

**AVON TOWN COUNCIL
MEETING MINUTES
April 29, 2020**

I. CALL TO ORDER

The meeting was called to order at 5:00 p.m. via GoToMeeting by Chairperson Maguire. Members present: Mrs. Maguire, Messrs: Bernetich, Speich, Polhamus, and Weber. A quorum was present.

II. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Chairperson Maguire.

III. PUBLIC HEARING: None

IV. MINUTES OF PRECEDING MEETINGS: None

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

RESOLVED: That the Town Council move items V. Communication from Audience and VI. Communication from Council after VIII. New Business.

Mrs. Maguire, Messrs: Speich, Weber, Polhamus, and Bernetich voted in favor.

V. COMMUNICATION FROM AUDIENCE - None

VI. COMMUNICATION FROM COUNCIL

Mr. Weber thanked everyone for their hard work with the budget and looks forward to meeting the other Boards at the upcoming budget meetings.

Mr. Speich commented how much he really likes how the Old Farms Road Bridge came out. In response to a question from Mr. Speich, the Town Manager responded that there is a sidewalk on the north side of the bridge, but does not recall there being a connection with Fisher Meadows, and perhaps we could schedule another site visit there. He also assisted with delivery of face masks to businesses along Route 44.

Chairperson Maguire thanked Town staff and everybody that has been working so hard to get all accomplished. She hopes that our Town continues to stay safe and hopefully things will get back to normal sometime soon. She has heard that the virtual learning with schools is going very well; Town staff is working hard so things are carrying on seamlessly. She reminded everyone to ring their bells on Friday night at 7:00 p.m. to honor our superheroes in Town. She gave a shout out to Peggy Roell, Jaclyn Pare, Lori Noble, Joanne Beers, and Heidi Zacchera for sewing and retrofitting approximately 600 face masks.

VII. OLD BUSINESS

19/20-15 **FY 20/21 Budget Development**

Chairperson Maguire shared the budget process which begins in the fall; however in mid-March the world changed dramatically; by Executive Order, meetings were cancelled and the process for how we approve a budget has changed, April budget meetings were moved to May, and the Board of Finance has the role as the financial body in our Town of setting the mill rate in lieu of a referendum vote. The Town Council and Board of Education determined that given the current economic condition of our country, the State, and the hardships that are being faced by many in our community it would be in the best interest of our citizens to go back to the budget, get out our pencils and take another look. As we call Avon our home and recognize we are a service industry, we want to continue to provide the services and quality of life that you have come to expect of our Town. Tonight, the Town Manager, the Finance Director, and Finance team together with the Town of Avon staff have worked through the budget and have adjustments for the Council to review that will positively impact the citizens of Avon. She turned it over to the Town Manager and thanked him and his staff for the tireless work you have done; thanks to the Superintendent of Schools, Board of Education Chairman, Director of Fiscal Affairs and the Board of Education as well. We are in this partnership together; we will get through this.

The Town Manager reported that staff has been outstanding throughout this entire process; they have adapted, innovated, been flexible; it has never been more clear over the last six weeks that you have a group of folks who are absolutely committed to serving the Town of Avon and its residents; you should be proud of them just as he is. He looks forward to the time when we can appropriately recognize all their great work.

The Town Manager noted that the Council last discussed the budget on March 5th. He added that the Board of Finance will focus on the big picture as the budget making authority this year; in a normal year they are responsible for recommending a budget that is based on a mill rate required to support the budget to a referendum; through no independent action of the Town of Avon, the Governor has issued an Executive Order that prohibits all towns from holding a referendum. He noted that nobody knows where the Board of Finance will want to land in terms of a tax increase. In March the budgets as proposed would have required approximately 3.47% tax increase but that is probably out of the question at this point. He and Town staff I went back into the Town budget to try and identify reductions; the framework we used was to assume that to reduce the Town and Board of Education proposed operating budget to achieve a zero percent increase would require a bottom line adjustment of \$2.9 million; assume it is highly likely to use some level of Unassigned Fund Balance to help offset that impact, \$1.3 million; in the past, reductions have been shared by the Town and Board of Education in rough proportion to the value of their budget, 70% and 30% respectively; in the Town's case that would amount to approximately \$499,000. He highlighted the proposed budget adjustments. He noted that we didn't want to negatively impact any services in terms of taking of our facilities, protecting our environment, and providing front line services to the community and don't set ourselves up for future costs, not deferring necessary maintenance. He noted that you make assumptions based on prior experience, i.e. revenues or snow removal budgets. While every dollar is critical and we value every single dollar and the public can rest assured that they get value out of every single dollar; these are not easy reductions to make; they have value in terms of increasing efficiency and effectiveness of our employees for professional development or ability to be involved in professional organizations; we are taking a risk that bad things won't happen in the next fiscal year, if they do they will not exceed our ability to make adjustments in the budget to compensate for that, i.e. snowplowing; if we are grinding in the gears to begin with there is no flexibility; there may be nothing to rescind; they may begin to impact

