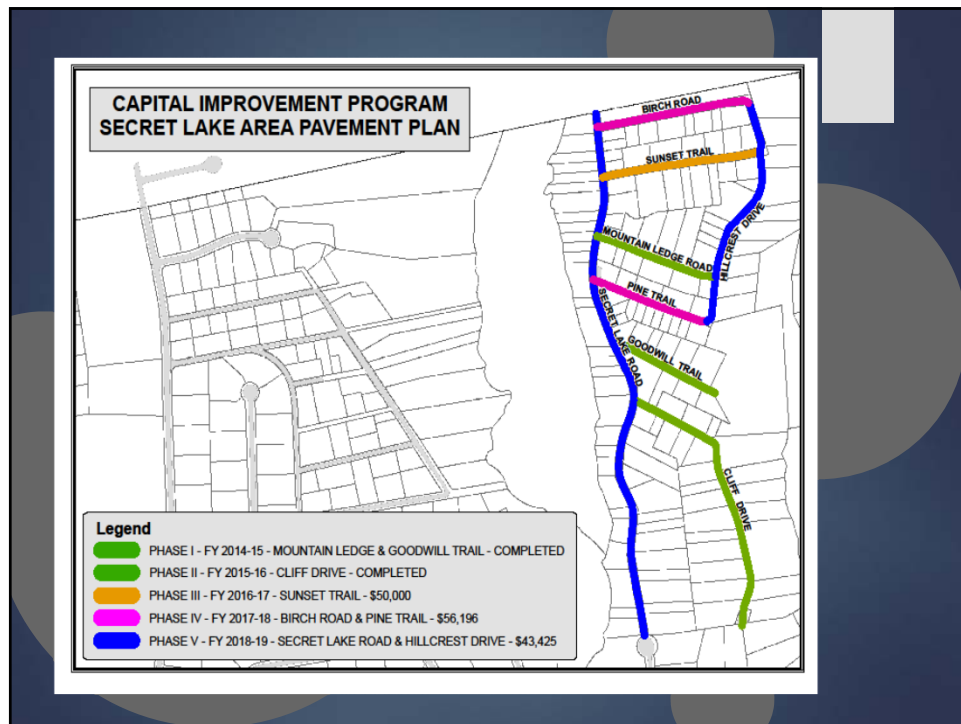
RSR 25 out of 100



**Indian Pipe Trail  
\$88,000**



RSR – Road Surface Rating



## Secret Lake Road Improvements

**Sunset Trail  
\$50,000**

RSR 24 out of 100



RSR – Road Surface Rating

## Municipal Parking Lots

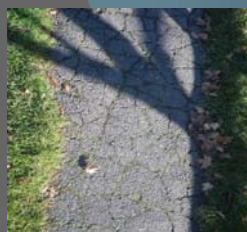
**Senior Center/Sycamore Hills Park**  
**\$100,000**

LSR 23 out of 100



LSR – Lot Surface Rating

**Sidewalk Improvement Plan/West Avon & Country Club Road**  
**\$50,000**





## Company 1 Building Improvements \$42,500



## Facility Improvements

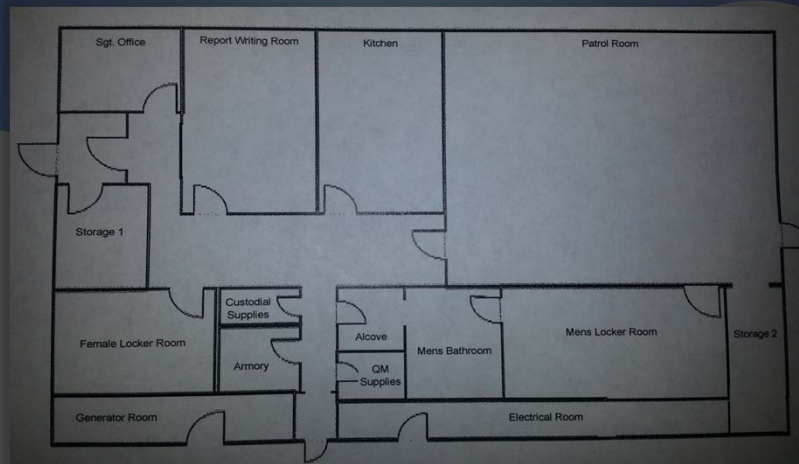
**Fire Company 1 Boiler Plant  
\$55,000**



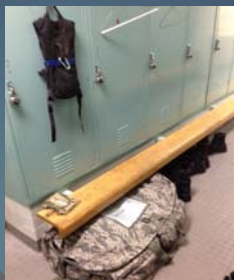
**Metal Roofs, Building 1 & 2  
\$80,000**



