

**TOWN COUNCIL
TOWN OF SOUTH WINDSOR**

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June 20, 2016

**TOWN COUNCIL – REGULAR MEETING
COUNCIL CHAMBERS – SOUTH WINDSOR TOWN HALL**

1. Call Meeting to Order

Mayor Delnicki called the Regular Meeting to order at 7:04 p.m.

4. Roll Call

Members Present: Mayor Thomas Delnicki
Councilor M. Saud Anwar
Councilor William Carroll
Councilor Edward Havens
Councilor Liz Pendleton
Councilor Matthew Riley
Councilor Janice Snyder

Members Absent: Deputy Mayor Carolyn Mirek
Councilor Lisa Maneeley

Also Present: Matthew B. Galligan, Town Manager
Keith Yagaloff, Town Attorney

5. Public Input

Mr. Don Gonsalves, 40 Bayberry Trail came forward and stated that he has lived in Town for 10 years and has been to 90% of the Town Council meetings. Mr. Gonsalves stated he does not like the way the Council conducts its business. The public should be able to speak on major items on the agenda when they come up, not just during public input. Connecticut is the third worst state as far as financial problems. There is a \$25 billion dollar obligation with a reserve of less than 1%. State workers have been promised retirement health benefits which Mr. Gonsalves feels they will not receive. The Town of South Windsor has the richest Defined Contribution Plan in the United States and this Council or past Council's have done nothing about it.

Mr. Mike Berghuis, 18 Mountain View Road came before the Council and stated that he has been coming to the Town Council meetings for quite a while and has received answers to the questions that he has brought to the Council. Mr. Berghuis said he is satisfied with the way the Council handles the meetings.

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ITEM:

5. Public Input

Mr. Don Belleville, 18 Alison Drive stated that in the period of three or four months there have been three young adults in South Windsor who have died. It is time for the Town Council to have the Board of Education and Police Department meet to discuss why this is happening and how it can be corrected.

Mr. Jonathan Gordon came before the Town Council to explain to the Council and the public about his Eagle Scout project. Jonathan planned and designed this program which was called South Windsor Cares Day. This program was designed to help individuals with their lawn care and other outside duties that they are unable to do for themselves. South Windsor Cares Day was held on Saturday, June 18, 2016 with 103 volunteers. There were approximately seven homeowners that benefitted from this program.

Mayor Delnicki stated that this program helped out individuals who need the help and felt that this program should be done each year. The Human Services Department can identify individuals that need help and each year the community should come together and get the work done. Mayor Delnicki thanked Jonathan for his work and requested that a discussion item regarding this program be scheduled for the next Town Council meeting.

Councilor Anwar thanked Jonathan for his work and leadership.

6. Environmental Health & Safety Message

Mayor Delnicki stated that he attended the Alzheimer's Longest Day Event held today, Monday, June 20, 2016 at The Residence at South Windsor Farms. A proclamation was presented declaring June as Alzheimer's Awareness Month.

Councilor Anwar warned residents that with the warm weather comes ticks. Lyme disease impacts people and can be complex when not treated. Prevention is the best approach.

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ITEM:

7. Adoption of Minutes of Previous Meetings

BE IT RESOLVED that the South Windsor Town Council hereby approves the Minutes of the following Town Council Meetings: Verbatim Minutes of May 16, 2016; Public Hearing Minutes (3 sets) of June 6, 2016; Regular Meeting Minutes of April 18, 2016; May 16, 2016; and June 6, 2016.

Was made by Councilor Snyder
Seconded by Councilor Pendleton
The motion was approved, unanimously

8. Public Petition

None

9. Communications from Officers and Boards Directly Responsible to Council

None

10. Reports from Standing Committees

None

11. Reports of Temporary Committees

Mayor Delnicki informed the Council members that they should have all received a copy of the Priest Farm Feasibility Report and Concept Plan. At some point this item will be discussed.