core services, i.e. Social Services, Police, and roads, that have historically been the priorities of the Town Council as they should be; and you are buying a menu of services, we adapt to the unforeseen and what is left is returned to the taxpayers in Unassigned Fund Balance (UAFB) and it can only be appropriated out of UAFB by approval of the Town Council and the Board of Finance; if the number is high enough it may have to go back out to the public again. This is the framework by which he and staff approached this. He noted that we are a service organization. He encouraged anybody to look at our budget book; it has received the GFOA budget award for decades; about 80% of our budget is people that provide services at the Library, Police, Public Works, and administrative employees. He concluded by saying that it was a group effort, couldn't be prouder of the staff for having pulled together under these circumstances; everybody recognizes that their job is to provide the best level of service that they can. We have identified \$499,112 that would be necessary to address the 30% of the \$1.6 million that we are trying to solve for and assumes a drawdown of UAFB of about \$1.3 million. He explained that UAFB is the rainy day fund and it is raining, and hard for some people unfortunately; it is the accumulation of all the surplus balances that both the Town and Board of Education over the years; it is a credit to the Town as we do not spend every dollar that we get; every year some closes to UAFB; it is not a slush fund and cannot be appropriated for just anything; it is important to have a contingency; the credit rating agencies are interested in UAFB; Avon has received a AAA bond rating for and the result of a lot of years of smart thinking and strategic and tactical management; the rating agencies are always looking at how much Fund Balance the Town has as a percent of the budget and operating transfers out; Avon has a guideline around the use of UAFB which underscores that it shall only be used for circumstances that are rather unusual. If you do not manage your UAFB appropriately, you lose the value of having that contingency available and risk your bond rating and may pay more for future debt. Staff wants to do the very best for Avon and this budget continues to achieve that goal. Chairperson Maguire thanked the Town Manager and appreciates his time as well as Town staff; these were hard decisions to make but for our citizens the services and lifestyles they have come to appreciate about Avon will continue.

Mr. Speich thanked the Town Manager and his team; the approach was right to protect employees and residents through Social Services which is what our Town is about; there is some risk in this budget while also not delaying heavy maintenance and keeping infrastructure together; this is not uncommon as what happens in industry; the timing of the budget is important, it began before the virus occurred and we have been talking about how to handle it since then; he likes the idea of using some UAFB and thinks rating agencies would look upon this favorably; this Town Council and Councils before us have given us this Fund Balance to use; he encourages and hopes we will see some input from the Board of Education at our next meeting.

Mr. Bernetich echoed Mr. Speich's remarks and expressed thanks to the Town Manager, Superintendent of Schools and Board members; this is not an easy time.

Mr. Weber commented that every dollar counts and thanked the Town Manager and his team for working through these difficult cuts. He asked if \$15,000 is enough for Social Services to assist people in need during a time like this. The Town Manager responded that the Director of Social Services thinks it is; if it is not, we will make sure that he has the resources to take care of our people. In response to a question from Mr. Weber, Alex Trujillo, Deputy Director of Public Works, responded that he does not see any negative impact for the Town and for our services with the reduction in the fuel line items; we buy fuel ahead of time to hedge it at a lower cost and what

we don't use we pay back to the vendor to liquidate it on the open market which has only happened once during his time with Avon.

