

**AVON TOWN COUNCIL
MEETING MINUTES
December 2, 2021**

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 as well as via GoToMeeting by Chairperson Maguire. Members present: Mrs. Maguire, Messrs: Bernetich, Speich, Polhamus, and Weber. A quorum was present.

Chairperson Maguire noted that it is exciting and a little unnerving to have an audience in-person as well as a virtual audience.

II. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Chairperson Maguire.

III. PUBLIC HEARING:

21/22-25 Potential Acquisition of Property Located at 503 West Avon Road

The Town Manager provided a brief presentation (which is attached and made part of these minutes). In response to a question from Mr. Speich, Harry DerAsadourian, Assessor, responded that of the four acres, approximately one acre is buildable; there are wetlands in the rear of the property.

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

RESOLVED: That the Town Council open the public hearing at 7:00 p.m.
Mrs. Maguire, Messrs: Bernetich, Speich, Weber, and Polhamus voted in favor.

Chairperson Maguire waived the reading of the following 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 Thursday, November 4, 2021 at 7:00 p.m. at the Town Hall, Selectman's Chamber, 60 West Main Street, and/or virtually to consider and permit all interested persons to speak in connection with:

The acquisition by the Town of real property consisting of approximately four (4) acres, commonly known as 503 West Avon Road in the Town of Avon, now or formerly owned by Judith E. Root, and all improvements and appurtenances thereto for the purchase price of \$275,000.00, plus additional costs related to the aforesaid acquisition, due diligence, abatement and demolition of the aforesaid property.

A copy of the proposed purchase and sale agreement have been drafted by the Town Attorney and are on file in the Town Clerk's Office and open to the public for inspection during normal business hours.

Dated at Avon, Connecticut this 8th day of October, 2021.

Brandon L. Robertson, Town Manager"

Mr. Polhamus commented that it makes a lot of sense even while we don't have a use for it yet.

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

RESOLVED: That the Town Council close the public hearing.

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

IV. MINUTES OF PRECEDING MEETING: November 4, 2021

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

RESOLVED: That the Town Council accept the minutes of the November 4, 2021 Meeting as drafted.

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

V. COMMUNICATION FROM AUDIENCE

Catherine Lewis, 54 Lord Davis Lane, noted that this is her first time attending a Town Council meeting. She wanted to address the Town Council, specifically with respect to comments made in the Hartford Courant and comments made shortly after the election which concerned Board of Education meetings and made by Mr. Polhamus; some comments were incorrect and she wished to correct them. She noted that she is an independent voter and she spoke at a Board of Education meeting and found Mr. Polhamus comments offensive from the meeting. She had spoken forcefully about keeping politics out of the classroom because some agendas that were politically based had damaged children; as a result of those incidents she filed complaints which did not concern her children or were witnessed by them. She met with Dr. Carnemolla last week and those complaints (inaudible). She would be happy to meet with Town Council after this meeting as some complaints involve personnel matters; they involve Title IX matters; you saw what happened in Loudon County; she told Mr. Polhamus to ignore her at his peril; she is appalled that Mr. Polhamus grandstanded after this election the way that he did; you are ignorant; some of these involved special education students or actual (inaudible) on children; you stated critical race theory is not taught in Avon schools; it absolutely is; it is not taught in an appalling way, but it is taught; Dr. Carnemolla knows this; she is a great Superintendent who she admires and does not oppose it; it is taught as a lens for the richer but be careful my friend before you go to the Hartford Courant; before she speaks at a meeting she did her homework. She is offering to sit down and show Town Council what this involved and educate you; she is not your enemy; she is an independent voter; she was troubled that when Mr. Polhamus said he wanted to unite the community you trashed your constituents and didn't know what you were talking about; her agenda is always to help children; feel free to call Bridget or Mike Renkawitz; it is to help children and keep them safe; in 2015 she advocated to get social workers in this school; it is always to help children. She found it not a good look and not helpful - your quote in the media; it is not the way to unite a community. Thank you very much and wish you the best of luck moving forward; you won a very slim victory my friend; these are not the times to trash constituents; you have a superb school, a great superintendent who is responsive, a good principal and wonderful parents; people in that meeting couldn't care less about masks but she does want politics out of the classroom; it is a real problem for parents of both sides and assures you it is an issue. Thank you very much; it was a bad look for you right after the election; don't do it again.

VI. COMMUNICATION FROM COUNCIL

Mr. Weber noted that it was nice to be back in-person and thank you to those joining us online and seated here in the Chamber with his fellow Council members. He wished Happy Hanukkah to Avon's Jewish residents. He attended his first menorah lighting last night at The Shoppes at Farmington Valley and received an education on the significance on such, the analogy that we are lights in the world and lights in the darkness is a metaphor that he will carry with him for quite some time honored to be part of that and enjoy the celebration.

Mr. Polhamus noted a brief reception was held before the meeting for Mr. Speich and Mr. Bernetich and thanked them again for their incredible amount of time and volunteer efforts in the community and hopes they stay involved. He looks forward to attending Winterfest this weekend and noted its proximity to the Arts Center. He echoed Happy Hanukkah wishes. He noted that there will be appointments made after the New Year for positions on Boards/Commissions and encouraged all to listen to these meetings, read and minutes and get in touch with your respective party if you are interested in becoming a member.

Mr. Bernetich congratulated his daughter Riley for achieving Lieutenant rank and being awarded Explorer of the Year with the Avon Volunteer Fire Department and keeping up the family tradition of giving back to the community. He expressed thanks to the Town Manager, Assistant Town Manager, Town Council Clerk, Public Works, Avon Police Department, Avon Volunteer Fire Department and Avon Public Schools; it has been an honor to work and volunteer for the Town of Avon for the past eleven years and appreciate the Town allowing him to participate and give back to the community and good luck, thanks.

Mr. Speich commented that it has been an honor to serve the Town of Avon for thirty-six years; he began on the Wetlands Commission, then the Water Pollution Control Authority, the Board of Finance and ended up on the Town Council; he served with some of the greatest people who taught him what public service is and gave me a start; he shared a list of people, Ed Doyle, Mike Anstey, Dave Mason, Bea Murdock, Diane Hornaday, Joe Lester, Ed Jeter, Dick Hines, Joey Woodford, Bill Shea, John Carlson, David Pena, and Mark Zacchio; he spent sixteen years on the Board of Finance alongside Tom Harrison, Tom Gugliotti, Bud Herrmann, Mike Monts, and Bill Hooper; her served with Town staff including Phil Schenck, Caroline Lamonica, Ann Dearstyne, Steve Kushner, Jim Martino, Tom Daukas, and Peg Colligan; his biggest honor was to serve on the Town Council for the past six years; we accomplished a lot of things and overcame a lot of hurdles, none of which we would have imagined; it was quite the turmoil the last few years with COVID and everything. He thanked Heather Maguire for her leadership and thanks to the rest of the Council for great team work and open discussion. He thanked the Town Manager, Assistant Town Manager, Town Council Clerk, Town Clerk, and the entire Town staff; it has been an honor to work and learn with you. He noted that there are a lot of great projects to finish such as the Avon Old Farms Road – North/South and East/West which will be a nice development, the Avon Volunteer Fire Department Facilities Study improvements, the Public Safety Communications System. To the Council of the future, stay focused on preventative maintenance and don't let it go, be fiscally responsible, use the federal money wisely as it is a windfall this Town has never seen, the MIRA trash recycling issue will be something to deal with, and continue looking at the purchase of open space; open items on his end – Arch Road/Old Farms intersection and stairs at Company #1. He noted as Joe Woodford always said, "This is simple, do what's best for Avon."

He added what other towns and cities do may not be what is best for Avon, don't get caught in that trap; do what's best for Avon; we all came to Avon for a reason – a good community, good schools, public safety, low taxes, and well run; please be a good steward and keep these points on the forward way; he is willing to share his experience and knowledge at any time and is willing to continue to serve the Town in any capacity; thank you Avon residents.

Chairperson Maguire thanked the Avon Volunteer Fire Department for including the Town Council at their annual dinner and congratulations to Riley Bernetich. She also attended the Veteran's Day ceremony. She encouraged all to attend Winterfest for what shall be a fun weekend.

Chairperson Maguire, on behalf of the Town Council, recognized Mr. Bernetich and Mr. Speich for their years of service with the Town and read aloud resolutions for each of them.

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

RESOLVED: That the Town Council, on this 2nd day of December, 2021, adopts this resolution in recognition of Jeff Bernetich's 11 years of exemplary service to the Town of Avon, including four years on the Board of Education, two years on the Board of Finance and four years on the Town Council, and;

WHEREAS: Jeff's tenure can be characterized by concise, yet candid commentary that always summarized the core issues at hand. His frank approach has been helpful in providing clarity to his colleagues and many times has brought an issue or problem presented to the Council to a swift and decisive resolution, and;

WHEREAS: Jeff is recognized for his pragmatic nature and his unwavering support for cost-effective, efficient solutions that offer clear benefits to the Avon taxpayer. It is this rational approach that has been a crucial component to the Town Council's ability to determine priorities and make decisions, and;

WHEREAS: Jeff's dedication to serving his community through volunteerism is unmatched. Through his work as a member of the Avon Volunteer Fire Department in recent years, Jeff has provided Avon with an invaluable public safety service and he has done his part to ensure that this pillar of the community remains 100% volunteer for the benefit of future generations, and;

WHEREAS: It is Jeff's lived experience as a life-long resident that sets him apart. Having lived in Avon all his life, Jeff has experienced the community from all angles; first as a student and now as a parent and taxpayer. This life experience has been invaluable and Jeff has used it to provide historical context to the benefit of his colleagues on a number of occasions during his tenure.

