

**AVON TOWN COUNCIL
SPECIAL MEETING MINUTES
November 14, 2018**

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 Chairperson Maguire. Members present: Mrs. Maguire, Messrs: Bernetich, Stokesbury, Pena, and Speich. A quorum was present.

II. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Chairperson Maguire.

III. PUBLIC HEARING:

18/19-25 Oak Bluff Dry Hydrant Easements

The Public Hearing was called to order at 7:00 p.m. by Chairperson Maguire. Chairperson Maguire waived the reading of the following legal notice:

**“TOWN OF AVON
LEGAL NOTICE**

NOTICE OF A PUBLIC HEARING

Notice is hereby given that the Town Council of the Town of Avon, Connecticut will hold a Public Hearing on Wednesday, November 14, 2018 at 7:00 p.m. in the Selectman's Chamber, 60 West Main Street, Avon, Connecticut for the following purposes:

To accept three Permanent Easements for Dry Hydrant Fire Pond for the PERMANENT EASEMENT PERIMETER on a certain set of plans entitled “DRY HYDRANT INSTALLATION, OAK BLUFF, AVON, CONNECTICUT November 2017, REVISED JANUARY 3, 2018, JANUARY 9, 2018, and in particular SHEET CU-101, SITE PLAN, DATE: NOVEMBER 2017, REVISED 1/3/2018 TOWN COMMENTS”, Scale 1”=20’, prepared for the Town of Avon by Fuss & O’Neill (the “Map”) which Map will be filed in the Town of Avon Engineering Department.

Copy of said map is on file in the Town Clerk's Office and open to the public for inspection during normal business hours.

Dated at Avon, Connecticut this 24th day of October, 2018.

Brandon L. Robertson
Town Manager”

Mr. Stokesbury noted that the reason for the public hearing is that it is a matter of dealing with real estate and when we are dealing with a real estate interest we have to have a public hearing.

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

RESOLVED: That the Town Council close the public hearing.

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

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

RESOLVED: That the Town Council accept three Permanent Easements for Dry Hydrant Fire Pond for the PERMANENT EASEMENT PERIMETER on a certain set of plans entitled “DRY HYDRANT INSTALLATION, OAK BLUFF, AVON, CONNECTICUT November 2017, REVISED JANUARY 3, 2018, JANUARY 9, 2018, and in particular SHEET CU-101, SITE PLAN, DATE: NOVEMBER 2017, REVISED 1/3/2018 TOWN COMMENTS”, Scale 1”=20’, prepared for the Town of Avon by Fuss & O’Neill (the “Map”) which Map will be filed in the Town of Avon Engineering Department.

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

IV. MINUTES OF PRECEDING MEETING: None

V. COMMUNICATION FROM AUDIENCE

Barbara Mitchell, 72 Oakengates Road, reported that she has been doing classes with Recreation Commission since they moved here about ten to eleven years ago. She noted that she went to register late for a course in October and was told that there is a \$25 late fee and was shocked and aggravated because we pay for these, we also pay taxes, and thinks that a \$25 late fee if you are a couple of weeks late is not a good idea. She asked Council to look into this, reconsider it; she was told it is a lot of work to re-register her and it took this woman all of two minutes to type into the computer; the woman did say she will not charge the \$25 this time but from here on out. She commented that it is not only her; people go to Florida, they are late, etc. and she thinks a \$25 late fee for registering for a recreation function is not acceptable. She would appreciate it if somebody would look into it. Chairperson Maguire responded that we will take a look into it.

VI. COMMUNICATION FROM COUNCIL

Mr. Pena commented that this past Sunday was Veteran’s Day and he attended the event, particularly this year with the 100th anniversary of the end of WWI; only five people attended. He noted that on Sunday, December 2nd at 6 p.m. is the fourth annual lighting of the Christmas tree which has been a very successful event in the past and looks forward to seeing everybody there; there is a rumor that Santa will be there too.

Chairperson Maguire thanked Mr. Pena for doing the Christmas tree lighting; it is a fun event. She noted that they have the Avon Volunteer Fire Department annual dinner on Saturday night and look forward to honoring them and hearing about all of the wonderful things they have done for us and there are awards and excited to recognize Chief Trick who has done a great job and has been the Chief for eight years and thank him for all of the work that he has done for us. She noted that they had the Special Town Meeting; all went pretty well; a pretty good showing; a lot of questions that she hopes they were able to address for both the turf and public safety communication system and reminded everybody to vote on December 12th.

VII. OLD BUSINESS

18/19-18 FY 19/20 Budget: CIP Budget Presentations

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

Myles Altimus, Director of Facilities, reviewed each of the summary requests for FY 19/20. Mr. Altimus highlighted the AHS Water Heater Boiler Replacement. He noted that if the tank fails it is too large to get out and get another one in a reasonable amount of time and why they would like to schedule for an entire replacement. Mr. Speich questioned if you do not get the AHS HVAC Boiler. Mr. Altimus responded we were at a borderline when the addition was put on the AHS ten years ago and the HVAC boiler is fairly new; if it fails we can bring in a portable boiler while we make emergency repairs but right now do not expect it to fail for some years to come and there is sufficient capacity to heat the high school, sometimes it takes a little bit on the colder days; we feel it is a higher priority to replace the water heater for the domestic hot water. Mr. Speich commented that he didn't want them to move something around that you really needed. Mr. Altimus responded that they have taken a hard look at that.

Mr. Altimus highlighted the AMS/AHS – Elevator Hydraulic Cylinder Replacement. He noted that this is a change in State code. Mr. Stokesbury questioned if that is a mandatory action or grandfathered in under the code. Mr. Altimus responded it is mandatory action; the State is not enforcing it right now and giving organizations a chance to change it. Mr. Stokesbury questioned the timeline the State has given to do it in. Mr. Altimus responded that our service contractor has indicated that the State is allowing some time; we were going to do this next summer which is well within the timeframe before the State starts to come down on the organizations; it is a summer repair.

Mr. Altimus highlighted the AHS – Fire Alarm Supplement: Notification System. He noted that as they started putting in more detail and looking at additional requirements for the notification system, i.e. lock down drills and additional equipment required for code upgrades since the last time it was worked on twenty years ago they came up short and need another \$110,000; it will turn the fire alarm system into a notification system and can be used for both fires and emergency actions.

Mr. Altimus highlighted RBS – Roof Replacement (Phase I). He noted that Section 2 is well past its life span and pretty much have leaks every time it rains; the brown roof is basically stone on tar paper. Mr. Stokesbury questioned the number system versus the illustration. Mr. Altimus responded that Section 1 and 2 is the white versus brown roofs; the phase numbers were picked as a sequence to make it logical as we move across; they all have the same need; we get leaks, mold, we have replaced drywall. Mr. Stokesbury questioned the quote for the entire roof. Mr. Altimus responded that the entire cost is \$550,000. Mr. Speich questioned if this has been in the capital budget plan before, like last year. Mr. Altimus responded no.

Mr. Altimus highlighted the Districtwide Security Upgrades (Phase II). He noted that they have accomplished everything identified by the Police Department to date, either addressed it or mitigated it; these are additional security upgrades to do; it is about \$25,000 for AMS and \$30,000 for Thompson Brook School (TBS); there is a placeholder for Central Office which was just assessed by Police and are waiting for their report; they just finished 200+ cameras and know there are continuing improvements on them, for example, there is the smoke stack and a good place for a camera to have a 360 aerial view of the campus so as we go on and identify places we want to have a better look they are asking for additional money for those types of cameras.

Mr. Altimus highlighted the AHS-Air Handling/RTU Replacement (Phase I) request. He noted that current replacement parts have to be modified to fit and we use recycled refrigerant at about four times the cost; the academic wing is the most critical with the most failures. He highlighted the HVAC Equipment Summary.

Mr. Altimus highlighted the District – Athletic Field Rebuilds (Phase II) and AHS – Replace Athletic Track requests which are contingencies in case the referendum does not succeed. He noted that a multi-purpose field is being done this fall if Mother Nature cooperates; the AHS football field would replace everything inside the track, the field itself and then move on to the AMS softball field for the Town and AHS. Mr. Speich questioned that seeding will take a long time for the multi-purpose field; why not use turf. Mr. Altimus responded that turf would be a lot more expensive; they are using a consulting firm that does fields and tell us that if we plant before the end of November the seeds go dormant and will come back very vigorous and depending on the spring we have the field could be playable by the end of spring, if not, most definitely by next fall. Mr. Stokesbury questioned when the work will take place. Mr. Altimus responded that the multi-purpose field is this fall and the football field would be next fall. Mr. Speich questioned where the multi-purpose field is located. Mr. Altimus responded the field hockey field; it is called multi-purpose because they play lacrosse, etc. on it. Dr. Carnemolla noted that the multi-purpose field work is already happening because we have already appropriated money from our current budget from facilities revenues and other areas we were able to realize savings so we could get it done; it is not part of our capital improvement plan. Mr. Altimus noted that the \$70,000 is to show that we have phases to do all of the fields; we are asking for Phase II. Mr. Stokesbury questioned if Phase I in your approved current year budget. Dr. Carnemolla responded no. Mr. Speich questioned that by doing that we won't have any more complaints about the field hockey field. Mr. Altimus responded that this will address the issues with drainage and solve a lot of the problems with a professional grass. He noted that for the football field it would be the same type of grass. Mr. Speich questioned which softball field this request is for at AMS. Mr. Altimus responded that the second softball field was taken down, it was too overgrown; the field to be replaced is as soon as you pull in on the right hand side. Mr. Stokesbury questioned if you replace the 6 lane track with the same is there an issue with the athletic conference. Mr. Altimus responded yes, we won't be able to have the State level meets. Mr. Stokesbury questioned if there is any other penalty for not having 8 lane other than that. Mr. Altimus responded not that he is aware of in discussions with Tim Filon. Mr. Speich questioned if 8 lanes can be fit in. Mr. Altimus responded they would have to do a lot of earth moving and encroach the parking lot.

Mr. Altimus highlighted the Districtwide – HVAC Automation System Replacement request. He noted that the HVAC technician controls the temperatures on a laptop. He noted that this request is for the Middle School and Thompson Brook School; \$23,000 gets us one replacement at the Middle School and would make the same request the following year for Thompson Brook School.