Mr. Polhamus thanked the Town Manager and his team for their hard work on this. He noted that with the original budget that we proposed, we felt it was a budget to best serve the people in the Town in a normal year; time has changed, we have to make adjustments and amazed at the dexterity shown to get to this new budget; glad to see that most capital projects are still intact. In response to a question from Mr. Polhamus, the Town Manager responded that it is very possible that as the incentive for choosing another insurance plan decreases that works against us with regards to the insurance waiver payment. It was noted that it is being reduced to where our affiliated employees are.

The Town Manager noted that the result of this, assuming you use UAFB, backs into a zero percent tax increase. Mr. Weber added that he wants to make sure that we are providing room for the Board of Education to make their adjustments that they need to be able to provide best services and also provide that zero tax increase for the residents. The Town Manager responded that the Board of Finance is going to have some difficult decisions to make. He noted that the Board of Education is proactively managing their current year budget to help achieve savings against next year's budget and a potential surplus of approximately \$500,000 in their current year budget; we can handle that by taking a higher drawdown of UAFB or the Board of Finance could approve an historically low tax increase of 0.22%, or roughly \$500,000, from the levy which equates to about \$22 on the average assessment of \$278,000 over a year. He complimented the Superintendent of Schools and her team and have been delightful to work with during this process. Mr. Speich is proud of the Town Council for leading by example. He asked that a press release be shared with the public about our progress thus far.

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

RESOLVED: That the Town Council authorize the Town Manager to make the necessary reductions to the Operating Budget and Capital Budget respectively in the amount of \$499,112. Mrs. Maguire, Messrs: Speich, Weber, Polhamus, and Bernetich voted in favor.

Attached and made part of these minutes are the reductions made by the Town Manager in accordance with the above motion. Chairperson Maguire shared that we have a Budget Meeting on May 4th followed by a Budget Workshop on May 11th at which it is anticipated that a mill rate will be set by the Board of Finance.

19/20-37 Appointment: Building Code Board of Appeals (D – 12/31/2023)

On a motion made by Mr. Weber, seconded by Mr. Polhamus, it was voted:

RESOLVED: That the Town Council table agenda item 19/20-37 Appointment: Building Code Board of Appeals (D – 12/31/2023) to the June 4, 2020 meeting.

Mrs. Maguire, Messrs: Speich, Weber, Polhamus, and Bernetich voted in favor.

19/20-41 Appointment: Lower Farmington River & Salmon Brook Wild & Scenic Committee (R – 12/31/2021)

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

RESOLVED: That the Town Council appoint James Williams as a regular member to the Lower Farmington River & Salmon Brook Wild & Scenic Committee to fill a vacancy with a term to expire on December 31, 2021.

Mrs. Maguire, Messrs: Polhamus, Speich, Weber, and Bernetich voted in favor.

VIII. NEW BUSINESS

19/20-54 Set Public Hearing Date: Neighborhood Assistance Act

Chairperson Maguire commented that we are a conduit during this process; the Town holds a public hearing and approves proposal submissions which are then sent to the State Department of Revenue Services.

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

RESOLVED: That the Town Council set a public hearing date to be held at their June 4, 2020 meeting to consider participation in the Neighborhood Assistance Act in accordance with Public Act 95-268.

Mrs. Maguire, Messrs: Polhamus, Speich, Bernetich, and Weber voted in favor.

19/20-55 Approve Proclamation: National Day of Prayer, May 7, 2020

Chairperson Maguire noted that this will be the 15th anniversary for this event in Avon. This year it will be held virtually on May 7th at 10:00 a.m. She read the following proclamation.

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

WHEREAS, this year's annual observance of the National Day of Prayer will be held virtually on May 7, 2020; and

WHEREAS, a joint resolution of the United States Congress, signed into law by President Harry S. Truman in 1952, established an annual day for prayer; and

WHEREAS, the declaration was amended in 1988 by both Chambers of Congress and signed by President Ronald Reagan, setting the permanent date for the National Day of Prayer on the first Thursday of May each year; and

WHEREAS, on this day we reflect upon the freedom and prosperity enjoyed by both the State of Connecticut and our Nation; and

THEREFORE, I, Heather A. Maguire, as Chairperson of the Town Council of Avon, Connecticut, do hereby proclaim the 7th of May, 2020 as the NATIONAL DAY OF PRAYER in Avon, Connecticut.