NOW THEREFORE, BE IT FURTHER RESOLVED: That the Town Council of the Town of Avon, on behalf of its citizens, recognizes Jeff Bernetich for his excellent work on behalf of the community and, with profound thanks and deep appreciation, directs that this RESOLUTION be spread upon the minutes of the December 2, 2021 Town Council Meeting and that a copy be presented to him.

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

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

RESOLVED: That the Town Council, on this 2nd day of December, 2021, adopts this resolution in recognition of James "Jim" Speich's 36 years of exemplary service to the Town of Avon, including fifteen years on the Board of Finance and six years on the Town Council, and;

WHEREAS: Jim's years of service to the community are marked by his steadfast commitment to volunteerism; exemplified by his time as an elected Town official, a member of numerous appointed boards and commissions, a member, officer and president of the Avon Volunteer Fire

Department, and his work with community groups dedicated to serving Avon residents such as the Food Pantry, and;

WHEREAS: Jim's efforts as the chair of the Fire Facilities Assessment Committee and his leadership in the ongoing development of a facilities and apparatus master plan for the Avon Volunteer Fire Department demonstrate his dedication to providing the Avon community with top-notch public safety services, ensuring the safety and wellbeing of our volunteer firefighters, and preserving this community's critically important volunteer fire service for the benefit of future generations of Avon residents, and;

WHEREAS: The Avon community has greatly benefitted from Jim's professional experience as a mechanical engineer and his career in the aerospace industry. His work in management, planning, decision making, and budgeting have served him well in his roles as an elected and appointed official and his measured commentary and thoughtful decision making in the face of issues large and small has been an immeasurable asset to every board and commission on which he sat, and;

WHEREAS: Above all, it is Jim's kindheartedness, compassion, thoughtfulness, and amiability that set him apart and it is because of these qualities that he has become a well-respected leader of the community over the course of his tenure.

NOW THEREFORE, BE IT FURTHER RESOLVED: That the Town Council of the Town of Avon, on behalf of its citizens, recognizes James Speich for his excellent work on behalf of the community and, with profound thanks and deep appreciation, directs that this RESOLUTION be spread upon the minutes of the December 2, 2021 Town Council Meeting and that a copy be presented to him.

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

Chairperson Maguire noted that it has been an honor serving with Mr. Bernetich and Mr. Speich; the impact that you have had on this Town, our community goes far beyond these four walls and the virtual string; you are going to continue doing all the great things you do in our Town and we love you for that; thank you. She thanked the Town Council and the community for having faith in her to be the Chair for the last four years; it has been the honor of her life, she has loved working with everybody who has been a pleasure; she looks forward to continuing to work with you and helping the new Chair in whatever way she can; she is humbled and thank you.

VII. OLD BUSINESS

16/17-51 Amendment of Cellular/Wireless Lease Agreement for Property Located at 277 Huckleberry Hill Road for Town and Public Safety Communications System Replacement Project

Chairperson Maguire noted that in light of Council's last meeting, Town staff and consultants have had a conference call with Mr. Maxson, the RF Engineer, and we still need more time to review some items; we hope to hold a special meeting to vote on this item within the next few weeks.

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

RESOLVED: That the Town Council table agenda item 16/17-51 Amendment of Cellular/Wireless Lease Agreement for Property Located at 277 Huckleberry Hill Road for Town and Public Safety Communications System Replacement Project to either a special meeting date in December or to the January 6, 2022 meeting.

Mrs. Maguire, Messrs: Weber, Polhamus, and Speich voted in favor. Mr. Bernetich opposed. Motion passed 4-1.

21/22-19 Appointment: Building Code Board of Appeals (R – 12/31/2023)

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

RESOLVED: That the Town Council table agenda item 21/22-19 Appointment: Building Code Board of Appeals (R – 12/31/2021) to the January 6, 2022 meeting.

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

21/22-20 Appointment: Committee on Aging (D – 12/31/2021)

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

RESOLVED: That the Town Council table agenda item 21/22-20 Appointment: Committee on Aging (D – 12/31/2021) to the January 6, 2022 meeting.

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

21/22-23 Amend Date for Avon Volunteer Fire Department LOSAP Annual Contribution Increase to July 1, 2020

Chairperson Maguire noted that this item was approved at last month's Council meeting, however the intent of the Avon Volunteer Fire Department was to make the program retroactive to fiscal year 2021 and they have funds available to do so.

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

RESOLVED: That Town Council revise the prior amendment made to the Length of Service Award Program (LOSAP) By-Laws and increase the annual contribution from \$300 to \$500 annually, retroactive to July 1, 2020.

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

21/22-25 Potential Acquisition of Property Located at 503 West Avon Road
a. Approve Resolution for Property Acquisition

Mr. Speich noted that this is a great purchase of property; it is situated within the school system area, by Company #3, the Avon Volunteer Fire Department land is next to it; there are a lot of possibilities; he fully supports it; and the price is very good. Mr. Weber agreed with Mr. Speich.

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

(a) **RESOLVED:** that a certain Purchase and Sale Agreement by and between the Town of Avon and Judith E. Root (the "Purchase Agreement") for the Town's acquisition of approximately 4.0 +/- acres of land known as 503 West Avon Road in the Town of Avon, now or formerly owned by Judith E. Root, and all improvements and appurtenances thereto (collectively, the "Property"), is hereby authorized and approved; and it is

RESOLVED FURTHER: that the Town Manager is hereby authorized and directed to negotiate, execute and deliver that certain Purchase Agreement upon such terms and conditions as the Town Manager deems necessary and appropriate and in the best interest of the Town of Avon, and in the form approved by the Town Attorney for form and legal sufficiency; and it is

RESOLVED FURTHER: that the Town Manager is hereby authorized and empowered to take all such action and to do or cause to be done any and all other acts, necessary or convenient in carrying out the foregoing resolutions and performing the obligations undertaken by the Town of Avon in connection therewith; and it is

RESOLVED FURTHER: that all acts of the Town Manager which would have been authorized by the foregoing resolutions except that such acts were taken prior to adoption of these resolutions, be, and they hereby are, individually and collectively ratified, confirmed, approved and adopted as acts on behalf of the Town of Avon.

(b) **RESOLVED:** That the Town Council hereby referred the following items to the Town of Avon Planning and Zoning Commission (the “P&Z Commission”) for review and approval at the October 26, 2021 meeting of the P&Z Commission on pursuant to Section 8-24 of the Connecticut General Statutes: the acquisition by the Town of an approximately 4.0 acre parcel of land known as 503 West Avon Road in the Town of Avon, now or formerly owned by Judith E. Root, and all improvements and appurtenances thereto; and it is

RESOLVED FURTHER: that all acts of the Town Council which would have been authorized by the foregoing resolutions except that such acts were taken prior to adoption of these resolutions, be, and they hereby are, individually and collectively ratified, confirmed, approved and adopted as acts on behalf of the Town of Avon.

(c) **RESOLVED:** That the Town Council set a public hearing date to be held at its November 4, 2021 and such public hearing was subsequently moved to its December 2, 2021 meeting to consider and permit all interested persons to speak on the matter of the proposed acquisitions of the aforesaid parcel of land known as 503 West Avon Road.

(d) **RESOLVED:** That the acquisition of the Property in accordance with the terms and conditions of the Purchase Agreement is hereby authorized and approved; and it is

RESOLVED FURTHER: That the Town Manager be, and hereby is, authorized and empowered, in the name and on behalf of the Town, to execute and deliver all such other and further agreements, instruments, certificates and other documents and to take all such other and further actions, as he shall approve as being necessary or appropriate in order to consummate the acquisition of the Property and to carry out and perform each and every obligation of the Town under the documents, instruments, and agreements executed in connection therewith, the Town Manager’s approval thereof to be conclusively evidenced by the execution and delivery of such documents and/or the taking of such actions; and it is

RESOLVED FURTHER: that the Town Manager be, and hereby is, authorized and directed on behalf of the Town to take all actions that the Town Manager believes to be necessary or appropriate and in the best interests of the Town to complete the transactions contemplated by the foregoing resolutions and to effectuate the intent of the foregoing resolutions. Mrs. Maguire, Messrs: Speich, Bernetich, Polhamus, and Weber voted in favor.

b. Transfer of Appropriation, Fund Land Acquisition, \$313,000

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

RESOLVED: That the Town Council favorably recommends to the Board of Finance an appropriation not to exceed \$313,000.00 from General Fund, Other Financing Sources, Unassigned Fund Balance, Account #01-0390-43913 and transfer from General Fund, Other Financing Uses, Interfund Transfer Out, Account #01-8700-58000 to Capital & Nonrecurring Expenditure Fund, Town CIP-Facil/Land Acquisition, Potential Land Acquisition, Account #03-4848-53440, and Capital & Nonrecurring Expenditure Fund, Other Financing Sources, Interfund Transfers In, Account #03-0390-43918 not to exceed \$313,000.00 for the purpose of funding a potential land acquisition.