Mr. Stokesbury questioned if 2021 any better when looking ahead. Mr. Altimus responded yes. Mr. Stokesbury commented that it looks like \$450,000, assuming all of this is approved; he likes to look out and see how real the projection is. Mr. Altimus responded it is a continuation of some of these projects, probably \$800,000 to \$1 million. Mr. Bernetich questioned with the water heater if there are a bunch of people tapping off this to take showers; for \$185,000 what is

the need for hot water at the High School. Mr. Altimus responded it is the kitchen, washing hands – the big users – it is domestic hot water; we have to remove a large floor to ceiling tank; the system we are looking to replace it with would have three smaller tanks so if there is a failure it is not catastrophic. Mr. Bernetich commented that if it is three small tanks \$62,500 per tank; is it gas fired or electric. Mr. Altimus responded that it is the whole system, the tank is the weakest link along with the mechanics that go with it. Mr. Bernetich commented that he did some quick math on the RBS Roof Replacement and it came out \$17.62 square foot to rip off the existing and come back with a high-grade vinyl one-story up; he texted his friends in the business for a comparative. He questioned where the project cost came from. Mr. Altimus responded that they use Eagle Rivet Roofing who do our roof maintenance for us and asked them for a market price to replace this part of the roof; if we can get it done cheaper we definitely will. Mr. Stokesbury commented that he assumes that's the case for each of these items; they will all go out to bid. He noted that with the Elevator Hydraulic Cylinder Replacement we will use Kone who has a State contract and Trane is proprietary so we will use them for the HVAC Automation System and the remainder will be bid. Chairperson Maguire commented on the AHS Water Heater Replacement and that the AHS is an emergency shelter so if people need to take showers we need to make sure we have hot water. She remembered the October storm many years ago and people coming up to her at the Landfill telling her that there was no hot water so it is pretty important. Mr. Stokesbury commented that it comes back to looking at the language we used when we created that reserve for the main boiler at the AHS and the crossover pipe and all of the issues we had at that time. Mr. Bernetich commented that he is not opposed to it; he always questions the cost of everything. Mr. Altimus noted that Air Temp Mechanics gave us an initial quote, but we do have an engineer identified to give us the best system we need for the school; they are all market prices to get an idea on what it may cost. Chairperson Maguire commented that these projects are in order of necessity. She thanked Mr. Altimus for the presentation; we appreciate your time.

b. 7:30 p.m. General Government

The Town Manager reported that the first project is funding the third and final year of the Revaluation and recommended for \$50,000 and the second project is the Town Clerk's Office vault that we have been talking about since 2004; in FY 18 we programmed \$25,000 for architectural work and are recommending \$485,000 for construction for FY 20. He noted that this past year we had some issues: we had a line, a coil in the air conditioning that burst so we had some ceiling tiles that were ruined, it was an inconvenience for a couple of days, luckily none of the moisture got on the records. The Town Clerk noted that the tiles were replaced and the odor dissipated. She added that we are against State law for the vault and we need to have at least 800 square feet and only have 400 square feet; we want to build out to 1,000, the full built out population. She is constantly in contact with the Public Records Administrator, they are very anxious to know when we can make this addition, understanding that we did try at one point and it failed. She noted that the problem is that they are running out of space for land records; we cannot stack them on the shelving as there is some concern for injury; the vitals and veterans records are in there; minutes only for the Town Council and Board of Finance and Town meetings as there isn't room for anything else; it is pretty important we get it done. The Town Manager commented that the Town Clerk's Office staff has done a great job in terms of space utilization; everything is bursting at the seams; it is getting to the point where we have to try to find a way to fit this in. Mr. Bernetich questioned the proposed cost. The Town Manager responded \$485,100 to add an additional 600 square feet. He noted that there are some things

that the State pay a lot of attention to but the Public Records Administrator is on top of this and have provided specifications that the construction needs to match and it is expensive construction because it is the extension of the vault; we are not going to under fund a project, there is always contingency that we build in and as we found in the past the Director of Public Works has a way of a combination of in-house labor, getting things to come in under budget; we pay a premium for that in time and DPW right now is in the process of digesting the fields at Fisher Meadows and we have work that has to be done at the Police Department with Building #3 and the bump out area for the Emergency Operations Center, and we have work in Building #4 in the kitchenette and roll call area. He is sure that the Director of Public Works will say that if we can wait we can get it done for less money but we have to strike that balance because the vault is busting at the seams. Mr. Bernetich clarified that he is not opposed to doing it; that is not what he is saying; his concern is always the cost. He questioned if we go digital. The Town Clerk responded we have digital but they still require paper and not even a subject that is on the table; paper has to be there. Mr. Speich questioned if that is for certain documents. The Town Clerk responded everything, every land record is scanned, it is all paper; it is also on a computer that you can look at; she has to have the paper documents in her sight. Chairperson Maguire questioned if we have the ability to expand that building. The Town Manager responded yes. The Town Clerk noted that we would have to be working while they do it because we cannot move the books out of the vault. The Town Manager noted that when it went to referendum and failed in 2007/2008 it was \$800,000. The Town Clerk responded that was before the Director of Public Works got involved but yet it was for the same size. She noted that we get grants from the State for different items we need within the vault; they just got shelving; they don't provide any money towards adding onto the vault but they will help with funding when we need equipment within the vault. Mr. Speich commented that you are proposing we begin funding in 2020. The Town Manager responded that it depends; it is important to keep in mind that you are hearing these things for the first time, he has seen them in writing, some of them he has talked to the departments about, but the big picture is we will probably have a \$2.5-2.6 million cash capital budget for 2020 and we have to make decisions to fit our needs into that amount; if he can get everything else done and include \$485,000 to get the vault done he will recommend that; otherwise it will be a pay as you go project and that takes some of the pressure off the Town Clerk who can tell the Public Records Administrator that we have a plan we are executing on and two to three years out we will be able to construct. The Town Clerk commented that when we had the water issue this summer they had to be contacted, we were expecting a visit but with the phone call they understood what was going on. Mr. Stokesbury questioned if the vault has two to three years capacity. The Town Clerk responded no.

c. 8:00 p.m. Police Department – a power point presentation is attached and made part of these minutes

Chief Mark Rinaldo reported that the one request for FY 19/20 is for the Radio System which is contingency pending the outcome of the December 12th referendum; for referendum we talk about \$225,000 but if it fails we might need this amount of money in case there are emergency repairs. He highlighted the E.O.C. Expansion work being done by Public Works which is moving along fairly well; they may be pouring cement over the next few weeks, then start working on the interior and then concentrate on the patrol room is a priority for us. He noted that the E.O.C. is important to have operations continuing. He highlighted the Avon Police Communication/Radio History timeline; if the referendum passes this will be the culmination of

about twenty years' worth of work to improve the radio system and improve our entire communication systems; it is a well thought out and a project that is well worth it. He noted that he was at a meeting yesterday with the Capitol Region Chiefs and they are very interested in the P25 project; there are several communities that are going for it, some will join with the State police and others are not as it is not feasible; some are very interested in coming onto the Avon core which will hopefully save us some money in the future for operational costs. He noted that for the Simsbury/Canton/Bloomfield CMED Windsor has approved their project so they will be moving forward; theirs is slightly different from ours, around the same cost and a P25 system, but they have particular topography issues in Windsor that we don't have here. He noted that if they we have our core and they have a core we can always connect with them and expand our reach throughout the State if we need resources; the most important community would be the nine regional towns that we work with on a daily basis. He highlighted future projects. He noted that the police shooting range would be a mobile shooting range, a lot less expansive and talking about that at the regional level. He added that we purchased a drone. Mr. Speich questioned where you go for a shooting range now. Lt. Walsh responded that we go to Metacon in Simsbury or Hartford Gun Club in Granby. Chief Rinaldo noted that there is a rifle range in Bloomfield. Mr. Speich questioned if Farmington used to have a shooting range near the sewer plant. Chief Rinaldo responded that back in the 1990s we supported and helped Farmington build that range but they had a lot of neighbor complaints about noise and had to reduce the amount; it is a smaller range and not as good as Hartford Gun Club. Mr. Stokesbury commented that the first bullet on the Capital Budget Closing slide speaks to the past. Chief Rinaldo responded that comment assumes the referendum passes. Mr. Stokesbury commented that for the radio system the current budget year need is \$250,000 as a stop gap if we have problems before the new, hopefully approved referendum before the new equipment is in place; if it is passed and we don't have a failure this goes towards our \$220,000 soft cost. The Town Manager responded yes or it could be used against the construction cost in which case we issue less bond in debt and insurance in the meantime. Mr. Stokesbury questioned if there are other contingency funds in place now or have we absorbed that through repairs. The Town Manager responded most of the contingency right now is intended for soft costs for the project. Chief Rinaldo commented that if we get other departments to join we might get lower radio cost. Mr. Stokesbury commented that it seems like a relatively long construction period for it. Chief Rinaldo responded that once we sign the contract they will get right to work and they say 2020 for completion but if we push Motorola we will be able to get a faster implementation period and important because we don't want the current radio system to fail. He noted that they have a program where they will fly you out and teach you how to use the system. The Town Manager commented that part of the reason the system is so expensive and takes so long is that they are basically custom. He added that in terms of potential future cooperation, Simsbury has gone ahead and entered into an agreement with Federal Engineering and going through almost the exact same process; we met with Town staff a few weeks ago, walked them through lessons learned, best practices, and a couple of tips on how to maneuver through the process and planted the seed that there is no reason for them to buy a core if we have the core and they can be our first customer, assuming it is approved by both towns. Mr. Bernetich commented on the police shooting range and questioned if State police vacated their shooting range on Nod Road. Chief Rinaldo responded that they are trying to but cannot get approval to build a range anywhere else. Mr. Bernetich questioned if they vacate is that an option. Chief Rinaldo responded that range is underwater most of the time; not an optimal range. Chief Rinaldo shared that our SWAT team was called out to Enfield at 1:00 a.m. so they had CREST (Capitol Region Emergency Services

Team) which is east of the river and our SWAT team, our four officers including Officer Lundell were there; this individual shot at the armored vehicle that was outside; these things happen and our team did well.

Lt. Walsh reported that we have three officers that are certified to use the new drone: Officer Lundell, Officer O'Neill, and Officer Vess. Officer Lundell gave a brief presentation on the new drone; it is an industrial model, all carbon fiber; it gives us the ability to search at night by using our thermal camera on it to find people, animals, anything moving around; it is a quad rotor; the camera is the moneymaker as far as first responder usages being able to search and find people for numerous reasons; if they stole a car, fled on foot, we could find the car that they stole by checking for the car that is hot, and then looking for the person; we have daytime cameras, ability to do video; we had a request already from Simsbury who is having issues traffic-related at some intersections at certain parts of the morning and to tape the traffic flow and may do in the future; on Saturday the Fire Department is doing a controlled burn at the Fire Training Facility in Farmington, we can find hot spots; at the fire a few weeks ago they kept having flare ups and would give us the ability to see that and let the Fire Department know where they are. Officer Lundell commented that one of the biggest things with this is perception which is a little bit negative by the majority of the public; if he is flying it and someone is curious he will show the screen and in about five seconds they think it is the coolest thing and want photos; if people see it we would rather they come up and ask and talk to us about it. The Town Manager asked Officer Lundell to mention the licensing process to be certified. Officer Lundell commented that he finished his master's degree in geo spatial intelligence and one of the classes he took was on drones and having to go through the FAA to become a certified pilot was new and nobody had done it yet; this came up and when we went to the original training and figured out that we needed to know air nautical and know the weather, we put in a lot of hours; this is one of the more difficult courses and tests that he had to take; they have to be re-certified every two years. He noted that two weeks ago they did a nighttime SWAT training; last night they had an actual call and CREST had their drone unit (who actually have three) and one was up the whole night from 1:30 a.m. to about 6:15 a.m. and two small ones brought right to the house and found a guy lying on the bed, they smashed out a window and flew the drone into the bedroom and over him when they saw his legs starting moving, we gave him verbal commands and he gave up. He noted that technology won over having to put ourselves in a more risky situation. Chairperson Maguire questioned the battery life. Officer Lundell responded it lasts about thirty minutes per flight; an issue is keeping it up in the air you need to have batteries and a way to charge them in the field so they have a charging station that they are able to plug into a vehicle and swap out batteries; the biggest obstacle is having a plan to keep it in the air and extra batteries. Chief Rinaldo noted that this purchase was bought with regional funding through our regional programs and we all contribute \$500 per year; he convinced the Regional Chiefs to give us an account to pay for the insurance and it cost about \$1,500 for batteries, chargers are a little more; as we get this out and help them with traffic studies and other things they request they are very supportive of this. Mr. Speich questioned if the drone is quiet. Officer Lundell responded yes. He added that this is hooked up to the FAA air traffic control so everybody an airplane or helicopter is going to fly by it will come up on the screen; we are not high enough unless we are near the Simsbury airport. Mr. Speich questioned if it has its own transponder. Officer Lundell responded yes and it is registered with the FAA. Chairperson Maguire commented that in an emergency situation the FAA can deactivate it in a no fly zone. A member of the audience questioned how it works in inclement weather. Officer Lundell responded that it is waterproof