Mrs. Maguire, Messrs: Weber, Bernetich, Polhamus, and Speich voted in favor.

19/20-56 Review, Discuss, and Possibly Approve Lease-Purchase of Rescue Truck for AVFD - \$533,521

Chairperson Maguire commented that Rescue 8 is 34-years old with almost \$100,000 in repairs over its lifetime; there is an opportunity with a demo that became available and can obtain as soon as July 1st which would typically takes 400 days; it is a good opportunity with some funds that have already been set aside. Assistant Chief Joe Speich thanked Council for the opportunity to have this conversation. He noted that this is an unprecedented financial time for the Town,

however the needs of the fire service do not necessarily go away. He added that they are proposing a lease over three years; minor modifications would need to be made to the demo truck. The Town Manager commented that this Council has always been careful about waiving regulations related to procurement; in this case it is appropriate given the nature of the vehicle, the source (demo), and timing considerations involved and the uncertainty of the economy going forward that the following action be taken. Alex Trujillo, Deputy Director of Public Works, noted that \$45,000 has been vested in Rescue 8, most being electrical repairs, since 2010. In response to a question from Mr. Weber, Assistant Chief Speich responded that the average life span of a fire apparatus is about 25 years; there are NFPA requirements stating that trucks should be replaced between 20-25 years; life safety features are important. Mr. Trujillo added that once Rescue 8 is offline, assets are disposed through a global online auction system and the monies end up in a Town surplus account which is used to purchase equipment in the future. Mr. Speich noted that the backlog would be more than 400 days with factories currently closed due to the virus. Assistant Chief Speich added that the purchase price of the truck includes \$2,500 for striping and \$10,000 in equipment mounting; anything else added, i.e. tire chains, will be paid out of the Fire Department's operating budget.

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

RESOLVED: That the Town Council waive the formal bidding procedures for the purchase of a demo rescue truck for the Avon Volunteer Fire Department.

Mrs. Maguire, Messrs: Speich, Bernetich, Polhamus, and Weber voted in favor.

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

RESOLVED: That the Town Council waive the formal bidding procedures for the lease-purchase financing and authorize the Town Manager to solicit quotes from area banks for comparison to the proposal from Community Leasing Partners.

Mrs. Maguire, Messrs: Speich, Bernetich, Polhamus, and Weber voted in favor.

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

RESOLVED: That the Town Council authorize the Town Manager to enter into a lease agreement in an amount not to exceed \$533,521 and subject to approval of the FY 21 proposed budget.

Mrs. Maguire, Messrs: Bernetich, Speich, Weber, and Polhamus voted in favor.

Chairperson Maguire thanked Assistant Chief Speich.

19/20-57 Appointment: Avon Clean Energy Commission (R – 12/31/2021)

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

RESOLVED: That the Town Council appoint Raj Subbu as a regular member to the Avon Clean Energy Commission to fill a vacancy with a term to expire on December 31, 2021.

Mrs. Maguire, Messrs: Speich, Weber, Polhamus, and Bernetich voted in favor.

IX. TOWN MANAGER'S REPORT/MISCELLANEOUS

Misc. A: Construction Update: The Town Manager noted that projects are moving forward incrementally with what is currently going on. He noted that regarding the Old Farms Road

Project, Avon Old Farms School has agreed to fund the Connecticut Environmental Policy Act (CEPA) process.

Misc. B: Turf Field/Track Financing: Peggy Colligan, Director of Finance, reported that we are going to go to the market with a sale date of June 2nd and fully fund debt service issuance for the AHS Synthetic Turf Field and Track Improvement Project and partial debt service issuance for expenditures to date for the Public Safety Communication System Project; phone interviews with Moody's and S&P will take place on May 14th and one focus will be on the use of Unassigned Fund Balance for the budget.

Misc. C: Fire Fighter Tax Abatement: The Town Manager acknowledged a letter sent by the Avon Volunteer Fire Department to Council members regarding this item; it will be discussed in greater detail at an upcoming Council meeting.