12. Consent Agenda

None

13. Unfinished Business

None

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ITEM:

14. New Business

A. Resolution Appropriating \$300,000 from the Capital Stabilization Fund

BE IT RESOLVED that the South Windsor Town Council having conducted the required Public Hearing at 9:00 p.m. on June 6, 2016, hereby approves the appropriation of \$300,000 from the Capital Stabilization Fund to cover costs associated with a fence at the High School in the amount of \$76,000; furniture and fixtures at the EOC in the amount of \$88,000; and Revaluation in the amount of \$136,000.

Was made by Councilor Pendleton
Seconded by Councilor Anwar

Councilor Pendleton stated that it has been promised to the neighbors to have a fence put up to act as a noise barrier and to give the neighbors privacy. The furniture and fixtures is something that is needed to complete the EOC. Councilor Pendleton stated she would be supporting this resolution.

Councilor Snyder questioned if this project (fence at the high school) is ready to move forward? Mr. Galligan explained that the Park & Recreation Department is handling this project. The contractors are in place but the funds are necessary to move forward. It is hopeful that this project will be completed this summer.

Councilor Anwar said he would be supporting this resolution and is happy that the Council is moving forward with the fencing at the high school. Councilor Anwar stated that the cost for the revaluation is \$136,000 but may be increasing because of the number of homes that may have crumbling foundations. Budgeting for this item may need to be considered in future budgets.

Answering questions from Councilor Riley, Mr. Galligan explained that there is \$300,000 in the Capital Stabilization fund. Those funds are built up when the Town floats bonds and there are premiums that come in. Those funds can not be put into the general fund, so they are put into a separate fund which is the Capital Stabilization fund. Someone will pay us to issue bonds

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ITEM:

14. A. (Continued)

because the Town has a good rating and they know the Town is going to pay. There are a lot of private companies that need this tax exempt income in their portfolios so they will pay premiums. If the rates go higher then the Town may not see these premiums.

Councilor Riley asked if it is fair to say that the premium is effectively paid for through a higher rate on those bonds? Mr. Galligan answered no because the Town's rate are typically low. Councilor Riley requested that Mr. Galligan find out the answer to this question and come back to the Council with that answer.

Councilor Riley then questioned if the available uses for that fund are just for capital uses? Mr. Galligan answered yes.

Answering further questions from Councilor Riley, Mr. Caldwell who is the Superintendent of Parks explained that the existing 4' high fence will be replaced with a 10' high fence. The fencing stretches along 900 feet adjacent to six or seven neighbors. The fence itself it approximately \$31,950 and the acoustic portion is \$43,800. This is the best option visually and acoustically.

Councilor Riley stated that these funds are in addition to the \$58,000 that the Board of Education spent on the sound system. Councilor Riley then reminded the Council and the public that the last time the allocation of LoCIP funds came up to be put towards the EOC, he had voted no. This project has evolved from \$1.2 million dollars in 2013 to approximately \$2.7 million dollars. The cost of this project seems to keep growing, and even though Councilor Riley agrees with the project, he has a problem with the cost.

Answering a question from Councilor Carroll, Mr. Galligan explained that the Town went out to bid for the revaluation and will pay a firm \$136,000 for two years. The revaluation is required under State Statute to be done every five years. The Assessor has come up with appropriate guidelines to deal with homeowners who have foundations issues. The Town is also working with CRCOG to make sure all of the Towns are using the same approach.

Mayor Delnicki called for a vote on the motion; it passed on a roll call vote of 6 to 1 with Councilor Riley voting in opposition.

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ITEM:

14. New Business (*Continued*)

B. Resolution Approving a Non-Emergency Interagency Agreement Between the Towns of South Windsor, Manchester and Vernon

WHEREAS, Connecticut General Statute §7-148cc authorizes two or more municipalities to jointly perform any function that each municipality may perform separately under any provisions of the general statutes of any special act, charter, or home rule ordinance upon entering into an agreement to such effect with other municipalities; and

WHEREAS, C.G.S. §7-148cc requires that any such agreement be approved by each participating municipality in the same manner as ordinances are approved or, if no ordinances are approved, in the same manner as the budget is approved; and

WHEREAS, the undersigned municipalities recognize the benefits of joining together for the performance of law enforcement and police services; and

WHEREAS, the undersigned municipalities find that entering into such an agreement is necessary and beneficial for the delivery of more effective and efficient police services to the citizens of their respective municipalities and have followed the approved process outlined above; and