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

21/22-28 FY 22/23 Budget: CIP Budget Presentations**a. Board of Education – a power point presentation is attached and made part of these minutes**

Myles Altimus, Director of Operations, reviewed each of the summary requests for FY 22/23. In response to a question from Mr. Speich, Mr. Altimus responded that with regards to the generators, only the Avon High School is designated as an emergency shelter. Dr. Bridget Carnemolla, Superintendent of Schools, noted that Thompson Brook School is an emergency location for point of distribution from the Farmington Valley Health District. With regards to the Districtwide Security Upgrades, Dr. Carnemolla noted that the strobe notification lights for lockdown are part of the audit that we complete annually and the larger scale audit done every three years to all of our interior and exterior security in conjunction with the Avon Police Department and the threat assessment team as part of their recommendations.

In response to a question from Mr. Weber, Mr. Altimus responded that with regards to the Pine Grove School Notification Alarm System, it would mirror what our other schools have and can be used for lockdowns as well. Dr. Carnemolla added that similar systems in each of the other schools have been phased in over time and this is the last school to be done and the system in Pine Grove School needs to be placed regardless. Mr. Polhamus commented that with regards to the Avon High School Partial Roof Replacement we should look at both design and replacement, in advance of solar panels. Mr. Altimus noted that the design would give us a more exact cost estimate for the roof replacement for the following year. Mr. Polhamus inquired if we have looked into using COVID relief funds to upgrade the Avon High School HVAC system. Susan Russo, Business Manager, responded that the amount of funds we have are limited in terms of scope specifically to address learning loss; there are some funds available for this use and have used that to do upgrades and repairs; the Avon High School HVAC system project would exceed the funds received as well as their allowable use. In response to an inquiry from Chairperson Maguire, Mr. Altimus responded that with regards to Districtwide Library Carpet Replacement we could consider other options, but the current carpet is in need of replacement; we could use carpet tiles like the High School. Dr. Carnemolla noted that one reason we maintain carpet in the libraries is to keep the noise down and in the lower grades the students are on the floor a lot. Chairperson Maguire responded that makes sense. In response to a question from Mr. Weber, Dr. Carnemolla responded that with regards to the Districtwide Security Upgrade, part of our security upgrades over the last few years were to move away from physical keys for staff to the outside of the building; every staff member has a fob. Chairperson Maguire thanked the Board of Education for their presentation.

b. Fire Department – a power point presentation is attached and made part of these minutes

Michael Galliher, President, Avon Volunteer Fire Department (AVFD) introduced Chief Bruce Appell and Deputy Chief Joe Speich who were pleased to present their capital improvement plan to the Town Council. Deputy Chief Joe Speich reviewed each of the summary requests for FY 22/23. In response to a question from Mr. Speich, Deputy Chief Speich responded that use of the training facility in Farmington is going very well; we use it once or twice a week; we just completed the lighting project with the assistance of Avon Public Works. In response to a question from Mr. Speich, the Town Manager responded that we have an interlocal agreement with

Farmington that explains how we share the costs; the lighting project is the last capital piece of the project. Deputy Chief Speich noted that we just had our five-year inspection and there are some building use repairs that need to be made. In response to a question from Mr. Weber, Deputy Chief Speich responded that historically we are around 650-700 calls per year. Chief Appell noted that a big winter storm will spike 10-60 calls in a 24-hour period. Mr. Speich suggested that the AVFD come back before the Town Council next year to discuss recruitment and retention in detail.

Deputy Chief Speich reported that Ladder 12 was out of service for eight weeks last year. In response to a question from Mr. Weber, Deputy Chief Speich responded that out of service time for routine maintenance is one to two weeks per year. In response to a question from Mr. Speich, Deputy Chief Speich responded that a 41-foot long ladder truck would not fit in Company #3 and would need to be temporarily relocated to Company #1, but the upcoming study may tell us that the ladder truck is better housed at Company #1. In response to a question from Mr. Speich, Deputy Chief Speich responded that an engine tanker would fit in Company #3. Chief Appell noted that the Facilities Study that is just kicking off should be completed in a 6-month timeframe; he was hoping it would make it for this budget cycle; we have facilities' needs and would like to start some groundwork with architectural services. He added that there is an apparatus component to the study as well and are confident in their apparatus plan by reducing the fleet or combining pieces; parts reliability for existing fleet is less reliable now; and we rely on mutual aid. Chairperson Maguire thanked the AVFD for their presentation.

Mr. Polhamus inquired about regionalization. Deputy Chief Speich responded that we work with our surrounding departments already; we would have to determine what the fire companies need and where what apparatus should be located; it is the future of fire service. Chief Appell commented that a lot of work was required for the training facility with just Avon and Farmington. He noted that every department is its own government; some are majority owners of their buildings; and some are their own tax districts. Mr. Speich commented that regionalization is not always the best option, particularly with regards to response time in fire service; there are regional task forces as well as mutual aid responses to fire calls; the State is setup to supply resources. Mr. Weber thanked the AVFD for giving an education on what you do, how you serve Avon, the expertise you provide, and is looking forward to the facilities study and provide a plan to modernize the facilities and give you a retention and recruitment tool.

c. General Government

Hiram Peck, Director of Planning and Community Development, reported that one item being requested is the comprehensive revision of the zoning regulations; they were adopted in 1957 and over time regulations have changed on an as needed basis; it is not possible for staff to do this in a reasonable period of time with the daily workload in the office with the staff that we have; we are requesting \$50,000 to seek a consultant through an RFP/RFQ and obtain a complete, clean, readable, enforceable and process streamlined regulations; so much interface that people have with the Town has to do with regulations and they need to be revised fairly soon; current regulations are difficult to read and understand and there is potential for legal appeals; and revised regulations would help streamline interdepartmental coordination would improve as well; first set of regulations were a few pages, we are up to a few hundred pages now as a result of changing regulations and legislation changes every year. In response to a question from Mr. Weber, Mr. Peck responded that revised regulations would encompass the Affordable Housing Plan. In

response to a question from Mr. Weber, Mr. Peck responded that we would put together the RFP/RFQ, have consultants come in and talk about the process, initially meeting with the Commission to talk about overall goals and policies and the consultant would begin writing; once a draft is put together there would be a public hearing by law and hear input from the Town, residents, attorneys, and developers and the regulations would ultimately be finalized; he would like to get it done in 6 months, but one fiscal year is more realistic; Planning and Zoning Commission would have the ultimate approval under Connecticut law, but he could periodically bring it before the Town Council to provide updates; the document would be accepted in its entirety once it goes to public hearing. Mr. Bernetich fails to understand why we have a team of competent Town staff who require \$50,000 to bring in a complete outsider to do the work for the Town that we live in; he does not think that is a great idea for the Town of Avon at all. Mr. Peck appreciates being told that he could do it, but there is not enough time to spend and do it correctly with the rest of what needs to be done on a daily basis and the consultant would have experience doing this and be overseen by himself and the Commission throughout the process. He noted that doing this piece meal is not a good way to go and would be happy to spend time with Mr. Bernetich to go over areas in the regulations that need to be corrected.

Mr. Peck reported that the second item being requested is a vision planning process that he would call Avon 2025 or Avon 2030 and could be very helpful to the Town as a whole; we have spent a tremendous amount of time and effort on the Avon Village Center; we need to do a tremendous amount of community building; this would be a facilitated discussion with a report for recommendations at the end of it; the discussion would involve business owners, land owners, developers, and residents and would take place one day each within a week; he has been through it before and they work extremely well; they take approximately six months to setup and advertise properly; the amount of transparency and community building created by these projects and results of the report are very helpful; this would allow us a five-year head start on the next Plan of Conservation and Development which was last updated in 2016; State statutes require us to take a look at it every ten years but nothing that prevents us from trying to update parts of the Plan before that ten-year period; things have changed so rapidly in the last few years not only from COVID, but there are a number of other things with regard to building codes, fire codes, planning with regards to roads, etc. that could be covered in these discussions. The funding request for this item is \$18,000; it would be extremely beneficial to the Town and a potential to heal a number of different aspects of the community that might feel are being ignored right now. He concluded that both of these requests are very important. In response to a question from Mr. Polhamus, Mr. Peck responded that the vision planning process would be handled by a professional facilitator who would make sure that everyone is listened to and their positions are well known so they make their way into the final report. Mr. Weber thanked Mr. Peck for having forethought and planning for the Town and encapsulating the title of Town Planner. He agreed about getting a professional facilitator. In response to a question from Mr. Weber, Mr. Peck responded that each group gets together to select a number of people for the discussion and would be done in-house prior to the facilitator managing the discussion portion. Chairperson Maguire commented that both projects are a great idea; the vision planning process is a better way to get a more complete picture.