but would be situation dependent. Mr. Pena questioned what happens if the unit unexpectedly goes down. Officer Lundell responded when the screen comes up it has GPS and fail safe features to fly back to your home point which is where you are or if the battery gets back to a certain percentage, if it loses signal it will go right down but tell you where it landed. Mr. Bernetich questioned if we added the drone to our insurance. Chief Rinaldo responded yes, it has its own insurance policy. Jackie Blea, Board of Education member, questioned if this is only for emergency work or should Avon expect that we are going to be watched all of the time. For example, if you know that there are teenagers hanging out in a cul-de-sac on a Saturday night will they someday see a drone coming up over the trees. Officer Lundell responded that it would be much better if they saw a police car drive through the cul-de-sac; we are not watching people; there is all sorts of privacy stuff; it's for community relations type things, we took some photos of the parade coming down the road for the carnival; we are not going in people's backyards and taking photos of unregistered cars, etc. He noted that the quickest way to lose something is to use it for whatever so we will be regulated with why we fly it. The Town Manager recognized the Chief; we talked early on when the opportunity first came up, it was not as easy as it sounded, there was some arm twisting and lobbying with the Chief's Association, it is a regional asset, the Chiefs pay for it 100%, we have it and have control over it in Avon; he did a nice job with that. Council thanked Chief Rinaldo. Laura Young, Board of Education member, commented that it was fantastic the technology we have access to. She questioned if there are other ways of making people aware that this is a tool that could be used should there be a silver alert, people who are in need of being found. Chief Rinaldo responded that when we get a call like that we will make a decision whether to put the drone out or not; in terms of flying over peoples' homes we still have to follow the fourth amendment procedures. Ms. Young commented that it is amazing and hopes that there is a way to communicate to the community that we have this technology. Chief Rinaldo reiterated that we will use it as a public relations tool and normal rules would apply for emergency situations.

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

Michael Galliher, Board of Directors Vice-President, and Assistant Chief Bruce Appell reviewed each of the summary requests for FY 19/20. Mr. Galliher highlighted the Summary of 2019/2020 Capital Requests. He highlighted Fire Station Improvements. He noted that Company Four on Huckleberry Road had a good investment made recently because of water intrusion in the basement; we needed to remediate it to make safe for occupancy; now they are looking at other areas above the basement to make the space functional; you currently have to enter through the side of the building. Assistant Chief Appell noted that most of our stations have not been renovated since the day they were built and do not meet the modern day fire service along with health and safety standards that are out there. He noted the biggest issue about cancer mitigation which a lot of it stems from the gear; there are no storage rooms. He added that the plan for Company Four is to add a 14' addition to the north side of the building, adding a front door, converting the existing captain's office to a gear storage room, building a new captain's office, and a new foyer so people coming to the station aren't going through the bay. He noted that in last year's presentation we had \$400,000 we were looking at for this station, we talked about putting bay space down below but in working with the architect we can build more space cheaper on MH Rhodes so it wasn't worth putting any extra space into this building; just things to make day-to-day functions smoother.

Assistant Chief Appell highlighted Fire Station Improvements for Company Three. He noted that it had a renovation done in 1984; there is no gear storage which is currently stored in the egress way to the meeting hall; there is no storage space; we could go to the north side of the bay with a 14' addition to store gear.

Assistant Chief Appell highlighted Fire Station Improvements – MH Rhodes. He noted that we have for numerous years about needing space; we have some support trailers that we keep outside; working with the architect we can propose to build a second building to the west side of the MH Rhodes building. He noted that we currently have a closed off area there where we keep some of our training props in and would be turned back over to Public Works; it could be brought down to \$70-75 per square foot the larger we make the building; we could add an extra bay and accommodate other space needs that the Town needs at a relatively inexpensive cost. He stated that these items round out what we have talked about for this coming CIP budget.

Assistant Chief Appell highlighted Fire Station Improvements – Company One which would be a future capital budget request and phased in over the next couple years; it is a public building, we have blood drives here, we house your meetings here, we house elections here; it is in the public's eye and hasn't been renovated since day one. He added that we are recruiting members and want them to feel at home at these firehouses and spend the day if we have comfortable environments, it is a recruiting tool. He noted that he was at a meeting tonight talking to a Simsbury Chief who has numerous people that work from home and spend a day at the firehouse because they are modern, comfortable environments. He added that all of our firehouses need to be done.

Assistant Chief Appell highlighted Northwest Fire Station. He noted that a study was done a few years back with the Town Manager and Mr. Speich. He added that this would be further out down the road when it fits into the debt services.

Assistant Chief Appell highlighted Fire Apparatus Replacement. He noted that as presented at the last Town Council meeting we were fortunate enough to save some money on the acquisition of our last two pumpers but we have Rescue 8 that needs to be replaced as well a 1994 pick-up truck used by Fire Police; we have put in \$400,000 into that sinking fund to continue and replace that apparatus. He highlighted the Other Considerations for Determining Useful Life. He noted that it is harder to find parts for Rescue 8 and it lacks any of the modern day safety features, no three-point harnesses, no roll over protection, no air bags; we have to provide them safe equipment to be driving; once they get beyond that thirty years it is pushing the age limit on the trucks. He highlighted the Fire Apparatus Replacement Schedule – the big ticket, major apparatus. He noted that Tanker 5 and Engine 10 are holding up very well. He highlighted the Fire Apparatus Replacement Schedule – the support apparatus. He noted that some of these were purchased with funds from the Fire Department that we raise ourselves. He added that with the \$400,000 capital budget request we can replace Truck 16. He concluded that on behalf of our members, we thank you. Chairperson Maguire expressed thanks; great presentation; a lot to consider; you made some really good points about the fire station improvements as a place where people can work and as a recruitment tool, that is good thinking.

Mr. Speich commented that in other capital improvement budgets you showed water supplies and dry hydrants, and we just got done doing Oak Bluff; are there any other targeted places in Town that either need cisterns or something to help. Assistant Chief Appell responded that we haven't targeted any specific right now; in the operating budget we had a \$10,000 line item to work on cisterns and dry hydrants but as of right now there is no targeted area, as they come up through Planning and Zoning we put those in; in talking with everybody the feeling is that keeping the Tanker up-to-date, maybe adding an engine tanker and using the water on wheels is a better bang for our dollar because it encompasses all the areas of non-hydrant versus one specific area; we have tapped most of the ponds that are out there as far as accessible and with this mini pumper that should be in Town as early as next Monday or Tuesday, being on a F550 chassis has a 1,250 gallon pump, same size pump as our big engines and can access ponds and back yards and might help us in certain situations. Mr. Speich commented that he likes the idea about having a storage area for trailers, etc. He questioned if the community club property on West Avon Road would suit a storage facility of some sort. Assistant Chief Appell responded that we thought of that area but 1) being in the proximity of the neighbors they might not like as much of a storage building, 2) if it is used for trailer storage he does not believe we can get a drive through storage facility there and definitely would not be able to add on to it so it would make sense to make a larger building to help the needs of all of the Departments but we can look at that. He noted that one thought that came out for that property was to put a small playground; Simsbury did a fire service type playground, we have a lot of activities at the high school and if there was an adjacent playground where the young kids could go; we are open to any suggestions; the Landfill has always come up about building space there; the closer we can keep it to the geographic center of Town which is Company Three, the easier it is to move those trailers around so that area is ideal.

Mr. Bernetich commented that one of the things he noticed is that Tom Kline and a lot of the officers, the tones go off and you are at the spot so fast. He questioned if there was any thought given to purchase more state of the art fire suppression devices and put them in the cars for the Chiefs that go out before the trucks even go out there; there is something called Fire Interruption Technology #5 which is a smoke and fire suppression grenade, you pop the pin, throw it through a window and it suppresses the fire while the trucks come up. Assistant Chief Appell responded that he has seen some demos of them; we are also driving our own personal vehicles and keep all of our gear and SBA (self-breathing apparatus) with us, we can keep loading more stuff on but it becomes a trade-off about how much space when you have kids and everything else that we are transporting. Mr. Bernetich commented that it is not a cure all, but it suppresses a fire for five to six minutes and gives the trucks time to get there, keeps the heat and fire down. Assistant Chief Appell responded that he will look into it.

Chairperson Maguire thanked them for the presentation; it was really good information.

18/19-24 Collective Bargaining Agreement between Avon Board of Education and Avon Education Association

Chairperson Maguire commented that this is a continuation of our discussion at our last meeting about the contract that has just been filed on November 8th. She noted that once that happens it comes to the Council to review and have thirty days to either reject or do not need to take any action, last time we did not; legally it is our responsibility to look at the contract and do due

diligence and make sure it is a good contract that is good for our taxpayers as well as our teachers. She acknowledged Dr. Carnemolla for a great presentation last week discussing the collective bargaining and gave us better insight with what you went through with negotiations; she can't even imagine how hard it is to come to an agreement, there is so much material in a contract to cover. She noted that from our perspective we look at what is the overall financial condition of our Town and while it is good we have a couple of things out there with the declining Grand List that could be about 2% lower and have to make up for in our mill rate so we are already starting behind; we have new administration in the State and do not know how that is going to impact us as far as intergovernmental revenue so we need to look at what our expenses are; the other big thing is that this single line item in the Board of Education budget is about \$1 million more than our General Fund for the entire Town including Police and Fire; it is a big number and we need to have a clear understanding of how it comes about; we talk about the percentages and this contract is considerably better, lower percentages than we have had in the past but a couple of things that she looks at is what the actual salary is. She questioned if salaries for neighboring towns were looked at in our DRG; Avon for instance we have a starting salary of \$55,624 in step 1 and Simsbury has a starting salary of \$47,453, a \$8,000 difference; Glastonbury, a very comparable town to us has a \$47,654 starting salary; Farmington, a very comparable town is \$46,000; when you look at where we are in the sixth year, after twelve steps or at the max which we have 119 employees at the max, we are at \$108,000 and Simsbury for sixth year is at \$95,979, a \$12,000 difference; Glastonbury \$100,000, Farmington \$99,000 so this is the piece that she is hung up on; 119 teachers at max times that difference of \$12,000 is \$1.4 million so that is where she gets freaked out and has a concern about is that our salaries are well over market and that is what she, and the Council, needs to be comfortable with because if we don't address it now we will be in April and May with the budget; when we went to referendum for the budget last year that budget only passed because we didn't have 9% of our voters there, we were about five or six votes away from where it didn't pass so if we had 10% voter turnout that budget wouldn't have passed and going to a second referendum and would be making these cuts. She noted that we are going into a budget season and need to have a good understanding as to how and what your thought process was; did you look at these salaries or was it strictly percentage.