WHEREAS, the undersigned municipalities wish to cooperate in the joint performance of law enforcement and police services by granting full powers of arrest to full-time sworn police officers of participating municipalities

NOW, THEREFORE, BE IT RESOLVED that it is agreed by and between the municipalities signing this agreement by their respective Chief Executive Officers, duly authorized, as follows:

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ITEM:

14. B. (Continued)

- 1) The undersigned municipalities hereby grant to all full-time sworn police (peace) officers, as defined in subsection (9) of section 53a-3 of the Connecticut General Statutes, from other municipalities participating in this agreement ("participating municipalities") the power to act or arrest, without previous complaint or warrant, any person for any offense when such offense is committed in their presence or upon speedy information of others.
- 2) The Police Chiefs of the municipalities participating in this agreement shall constitute an oversight board for the administration and performance as outlined in this agreement. This board is authorized to administer the processes and procedures of this agreement and may modify these procedures as necessary to insure efficient and effective operation.
- 3) The services performed under this agreement shall be deemed to be for public and governmental purposes, and all immunities from liability enjoyed by the municipality within its boundaries shall be extended to its participation under this agreement outside its boundaries.
- 4) Any police officer as defined in subsection (1) of this agreement shall have the same powers, duties, privileges and immunities as are conferred on the police officers of any participating municipality in whose jurisdiction he/she is operating.
- 5) Each participating municipality agrees that it shall be responsible for all costs it incurs as a result of participation in this agreement, whether monetary or in the form of goods or services. Such costs may include, but are not limited:
 - a) The actual payroll, including overtime, of the agency's personnel participating in this agreement.
 - b) The replacement or repair cost of any equipment lost, destroyed, damaged or made unavailable as a result of acting under the terms of this agreement.
 - c) Fuel and maintenance costs for any vehicles and equipment.

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ITEM:

14. B. (Continued)

- d) Training costs arising from participation in this agreement.
 - e) Worker's Compensation claims pursuant to Connecticut General Statutes §31-275 through 31-355a.
 - f) Awards for death, disability, injury to employees acting under this agreement or related activities to the extent that such awards exceed Worker's Compensation coverage.
 - g) Survivor's benefits pursuant to Connecticut General Statute §7-323e.
 - h) Heart and hypertension claims pursuant to Connecticut General Statute §7-433c.
 - i) Costs arising from agreements, contracts or obligations the municipality entered into prior to entering this agreement.
- 6) Each participating municipality shall indemnify and hold harmless the other municipalities participating in this agreement from all third party death, injury or property damage claims arising from, and solely identifiable to, the negligent acts of one or more of the participating municipalities. Each municipality is liable only for its percentage of liability as determined by the courts in instances where the identity of the negligent actor cannot be determined.
- 7) Not later than five (5) years from the effective date of this agreement, and every five (5) years thereafter, the effectiveness of this agreement shall be reviewed by the body which approved the agreement for each participating municipality.
- 8) Any participating municipality may withdraw from this compact by giving thirty (30) days written notice to all the other participating municipalities. Withdrawal of one or more participants shall not void the compact so long as two or more participants remain active in the compact.

Was made by Mayor Delnicki
Seconded by Councilor Carroll

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14. B. (Continued)

Mayor Delnicki stated that although it does not state in the resolution, South Windsor, Manchester and Vernon, these are the three Towns that will be participating in this agreement. Mr. Galligan explained that the resolution is the full agreement without the signature page. The agreement will have the three Towns sign. Chief Edwards informed the Council that Manchester and Vernon have already signed the agreement.

Answering questions from the Mayor, Chief Edwards explained that there have never been any issues with this agreement with Manchester which has been in place since 2008. The agreement has been effective insuring safe activity along the Town line. This agreement has benefitted both jurisdictions. There have been preliminary discussions with East Hartford to join in on this agreement in the future.

Councilor Anwar said he would be supporting this resolution but requested that the Chief of Police explain more regarding the oversight board. Chief Edwards explained that the oversight board will consist of each Chief of Police from each Town and they will meet periodically to discuss this agreement. If any one of the Chief of Police feels this is not benefitting their department, they can pull out of the agreement in 30 days. This also applies to the actual administration of how this agreement works.