Grace Tiezzi, Assistant Town Manager, reported that the Town Clerk's Vault Expansion request still exists and is more time sensitive as we have space for only five more books; we pulled out the plans from 2008; we have \$25,000 in the FY 18 capital budget for design and we will be re-engaging an architect to create documents to be used for permitting and eventually bidding and

construction; we are looking to use a job order contract through CRCOG; our current estimate for the project is \$510,000 and will continue to refine that throughout the budget process; ideally we would want to begin construction in July 2022. The Assistant Town Manager reported that another project being requested is in the amount of \$25,000 for architectural design services for Building #1; we completed cosmetic renovations in the Town Manager's Office in 2013, the Avon Room needs cosmetic repairs following a flooding incident over the summer and will be funded through the operating budget; we are looking to do renovations in the Selectmen's Chamber, the Avon Room, restrooms, offices, updating systems, ADA accessibility, and the overall layout as we return to in-person meetings and better utilize the space. She reported that another project being requested is in the amount of \$75,000 for the 2023 Revaluation and would be the first of three \$75,000 requests over the next three fiscal years; the funds would be used to hire a consultant to work with staff to complete the revaluation process required by State law; and this would be the seventh revaluation utilizing this process. She reported that the final project under General Government is for a new Dial-A-Ride van which would have been a \$72,000 request, but the Social Services Department applied for a grant that we just received news we have been approved for to cover the cost of this project.

VIII. NEW BUSINESS

21/22-41 Presentation by Ian Anderson – Eagle Scout Project at Avon Police Department

Ian Anderson, Scout with Troop 274, provided a brief report regarding his Eagle Scout Project. He is a junior at Avon High School, a member of the crew team, and has been a Scout with Troop 274 since first grade. His project was a big undertaking for him but now that it is complete, he is proud of the work that was done; several volunteers with the Town helped including the Town Manager, the Avon Police Department, and Town staff as well as several Scouts and local businesses that helped contribute towards the project. He chose this project as he has always been intrigued by the Police Department and hopes to have a career in law enforcement one day; the project which took place at the Avon Police Department consists of a thirty-foot flag pole with an American flag that is lit so it can be illuminated 24/7; there are reinforced benches, sophisticated gardening and a brick walkway with bricks that are engraved with names of people who helped with the project. He noted that before this time the Police Department did not have a flagpole; now they are able to show the respect and encourage respect from the community towards the brave men and women who protect and serve our Town; the flag can be seen from the Avon Village Center, Route 44, and the Town Green; he hopes it becomes a symbol of protection, freedom, service, and justice; during the project he gained knowledge, leadership, communication, dedication to name a few; he learned not to be afraid, to try new things and be open to new ideas and suggestions. He appreciates the time and for having him. Chairperson Maguire thanked Mr. Anderson for an incredible project and an incredible presentation. Mr. Polhamus, an Eagle Scout, commented that it is a great project and thank you for doing it; it might feel like the end of a journey but it is really the beginning of a new one; well done.

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

RESOLVED: That the Town Council accept, with much appreciation, the Eagle Scout Project of a flagpole at the Avon Police Department as completed and presented by Ian Anderson.

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

21/22-42 Collective Bargaining Agreement between Avon Board of Education and Avon Education Association

Chairperson Maguire noted that the Board of Education ratified an agreement with the Avon Education Association for a three-year contract from July 1, 2022 through June 30, 2025 which was filed with the Town Clerk's Office on November 3rd. Dr. Carnemolla, Superintendent of Schools, thanked our Board of Education members who stuck with us throughout this process in negotiating a teacher contract which is sometimes a long process because of the statutory timeframe to negotiate within. She thanked Heather Maguire and Cathy Durdan with the Board of Finance for their involvement in the process. Susan Russo, Business Manager, made a brief presentation, which is attached and made part of these minutes. Dr. Carnemolla noted that some Teacher Settlements for the 2021-2022 Season are listed as "Unknown" as they are recently settled agreements that are not ratified yet so their location cannot be disclosed. Mr. Bernetich inquired about Avon's rank in the State for pay for our teachers and commented that we are generally in the top 10 and with something like this, the highest paid teachers in the State, why do we look at what other people are doing for increases; this has been an ongoing argument since he was a Board of Education member; these teachers are awesome and they deserve every penny but it is not even a consideration in the entire argument when it comes to their raises; we start so much higher than everyone else; it needs to be discussed at some time. Dr. Carnemolla responded that was a large part of the conversation in negotiations and one of the reasons why our settlement is lower from an increase percentage wise across the State as our teachers also recognized that at the top end they are paid at a higher rate; we have slipped down a little bit in the rankings as a result of more recent negotiations, towards the middle to low end of our salaries; one thing our teachers' union was as interested in doing as we were on the management side was trying to spread the increase out more to our lower paid end of teachers. Ms. Russo noted that the reason we present the data where the settlements are is because once we get to mediation and arbitration regardless of what our teachers are currently being paid it falls to the ability of the Town to pay and the Board of Education to pay; the arbitrators solely look at where settlements are, the Town's fantastic financial standing and our rating and they will make a decision based on that; the arbitration to get to that point where we would have probably settled higher than we did would have cost the Town at least \$150,000 in legal fees to get to that point. Dr. Carnemolla noted that globally, particularly in the State of Connecticut, all towns that have come up for negotiations last year, this year, or are coming up the following school year are seeing that there has been a push statewide to recognize and compensate teachers for being opened the majority of the last two years during the height of the pandemic. She noted that we shall see that with other public sector unions like police, fire, ambulance, hospital workers, etc. She added that our teachers have done a tremendous amount of work in the last two and a half years. In response to a question from Mr. Weber, Ms. Russo responded that the GWI to Max is \$2,000 flat and not a set percentage; funds were distributed within the schedule. Dr. Carnemolla noted that when we talk about a percentage we are also talking about the cost to us, the overall percent increase on the contract, we worked with the union to address the different steps for a more fair distribution in the coming years thus a very long process, dependent on step and educational level. Mr. Weber commented that when you are experiencing a nationwide teacher shortage, retaining the best teachers and keeping them in Avon should be priority and the reason our costs are so high is because we have great teachers which is a direct financial impact of your assessed value of your homes; people move to Avon because we are able to keep taxes low and because our educational system is top notch in the State, rankings both monetarily and school performance wise can always be manipulated but public perception matches the reality here in that

we have a great school system; thank you for your hard work with this. Chairperson Maguire thanked the Board of Education for including her in the process; the time you have spent going through this to arrive at this conclusion has been tremendous.

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

RESOLVED: That the Town Council formally accept the collective bargaining agreement between Avon Board of Education and Avon Education Association for a three-year period from July 1, 2022 through June 30, 2025.

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

Dr. Carnemolla thanked the Council for their vote of confidence; we have achieved a fair agreement all around for both the Town and the teachers.

21/22-43 New Haven and Northampton Canal Greenway Alliance Request for Support

Chairperson Maguire noted that the umbrella name is intended to unify and promote the greenway at a single unit; there is no additional cost or responsibility to municipalities; our segment will still be referred to as the Farmington Canal Heritage Trail. The Town Manager noted that Avon and Farmington are the last two towns to adopt the umbrella name. In response to a question from Mr. Speich, the Assistant Town Manager responded that there are six different greenway councils that each have their own support entities but are looking to have one umbrella name for the 81 miles from New Haven to Northampton; it will provide opportunity for tourists as well as potential grant opportunities. Chairperson Maguire commented that trail use is up substantially.

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

RESOLVED: That the Town Council supports and adopts the umbrella name of New Haven & Northampton Canal Greenway.

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

21/22-44 Review, Discuss, and Approval: Town Council Policy No. 17, Elderly Tax Relief Program

Harry DerAsadourian, Assessor, provided a summary overview of the program which is typically reviewed every two years; several years ago the benefits were tied to the increase in the mill rate and that formula has worked well; this year we were reviewing the income limits and given the large increase in social security we feel that the income limits should be increased in a proportionate manner; majority of participants' income comes from social security; after reviewing the census there is an undue burden being placed on single individuals and creating an inequity; we propose to give the same total benefit per household whether single or married because the property tax is based on the value of the property; as time goes on we are losing participants at the lower end of the scale, the cost is equivalent to having two at the upper end join the program; we will take a hit for one year, it will stabilize and we will provide a very equitable benefit to the residents, many are long-time residents who didn't ask for their property values to increase, it is a matter of inflation. Chairperson Maguire thanked Mr. DerAsadourian for his summary. In response to a question from Mr. Polhamus, Mr. DerAsadourian responded that these are tax credits.

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

RESOLVED: That the Town Council approve the continuance of the Town Elderly Tax Relief Program (Town Council Policy #17) and increase the income limit from \$57,500 to \$61,800.