Dr. Carnemolla made a presentation (which is attached and made part of these minutes). First, she thanked Chairperson Maguire for the presentation that you did on our behalf on the turf field which was fabulous. She commented that Cathy Durdan served as the Town liaison when we first strategized and throughout negotiations, was present at every session, and was thanked for serving with us. Dr. Carnemolla responded that yes, we looked at the salaries and our primary strategy when they went into negotiations was they are what they are, we recognize that they are more especially when you get to the top end and frankly that is more of our issue financially. She noted that 72% of our teaching staff are on the top step so our concern was less about what the starting salary was because that has been less of what has driven the budget; we were more concerned about the overall cost and increase and how to keep that down; one of the strategies we had to implement was to have exactly this conversation with the teachers and even though we are talking about giving raises we were able to negotiate a lesser settlement with them than they were expecting and that they knew they could get by the going market increase for the Statewide average, not their market rate, because we pointed out and they recognized that they are paid considerably more than our surrounding towns, at the upper end in particular, and in our county. She noted that our strategy was to try to contain that cost because she can't do anything with the

salaries that are already there; we started from the spot we started and having zero increase not being an option and the need to bargain in good faith for the market conditions and the State's ranking for our ability to pay and so forth; our goal was how do we get a settlement as low as possible below the State average even though that is not what they are used to getting as our Education Association. Chairperson Maguire questioned why no increase was not an option. Dr. Carnemolla responded because the teachers wouldn't agree to it. She added that as we went into mediation, with some language changes having been agreed upon, but zero to do with the money side, we went into mediation not even close to an agreement about wages or benefits and we were trying to negotiate around a 6.5% increase over the three years; you hire a mediator from the outside to come and tell you what is reasonable or not and one of the first things they said to us was that you know you're not going to come out with a 6.5% increase so you are going to have to come up, they are going to have to come down; they were around 9% and we were around 6.5% as we went to mediation so when we came out at 7.99% we were still to more of our good than what they had been proposing knowing that the State settlements at the time were mostly coming in at an increase around 9%, they as the teacher's union knew they had that in their favor. She spoke to where they were and how we got to here and the increases. She highlighted the AEA Contract Settlement History (2002-2019). She noted that these are GWI increases and are not the total costs that include the step increases; we want to compare apples to apples and in the amount of time we have had since the last time we were here, reading every single contract and digging out what might be some MOUs after the fact just in case there were times over the years they got frozen and not able to move steps we did not want to talk about total increase because we might be incorrect somewhere along the way; suffice it to say they did get step increases nearly every year over the same contract span; their increase and our cost increase is 7.99%, that is their movement of step, their cost of living and general wage increase. She noted that when we talk about how did we come to be paying at a level that is so much above, they got 12% from 2002-2005. She added that the real cost of the last contract was 9.5% with the step and the wage increase. She highlighted that the contract we are talking about tonight it is a 5.35% GWI increase over three years; for the past fourteen years this is well below any of the other three year increases and that is what our goal was. She noted that another step was not added in because adding a step at the top wouldn't have been helpful and at this time negotiating adding in a step at the bottom and having to realign all of those steps and what those increments were going to look like as a cost to us on the bottom end for the newer people coming in was not something we wanted to get involved in this session either because we were looking at how to keep that overall top end cost end down right now. She added that going into the next negotiation season with these teachers we both know that we are going to have to look at realigning the step cost again, add more steps in, and as people are leaving we are trying to hire people who are qualified but not at the top end of the scale. She noted that one of the reasons we are on target in so far as our budget related salaries this year is because every single teacher that got hired since she started hiring people when she came on board but mostly over the summer it was just a normal practice she kept going back and saying how much did we actually have on the line for that; anywhere that she had to go above she would try to make up for it with another hire and coming in a little bit lower. She noted that we are moving forward with a real eye on the salaries of the people that we are bringing in but in the meantime from an overall cost perspective it was damage control to some degree; the salaries are what they are right now; there are 269 certified staff members and 119 of them are at the top step as we went into negotiations. Mr. Speich questioned of those at the top step what is the age bracket? Dr. Carnemolla responded if the question is how many we might expect to see retire. Mr. Speich responded yes.

Dr. Carnemolla responded not as many as you might think; we do have the retirement benefit, you let us know three years out and usually that ends up to our good for exactly this reason and we can put that salary line back down to half of what it is and not overload the budget line when we come to you with our request but right now she might have one or two; as the school years there might be a few more.

Mr. Bernetich commented that a Board of Education well before anyone in this room was here decided that we were going to do \$10,000 more per year start and finish to attract the best and brightest teachers to Avon and he gets that; what has been disconcerting to him is that is never considered in the negotiations and getting a little irked by it. He noted that he is not anti-teacher but why is that never part of the organization; if it is pure dollars we are paying considerably more than everyone else; people want to talk about averages, at the end of the day it is not that, it is actual dollars coming out of the taxpayers' pockets to pay for our excellent teachers, that needs to be considered in some way, shape or form moving forward. Dr. Carnemolla agreed. She noted that was discussed here; she cannot speak for the past negotiations and assumes that was probably discussed then too; our teacher's union conceded the same and understood that had been done, that these contracts standing on the shoulders of others, we added this in to attract the best and the brightest long ago and this is how it has moved forward and from their perspective agreed to bring the settlement lower than they were originally coming to us for; they are grateful for it, that over time they were recognized in that way and one of their sources of pride that the Town invested in them in that manner expecting us to recruit the best and brightest, that is the source of pride for our teacher's union and our school district but it does cost us the money that it does. Mr. Speich questioned that the general wage increase was 5.35%; was there an additional increase for healthcare benefits. Dr. Carnemolla responded that the overall increase to us was 7.99% so 2.64% is their step increase; for healthcare we put their premium increase up 1% over the three years so in the coming year that doesn't amount to us but over time moving those premium amounts up we hope to recoup more money; what will the negotiations look like next time, probably more about HSA contributions, this is their third year in the HSA so to leave those alone was part of the understanding related to rolling that into the insurance and the amount of dollars that the District and Town has saved as a result mostly in insurance premiums going into the HSA so talking to them about changing the HSA contribution was not something we knew we would be successful in with this particular negotiation especially when our goal was to keep the wages down. Mr. Speich commented that the 50% match on the HSA is unheard of in industry, very unusual. Dr. Carnemolla responded that it is a standard when we are implementing it for the first three years and we did research throughout the State and our counsel had done it before they worked with us on this contract; the majority of school districts that you see where the teacher's union did not do the HSA, in the next contract after many have left that contribution alone but in exchange for the wages being lower; if we changed the contribution and put \$1,000 less it would recoup \$1,000 for each one of these people; in the dollar amount it is still less of a bonus for us and more of a stick than a carrot for them to accept less of a wage; \$1,000 less than a contribution for us so that we got to 60/40 or 65/35 times 268 is money but not wage money. Mr. Speich commented that we're still paying \$2 million more than last year on the wages. Dr. Carnemolla responded that the offset wasn't enough for us to lose on the wage front and for the insurance, doing all of that to the change in the premium is a \$20,000 offset for us; so the money for us is mostly in wages so containing that had to be our main priority in this negotiation, especially with so many of the people at the top.

Mr. Stokesbury commented that October 1 has come and gone. He questioned what the current year enrollment is compared to last year and what the projection is for next year as it has some impact on overall teacher budget. Dr. Carnemolla responded that at the last Board meeting in October we were down across the District about 70 students, in the meantime it has been fluctuating; she had four enrollments in the past two weeks at Pine Grove School. Mr. Stokesbury questioned total enrollment. Dr. Carnemolla responded it is down from its peak and if you expect projections to go down that we have seen in the professional assessments or are we not seeing that reduction. Dr. Carnemolla responded that she has not been able to look closely enough to answer you in a way that she feels comfortable with to be honest about projections for the future; it is something we are still working on even as we try to put together the budget; part of the reason we are down right now is that we had a huge senior class leave last year so if you look at the grade numbers it is something like 42 of the 70 we're down is the difference in just the senior class size. Mr. Stokesbury commented that there is also a huge disparity between incoming Kindergarten or 1st Graders and graduating seniors. Dr. Carnemolla responded that if you look at where we are in the younger grades right now we are not down; we have so many kindergarteners right now we probably should have another kindergarten teacher; we are at class size limits and in at least one spot we are above; we are seeing another wave come through. She clarified that it was 3,210 at the same time last year so we are down 68 students.

Mr. Bernetich asked the Town Manager if there is any more bad news coming our way from the State that he is aware of; is there anything less that they can't give us. The Town Manager responded that for Intergovernmental Revenue for the General Fund we budgeted \$1.6 million last year and are likely to get a little bit more than that for actual amounts; one thing he thinks that is still out there, it was a proposal a couple of years ago, is the State said you are responsible for the teachers' pensions and towns have to pay individually to offset a portion of those pensions and part of the rationale for the amount in asking municipalities for assistance was to say well you negotiated the salaries, the pensions are a function of the salaries so you own a piece of it; under that proposal Avon's first year contribution was going to be about \$650,000, who knows if something like that comes back; it is impossible to say right now until the new administration starts figuring out which end is up; they will be presented with a really bleak picture even though year-end revenues are looking better than anticipated but those numbers for unfunded pension liabilities/OPEB liabilities are a disaster. Dr. Carnemolla commented that one thing we should clarify related to the pensions because this is always a hot topic when it comes up again because of how much the liability would be on all of the towns is that the way the system was started and was funded and the loan process and so forth, it is against the terms of the way the pension was setup by law for them to come back to the towns for the money; it is like the debate with the tolls and whether or not it would be legal to put the tolls based on State law and Federal statute and so on; with the way the pension was set up it would be illegal to come back to the towns and they would have some of the pieces of the loan revoked if they did make that change and it would cost the State so much money that is part of why they backed away from coming back to the towns for the pensions because of the fines; kind of like when you pay off a loan early and there was a fee associated with doing so, they would violate the terms of the original loan to start the pensions and the fund and the State would have to pay it full on the spot and that is what stopped that conversation from moving forward. The Town Manager added that he heard something about that but the State can always come back another way, whether it is more discussion about equalizing the motor vehicle mill rate or who knows how they move the

shells around. Dr. Carnemolla added that there are other ways they would like to recoup their money if they could and make the pension fund more solvent because that is part of the problem.

Mr. Speich commented that entering your negotiations you did a great job on the wages, we all wish they would be lower of course, but it is not the way that it is; now we are looking at increasing your budget \$2 million. He questioned what the Board of Education has looked at to help with that. Dr. Carnemolla responded that we already have been looking at it; we were looking at it even while we were in negotiations; every time we went back and forth with an offer we put that number in so we would see how it would impact our budget because it had to be part of our conversation; we are looking at every line now and have been, what can we reduce, what can we look at the way trends have been over the last five years and reduce some of the lines that we haven't necessarily spent the money in or we are overshot or where are there lines that we unfortunately maybe did underfund that we should move some of that around, how can we reduce it without changing programs and benefits to students; the Board hasn't even heard some of what we have done so far to reduce it but we came out of this knowing we have to reduce our budget; that is a reality, we are very well aware that we cannot just tack this on and keep moving forward; that was part of what we knew our constraint was as we sat in those negotiations too; we didn't just say never mind, taxpayers are going to pay for it, especially not in the climate of the revaluation that was discussed repeatedly during negotiations. She does expect that we will bring you a budget that we have reduced; can she promise you that every new budget we reduce to zero, no because she can't but that is what we look at as the goal, how do we get as close to that as possible and that is what we are working on.

Debra Chute, Board of Education Chairperson, called on Cathy Durdan, Board of Finance member, to make any comments from her perspective in participating in this process with us. Ms. Durdan commented that this was her first experience sitting in on any negotiations and at the time we were early on in doing the process of negotiation and didn't know what was going to be happening with other towns and when we were getting closer to arbitration she does not remember knowing what the other towns were going to be doing; that was something that was up in the air; it sounded pretty good to come in under the 8%. She knows that some people would like to go down lower than that but now knowing what the other towns were going to do, we were on the early side; if we went to arbitration it was going to cost about \$50,000 and something we looked at also. She commented that everything that has been discussed we looked at; what would happen if we went to arbitration and could lose and come up over the 8% so it was very difficult to decide whether we were going to spend the \$50,000 and go that route. Dr. Carnemolla added that more because we were worried about having to pay more in the salaries; as of yesterday the statewide settlement average is 8.56%; where we are in our similar are all almost over 9% and some are closer to 10%, again their wages versus our wages.