Councilor Anwar questioned if this agreement will reduce the presence of South Windsor's police force because the other Town's have more events? Chief Edwards explained that each Town has the same amount of events that the other Town's will help cover.

Councilor Anwar then questioned if something happens to one of our vehicles or one of our police officers while covering Manchester or Vernon, who is responsible? Chief Edwards explained that each Town takes care of their own police officers and/or equipment.

Town Attorney Yagaloff explained to Councilor Anwar that each Town is responsible for the negligence of their own officers. Town Attorney Yagaloff explained for the record that the benefits that a Town offers their employee

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14. B. (Continued)

does not cover the other employees of the other Town. The oversight board is very important because they need to make sure that the officers from other Towns are doing what they are supposed to be doing.

Councilor Anwar requested that the Town Council get updates periodically on this agreement because the Council is the body that will have to review and approve this agreement every five years.

Mayor Delnicki questioned if there are issues of any magnitude between any of the Towns that have been participating in this agreement since its inception? Chief Edwards answered that there have not. If things were not going well we would not be here requesting to add another Town.

Chief Edwards explained that the CREST Team is the Capital Region Emergency Services Team which is a regional SWAT Team.

Councilor Pendleton questioned if South Windsor has considered having East Windsor participate in this agreement? Chief Edwards stated that could be looked at.

Answering further questions, Chief Edwards explained that the review of the effectiveness of the agreement with Manchester also had a five year time frame for review.

Councilor Pendleton requested that on the one year anniversary of this agreement a verbal update be given, unless there are problems sooner. Chief Edwards agreed to that.

Councilor Pendleton stated that the Police Department is unionized and wondered if there would be a problem with the medical coverage for either South Windsor or another Town?

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ITEM:

14. B. (Continued)

Town Attorney Yagaloff explained that each employee has their own benefit coverage through their respective Town and that is what will cover each employee while helping with an event in another Town. This agreement helps to inform the insurance carrier that the employee is authorized under the agreement to work in another Town and will be in the scope of their employment.

Councilor Pendleton questioned if the use of a K9 would be covered under this agreement? Town Attorney Yagaloff stated that a K9 is a tool so it will be covered under this agreement. Chief Edwards stated that K9's are authorized to work in South Windsor under this agreement.

Councilor Havens stated he would support this resolution because it will benefit all of the Town's.

Mayor Delnicki called for a vote on the motion; it was approved, unanimously.

C. Resolution Waiving the Competitive Bid Process for the Purchase of a Used Rubber Tire Excavator

WHEREAS, the Public Works budget for Fiscal Year 2016/2017 includes funds to purchase an excavator, which will be used by the department to complete many jobs that they can not currently do and need to hire contractors to do; and

WHEREAS, the Department of Public Works has researched excavators and determined that a used rubber tire excavator would best serve their needs and fit into their budget; and

WHEREAS, the Department of Public Works has received quotes for good condition, comparable used rubber tire excavators from three equipment suppliers, which also includes a trade-in allowance for the departments 1999 Volvo L70C Loader; and

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ITEM:

14. C. (Continued)

WHEREAS, purchasing a piece of used equipment such as this is not conducive to the normal competitive bid process; and

WHEREAS, the Town of South Windsor, Public Works Department recommends waiving the competitive bid process for the purchase of a used Rubber Tire Excavator

NOW, THEREFORE, BE IT RESOLVED that the South Windsor Town Council has determined that waiving competitive bidding is in the Town's best interest; and

BE IT FURTHER RESOLVED that the Town Council authorizes Town Manager, Matthew B. Galligan to negotiate and execute any and all contracts and documents necessary for the purchase of a used rubber tire excavator including the trade in of a 1999 Volvo Loader.

Was made by Councilor Pendleton
Seconded by Mayor Delnicki

At 8:17 p.m. Mayor Delnicki called for a recess. The Regular Meeting convened at 8:22 p.m.

Mr. Vincent Stetson, Superintendent of Street came before the Town Council to give a presentation regarding this request, as shown in attached **Exhibit A**.