X. EXECUTIVE SESSION: Collective Bargaining

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

RESOLVED: That the Town Council enter into Executive Session at 6:41 p.m.
Mrs. Maguire, Messrs: Speich, Bernetich, Weber, and Polhamus voted in favor.

The Town Manager, the Assistant to the Town Manager, Clerk, and Town Labor Attorney attended the session.

XII. ADJOURN

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

RESOLVED: That the Town Council adjourn the meeting at 7:50 p.m.
Mrs. Maguire, Messrs: Bernetich, Speich, Polhamus, and Weber voted in favor.

Attest: Jennifer Worsman, Clerk

PROPOSED BUDGET ADJUSTMENTS							
FISCAL YEAR 2020/2021							
April 29, 2020							
ACCT	DEPARTMENT	OBJECT	TOWN COUNCIL	BOARD OF FINANCE	ADJUSTMENT	PURPOSE	
Personal Services	01-1801-51011	Human Resources	Regular Full Time - HR Director	\$ 28,732	\$ 45,232	\$ 16,500	adequate salary for still to be hired HR Director - reallocation of funding from 1201-52184 (IPP intern)
\$ (139,758)	01-2107-51011	Patrol Services	Regular Full Time	\$ 35,982	\$ -	\$ (35,982)	eliminates new patrol officer
			Benefits -various	\$ 6,983	\$ -	\$ (6,983)	
	01-3101-51012	DPW Administration	PT Analyst - wages and benef	\$ 11,137	\$ -	\$ (11,137)	reduce from 20 hrs. per week to 15 hrs.
	01-3501-51011	Engineering	Regular Full Time	\$ 29,323	\$ 19,072	\$ (10,251)	Secretary PT to FT (55% funded by GF)
	01-3501-Various	Engineering	Benefits -various	\$ 19,167	\$ 1,519	\$ (17,648)	Secretary PT to FT (55% funded by GF)
	01-3501-51012	Engineering	Admin Clerk - Wages	\$ 7,858	\$ -	\$ (7,858)	vacant position
	Various	Various	Hospitalizations			\$ (66,399)	reduces payment in lieu of waivers
General Government	01-1101-52111	Town Council	Mileage & Tolls	\$ 200	\$ -	\$ (200)	
\$ (45,894)	01-1101-52113	Town Council	Meals	\$ 100	\$ -	\$ (100)	
	01-1201-51014	Town Manager	Clerk	\$ 3,000	\$ -	\$ (3,000)	temporary part time -office coverage funds
	01-1201-52111	Town Manager	Mileage & Tolls	\$ 1,200	\$ -	\$ (1,200)	2 staff to ICMA Conference Toronto
	01-1201-52112	Town Manager	Lodging	\$ 2,000	\$ -	\$ (2,000)	2 staff to ICMA Conference Toronto
	01-1201-52113	Town Manager	Meals.	\$ 1,300	\$ 200	\$ (1,100)	2 staff to ICMA conference - keeps CTCMA lunches
	01-1201-52155	Town Manager	Professional Development	\$ 2,710	\$ 1,180	\$ (1,530)	2 staff to ICMA, keeps fees for CTCMA Annual Meeting, CCM Convention and COST events
	01-1201-52184	Town Manager	Services & Consultants	\$ 16,500	\$ -	\$ (16,500)	funding moved to 01-1801 for HR Director Salary