Debra Chute, Board of Education Chairperson, reiterated that as Dr. Carnemolla has stated and Ms. Durdan has defended as well we asked all of the questions that have run through your minds as well; we took this very seriously, we spent a lot of time doing this negotiating, it happens during the summer months and it goes into the fall and we are under time constraints and we took that into consideration; all of us on the Board are residents in Avon, we pay taxes as well, we are on the Board because we value education and pretty much why all of us moved to this town and the teachers did go into this knowing they are paid well and so how can we come out of this with a reasonable settlement and we truly believe based on the recommendation of our

attorney as well that we have done that for Avon; we thought about the community, not just the teachers; we thought about what we would be paying and have Avon come in as one of the lowest settlements we thought was a win; did we want it to come in even lower, of course we did; did we consider arbitration, of course we did; but at the end of the day the expense of that didn't seem reasonable to ask the citizens of our Town when we thought that this was the best that we could get. She added that from a Chair to a Council she would appreciate if you would consider taking action on this and showing support for the work that we did. She feels that we did a good job and if you respect the work and time we put in and all of the energy and research that we have done to try to extend that point to you that you would consider that and realize that this is a Town that has a strong passion for educating our students and in order to do that and keep the best of the best, we have accumulated over time but to come in at a 5.35% compared to 12% over three years in the past is a huge win and we are grateful to Dr. Carnemolla for the effort that she was able to put in to help us do this. She concluded that it would be helpful to us if we knew where you felt about this.

Laura Young, Board of Education member, commented that the Hartford Business Journal in their November issue pointed out that Avon is number four in terms of the wealthiest zip code in Hartford County with only West Simsbury being #1, West Hartford #2, and South Glastonbury #3 so whether we like it or not there are parameters in place in which these negotiations take place that reflect our ability to pay; our Negotiation Committee was made up of members of both parties, it was a very transparent process as you heard from Ms. Durdan, it is what it is and she truly hopes that the Town Council would consider all of that in their decision to support this effort in full.

Chairperson Maguire commented that she appreciates the work you have done; this was a lot of work, a lot of time during the summer, the job that the Board of Education does is huge, you have meetings every week and then you have this on top of it, you did a great job, it is good. She still thinks that we are not going to make a decision tonight; we need to take our thirty days and think about it, perhaps have some other conversations; we saw and heard a lot tonight; she has a better understanding of where you were and how you came out and the thought process of it; at the end of the day she still has a budget with a \$2.1 million increase and she wants to be really comfortable with it; it would be important to us to take some time to be sure that we have explored all of our options; it is a lot to go to the taxpayers with this; she wants to be sure. She noted please have no doubt that we appreciate the work that you folks have done; it was long and grueling and we are just looking at it from another angle and want to be sure as well; you have had more time to digest it, we have not had this much time so that would give us a little comfort; December 6th is day 29 as far as voting on the contract so we will either have a special meeting prior to that or make a decision on December 6th.

Mr. Pena appreciated all of the work that Dr. Carnemolla and her team have done; it is not easy. He cannot imagine how it must be to work with a teacher's union and come up with a number that is going to be satisfying to you, your group, the teachers, and the taxpayers. He appreciates all of the work and it is certainly understand that we want to spend a bit more time but if you think that you feel that you have something good already proposed to us, it looked good to him, he doesn't like the increase but whenever you have an increase people may ask if it can be adjusted in any way; certainly a large amount like that. He appreciates that a lot of hard work

went into it; he would like to have a little bit more time himself. He expressed thanks for having Ms. Durdan on that committee and having her eyes look at it and being involved.

Chairperson Maguire thanked Dr. Carnemolla and the Board.

**18/19-28 Proposed Revisions to Chapter 41 of the Town Code of Ordinances Entitled
Parks and Recreation and Related Regulations**

The Town Manager commented that we are not going to pursue the ordinance revision but will come back with revised regulations and requested a motion to remove the item from the agenda.

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

RESOLVED: That the Town Council remove agenda item 18/19-28 Proposed Revisions to Chapter 41 of the Town Code of Ordinances Entitled Parks and Recreation and Related Regulations from the agenda.

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

VIII. NEW BUSINESS

**18/19-30 Discussion Regarding Sale and Distribution of Tobacco/Nicotine/Vaping
Products**

Chairperson Maguire commented that a lot of people have a lot of information to talk to you about tonight; this is something that is becoming a very hot issue; an ordinance was passed a few weeks ago by the City of Hartford so that businesses could not sell electronic cigarettes or vaping materials to anyone under 21; it is getting a lot of national and State attention and locally it is really only to work if a lot of the surrounding towns are involved in this. She spoke via voice mail with the Simsbury First Selectman and he is interested in this and we really need to get Canton, Farmington, West Hartford; she knows Bloomfield is looking at this; we need to get it so it works regionally and the sooner the better; it is important for the safety of our children.

Chief Rinaldo commented that he looked at the ordinance that Bloomfield is proposing and the one that Hartford implementation. He noted that the regulations apply to 21 years and older for sales however the enforcement of that is done through the Department of Public Health and not the police departments in each of those jurisdictions. He would ask that if you consider something like this, to consider the Farmington Valley Health District because if you are going to go regional they are going to have to enforce this through regulation; there is a lot of tight regulation, a lot of work, they have to go out and issue fines, there is licensing for the ordinance; it seems like it is a labor intensive piece of legislation that both of those entities have done and not sure how that affect us.

Lt. Kelly Walsh commented that vaping came up last year and Officer Lundell put on a presentation at the Middle School; it came to our attention as students at the Middle School were vaping; now in the High School Officer O'Neill has worked with the principal and staff of making this something that is not tolerated at all; there have been four infractions issued since the beginning of the school year and two are in our Juvenile Review Board (JRB) system; it is not just being handled at the administrative level but also taking it to our level. She noted that

the other towns have to be on board; from sitting in on one of the JRBs, the student that is on it purchased everything at the Shell in Simsbury so even if Avon has an ordinance they will just go across the street. Chief Rinaldo noted that with the four tickets that we issued, we worked very closely with the School and the JRB can do diversionary programs, the fine is small; in one of the cases they had a student do a reflection on it so our approach is more education and prevention; if we do something or you consider an ordinance you should look and see if the State may do something; we can only arrest the person selling the products for vaping. Chairperson Maguire commented that the student can be in possession. Lt. Walsh responded that possession under 18 is one charge and possession within the school is another charge. Chairperson Maguire commented that would be through your office. Lt. Walsh responded yes. Chairperson Maguire commented that if it was sold and the age was increased to 21, the Mobil station sells it, then the Department of Health would issue a fine. Chief Rinaldo responded that is the way Hartford regulates it and Bloomfield is proposing the same; they issue a fine then you also have to provide a hearing; a lot of regulations for something that is important but how are we really going to regulate this and if a 20-year old purchases we can only arrest the person that is selling it.

Chairperson Maguire inquired if it would be a deterrent as far as someone being under 21 and give the business the ability to say they cannot sell it to you like a liquor store and even if there wasn't a consequence they wouldn't be allowed to buy it there and potentially a way of keeping vaping materials out of the hands of younger people, for example an 18-year old at the High School who buys the vaping material and gives it to kids on the bus; you need to get regional support; she asked if you see that as being a deterrent. Lt. Walsh responded that we work with the Department of Health regarding tobacco sales and we get individuals that are under the age to purchase who go into the stores and if they sell to them they deal with it, we are just there to assist them, and they have different progressive fines. She added that is something we can look into if an ordinance went into places, the different stages of it; their license would be pulled. Chief Rinaldo noted that Bloomfield is trying to integrate their police department with it without much success; it is more the Department of Public Health. He noted that we go out with the Department of Consumer Protection and attempt to purchase but it is a fine against the owner and they will write them a summons; we don't have much teeth to do that; if you enact an ordinance that says you cannot sell he is not sure how we would have to look at that from a law enforcement perspective; in schools we can issue the infraction. Officer Lundell commented that he went into stores around the Middle School and High School and talked to them, reminded them of the age and we have had complaints that they were being purchased at those stores and were adamant that they card everyone and did not want to risk losing their ability to sell them. Chief Rinaldo noted that Chairperson Maguire is right on target with the regional approach because if you can cross the town line and purchase it at 18 and can come back to sell it to a minor here we have no enforcement mechanism until they possess it at the school; it is a problem.

Mr. Speich inquired about the JRB and the fines. Officer O'Neill responded that a 16 or 17-year old caught in possession or using the device in the school would be issued an infraction; the first offense is \$50, the second offense goes up to \$100; anybody under the age of 16 would either have to be issued a juvenile summons to a juvenile court or if they are willing and accepted into the JRB process it goes through the diversion program. Chief Rinaldo added that Officer O'Neill would write an infraction for the \$50 and the child and parent would have to plead guilty to that and we would hold a summons, we wouldn't send it in, and we would do the diversion program,

a report or community service working with the schools, the principal of the High School has made this one of their top priorities, zero tolerance. Mr. Speich asked if it is zero tolerance through the whole school system. Dr. Carnemolla responded yes, there has more incidents at the High School versus the other schools; one of the issues that remains is the buses. Chief Rinaldo commented that our approach of community policing and involvement with the School; but a stricter ordinance would require more research on the law enforcement side of it; it is the Department of Public Health that has their teeth behind that to hold businesses accountable. He added that we can have Officer O'Neill talk to the students at the schools. He does believe that if the stores are carding, they are; when we do our alcohol enforcement program, they are always carded, maybe one violation; it is not a major problem of not carding, they are probably buying in other places and giving it to kids in Avon or getting it through siblings or friends.

Mr. Pena commented that he and Chief Rinaldo talked about this sometime ago and at that time there was also indication that sometimes parents felt it was not that big of a deal. Officer O'Neill responded that he knows the parents he has spoken with in regards to their students took it seriously; the instances that we dealt enforcement to they understand it; whether more information is coming out now and in the news lately, they are learning more and more about it. Mr. Pena commented that some of this paraphernalia is right out front in these stores. He asked if there is a way to move it back further from the entrance. Chief Rinaldo responded that he does not know if we can regulate where they put it. Chairperson Maguire questioned if someone was caught vaping at the Library, how would that be handled. Chief Rinaldo responded that we would need a complaint from the Library. Dr. Carnemolla commented that from the parent perspective and student perspective related to vaping there is a mix out there in our community; there are people that still think it is not that big of a deal because it is healthier than smoking so some parents think it is okay so one of the things we have been trying to do in conjunction with the Police Department, School Resource Officer (SRO), and also through conversations with parent groups or Youth Services Bureau is find better ways of educating the parents on the risks involved; we have done some of those already through presentations at the High School and Middle School and working on it all the way down to 4th grade; some of that is how you get that information to the parents; at the High School it worked out we had an open house; but generally speaking we don't get parents to come out because we want to talk about what is bad about vaping because for the most part people don't think their children are involved in that kind of thing and have to look at other ways to get the message out. Mr. Pena commented that some parents think there are much worse things than vaping but they go on from there to other things. Chief Rinaldo commented that we can have the SRO and Officer Lundell go in and do more talks and educate people. Dr. Carnemolla responded that we have been doing that; it is how to get the message out more broadly. Mr. Pena commented that if we can get the police to handle it, it might put some fear in the individual.