## Avon Police Patrol Building Existing Layout

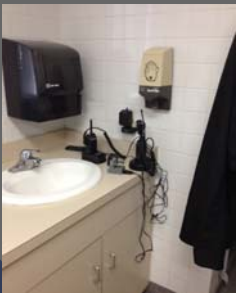
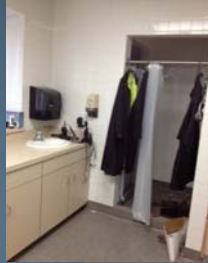


### Avon Police Patrol Building / Men's Locker Room



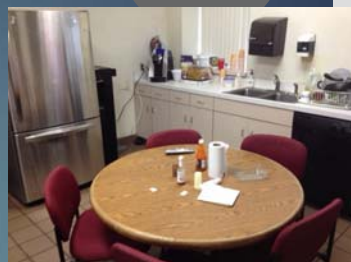
- Lockers are of insufficient size to hold required equipment
- Floor cluttered with equipment not able to be placed in lockers
- Insufficient electrical outlets to charge portable radios
- Shower area used to store excess supplies

### Avon Police Patrol Building / Women's Locker Room



- Insufficient number of lockers
- Lockers are of insufficient size to hold required equipment
- Floor cluttered with equipment not able to be placed in lockers
- Insufficient electrical outlets to charge portable radios
- Shower area used to store excess supplies

### Avon Police Patrol Building / Kitchen



- Mold
- Rodent Infestation
- Unsanitary counters and crevices
- Ceiling tiles missing and discolored by unknown causes
- Wallpaper missing, ripped and dirty

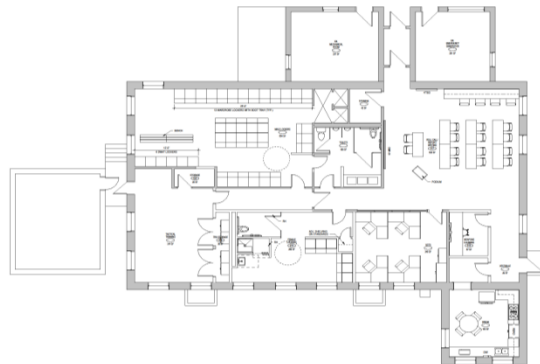


## Avon Police Patrol Building / Hallway



- Common areas/hallways unfinished

## Avon Police Patrol Building Proposed Layout



**K. KESTER BOOS**  
ARCHITECTS, P.C.  
10000 N. 100TH AVE., SUITE 100  
EDMONTON, ALBERTA T5H 3K1  
403.441.1111  
www.kkboos.com

**PROGRESS PRINT**  
THIS PRINT IS A PRELIMINARY  
PRINT AND SHOULD NOT BE USED FOR  
CONSTRUCTION.

DATE: 10/1/2014  
DRAWN BY: J. KESTER  
CHECKED BY: J. KESTER  
PROJECT: AVON POLICE DEPARTMENT  
PATROL-LOCKER ROOM

**AVON POLICE  
DEPARTMENT  
PATROL-LOCKER  
ROOM**

SCALE: 1/8" = 1'-0"  
1/4" = 1'-0"  
1/2" = 1'-0"  
3/4" = 1'-0"  
1" = 1'-0"

**MAIN LEVEL FLOOR  
PLAN PROPOSED**

DATE: 10/1/2014  
DRAWN BY: J. KESTER  
CHECKED BY: J. KESTER  
PROJECT: AVON POLICE DEPARTMENT  
PATROL-LOCKER ROOM

**A1.01**



## Avon Police Headquarters

April 24, 2018

### Bldg 4 Opinion of Probable Project Cost

Building Renovation Cost		Comments
Building 4 Renovations + Storage Addn:	4,012 GSF	\$900,180
Conceptual Level Estimating Contingency	@ 10%	\$90,018
		<b>Subtotal:</b>
General Conditions & Overhead	@ 10%	\$148,526
Insurance	@ 1.00%	\$11,387
Bonds	@ 0.05%	\$7,478
Profit	@ 3%	\$34,727
Permit Fee	Waived by Town	
Escalation	3.50%	\$41,730
		<b>Subtotal Construction Cost:</b>
		<b>\$1,234,100</b>
Owner's Indirect Costs		
Land Survey		\$0
Geotech		\$0
Arch. & Eng. Fees		\$123,400
Reimbursable Expenses		\$7,000
Project Management		By Town
Commissioning (Life)		\$12,500
Structural Peer Review		\$1,000
Furnishings, Furniture (\$12/SF Allowance)		\$48,100
Loose Equipment		\$1,000
Security, Access Control and A/V		\$40,000
Communications Equipment (Allowance)		\$17,500
Moving		\$7,500
Reproduction /Miscellaneous		\$3,500
Legal/Advertising		\$2,500
Material Testing		\$2,500
Owner's Contingency (10% of all costs)		\$153,400
		<b>Subtotal Indirect Costs:</b>
		<b>\$419,900</b>
		<b>Total Project Cost:</b>
		<b>\$1,654,000</b>