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

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

RESOLVED: That the Town Council approve to align the total benefit received (State plus Town) for married and unmarried participants as per the following chart:

ELDERLY AND TOTALLY DISABLED TAX RELIEF PROGRAMS						
HOMEOWNERS TAX RELIEF - STATE PROGRAM						
INCOME AND GRANT INFORMATION - 2021 BENEFIT YEAR						
FILING PERIOD FEBRUARY 1 - MAY 15, 2022						
	STATE		TOWN		TOTALS	
*INCOME	MARRIED	UNMARRIED	MARRIED	UNMARRIED	MARRIED	UNMARRIED
\$0 - \$19,100	\$1,250	\$1,000	\$1,090	\$1,340	\$2,340	\$2,340
19,100 - 25,600	1,000	750	1,090	1,340	\$2,090	\$2,090
25,600 - 31,900	750	500	1,090	1,340	\$1,840	\$1,840
31,900 - 38,100	500	250	900	1,150	\$1,400	\$1,400
38,100 - 46,400	250	0	850	1,100	\$1,100	\$1,100
46,401 - 53,750	0	0	1,020	1,020	\$1,020	\$1,020
53,751 - 61,800	0	0	700	700	\$700	\$700

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

21/22-45 Review, Discuss, and Approval: Veteran's Property Tax Relief Program

Harry DerAsadourian, Assessor, provided a summary overview of the program. He noted that we mirror the elderly incomes with the veteran's program and many times they are on both programs; the veteran's program looks at their income; it shows up as an exemption against their assessment; there had been discussion about possibly taking advantage of one of the provisions in the statute that says you can either give a \$10,000 exemption on the assessment; you could increase it to \$20,000 or give a reduction of 10% in their property tax as a credit similar to the elderly program; we looked at individuals receiving this exemption and if increased to \$20,000, the real number is about \$60,000; if we gave a 10% tax credit it also works out to about \$60,000. He noted that right now every veteran gets a basic exemption on their assessment of roughly \$1,500 by State statute and the statute also provides that if certain occurrences occur in a community during a revaluation and values go up, you increase the basic veteran's benefit; if you increase the income limit to give someone a tax credit to represent their service or eliminate it you are not addressing the flaw in the statute which has never been updated in 40-50 years; when the \$1,000 was first enacted it represented 10-15% of an assessment; now it doesn't represent very much; some towns have increased it; 44 communities are still at \$1,000, 64 communities are at \$2,000, 2 communities in Fairfield County are at \$8,000; the issue is that we have to follow a statute and a benefit that has never been brought up to modern economic times; the legislature is very good about providing opportunities for local communities to make adjustments like the elderly tax relief program; we should go back to the legislature and ask for a local option to allow us to increase the veteran's

benefit by our choice and have more control; all veterans would benefit; if you eliminate the income and give everyone \$20,000, how do you divide the disabled benefits and spousal benefits? He added that likelihood of our assessments going up high enough to trigger an increase isn't likely in the near future; we are still going to be sitting at \$1,000. Mr. Polhamus commented that getting in touch with our legislators is a good idea. Mr. DerAsadourian commented that it is fair to treat both classes (veteran and elderly) equally with the same income table; you have many of them qualifying for both programs. Chairperson Maguire commented that the numbers are fair for both programs. Mr. DerAsadourian commented that the intent of the program is to be able to review it periodically and modified so it provides the maximum benefit.

Council provided consensus to keep the veteran income limit and elderly income limit the same, review the program in two years, and reach out to legislators and ask for action to provide an option at the local level to increase levels of basic exemptions. Council thanked Mr. DerAsadourian for his time and explanations.

21/22-46 Presentation on American Rescue Plan Act (ARPA) Funding

Tom DiStasio, Director of Finance, and the Assistant Town Manager made a presentation, which is attached and made part of these minutes. In response to a question from Mr. Speich, Mr. DiStasio responded that social services would fall under Category #1. Mr. Speich noted that Category #2 would include compensating teachers during the pandemic. In response to a question from Mr. Speich, the Town Manager responded that with regards to the Farmington Valley Health District, their Board will reach out to the member communities asking them to keep the District in mind when compiling potential uses for their ARPA funding. The Town Manager noted that for the first year, lost revenue (Category #3) was \$2.9 million; it will be lower for the second year. He noted that you could reduce the amount in the cash capital budget and fund projects through ARPA. Mr. Polhamus commented on tourism, travel and hospitality being impacted and if we might be able to use ARPA funding for trail improvements. The Town Manager responded that we might be able to use it for recreational functions and air handlers in schools and public buildings; most of our expenditures will come under Category #3. He noted that a big focus for the next Council is how we want to proceed with all of this; we have asked department heads to provide project requests; and we have a working group with Simsbury and Granby. In response to a question from Mr. Weber, Mr. DiStasio responded that improvements to Building #1 would qualify under Category #3. Mr. Weber encouraged us to balance out the idea of long-term effects on a municipal infrastructure project that residents can actually see. The Town Manager requested that Council share any ideas they have with him. Mr. Weber requested a working list when available. In response to a question from Mr. Speich, Mr. DiStasio that we are permitted to invest the ARPA funding we have now and earn some interest. Council thanked Mr. DiStasio and the Assistant Town Manager for the presentation.

21/22-47 Review, Discussion and Approval: Year End Transfers and Appropriations

Tom DiStasio, Director of Finance, reviewed Final Fiscal Year Transactions FY 2020-2021. He noted that actual expenditures exceeded actual revenues by about \$1.5 million; we filled a use of Fund Balance into the budget in the FY 21 budget approval process which amounted to \$2,150,000 which consisted of \$1.8 million from Unassigned Fund Balance to affect the tax levy as well as planned uses of Assigned Fund Balance to offset pension and OPEB contributions; our actual

operating results would be about \$610,000 to the positive. The Town Manager noted that tax collections were solid, non-tax revenues exceeded our expectations, we were able to add to Unassigned Fund Balance, and we were able to assignments on Fund Balance to strategically pre-pay obligations and get ahead for next year's budget; and overall a very good year. Council thanked Mr. DiStasio for his presentation.

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

RESOLVED: That the Town council hereby recommends that the Board of Finance approve the Fiscal Year End Transactions: Transfers and Encumbrances, Supplemental Appropriations, and Assignments, Appropriations from Fund Balance, as outlined in the booklet Final Fiscal Year Transactions FY 2020-2021, and as described in the memoranda from the Director of Finance to the Town Manager.

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

21/22-48 Transfer of Appropriation: Capital Projects Fund, \$851,750.82

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

RESOLVED: That the Town Council favorably recommends to the Board of Finance to amend the FY 21/22 budget by transferring, \$162,000.00 from Capital Projects Fund (Facil & Equip), Town CIP-Facilities, Patrol Building Improvements, Account #02-4829-53082; \$398,190.00 from Capital Projects Fund (Facil & Equip), BOE CIP Facilities, AHS RTU Replacement Phase 1, Account #02-4859-54600; and \$291,560.82 from Capital Projects Fund (Facil & Equip), Town CIP-Equipment, Fire Engine Replacement, Account #02-4837-53009; to Capital Projects Fund (Facil & Equip), Other Financing Uses, Interfund Transfer-Out, Account #02-8700-58000; to reimburse General Fund Unassigned Fund Balance for transfers made during Fiscal Year 2020/2021.

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

21/22-49 Transfer of Appropriations: Capital & Nonrecurring Expenditure Fund (CNREF), \$13,627.67

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

RESOLVED: That the Town Council favorably recommends to the Board of Finance to amend the FY 21/22 budget by transferring, \$10,789.70 from CNREF, Town CNREF-Road Reloc. Study, Old Farms Road Expenditure, Account #03-4992-53201; and \$2,837.97 from CNREF, Avon Village Center, Service & Consultant, Account #03-4858-52184; to CNREF, Other Financing Uses, Interfund Transfer-Out, Account #03-8700-58000; to reimburse General Fund Unassigned Fund Balance for transfers made during Fiscal Year 2020/2021.

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

21/22-50 Contract Extension: Insurance Agent of Record-USI

Chairperson Maguire noted that the fees have stayed the same since 2012 and the Town and Board of Education have worked with USI for many years, are very satisfied, and are recommending that we extend the contract with USI.

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

RESOLVED: That the Town Council approve a contract extension with USI Insurance Services with a term to be continued for two (2) additional years through December 31, 2024.

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

21/22-51 Supplemental Appropriation: Avon Police Department, \$5,000

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

RESOLVED: That the Town Council hereby recommends that the Board of Finance amend the FY 21/22 Budget by increasing:

REVENUES

General Fund, Other Local Revenues, Miscellaneous Funds, Account #01-0360-43912 in the amount of \$5,000.00 and increasing:

APPROPRIATIONS

General Fund, Patrol Services, Equip./Maint. Other, Account #01-2107-52209 in the amount of \$5,000.00, for the purchase of Officer equipment.