Carrie Firestone, 36 Cambridge Crossing, commented that she started researching this about nine months ago; she has now 7th and 9th graders; it seems like it has been happening a lot and why she got involved and talking to parents; it is a huge problem, much bigger than parents understand; kids are hiding it in their deodorant containers, gum packs, in sleeves so it is hard to figure out whose kids are doing it because it is so hidden. She encouraged everyone to look at Instagram and put in #juul because the whole community needs to understand what this looks like culturally, it is in the kids' culture; it is part of them, if they are not doing it, it is part of who they are as a generation and it is very troubling. She decided to do some field work just started

talking to teens about it; they admitted it is not just a certain group of kids, the athletes are the dealers, there is a whole hierarchy, it is very engrained in the social structure and used as a social commodity in the school district. She has spoken to teens at Northwest Catholic, Loomis, Ethel Walker, etc. and teens are telling her that their friends are addicted; a lot of times we talk about punitive measures and how to get the cops to scare them; if they are doing it at school they are already addicted; our kids are addicts so we have to look at it that way because it is very hard to cut an addiction; the nicotine in these pods are two or three times more than a pack of cigarettes and once these kids inhale it through heated liquid chemicals into their lungs it is very fast to become addicted and when you are 12 or 13 the brain cannot handle it so it is a public health issue. She has been talking to a lot of doctors who are willing to be supportive if parents instead of grounding their kids say okay I caught my kid three times now, maybe there is an addiction here. She noted that she went to the Shell station and talked to the staff and that everybody is saying they are selling to minors; their response was that they have regulars, the dealers who are 18, come in and are carded and buy and then getting huge wads of cash from younger teens in the parking lot; they tried to self-impose a 21-year old limit and this 18-year old came in and said you cannot do that, I'll sue you, you are breaking the law; so it continues and they see the exchange in the parking lot with big wads of cash; they are selling to 12 or 13 year olds who are getting hooked and we have a problem. She added that the law needs to be 21 and you have to get rid of the flavors; the FDA is working on the flavors but in terms of the sales under 21 that puts the store off the hook; let's all try to remember buying alcohol when we were in school. She is happy to talk to anybody about this. She added that there is an organization called Tobacco21.org that explains why we need to have a 21 locally, statewide, and nationally. She thinks the quicker we can get this done, the more we can cut these kids off from their sources and is the best we can do with our kids right now. She noted that we don't have a lot of stores in Avon to deal with. Chairperson Maguire commented that there are only 12 stores in Avon but only one is licensed to sell e-cigarettes. She added that this is something that we need to talk with our neighbors about.

Jackie Blea, Board of Education member, thanked Ms. Firestone for all of the work she has done on this and all of the work that the Police Department has put in to try to fix what feels like an unfixable problem right now. She questioned if kids are being arrested. Officer O'Neill responded that it would be infraction if they are 16 or 17; they get a ticket. Ms. Blea questioned if there is an impact on any public record of theirs. Officer O'Neill responded he did not know. Lt. Walsh responded that happens when it gets to court if they pay it or if it gets nulled. Ms. Blea commented that a child could get caught smoking at school, get a ticket from the Police Department and end up with a record. Ms. Firestone added that there is a school in New Jersey that when a kid is caught vaping in school the kid goes directly to the hospital and the parents have to go there. Mr. Speich questioned if the school does any sort of suspension. Dr. Carnemolla responded that there are disciplinary consequences at the school, separate from what they are talking about; there are more disciplinary consequences that have been issued than the four citations that they have given; those are more specific circumstances and mostly so that we can force some of those students to go through the JRB to go through the diversionary tactic because there are usually other issues going on too and looking for a way to combat a wider issue than just the vaping when they issue a citation; going through JRB they don't end up in court so that is a good thing about the partnership between the District and the Police Department to be able to take the students through the JRB process so they get a consequence but also get some other tactics to get them on track. Mr. Speich questioned how long the federal and State laws

take effect. Chief Rinaldo responded that the State law failed; they will try again and it could be July 1 or October 1. The Town Manager commented that there was a bill that came up last year that would do exactly what we are talking about tonight; it could be that a good way to channel the energy and get the involvement of all of our surrounding communities is to hook into our delegation through the Farmington Valley Collaborative and happy to ask it to be included as an agenda item at their next meeting in December, have a discussion with that group, the legislatures typically attend and will be a good chance to talk with them, if all Valley towns are on the same page, then it would be much better if we could put our horsepower behind getting the law changed at the State level and that covers all of Connecticut and don't get this patchwork quilt of regulations that may differ slightly from town to town and those differences may be loop holes that younger people can figure out how to exploit and we don't have to pay for it because it would fall under the jurisdiction of Department of Consumer Protection and Department of Mental Health and Addiction Services and they would be responsible for enforcement. He added that Hartford is the only municipality in the State right now that has adopted this kind of legislation; Bloomfield is thinking about it but running into issues in terms of pre-emption in terms of implementation; if we are responsible for it, it is going to be a heavy lift for the Farmington Valley Health District and he is not sure that they will be able to accommodate it so it would have to live with our Police Department and that is another regulatory requirement they have to police on top of everything else they are doing. Ms. Firestone commented that Derek Slap is very interested and is doing a forum in December; she knows a lot of people are now getting on board; last year people just didn't understand that this wasn't a healthy alternative but we as citizens need to push it. Chairperson Maguire agreed. She asked the Town Manager to go to the Farmington Valley Collaborate Meeting and get started there and get a sense of what they are doing and whether we end up adopting an ordinance or we work together to get it happening at the State, we just need to continue to put on the pressure; it is clearly a problem we need to move quickly on. Chief Rinaldo commented that it may just be an amendment to the current regulations as a suggestion to the State; current regulation is 19A342 and talks about use of vaping devices in public buildings. The Assistant to the Town Manager clarified that it does redline the current regulation. Chief Rinaldo added that is where the infractions come from. Chairperson Maguire commented that we will keep powering on with this and try and figure out how we are going to proceed. She thanked all for their input and time.

18/19-31 Supplemental Appropriation: Youth Services Bureau Grant, \$19,753.00

Chairperson Maguire commented that this is an annual grant award.

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

RESOLVED: That the Town Council hereby recommends that the Board of Finance amend the FY 18/19 Budget by increasing:

REVENUES

General Fund, Intergovernmental, Youth Services Bureau Grant, Account #01-0330-43383 in the amount of \$19,753.00 and increasing

APPROPRIATIONS

General Fund, Human Services, Service & Consultant, Account #01-4203-52184 in the amount of \$19,753.00 for the purpose of funding expenditures, which will be reimbursed through approved State of Connecticut Department of Education Youth Services Bureau Grants.

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

18/19-32 Approval of Real Estate Tax Refund, \$5,047.35

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

RESOLVED: That the Town Council approve a real estate tax refund to Keybank in the amount of \$5,047.35.

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

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

RESOLVED: That the Town Council add agenda item 18/19-33 Proclamation for Chief Michael Trick to the agenda.

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

18/19-33 Proclamation for Fire Chief Michael Trick

Chairperson Maguire read the following proclamation for Fire Chief Michael Trick.

RESOLVED: That the Town Council, on this 14th day of November 2018, adopts this resolution in recognition of Chief Michael F. Trick's twenty-seven years of exemplary service to the Avon Volunteer Fire Department, and to the citizens of Avon.

WHEREAS: Chief Trick joined the AVFD as a Firefighter in 1991 and has served in various capacities throughout his tenure, including as Captain, Assistant Chief, member of the Board of Directors and, for the last eight years, as Chief. In all of these positions, Chief Trick has demonstrated his exceptional qualities as a leader, a dedicated public servant, and a tireless advocate for his fellow firefighters and for the residents of Avon, and;

WHEREAS: Chief Trick's dedication to the health and safety of the AVFD membership is unmatched. Under his leadership, the AVFD implemented a comprehensive health and wellness program for members, including preventative health and wellness programming and operational safety programming components. The success of this initiative was recognized at the national level when the AVFD was awarded the 2018 VCOS-VFIS Illness and Injury Prevention Program Award for excellence in risk management, and;

WHEREAS: Chief Trick has exemplified his commitment to the wellbeing of the Avon community through his dedication to providing the highest quality fire services, at a reasonable cost. This is evident through his steadfast oversight of the AVFD's capital planning efforts including the construction of the Live Fire Training Facility; the acquisition of two pumpers, the ARGO amphibious vehicle, and a mini-pumper; and most recently, the department's SCBA replacement, for which federal grant funding was secured, and;

WHEREAS: Chief Trick's dedication to community education and outreach is evident in the department's annual public events calendar, including, most recently, the year-long schedule of events celebrating the AVFD's 75th Anniversary, particularly the 135th Connecticut State Firefighters Association Convention and Parade weekend that was held in Avon in September 2018, and;

WHEREAS: These are only a few examples of the ways Chief Trick's talent, knowledge and dedication have benefitted the AVFD and Avon as a whole.

NOW THEREFORE, BE IT FURTHER RESOLVED: That the Town Council of the Town of Avon, on behalf of its citizens, recognizes Chief Michael F. Trick for his excellent work on behalf of the AVFD and the community and, with profound thanks and deep appreciation, directs that this RESOLUTION be spread upon the minutes of the November 14, 2018 Town Council Special Meeting and that a copy be presented to him at the Avon Volunteer Fire Department's Annual Dinner on November 17, 2018.

IX. TOWN MANAGER'S REPORT/MISCELLANEOUS

Misc. A: Country Club/West Avon Intersection Improvements: The Town Manager reported that our encroachment permit request has been approved at 50% which includes approval to head east as you are approaching from the west at the intersection; the State did not approve the permit going west – we did not have the width to work with without acquiring some additional property. He has given Public Works the go ahead to make the improvements on the west side and we'll try again in a few years when the State comes through and re-evaluates the intersection. Mr. Stokesbury asked the Town Manager to provide some background on this. The Town Manager reported that starting back in the spring we have been evaluating the intersection of Country Club and West Avon Road; there are a lot of issues particularly if you are heading east and you are waiting to take a left in the single lane with people constantly jumping around you; Country Club is a Town road but intersects with a State road which means we have to go through a permitting process which means we have a lot of studying we have to do and process to follow; we had an outside traffic engineer do renderings of the intersection, they made a few recommendations for improvements heading both east and west; we submitted an encroachment permit to the State for approval for those and because those improvements heading west would have required additional lane width and additional land acquisition and we are not prepared to do that right now, they denied that piece of it but they approved the improvements heading east which entails redrawing some lines and putting some arrows down so hopefully weather permitting we can get it to done by the end of the calendar year and should somewhat improve that situation; the State is scheduled to do a comprehensive review of the intersection in 2020-2021 and we will have another chance to re-evaluate and potentially look at a larger scale project with improved signalization, perhaps dedicated turning lanes heading east and west, but not something we are prepared to do now so we will do the interim solution. Mr. Stokesbury questioned if the interim solution heading east is a dedicated left turn lane and pass through will be on the right.

Misc. B: Revaluation: The Town Manager reported that revaluation notices were sent out on Monday; if you have questions, contact the Assessor's Office; there is a multi-step appeal process culminating with the Board of Assessment Appeals that typically meets in the March; overall the results of the revaluation are about on target with what we anticipated; there are appeals that are going to have to be taken into account, but a bottom line 2% reduction overall is kind of where things are going to settle out and we've already talked about some of the ramifications of that.

X. EXECUTIVE SESSION: Pursuant to 1-200 6 (c) to Discuss Matters of Security Strategy Collective Bargaining

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

RESOLVED: That the Town Council go into Executive Session at 10:03 p.m.

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

The Town Manager, Assistant to the Town Manager, Town Clerk, Superintendent of Schools Dr. Bridget Heston Carnemolla, Director of Facilities Myles Altimus, Director of Fiscal Affairs Heather Michaud, Board of Education members (Debra Chute-Chairperson, Jay Spivak, Jeffrey Fleischman, Jackie Blea, David Cavanaugh, Bogdan Oprica, Jason Indomenico, and Laura Young), Director of Security James Connelly, Officer Eric Lundell, Lt. Kelly Walsh, Chief Mark Rinaldo, Officer John O'Neill, and Officer Mark Vess attended the session for the Security Strategy item.

The Town Manager, Assistant to the Town Manager, and Town Clerk attended the session for the Collective Bargaining item.