## Avon Police Admin Building Proposed Layout



K-ESTLE BOOS  
ARCHITECTS, P.C.  
1000 W. 10TH AVE., SUITE 200  
DENVER, CO 80202  
(303) 733-1100  
www.k-estleboos.com

PROGRESS PRINT  
DATE: 4/24/18  
BY: [Signature]  
CHECKED: [Signature]  
SCALE: AS SHOWN  
PROJECT: AVON POLICE DEPARTMENT - BUILDING 3

AVON POLICE  
DEPARTMENT -  
BUILDING 3

MAIN LEVEL FLOOR  
PLAN PROPOSED

A1.01

<b>Owner's Indirect Costs</b>	
Land Survey	\$0
Geotech	\$0
Arch & Eng Fees	\$42,000
Unrecoverable Expenses	\$3,000
Project Management	By Town
Consolidating U/L's	\$0
Structural Peer Review	\$1,000
Furnishings, Furniture (325F Allowance)	\$21,900
Loose Equipment	\$0
Security, Access Control and AV	\$10,000
Unrecoverable Expenses (Allowance)	\$2,500
Moving	\$0
Reproduction Miscellaneous	\$3,500
Legal/Advertising	\$2,500
Material Testing	\$2,500
Owner's Contingency (10% of all costs)	\$55,100
<b>Subtotal Indirect Costs:</b>	<b>\$149,600</b>
<b>Total Project Costs:</b>	<b>\$576,000</b>



## Exhaust Extraction System, Fire Company 3 \$45,000



← Existing Exhaust System,  
Company 3



← Existing Updated  
Exhaust System,  
Company 1



## Public Works Five Year Plan

	2016/17	2017/18	2018/19	2019/20	2020/21	TOTAL
Replace 1990 GMC Aerial Truck	\$200,000					\$200,000
Replace 1999 International Dump Truck	\$200,000					\$200,000
Replace 2000 Sterling Dump Truck, 12AV		\$200,000				\$200,000
Replace 2000 Sterling Dump Truck, 7AV			\$200,000			\$200,000
Replace 2001 Utility Truck, 19AV	\$60,000					\$60,000
Replace 2001 Chevy Suburban, 23AV	\$50,000					\$50,000
New Utility Truck, Fire Prevention	\$50,000					\$50,000
Pavement Management Program	\$1,390,000	\$1,400,000	\$1,400,000	\$1,400,000	\$1,400,000	\$6,990,000
Parking Lot Improvements	\$100,000	\$310,000	\$250,000	\$100,000	\$165,000	\$925,000
Fire Company 1 Building Improvements	\$42,500					\$42,500
Secret Lake Road Improvements	\$50,000	\$65,000	\$55,000			\$170,000
Replace Boiler Plant at Fire Company 1	\$55,000					\$55,000
Refurbish Metal Roofs On Bldg. 1 & 2	\$80,000					\$80,000
Police Dept. Building Improvements	\$110,000	\$2,230,000				\$2,340,000
Infrastructure Security Improvements	\$75,000	\$75,000	\$50,000			\$200,000
Sidewalk Improvement Plan	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$250,000
Town Wide Phone System Upgrade	\$60,000					\$60,000
Exhaust Extraction System, Fire Co. 3	\$45,000					\$45,000
Fire Co. 1, Repl. of Concrete Stairway	\$30,000					\$30,000
Fire Co. 3, Kitchen Improvements	\$30,000					\$30,000
<b>TOTAL</b>	<b>\$2,677,500</b>	<b>\$4,330,000</b>	<b>\$2,005,000</b>	<b>\$1,550,000</b>	<b>\$1,615,000</b>	<b>\$12,177,500</b>

# Recreation and Parks Capital Improvement Program 2016/2017 FY Requests

DECEMBER 3, 2015



Updated 11/13/15

## 16/17 FY CIP Drivers

- Address the need for more fields for turf sports.
- Assure that Sycamore Hills improvement plan has adequate funding.
- Renovate softball fields at Fisher Meadows.
- Invest in grounds keeping equipment for efficiencies and better results.
- Prioritize projects with consideration given to the impact of options for synthetic fields.

Updated 11/13/15

## History



- In 2014 expanding fields in Fisher Meadows (FM) was put on hold to explore developing the M.H. Rhodes property into an athletic complex with synthetic field(s).
- Recreation and Parks Commission served as a subcommittee to guide the design phase of synthetic field(s) on Thompson Road. The subcommittee made a final recommendation to the Town Council (T.C.) in November 2014. This project has a base bid total of \$5,024,805.