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

21/22-52 Supplemental Appropriation: Youth Services Bureau Grant, \$24,923

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

RESOLVED: That the Town Council hereby recommends that the Board of Finance amend the FY 21/22 Budget by increasing:

REVENUES

General Fund, Intergovernmental, Youth Services Bureau Grant, Account #01-0330-43383 in the amount of \$24,923.00 and increasing

APPROPRIATIONS

General Fund, Human Services, Service & Consultant, Account #01-4203-52184 in the amount of \$24,923.00 for the purpose of funding expenditures, which will be reimbursed through approved State of Connecticut Department of Children and Families, Youth Services Bureau Grants.

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

In response to a question from Mr. Speich, the Assistant Town Manager responded that the grant funds hours for Susan Alexe, Youth Services Coordinator.

IX. TOWN MANAGER'S REPORT/MISCELLANEOUS

Misc. A: Purchasing Update: The Town Manager noted that we held a kick-off meeting for the AVFD Master Plan and there is more to come regarding CT Green Bank.

Misc. B: Construction Update: No highlights were provided.

Misc. C: FVHD/COVID: No highlights were provided.

Misc. D: 860 West Avon Road Lease: The Town Manager noted that we have received a request to amend the lease agreement for the property at 860 West Avon Road.

Misc. E: AWPCA Correspondence: The Town Manager noted that their request will be referred to the Town Attorney for their advice.

X. EXECUTIVE SESSION: Collective Bargaining
Pending Claim/Litigation

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

RESOLVED: That the Town Council enter into Executive Session at 11:15 p.m.
Mrs. Maguire, Messrs: Polhamus, Bernetich, Weber, and Speich voted in favor.

XII. ADJOURN

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

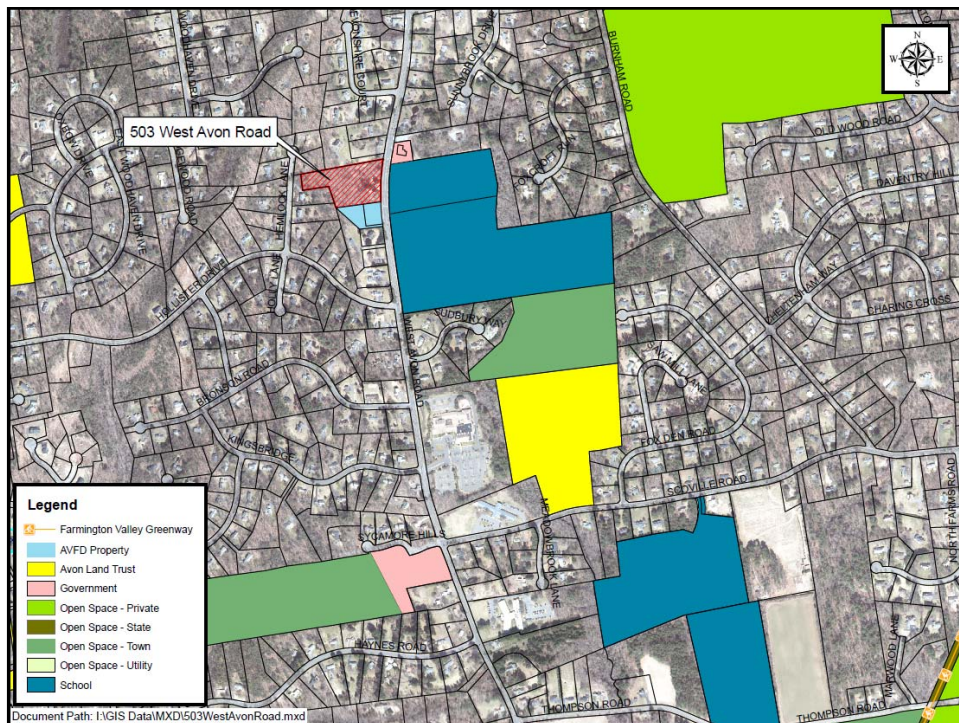
RESOLVED: That the Town Council adjourn the meeting at 11:43 p.m.
Mrs. Maguire, Messrs: Bernetich, Speich, Polhamus, and Weber voted in favor.

Attest: Jennifer Worsman, Clerk

Public Hearing

Regarding the Town's
Proposed Acquisition of
503 West Avon Road

**December 2, 2021
Town Council Meeting**







Terms of the Agreement

- Town to purchase the approximately 4 acre property for municipal use, with no restrictions.
- The property includes a 784 square foot residence and a utility shed.
- Purchase Price is \$275,000.
- Structures to be demolished following closing and the property to be restored to a grassy parcel.

Purchase & Financing

Purchase Price	\$275,000
Soft Costs (incl. demo)	\$38,000
Total Acquisition Cost	\$313,000

Funding Source: Appropriation from Unassigned General Fund Balance to be reimbursed through the FY2023 Capital Budget.



Capital Improvement Plan FY 2022/2023
Presentation to the Town Council
December 2, 2021

Summary of 2022-2023 Requests

1. PGS Notification Alarm System	\$220,000
2. AHS Air Handling/RTU Replacement (<i>PHASE II</i>)	\$320,000
3. RBS Emergency Generator	\$160,000
4. DW Interior lock replacement (Phase I)	\$ 65,000
5. DW Security Upgrades	\$ 60,000
6. AHS Partial Roof Replacement Design	\$ 20,000
7. DW Library Carpet Replacement	\$ 60,000

TOTAL

\$ 905,000

PGS-Notification Alarm System

- Complete replacement of present Fire Alarm System installed 1992
- Upgrade to Mass Notification System
 - Similar to the systems in the other 4 buildings
 - Lockdown buttons, additional strobe lights, speakers, etc.

Total Cost

\$220,000

AHS-Air Handling/RTU Replacement (PHASE II)

- Continuation of 2021 Project
 - Phase I - \$796,379 (50% reimbursed by Eversource)
 - Phase Ia - \$19,843 (Operational Budget)
- Phase II includes the following:
 - Band Room Air Conditioner
 - Auditorium Air Conditioner
 - Locker Room Air Exchanger

Phase II Cost

\$320,000

(*Total Project Cost = \$738,032 (after reimbursement))

<i>Avon High School</i>			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	1998	22	35
RTU's (20)	2021	0	15
RTU's (16)	2007	13	15
Water Heater (2)	1998	22	20
<i>Avon Middle School</i>			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	2010	11	20
RTU's (13)	2009	12	15
<i>Thompson Brook School</i>			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	2000	21	35
Chiller (1)	2000	21	23
AHU (7)	2000	21	15
FCU (57)	2000	21	20
Water Heater (1)	2000	21	20
<i>Pine Grove School</i>			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	1992	29	35
Water Heater (1)	2018	3	20
Water Heater (1)	2009	12	20
HC Coils (18)	2017	4	20
Condensing Units (5)	2017	4	20
RTU's (4)	2016	5	20
<i>Roaring Brook School</i>			
Type / #	Install Date	Age	Service Life (years)
Boiler (2)	2008	13	20
RTU's (3)	2015	6	20
RTU's (11)	2016	5	20
RTU's (7)	2011	10	20
RTU's (1)	2009	12	20

RBS-Emergency Generator

- For emergency power only
 - Heating, server rooms, freezer & refrigerators
 - Only 3 buildings have emergency generators (AHS, TBS, PGS)

Total Cost

\$160,000

DW - Interior Lock Replacement (Phase I)

- Replace/rekey all interior door locks under single Master Key
 - Capability for sub Master keys, as needed
 - Multiple separate keys for different areas in building
- Phase I is AHS
 - 95 new locks
 - 418 rekey

Total Cost

\$65,000

DW-Security Upgrades

- Blue strobe notification lights for lockdowns
 - High noise areas, e.g., cafeterias, gyms, band/chorus rooms
 - AHS,TBS,PGS,RBS
 - AMS completed
 - Estimated cost \$40,000
- Additional Lockdown Buttons
 - Estimated Cost \$10,000
- Electronic Locks for server rooms AMS, RBS, PBS
 - Estimated Cost \$10,000

Total Cost

\$60,000

AHS-Partial Roof Replacement Design

- AHS roofing has been replaced in 2 separate cycles:
 - *Replaced in 2008 covering 135,994 sq. ft (scheduled replacement 2028)*
 - *Replaced in 1998 covering 37,300 sq. ft (scheduled replacement 2018)*
- Architect cost to evaluate present roof and design replacement
- Includes Construction Administration Services

Total Cost

\$20,000

AHS Roof



DW-Library Carpet Replacement (Phase I)

- Carpets are aged and showing wear & tear
- Carpets cannot be cleaned as well as new ones, harboring bacteria, germs, etc.
- Phase 1 includes RBS Library and the common areas at TBS
- Cost estimates are:
 - RBS - \$35,000
 - TBS - \$25,000

Total Cost Phase I

\$60,000



Summary of 2022-2023 Requests

1. PGS Notification Alarm System	\$220,000
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TOTAL \$ 905,000



Capital Improvement Request

December 2021

I have no ambition in this world but one, and that is to be a fireman. The position may, in the eyes of some, appear to be a lowly one; but we who know the work which the fireman has to do believe that his is a noble calling. Our proudest moment is to save lives. Under the impulse of such thoughts, the nobility of the occupation thrills us and stimulates us to deeds of daring, even of supreme sacrifice.