	01-1201-52201	Town Manager	Motor Fuels	\$ 292	\$ 270	\$ (22)	
	01-1201-52231	Town Manager	Office Supplies	\$ 2,000	\$ 1,500	\$ (500)	
	01-1301-52184	Probate	Services & Consultants	\$ 7,400	\$ 6,988	\$ (412)	actual probate court request - \$7.4K was staff estimate
	01-1403-52231	Elections & Referenda	Office Supplies	\$ 5,000	\$ 2,500	\$ (2,500)	
	01-1601-52186	Town Clerk	Microfilm & Cott	\$ 30,000	\$ 23,000	\$ (7,000)	
	01-1701-52205	Town Hall	Office Machinery Maint.	\$ 250	\$ -	\$ (250)	
	01-1801-52141	Human Resources	Books & Periodicals	\$ 1,580	\$ -	\$ (1,580)	
	01-1900-52102	Finance Administration	Mileage	\$ 70	\$ -	\$ (70)	
	01-1900-52111	Finance Administration	Mileage & Tolls	\$ 410	\$ 310	\$ (100)	
	01-1900-52112	Finance Administration	Lodging	\$ 800	\$ 570	\$ (230)	
	01-1900-52113	Finance Administration	Meals	\$ 175	\$ 125	\$ (50)	
	01-1900-52131	Finance Administration	Fees - Professional	\$ 680	\$ 480	\$ (200)	
	01-1900-52155	Finance Administration	Professional Development	\$ 700	\$ 400	\$ (300)	
	01-1900-52221	Finance Administration	Postage	\$ 600	\$ 500	\$ (100)	
	01-1901-52102	Accounting	Mileage	\$ 275	\$ 75	\$ (200)	
	01-1901-52131	Accounting	Fees - Professional	\$ 400	\$ 50	\$ (350)	
	01-1901-52155	Accounting	Professional Development	\$ 800	\$ 100	\$ (700)	
	01-1905-52111	Assessor	Mileage & Tolls	\$ 750	\$ -	\$ (750)	
	01-1905-52112	Assessor	Lodging	\$ 600	\$ -	\$ (600)	
	01-1905-52155	Assessor	Professional Development	\$ 700	\$ -	\$ (700)	
	01-1905-52206	Assessor	Computer Operations	\$ 10,130	\$ 7,130	\$ (3,000)	
	01-1907-52121	Collector of Revenue	Recruitment	\$ 100	\$ -	\$ (100)	
	01-1907-52189	Collector of Revenue	Services - Other	\$ 11,300	\$ 11,000	\$ (300)	
	01-1907-52205	Collector of Revenue	Office Machinery	\$ 475	\$ 375	\$ (100)	
	01-1911-52111	Board of Finance	Mileage & Tolls	\$ 100	\$ -	\$ (100)	
	01-1911-52113	Board of Finance	Meals	\$ 50	\$ -	\$ (50)	
Public Safety	01-2101-52111	Police Administration	Mileage & Tolls	\$ 4,170	\$ 400	\$ (3,770)	cuts travel for IACP conference, FBINAA training, Honor Guard
\$ (66,245)	01-2101-52112	Police Administration	Lodging	\$ 3,260	\$ -	\$ (3,260)	IACP conference, FBINAA
	01-2101-52113	Police Administration	Meals	\$ 600	\$ 200	\$ (400)	IACP conference, FBINAA
	01-2101-52131	Police Administration	Fees - Professional	\$ 5,100	\$ 4,835	\$ (265)	FBINAA, FBI LEEDA
	01-2101-52141	Police Administration	Books & Periodicals	\$ 795	\$ -	\$ (795)	