Updated 11/13/15

## Potential Synthetic Field(s)



- The subcommittee was re-tasked to work with the same architect and take a fresh look at the feasibility of synthetic field at the High School.
- The subcommittee followed the same process and recommended a feasible concept for a synthetic field at the High School to the T.C. in June 2015. This project has a base bid total of \$2,762,500.
- Both of these projects are still in play. In light of this, the Commission and staff put FM expansion back as priority #1 and depending on outcomes, consider Thompson Road property for grass fields and fewer amenities at a lower cost.

Updated 11/13/15

## #5 Facility Development Thompson Road Property

- The M.H. Rhodes property remains a potential location for the development of an athletic complex with synthetic field(s). At the same time the Avon High School is also a potential site for synthetic field(s).
- In the event that the project comes to fruition at AHS, this site would be considered for 2 grass fields with minimal amenities.

Updated 11/13/15

This is a hydrostatic-zero-turn piece of equipment that is used to maintain and renovate the clay infields of baseball and softball fields. The machine and its attachments are light years ahead of old school "infield pros" currently used. It rakes, sifts, de-compresses,



**#4 Purchase zero-turn infield groomer \$20,000**

Updated 11/13/15



This project replaces traditional infield material with engineered clay.

The results are a better playing surface, quicker draining and drying time. It does not get as dusty as regular clay.

It is also resistant to being infiltrated by weeds because it is so compact.



Fisher Meadow softball field




Buckingham baseball field

### #3 Softball Field Renovations FM

Updated 11/13/15

## #2 Continued Improvements and Restorations- Sycamore Hills



- Funding was approved in the 15/16 FY budget for improvements to pools, buildings, and facilities.
- During the demolition phase of the pools it was determined that there was more concrete work needed resulting in overages.
- This request for 16/17 FY ensures that the other projects are accomplished including improvements to the Pavilion and Senior Center.

Updated 11/13/15



## CIP 15/16 Sycamore Pools Restoration

Both pools were sand blasted, coping, tile and areas of bad concrete walls were demolished in fall 2015.



Updated 11/13/15

This project has all permitting and construction plans in place. It would expand parking and practice fields to the north of the existing fields. Everyone is familiar with this plan.

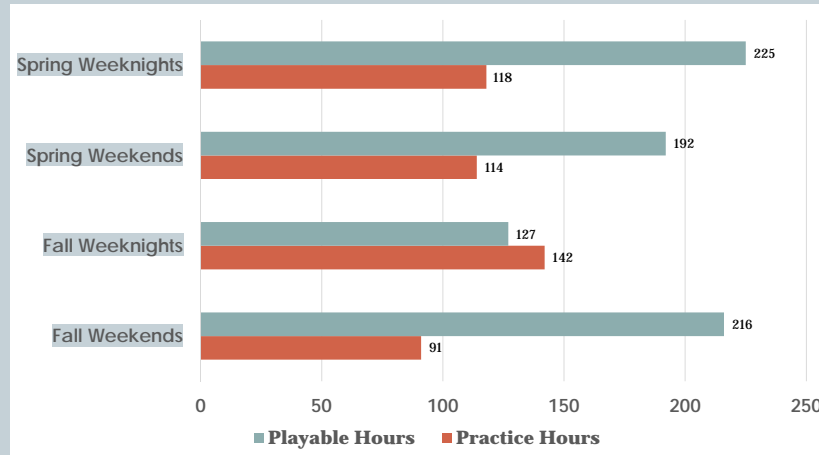


**#1 Field Expansion at  
Fisher Meadows**

Updated 11/13/15

## Increasing Demands for Turf Fields

Spring & Fall – Practice Hours vs. Playable Hours



Updated 11/13/15

## Sporting Leagues Usage of our Facilities

League/School	Spring			Fall		
	Weeknights	Weekends	Participants	Weeknights	Weekends	Participants
Avon Soccer Club	29	30	430	54	33	678
Avon Youth LAX	36	36	336	5	8	162
Farmington Valley Field Hockey				2	2	32
Farmington Valley Flag Football				20	10	165
Men's Soccer	2	2	40	2	2	40
Farmington Valley Soccer Club	12	6	60	13	6	65
Talcott Mountain Academy						
Avon High School Field Sports	81	2	71	204	2	200
<b>TOTALS</b>	<b>160 Practices/ Games</b>	<b>76 Practices/ Games</b>	<b>937 Total Participants</b>	<b>300 Practices/ Games</b>	<b>63 Practices/ Games</b>	<b>1,342 Total Participants</b>
Take out Avon High School Field Sports	79	74	866	96	61	1,142

Updated 11/13/15