- Chief Edward F. Croker



Thank You!

The Avon Volunteer Fire Department would like to express our sincere gratitude to Councilman Speich and Bernitech for their continued support of the Fire Department during your tenure on the town council.

The support we receive from the town council help our members, that volunteer countless hours every day, and provide essential emergency services to our community.



2021



Overview

- Activity Review
- Recruitment and Retention Efforts
- Apparatus Request
- Building Request



2021



About Our Business

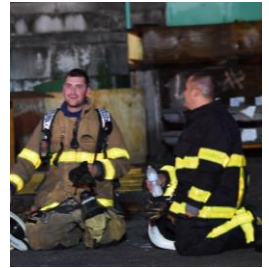
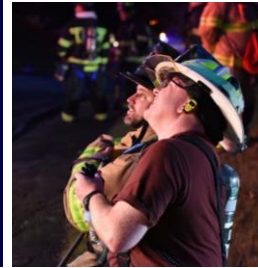
It is the mission of the Avon Volunteer Fire Department to provide fire suppression and prevention, life safety and rescue support, as well as other emergency community support to the citizens of the Town of Avon. It is also the mission of the Avon Volunteer Fire Department to provide mutual aid support to those surrounding communities that in time of need may request such support.

2021



Emergency Response

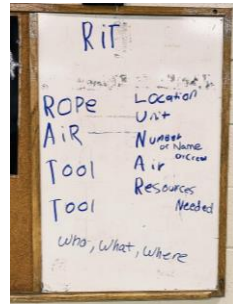
Firefighters take action within minutes of emergencies. These emergencies can involve building or brush fires; automobile, motorcycle or tractor trailer crashes; carbon monoxide or natural gas leaks. We are on-call day and night, we must travel to the fire house and quickly get to the scene when called.



2021

Training

Our members are given all the necessary training and supervision to respond to all types of emergencies: structure fires, motor vehicle accidents, Carbon Monoxide (CO) calls, water rescues, brush fires, downed power lines, and much, much more. Training to keep our skills sharp is time-consuming, but one that we find extremely rewarding.



2021



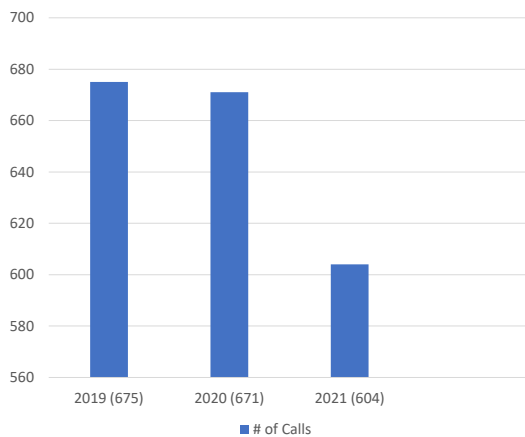
Public Fire Education

We start our fire safety education training to the students in the elementary schools to prevent, respond and react to fires in the same manner we train our firefighters to suppress them. Public fire safety education and training are essential to reducing residential fires. Teaching children how to react when fires occur will help reduce the number of deaths or



2021

Call Volume



Becoming fearless isn't the point.
That's impossible. It's learning
how to control your fear, and how
to be free from it, that's the
point. Necessity of action takes
away the fear of the act and makes
bold resolution the favorite of
fortune.

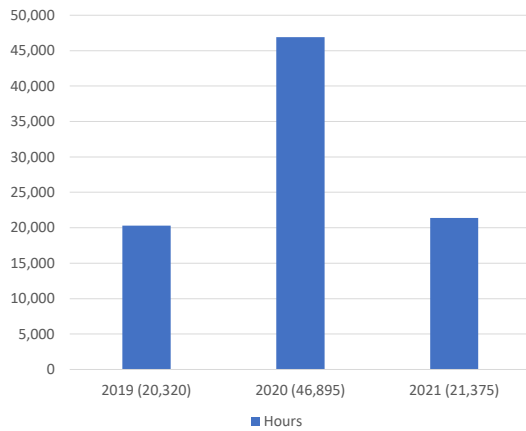
- Francis Quarles

2021



2021

Volunteer Hours



The man who really counts in the world is the doer, not the mere critic-the man who actually does the work, even if roughly and imperfectly, not the man who only talks or writes about how it ought to be done.

-Theodore Roosevelt

2021



2021

Volunteer Hours

Volunteer service can mean different things to different people. To us, our volunteer service strengthens the ties to our community, broadens our support network, exposes us to people with common interests, neighborhood resources, and fun and fulfilling activities.

Training, Equipment and Vehicle Inspection, Committee and Staff Meetings, Clerical Duties, Community Events (birthday and holiday drive-bys, and call responses!





Recruitment and Retention

Recruitment and retention are two function within the fire department that require us to use strategic thought and planning. It is extremely important to our organization's sustainability and growth. Our members are our most valuable asset. Recruitment and retention of our members will only improve the value of your volunteer fire department.

— 2021



Events

Several events, including a well attended touch-a-truck



On-line

New online membership application



The Heart of a Volunteer

The heart of a volunteer is not measured in size, but by the depth of the commitment to make a difference in the lives of others.

— DeAnn Hollis



LOSAP

Additional tax abatement and LOSAP contribution



Members

12 new members since December of 2020

— 2021



Apparatus Request

Definition -

NFPA 1901, Standard for Automotive Fire

Apparatus

This standard defines the requirements for new automotive fire apparatus and trailers designed to be used under emergency conditions to transport personnel and equipment and to support the suppression of fires and mitigation of other hazardous situations.

- nfpa.org

2021

FY22/23
\$400,000



Lease Purchase for Ladder 12 and Engine Tanker

- First of seven payments
- First payment due 30 days after delivery to the dealer
- Also replaces Engine 9

Replacement Chassis for Truck 15

- First of four payments

NFPA (National Fire Protection Association)

- NFPA (National Fire Protection Association) recommends apparatus older than 15 years come out of front-line service and apparatus older than 20 years be taken out of service

2021

Ladder 12



- 2001 HME/Metz 104' Rear Mount Ladder
- 20 Years of Service
- Unreliable



2021

- High Out of Service Time
- Water Way Currently Out of Service
- Parts Availability
- Dealer Availability



Example Replacement Ladder

- 41 Feet Long
- 300 Gallons of Water
- 100 Foot Ladder
- 14 - 18 Month Lead Time



2021



Engine 9



- 1994 HME/Ferrara
- 27 years of service
- \$120,000 in repairs over the last 3 years
- \$100,000 in deferred repairs
- Unlikely to pass annual fire pump test without significant investment



2021



Tanker 20



- 1997 International/Gowans Knight 3,200 Gallon Tanker
- 24 Years of Service
- Imperative for Water Supply on Avon Mountain
- Only Carries Two Firefighters
- Significant Static Weight Load
- Combine with Engine 9 for One Truck



2021



Example Engine Tanker



2021

- 35 Feet Long
- 3,000 Gallons of Water
- Portable Drop Tank



Apparatus Request



Fiscal Year	Request	Purpose	Timeline
2022 - 2023	\$400,000	- Lease purchase for Ladder 12 and Tanker replacement, chassis for Truck 15 (1 of 4)	- Lease purchase for Ladder 12 and Tanker replacement, chassis for Truck 15 (1 of 4)
2023 - 2024	\$400,000	- Lease purchase for Ladder 12 and Tanker replacement, chassis for Truck 15 (2 of 4)	
2024 - 2025	\$400,000	- Lease purchase for Ladder 12 and Tanker replacement, chassis for Truck 15 (3 of 4)	
2025 - 2026	\$400,000	- Lease purchase for Ladder 12 and Tanker replacement, chassis for Truck 15 (4 of 4)	- Purchase chassis for Truck 15 (24 years)

2021



Past Apparatus Funds Requested vs Funded

Fiscal Year	Requested	Funded
2021 - 2022	\$335,000	\$292,000
2020 - 2021	\$500,000	\$205,000
2019 - 2020	\$400,000	\$0

2021



Building Request

The age of our fire house facilities has resulted in the need for many significant repairs. A replacement fire house facility is necessary to continue our volunteer operation in the coming years.

2021



Building Request

Fiscal Year	Request	Purpose
2022 - 2023	\$500,000	<ul style="list-style-type: none"> - Architectural drawings for building construction and renovation - Fund additional legal or planning fees
2023 - 2024	\$10,000,000 Bond Authorization	<ul style="list-style-type: none"> - May be underestimated based on current construction prices - Bond may need to include funding for Engine 14 and Engine 10 replacement, will be at 23 years of service

2021

Past Facility Funds Requested vs Funded



Fiscal Year	Requested	Funded
2021 - 2022	\$350,000	\$25,000
2020 - 2021	\$500,000	\$0
2019 - 2020	\$750,000	\$100,000

* When we received the grant for SCBA, approximately \$250,000 of the remaining SCBA funds were used to purchase Engine 13 and approximately \$8,000 was put toward some of the much-needed building repairs.