	01-2101-52155	Police Administration	Professional Development	\$ 25,000	\$ 22,000	\$ (3,000)	Misc. Training; Command Training
	01-2101-52181	Police Administration	Printing	\$ 14,000	\$ 11,000	\$ (3,000)	
	01-2101-52184	Police Administration	Services & Consultants	\$ 13,020	\$ 8,020	\$ (5,000)	reaccreditation funding for onsite visits (hotel, transport, meals)
	01-2101-52201	Police Administration	Motor Fuels	\$ 10,800	\$ 10,000	\$ (800)	
	01-2101-53319	Police Administration	Other Equipment	\$ 21,700	\$ 15,700	\$ (6,000)	holdover from when we had physical servers
	01-2103-52155	Criminal Investigation	Professional Development	\$ 500	\$ -	\$ (500)	forensic exam certification
	01-2103-52185	Criminal Investigation	General Service	\$ 1,500	\$ 1,000	\$ (500)	
	01-2103-52201	Criminal Investigation	Motor Fuels	\$ 10,020	\$ 9,280	\$ (740)	
	01-2103-52239	Criminal Investigation	Materials -other	\$ 6,700	\$ 5,200	\$ (1,500)	photo supplies
	01-2107-52122	Patrol Services	Lodging	\$ 8,870	\$ 200	\$ (8,670)	honor guard, FBINAA airfare
	01-2107-52113	Patrol Services	Meals	\$ 1,400	\$ -	\$ (1,400)	homeland security update meetings; honor guard; FBINAA
	01-2107-52131	Patrol Services	Fees - Professional	\$ 1,620	\$ 1,520	\$ (100)	FBI Association
	01-2107-52141	Patrol Services	Books & Periodicals	\$ 805	\$ 635	\$ (170)	
	01-2107-52155	Patrol Services	Professional Development	\$ 2,100	\$ -	\$ (2,100)	FBINAA, LEEDA sgts
	01-2107-52156	Patrol Services	Police Academy	\$ 12,900	\$ 12,000	\$ (900)	reduced tuition as of 7/1/2020
	01-2107-52201	Patrol Services	Motor Fuels	\$ 52,800	\$ 48,900	\$ (3,900)	
	01-2107-52238	Patrol Services	Uniforms	\$ 32,085	\$ 26,355	\$ (5,730)	
	01-2107-52239	Patrol Services	Materials -other	\$ 5,490	\$ 4,290	\$ (1,200)	
	01-2113-52179	Traffic Signals	Other	\$ 18,000	\$ 13,000	\$ (5,000)	in line with actual expenditures
	01-2154-52210	Ambulance Svcs	Prisoner Food	\$ 2,500	\$ 1,500	\$ (1,000)	
	01-2201-52111	Fire Prevention	Mileage & Tolls	\$ 425	\$ -	\$ (425)	Airfare to VCOS Conference
	01-2201-52112	Fire Prevention	Lodging	\$ 1,200	\$ -	\$ (1,200)	VCOS
	01-2201-52113	Fire Prevention	Meals	\$ 750	\$ 350	\$ (400)	VCOS
	01-2201-52141	Fire Prevention	Books & Periodicals	\$ 2,200	\$ 1,700	\$ (500)	
	01-2201-52155	Fire Prevention	Professional Development	\$ 1,250	\$ 750	\$ (500)	VCOS
	01-2201-52209	Fire Prevention	Equipment Maintenance	\$ 300	\$ -	\$ (300)	
	01-2201-52221	Fire Prevention	Postage	\$ 200	\$ 100	\$ (100)	
	01-2201-53301	Fire Prevention	Office Furniture	\$ 500	\$ -	\$ (500)	file cabinets
	01-2203-52201	Fire Fighting	Motor Fuels	\$ 23,460	\$ 21,860	\$ (1,600)	
	01-2301-52184	Central Communications	Services & Consultants	\$ 500	\$ -	\$ (500)	
	01-2503-52181	Canine Control	Printing	\$ 900	\$ 500	\$ (400)	
	01-2503-52201	Canine Control	Motor Fuels	\$ 1,620	\$ 1,500	\$ (120)	
Public Works	01-3001-52111	Public Works Administration	Mileage & Tolls	\$ 400	\$ -	\$ (400)	
\$ (20,025)	01-3001-52112	Public Works Administration	Lodging	\$ 900	\$ -	\$ (900)	
	01-3001-52113	Public Works Administration	Meals	\$ 400	\$ -	\$ (400)	
	01-3001-52121	Public Works Administration	Recruiting	\$ 200	\$ -	\$ (200)	
	01-3001-52141	Public Works Administration	Books & Periodicals	\$ 100	\$ -	\$ (100)	
	01-3001-52201	Public Works Administration	Motor Fuels	\$ 5,940	\$ 5,500	\$ (440)	
	01-3001-52204	Public Works Administration	Parts & Repairs	\$ 6,000	\$ 4,500	\$ (1,500)	
	01-3101-52111	Roadways	Mileage & Tolls	\$ 150	\$ -	\$ (150)	
	01-3101-52112	Roadways	Lodging	\$ 150	\$ -	\$ (150)	
	01-3101-52122	Roadways	Advertising-other	\$ 100	\$ -	\$ (100)	
	01-3101-52201	Roadways	Motor Fuels	\$ 52,500	\$ 48,900	\$ (3,600)	
	01-3101-52331	Roadways	Office Supplies	\$ 200	\$ -	\$ (200)	
	01-3201-52111	Solid Waste	Mileage & Tolls	\$ 50	\$ -	\$ (50)	
	01-3201-52113	Solid Waste	Meals	\$ 70	\$ -	\$ (70)	
	01-3201-52129	Solid Waste	Advertising-other	\$ 100	\$ -	\$ (100)	
	01-3201-52155	Solid Waste	Professional Dev.	\$ 120	\$ -	\$ (120)	
	01-3201-52201	Solid Waste	Motor Fuels	\$ 4,350	\$ 4,050	\$ (300)	
	01-3201-52213	Solid Waste	Land	\$ 27,000	\$ 23,000	\$ (4,000)	no hillside mowing at landfill
	01-3301-52111	Machinery & Equipment	Mileage & Tolls	\$ 75	\$ -	\$ (75)	
	01-3301-52112	Machinery & Equipment	Lodging	\$ 250	\$ -	\$ (250)	
	01-3301-52113	Machinery & Equipment	Meals	\$ 100	\$ -	\$ (100)	
	01-3301-52201	Machinery & Equipment	Motor Fuels	\$ 2,100	\$ 1,960	\$ (140)	
	01-3301-52202	Machinery & Equipment	Motor Oil	\$ 20,100	\$ 18,100	\$ (2,000)	
	01-3301-52203	Machinery & Equipment	Tires	\$ 24,170	\$ 22,170	\$ (2,000)	