XI. ADJOURN

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

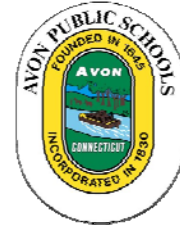
RESOLVED: That the Town Council adjourn the meeting at 10:55 p.m.

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

Attest:

Ann Dearstyne, Town Clerk

Avon Board of Education



Capital Improvement Plan
Presentation to Town Council
November 14, 2018

Summary of 2019-2020 Requests

1. AHS Water Heater Replacement**	\$185,000
2. AMS/AHS Elevator Hydraulic Cylinder Replacement	\$130,000
3. AHS Fire Alarm Supplement – Notification System	\$110,000
4. RBS Roof Replacement (PHASE I)	\$165,000
5. District Security Upgrades (PHASE II)	\$ 70,000
6. AHS Air Handling/RTU Replacement (PHASE I)	\$450,000
7. District Field Rebuild (PHASE II)	\$115,000
8. AHS Track Replacement	\$350,000
9. District HVAC Automation System Replacement	<u>\$ 23,000</u>
<i>TOTAL</i>	<i>\$1,598,000</i>

AHS Water Heater Boiler Replacement **

- Request to use existing funds from Town Capital Account
 - *Account established for the AHS HVAC Boiler*
 - *Current total funds available - \$276,932.00*
 - *If approved, no new funding would be necessary for the project*
- Current AHS Water Heater Boiler System at end of life expectancy
- Repairs continue to increase
- The unit is a single holding tank, upon failure, AHS will be without hot water
- AHS is a designated emergency shelter in addition to a school facility

Total Project Cost

\$185,000

AMS/AHS – Elevator Hydraulic Cylinder Replacement

- Code change requires repairs to elevators installed with single bottom cylinders
- Reported benefits addressed by the repairs:
 - *Reduces chance of catastrophic failure*
 - *Reduces risk of oil loss and contamination of soil and ground water*
- The scope of work includes:
 - *Replace Single Bottom Cylinders with Double Bottom Cylinders*

Total Project Cost

\$130,000

AHS - Fire Alarm Supplement: Notification System

- Request to increase the previously approved capital budget
 - *FY 2017/2018 Budget = \$170,000.00*
- Additional funds necessary to support expanded scope of work
 - *More equipment required by code*
 - *Added features for Notification System (e.g., additional stations)*

Project Cost **\$110,000**

*(*Total Project Cost = \$280,000)*

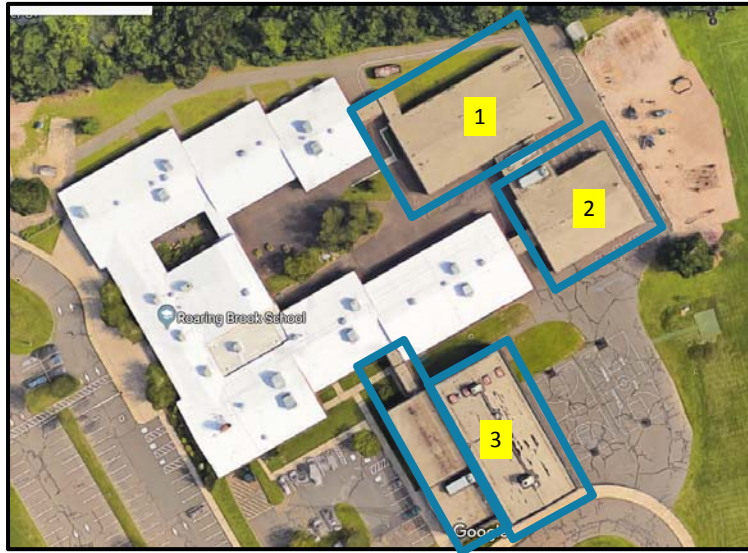
RBS – Roof Replacement (PHASE I)

- RBS roofing has been replaced in 2 separate cycles:
 - *Section 1 – Replaced in 2007 covering 49,000 sq ft (scheduled replacement 2027)*
 - *Section 2 – Replaced in 1994 covering 20,500 sq ft, the roofing is 24 years old*
- Replacement of Section 2 proposed in 3 Phases:
 - *2019 Phase 1 - 9,357 sq ft = \$165,000*
 - *2020 Phase 2 - 7,454 sq ft = \$135,000*
 - *2021 Phase 3 - 14,395 sq ft = \$250,000*

Phase I Cost **\$165,000**

*(*Total Project Cost = \$550,000)*

RBS Roof Replacement – *Phase Illustration*



Districtwide Security Upgrades (*PHASE II*)

- AMS Notification System:
 - Add additional speaker strobes in high density areas (gym, café, etc.)
 - Add Lock Down Button stations throughout building
- TBS Notification System
 - Add additional speaker strobes in high density areas (gym, café, etc.)
 - Add Lock Down Button stations throughout building
 - Replace Fire Panel
- Central Office Security Upgrades
- Districtwide Additional Cameras

Phase II Cost

\$70,000

(*Total Project Cost Phase I & II = \$1,002,412)

AHS - Air Handling / RTU Replacement (Phase I)

- Equipment lifespan is 15 years
 - AHS RTU's installed in 1998, making them 20 years old
- Equipment is no longer supportable, including required parts and refrigerant
- Replacement of RTU's proposed in 3 Phases:
 - 2019 Phase 1 – Academic Wing = \$450,000
 - 2020 Phase 2 – Gallery / Central Area = \$270,000
 - 2021 Phase 3 – Gym / Cafeteria Area = \$425,000

Phase I Cost

\$450,000

(*Total Project Cost = \$1,145,000)

HVAC Equipment Summary

Avon High School			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	1998	20	35
RTU's (20)	1998	20	15
RTU's (16)	2007	11	15
Water Heater (2)	1998	20	20
Avon Middle School			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	2010	8	20
RTU's (13)	2009	9	15
Thompson Brook School			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	2000	18	35
Chiller (1)	2000	18	23
AHU (7)	2000	18	15
FCU (57)	2000	18	20
Water Heater (1)	2000	18	20
Pine Grove School			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	1992	26	35
Water Heater (1)	2018	0	20
Water Heater (1)	2009	9	20
HC Coils (18)	2017	1	20
Condensing Units (5)	2017	1	20
RTU's (4)	2016	2	20
Roaring Brook School			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	2008	10	20
RTU's (3)	2015	3	20
RTU's (11)	2016	2	20
RTU's (7)	2011	7	20
RTU's (1)	2009	9	20

District - Athletic Field Rebuilds (Phase II)

- Scope of work:

- Strip existing vegetation and fill
- Reapply a mixture of soil and sand, estimated 6 inches
- Address leveling to support proper drainage
- Reseed

- Replacement / rebuilds proposed in 3 Phases:

- 2019 Phase I – AHS Multi-Purpose Field = \$70,000 *** (to be addressed immediately through operating budgets)*
- 2020 Phase II – AHS Football Field = \$115,000
- 2021 Phase III – AMS Softball Field = \$40,000

Phase II Cost

\$115,000

*(*Total Project Cost = \$230,000)*

AHS – Replace Athletic Track

- Replace present 6 lane track with a new 6 lane version
- The current track was constructed in 2001/2002
- Routine maintenance is becoming ineffective

Total Cost

\$350,000

Districtwide - HVAC Automation System Replacement

- Current system no longer supportable by TRANE
- The system is supported by Windows 10, no higher operating system will function
- System over 25 years old
- Completed / pending automation system upgrades:
 - PGS / RBS - replaced in 2017 and 2018
 - AHS – included in HVAC replacement proposal

Total Cost

\$23,000

Summary of 2019-2020 Requests

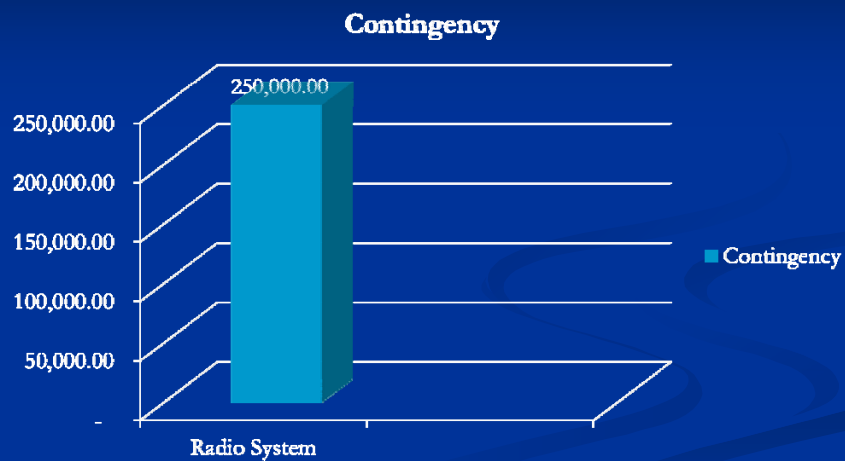
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TOTAL	<u>\$1,598,000</u>

Avon Police Department



FY 2019/2020 Capital Improvement Program

CAPITAL REQUEST \$250,000.00



E.O.C. Expansion Public Works

- Emergency Operations Center (E.O.C) expansion under way
- Bruce Williams, Project Manager
- Foundation completed
- Tower Move, complete.
- Project on schedule, anticipated completion Spring 2019.

Radio System Request \$250,000.00

- Additional funding needed for Consultant Services and unanticipated emergency repairs and/or soft costs for Town-Wide Public Safety Radio System.
- If referendum passes project work may begin. If no equipment failure, then the Contingency Fund may be set in reserve for “soft costs” for the Town-Wide Public Safety Radio System.
- Town-Wide Public Safety Radio System is \$3,890,000 and \$220,000.00 soft costs for the project. If referendum fails than we are recommending \$250,000.00 for emergency repairs.

Avon Police Communication/ Radio History

- 1995-1999 Consolidated Regional Public Safety Answering Points discussion.
- 2001 Avon Town Council authorized a radio system optimization and service agreement. This allowed for upgrades to the systems at the Police Department.

CRCOG commissioned study to Consolidate Public Safety Answering Points. (Shown in later slides)

Avon receives Federal grant of \$220,000.00, awarded for computer-aided dispatch and records management software.
- 2002 – 2008 Multiple PSAP consolidation initiatives started; ultimately lacked the necessary support to proceed with consolidation.

Avon Police Communication/ Radio History

- 2008 Equipment fails at WFSB site. Police and Fire Department joint project to replace combiner.
- 2011 Police Department upgrades and redesigns the Communication Center.
- 2012 Final PSAP Consolidation Study completed between Avon/Simsbury and Canton. Project ends as feasible but costly. State incentives end.
- 2013 Fire Department receives proposal for Simulcast Upgrade project.
- 2013 FCC Mandated narrow-banding of Avon's radio system completed.
- 2014 Police Department meets with Public Works, Fire, and Board of Education officials to discuss a Town-Wide Public Safety Radio System.

Avon Police Communication/ Radio History

- 2015 Town Council funds study for Town wide Radio System.
- 2016 L. R. Kimball (now Federal Engineering) retained to conduct System Assessment. Conducted in three phases.

Phase 1-Infrastructure and Needs Assessment, Feasibility Analysis and Preliminary Design and Cost. Complete.
- 2017 Phase 2-Detailed Design, Invitation to Bid Development, Contractor Selection and Procurement. In Progress.
- 2018-2019 Phase-3 Implementation and Project Management. Pending Budget approval.
- 2019-2020 Town Wide Radio System Implementation.