2021

Summary



- Continue to modernize fleet
- Become more efficient by reducing fleet by one large vehicle
- Consistent apparatus funding request for next seven fiscal years
- Modernize facilities to meet current industry standard and building codes
- Clean and modern facilities will assist with recruitment and retention

2021



Thank You!

Support the Volunteers that support the Community!

When you are making a success of something,
it's not work. It's a way of life. You enjoy
yourself because you are making your
contribution to the world.

- A Granatelli

2021





Town Council Presentation

Avon Education Association Contract 2022-2025

December 2, 2021

Understanding Collective Bargaining

- The Teacher Negotiation Act requires Districts to negotiation 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 19, 2021

Mediation Date: September 13, 2021

Arbitration Date: September 20, 2021

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

- Bargaining Unit data as of 09/01/21
 - Certified Teachers = 282.50
- Current Certified Teacher Payroll = \$28,252,762
- FY 2021/2022 Salary Information:
 - *Minimum* = \$55,847
 - *Maximum* = \$112,402
- Current Number of Employees on Maximum Step:
 - *Masters Max* = 72.40 Employees
 - *6th Year Max* = 124.70 Employees

AEA Contract Settlement: 2022-2025 Highlights-Wages

- Year 1
 - General Wage Increase & Step Movement - 2.99%
 - Total Projected Employer Cost Increase - \$843,658
- Year 2
 - General Wage Increase & Step Movement - 2.98%
 - Total Projected Employer Cost Increase - \$867,385
- Year 3
 - General Wage Increase & Step Movement - 3.23%
 - Total Projected Employer Cost Increase - \$968,106

****3 Year Total Projected Cost Increase to District 9.2% or \$2,679,149****

AEA Contract Settlement: 2022-2025 Highlights - Insurance

- Year 1-3
 - Medical & Dental Insurance
 - Employee Premium Share - 20.0%
 - Employer Premium Share - 80.0%
 - Employer H.S.A. Contribution
 - Decreased to 40% - fixed dollar amount of \$800/\$1,600
 - Long-term disability
 - Benefit capped at \$15,000 monthly
 - Life Insurance
 - Benefit increased to \$50,000

AEA Contract Settlement: 2022-2025 Highlights - Retirement & misc. items

- Retirement Incentives
 - Sunset incentives to employees hired on or after 7/1/22
 - Article XVIII, Item B - \$1,000 annual payment for 5 years after retirement for teachers with 25+ years of service in Avon Public Schools
 - Article XVIII, Item D - \$2,500 annual payment for 3 years after retirement if 3 years notice was given and had 22+ years of service in Avon Public Schools
- Stipends & Hourly rates
 - Co-Curricular, Coaching & Coordinator Stipends
 - Year 1-3 - increased annually 2%
 - National Board Certification Stipend
 - Removed from contract

AEA Contract Settlement: 2022-2025 Highlights continued...

- *State Teachers Settlement Wage Yearly Averages*

Year	AEA	State Average	Variance
2022/2023	2.99%	3.36%	-0.37%
2023/2024	2.98%	3.15%	-0.17%
2024/2025	3.23%	3.28%	-0.05%

- *As of Wednesday, November 29, 2021, the current statewide average for a three year settlement is 9.80%.*

Teacher Settlements: 2021-2022 Season

District	2022/2023	2023/2024	2024/2025	Total 3 Year
Unknown (Hartford County)	3.27%	3.26%	3.02%	9.54%
Berlin	3.17%	3.16%	3.17%	9.50%
Unknown (Hartford County)	3.30%	3.01%	4.89%	11.20%
*Avon	2.99%	2.98%	3.23%	9.20%
Unknown (Hartford County)	3.69%	3.62%	3.55%	10.87%
Unknown (Hartford County)	4.10%	3.64%	3.76%	11.50%
Southington	4.56%	3.36%	3.13%	11.05%
South Windsor (Hartford County)	3.36%	3.20%	3.23%	9.80%
Unknown (Hartford County)	TBD%	TBD%	TBD%	9.80%

AEA Contract Settlement History (2002 - 2022)

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%
2019-2022	7.99%

* Indicates a 2 year contract extension.

The American Rescue Plan Act (ARPA)

An Overview

**Avon Town Council
December 2, 2021**

Funding & Timing

- Town to receive \$5.4 million.
- 1st payment of \$2.7 million received 6/22/2021.
- 2nd payment of \$2.7 million to be received around 6/22/2022.
- Funds must be obligated by 12/31/2024 and spent by 12/31/2026.

Eligible Uses

1. Respond to public health emergency & its negative economic impacts.
2. Provide premium pay for essential workers.
3. Provide government services to the extent of revenue lost due to COVID-19.
4. Make necessary investments in water, sewer or broadband infrastructure.

Eligible Uses

Category #1:

To respond to the public health emergency or its negative economic impacts, including assistance to households, small businesses, and nonprofits, or aid to impacted industries such as tourism, travel, and hospitality.

- COVID-19 mitigation and prevention
- Medical expenses
- Behavioral health care needs
- Address disparities in public health and economic outcomes
- Assistance to unemployed workers
- Deposits to state unemployment insurance trust
- Loans or grants to small businesses and non-profits to mitigate financial hardship
- Aid to impacted industries such as tourism, travel, hospitality
- Assistance to households for utilities, food assistance, rent/mortgage, home repairs, etc.

Eligible Uses

Category #2:

To respond to workers performing essential work during the COVID-19 public health emergency by providing premium pay to eligible workers.

- **Essential workers** are those workers needed to maintain continuity of operations of essential critical infrastructure.
- **Essential work** is work requiring physical presence at the jobsite.
- Premium may be provided up to \$13/hour above the worker's hourly rate with a maximum of \$25,000 per eligible worker.
- Categories of essential workers include: nursing home, hospital and home care staff; workers at farms, food production facilities, grocery stores and restaurants; janitors and sanitation workers; truck drivers, transit staff and warehouse workers; public health and safety staff; childcare workers, educators, other school staff; and social service and human services staff.

Eligible Uses

Category #3:

For the provision of government services to the extent of the reduction in revenue due to the COVID-19 public health emergency relative to revenues collected in the most recent full fiscal year prior to the emergency.

- To use funds under this category, the Town is required to calculate its revenue loss associated with COVID-19 in accordance with a formula provided by the Treasury.
- Revenue loss is to be calculated for each calendar year 2020-2023.
- Funds may be allocated towards most general government services and do not need to meet the eligibility criteria outlined in the other categories.
- Examples might include: maintenance or cash capital for infrastructure projects; roads; cybersecurity; health services; environmental remediation; school or educational services; public safety services.

Eligible Uses

Category #4:

To make necessary investments in water, sewer or broadband infrastructure.

- **Eligible sewer projects** include the construction, improvement or repair of wastewater treatment plants; the management and treatment of storm water; the protection of waterbodies from pollution, etc.
- **Eligible water projects** include the construction or upgrade of facilities to improve water quality, transmission, distribution and storage systems; the consolidation or establishment of drinking water systems, etc.
- **Eligible broadband projects** must be designed to deliver service that reliably meets or exceeds upload and download speeds of 100 Mbps with a focus on providing service to unserved or underserved residential and commercial.

Ineligible Uses

1. Match funds for other federal grants.
2. Pay down unfunded pension liabilities.
3. Pay down interest or principal on outstanding debt.
4. Pay legal settlements.
5. Premium pay for telework.
6. Contributions to “rainy day” funds.

Next Steps

- Staff continue to develop recommendations for projects including project descriptions; budgets and timelines for completion.
- Projects being proposed are generally coming from the following sources:
 1. Capital Improvement Plan (CIP);
 2. Master planning documents (i.e. POCD, Recreation Master Plan);
 3. Recommendation of a third party professional (i.e. cybersecurity audit);
 4. Fulfill a need that became apparent during the height of the pandemic.

Next Steps

- Projects that will be recommended to the Town Council will generally meet the following criteria:
 1. Meet one or more of the eligibility categories;
 2. Can be completed within the required timeframe;
 3. Result in little, to no, additional operating expenditures;
 4. Provide the greatest benefit to the community.
- Anticipate bringing staff recommended projects to Council with requests for supplemental appropriations in February/March 2022.

Potential Projects

AHS RTU Replacement – Phase II	Category #1
BOE District Wide Wi-Fi Improvements	Category #1
Social Services COVID-19 Relief Fund	Category #1
Senior Center HVAC Upgrades	Category #1
Senior Center Technology Upgrade	Category #1
Construction of a Multi-purpose room at Sycamore Hills	Category #1
Shade Shelters at Various Recreation Facilities	Category #1
Sycamore Hills Pool Repair	Category #1
Office 365 Implementation – Town IT	Category #1/#3
Pavement Management	Category #3
Deepwood Drive/New Road Drainage	Category #4