	01-3401-52111	Buildings & Grounds	Mileage & Tolls	\$ 150	\$ -	\$ (150)	
	01-3401-52113	Buildings & Grounds	Meals	\$ 150	\$ -	\$ (150)	
	01-3401-52141	Buildings & Grounds	Books & Periodicals	\$ 80	\$ -	\$ (80)	
	01-3401-52155	Buildings & Grounds	Professional Dev.	\$ 200	\$ -	\$ (200)	
	01-3401-52201	Buildings & Grounds	Motor Fuels	\$ 21,450	\$ 19,950	\$ (1,500)	
	01-3501-52201	Engineering	Motor Fuels	\$ 1,350	\$ 1,250	\$ (100)	
	01-3501-52141	Engineering	Books & Periodicals	\$ 500	\$ -	\$ (500)	
Health & SS	Account TBD	Human Services	Account TBD			\$ 15,000	additional funds for COVID-19 needs
\$ 15,000							
Library	01-6101-52113	Library	Meals	\$ 250	\$ -	\$ (250)	
\$ (7,510)	01-6101-52131	Library	Fees - Professional	\$ 1,950	\$ -	\$ (1,950)	national professional organization fees for director
	01-6101-52155	Library	Professional Development	\$ 3,310	\$ -	\$ (3,310)	reference librarian to national American; Tech librarian to LITA Conference
	01-6101-52181	Library	Printing	\$ 2,000	\$ -	\$ (2,000)	
Recreation & Parks	01-5101-52111	Administration	Mileage & Tolls	\$ 350	\$ -	\$ (350)	Director will not attend national conference
\$ (53,298)	01-5101-52112	Administration	Lodging	\$ 940	\$ -	\$ (940)	Director will not attend national conference
	01-5101-52113	Administration	Meals	\$ 450	\$ -	\$ (450)	Director will not attend national conference
	01-5101-52155	Administration	Professional Development	\$ 950	\$ -	\$ (950)	Director will not attend national conference
	01-5401-52169	Community Activities	Grants -other	\$ 55,400	\$ 5,000	\$ (50,400)	Celebrate Avon/Fall Festival Grant
	01-5401-52815	Community Activities	General Services	\$ 208	\$ -	\$ (208)	Celebrate Avon stipends
Capital		Cider Brook Bridge		\$ 331,000	\$ 149,618	\$ (181,382)	
\$ (181,382)							
					Total Adjustments	\$ (499,112)	
			UAFB = 1.3 million w/ a	0.00% tax increase	Reductions Required	\$ 490,858	
					Still need to find	\$ (8,254)	