Avon Police Communication/ Radio History Summary

- Problems with our radio system date back over 20 years.
- The Police Department and Town of Avon have worked diligently to address and correct problems as they occur and have approved funding to remediate those failures.
- Some of the failures were the result of low bid projects and or vendors.
- One of the failures was the result of the environment, lighting strike. Fortunately, this was covered by the towns insurance carrier.
- The cost over that period is estimated over one million dollars (including regional money for PSAP studies, and other town funded studies, repairs and upgrades).
- PSAP Consolidation has also been discussed since 1995.

Avon Police Communication/ Radio - The Future

- This is an immediate Public Safety issue.
- We have selected Motorola as the vendor pending the vote December 12, 2018.
- However, Successful Funding of a Public Safety Communication Town Wide Radio System is essential to public safety.
- The goal is and we will hold the vendor accountable to a Delivered Audio Quality (DAQ) of 3.4 (speech understandable with repetition only rarely required, some noise or distortion) or better across 95% of our Town 95% of the time.

Avon Police Communication/ Radio - Future Consolidation

- Based on our Consultants recommendation the Town of Avon should implement a 4 channel 6talk paths, 3-4 site P 25 Phase 2 simulcast radio system.
- We would already have the infrastructure in place and other communities could join our core.
 - Improved service.
 - Local control.
 - Shared expenses.
- Other communities that have expressed an interest.
 - Simsbury
 - Canton
 - Bloomfield
 - CMED

Avon Police Department Capital Budget Closing

- Town Wide Radio System:
 - Funding for a Town Wide Radio System passed and work is underway.
 - \$250,000.00 for expenses and emergency repairs due to current condition of system.
- Emergency Operation Center Expansion/Patrol Building Upgrade:
 - In Public Works Capital Budget
 - Progressing very well and on schedule.
- Future Projects:
 - Crime Scene Vehicle
 - Police Shooting Range

Avon Police Department



FY 2019/2020 Capital Improvement Program



Avon Volunteer Fire Department

2019 – 2020
Capital Improvement Presentation
Proposal to Town Council
November 14, 2018

Avon Volunteer Fire Department *Summary of 2019/2020 Capital Requests*

1. Fire Apparatus Replacement	\$ 400,000
2. Northwest Fire Station (Land Acquisition)	\$ 250,000
3. Fire Station Improvements	\$ 500,000
Total:	\$ 1,150,000

Avon Volunteer Fire Department Capital Requests

FIRE STATION IMPROVEMENTS

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Fire Station Improvements

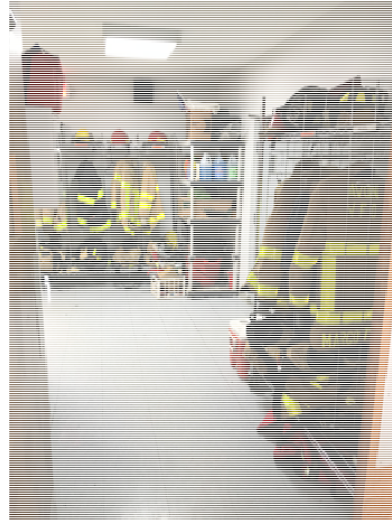
Company Four - \$200K

- Front door entrance
- Gear storage
- New office space
- Classrooms
- Heating plant



Fire Station Improvements

Company Three- \$100K



Fire Station Improvements

Company Three- \$100K (continued)

- Gear storage room
- Relocation of washer/dryer to gear room
- Equipment maintenance area



Fire Station Improvements

MH Rhodes - \$200K

- Stand-alone building
- 2-3 drive thru bays
- 40 x 60 at \$80/sq ft⁽¹⁾



(1) Cost per square foot goes down as building size increases

Fire Station Improvements

Company One - \$1M

- New apparatus bay
- Windows and doors



Requested for Capital Budget Year 2020/2021 and 2021/2022

Fire Station Improvements

Company One - \$1M (continued)

- Replace concrete steps and retaining wall
- Replace glass wall
- Interior renovations



Requested for Capital Budget Year 2020/2021 and 2021/2022

Northwest Fire Station

Company 2 Replacement – Land Acquisition \$250K



Avon Volunteer Fire Department Capital Requests

FIRE APPARATUS REPLACEMENT

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NFPA 1901: Standard for Automotive Fire Apparatus (2009 Edition)

- “ Because the changes, upgrades, and fine tuning to NFPA 1901, *Standard for Automotive Fire Apparatus*, have been truly significant, especially in the area of **safety**, fire departments should seriously consider the value (or risk) to fire fighters of keeping fire apparatus older than 15 years in first-line service.”
- “It is recommended that apparatus greater than 15 years old that have been properly maintained and that are still in serviceable condition be placed in reserve status and upgraded in accordance with NFPA 1912, *Standard for Fire Apparatus Refurbishing*, to incorporate as many features as possible of the current fire apparatus standard.”
- “Apparatus that were not manufactured to the applicable NFPA fire apparatus standards or that are over 25 years old should be replaced.”

Source: NFPA 1901, Annex D Guidelines for First-Line and Reserve Fire Apparatus, D.1 General (1901-176).

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Fire Apparatus Replacement

Other Considerations for Determining Useful Life

- Vehicle mileage
- Engine hours
- Quality of the preventative maintenance
- Quality of the driver training programs
- Whether the apparatus was manufactured on a custom or commercial chassis
- Quality of the components used
- Availability of replacement parts

Source: NFPA 1901, Annex D Guidelines for First-Line and Reserve Fire Apparatus, D.2 How the Standards have Changed (1901-176).

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Fire Apparatus Replacement Schedule

Major Apparatus	Response Type	Model Year	Recommended Replacement (NFPA)	Estimated Replacement Cost
Rescue 8	Primary	1988	2003	\$650,000
Engine 9	Reserve	1993	2008	\$800,000
Tanker 5	Primary	1996	2011	\$650,000
Engine 10	Primary	2001	2016/2021	\$800,000
Engine 14	Primary	2001	2016	\$800,000
Ladder 12	Primary	2001	2016	\$1,500,000
Engine 7	Primary	2016	2031	\$575,000 (Actual)
Engine 11	Primary	2016	2031	\$575,000 (Actual)
Engine 13 ⁽¹⁾	Primary	2019	2034	\$245,000(Actual)

(1) Engine 13 is a 300 gallon mini pumper approved for purchase in October 2018.

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Fire Apparatus Replacement Schedule

Support Apparatus	Response Type	Model Year	Suggested Replacement	Estimated Replacement Cost
Truck 16	Fire Police	1995	2010	\$60,000
Brush 15 ⁽¹⁾	Brush Truck	2002	2017	n/a
Truck 18 ⁽²⁾	Utility/Training	2005	2020	\$60,000
Car 19 ⁽²⁾	Duty Officer	2007	2022	\$60,000
Truck 17 ⁽²⁾	Training	2016	2031	\$60,000
Truck 6	Fire Police	2018	2033	\$75,000 (Actual)

(1) Brush 15 to be retired when Engine 13 is put into service.

(2) Truck 17, Truck 18 and Truck 19 were purchased by the AVFD Corporation but are used regularly for incident response.

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Avon Volunteer Fire Department Capital Requests

**ON BEHALF OF OUR MEMBERS,
THANK YOU FOR YOUR CONTINUED SUPPORT**

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Town Council Presentation
Avon Education Association Contract 2019-2022

November 14, 2018

Understanding Collective Bargaining

- The Teacher Negotiation Act requires Districts to negotiate in “Good Faith”.
- “Good Faith” is generally defined as an intention to reach agreement in respect to salaries and other conditions of employment.
- Districts are required to adhere to strict timelines as defined by the statute.

Negotiation Timeline

Commence Date: **July 6, 2018**

Mediation Date: **August 25, 2018**

Arbitration Date: **September 19, 2018**

Arbitration Process

- Panel considers evidence of last / best offers made during negotiations.
- Panel assesses financial capabilities of the Town or City including:
 - Prior negotiations.
 - Interests and welfare of employee group.
 - Cost of Living changes averaged for three years prior.
 - Existing conditions of group and similar groups.
 - Salaries and benefits prevailing in the State labor market.

Goals

- 1) Address various language issues to reflect current law and to support efficiency.
- 2) Achieve the most reasonable and fiscally responsible wage and benefit combination.

Teachers Unit Summary Data

- Current Certified Teachers = 268.40
- Current Certified Teacher Payroll = \$25,701,527.30
- FY 2018/2019 Salary Information:
 - *Minimum = \$55,485.00*
 - *Maximum = \$105,919.00*
- Current Number of Employees on Maximum Step:
 - *Masters Max = 72.60 Employees*
 - *6th Year Max = 119.50 Employees*

AEA Contract Settlement: 2019-2022

HIGHLIGHTS - Wages

- Year 1
 - General Wage Increase – 2.0%
 - Total Projected Employer Cost Increase - 2.65% or \$680,972.00
- Year 2
 - General Wage Increase – 2.0%
 - Total Projected Employer Cost Increase - 2.70% or \$713,382.00
- Year 3
 - General Wage Increase – 2.0%
 - Total Projected Employer Cost Increase - 2.63% or \$713,836.00

****3 Year Total Projected Cost Increase to District 7.99% or \$2,108,190.00****

AEA Contract Settlement: 2019-2022

HIGHLIGHTS - Insurance

- Year 1
 - Employee Premium Share – 19.0%
 - Employer Premium Share – 81.0%
- Year 2
 - Employee Premium Share – 19.5%
 - Employer Premium Share – 80.5%
- Year 3
 - Employee Premium Share – 20.0%
 - Employer Premium Share – 80.0%
- All other components of insurance remain unchanged.

AEA Contract Settlement: 2019-2022

HIGHLIGHTS continued...

- Stipends increased for teachers teaching more than 5 classes at AHS
- Language added requires faculty to work with us at least two years to qualify for tuition reimbursement & to remain in the District's employment for a minimum of 2 years following any reimbursement.
- The MA / 6th Year Degree \$500 Stipend eliminated for new employees after 7/1/19: \$66,000/yr cost
- A Stipend Review Committee established to determine stipends for coming years

AEA Contract Settlement: 2019-2022

HIGHLIGHTS continued...

- *State Teachers Settlement Wage Yearly Averages*

Year	AEA	State Average	Variance
2019/2020	2.65%	2.74%	-0.09%
2020/2021	2.70%	2.81%	-0.11%
2021/2022	2.63%	2.84%	-0.21%

- *As of Tuesday, November 13, 2018, the current statewide average for a three year settlement is 8.39%.*

Teacher Settlements: 2018-2019 Season

District	2019/2020	2020/2021	2021/2022	Total 3 Year
<i>Unknown</i> <small>(Hartford County)</small>	2.52%	2.45%	2.52%	7.49%
<i>Granby</i>	3.62%	3.73%	0.475%	7.83%
<i>East Hartford</i>	2.00%	2.94%	2.99%	7.93%
*Avon	2.65%	2.70%	2.63%	7.99%
<i>Unknown</i> <small>(Hartford County)</small>	2.72%	2.70%	2.77%	8.19%
<i>Unknown</i> <small>(Fairfield County)</small>	2.65%	3.33%	2.60%	8.58%
<i>Westport</i>	3.02%	3.17%	3.06%	9.25%
<i>New Canaan</i>	3.03%	3.16%	3.08%	9.27%
<i>Unknown</i> <small>(Hartford County)</small>	3.09%	3.47%	3.51%	10.07%

AEA Contract Settlement History ***(2002 – 2019)***

Contract Period	Total GWI Increase
2002-2005	12.0%
2005-2008	9.0%
2008-2011	7.0%
2011-2013*	10.79%*
2013-2016	6.0%
2016-2019	6.0%

* Indicates a 2 year contract extension.

AEA Contract Settlement
(2019-2022)

GWI Increase over 3 Years =

5.35%

Thank you.