Answering questions from the Council, Mr. Stetson explained that the current excavator can only dig and drop soil. This new equipment is a 2009 Rubber Tired Excavator and can do a lot more work.

Councilor Snyder felt that the Council should understand that waiving competitive bidding will help South Windsor to acquire this equipment before another Town can purchase it. The purchase of this equipment will also save the Town money.

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ITEM:

14. C. (Continued)

Mr. Stetson stated that the Town's mechanics will check out the equipment prior to purchase.

Mayor Delnicki questioned if there are any Town businesses that trade in these items? Mr. Stetson stated no.

Answering questions from Councilor Pendleton, Mr. Stetson explained that the cost of this equipment with the trade-in will be \$74,000. The equipment will come with an articulating arm, grading bucket and a digging bucket. This equipment could be used for many uses if the Town decides to purchase other equipment.

Councilor Riley said he would be supporting this resolution. The reason for waiving competitive bidding is a function of capitalizing on the opportunity to get this machine that will supply all of the Town's needs at a lower cost and it may not be available if the Town waits? Mr. Stetson explained that he has been searching for used equipment and feels he has found the best possible piece. This piece of equipment will allow the Town to do work that we have had to hire contractors to do in the past.

Councilor Anwar and Mayor Delnicki both stated they would be supporting this item.

Mayor Delnicki called for a vote on the motion; it was approved, unanimously.

D. Resolution Approving the Transfer of \$7,765.00 from Contingency to the Registrar of Voters Budget

BE IT RESOLVED that the South Windsor Town Council hereby approves the transfer of \$7,765.00 from the Contingency Account to the Registrars Operating Materials Account to cover costs associated with the Presidential Preference Primary for both the Democratic and Republican Parties held on April 26, 2016.

Was made by Councilor Carroll
Seconded by Councilor Snyder
The motion was approved, unanimously

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ITEM:

At 8:45 p.m. Councilor Riley made a motion to suspend the rules to go to Item 19. A. (Executive Session) to discuss personnel issues/union negotiations between the Town of South Windsor and three Unions, (United Public Service Employees Union, Local 424-Unit 65; United Public Service Employees Union, Local 424-Unit 104; and American Federation of State, County and Municipal Employee. Councilor Snyder seconded the motion; and it was approved, unanimously.

The following individuals went into Executive Session: Mayor Delnicki, Councilor Anwar, Councilor Carroll, Councilor Havens, Councilor Pendleton, Councilor Riley, Councilor Snyder, Town Manager Matthew B. Galligan, and Human Resources Director Vanessa Perry.

At 9:33 p.m. Councilor Pendleton made a motion to adjourn the Executive Session. Councilor Anwar seconded the motion; and it was approved, unanimously.

Councilor Snyder made a motion to suspend the rules in order to go to Item 14. F. Councilor Anwar seconded the motion; and it was approved, unanimously.

14. New Business (Continued)

F. Resolution Approving an "Agreement Between the Town of South Windsor and United Public Service Employees Union, Local 424-Unit 65; United Public Service Employees Union, Local 424-Unit 104; and American Federation of State, County and Municipal Employees"

BE IT RESOLVED that the South Windsor Town Council hereby approves the proposed "Agreement Between the Town of South Windsor and United Public Service Employees Union, Local 424-Unit 65 (Municipal Employees); United Public Service Employees Union, Local 424-Unit 104 (Emergency Telecommunicators, Animal Control Officers, and Support Services Technicians); and American Federation of State, County and Municipal Employees AFL-CIO, Local 1303 of Council #4 (Public Works)" for the period July 1, 2016 through June 30, 2019.

Was made by Councilor Riley
Seconded by Councilor Snyder

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ITEM:

14. F. (Continued)

Answering a question from Mayor Delnicki, Town Attorney Yagaloff explained that the Town Council can not discuss the specifics of these contracts in public until the Council has approved the agreements. Once the agreements are approved by the Council they become public document and can be discussed.

Mayor Delnicki called for a vote on the motion; it was approved, unanimously.

E. Discussion Item: Truck Traffic in Town (*requested by Councilor Anwar*)

Councilor Anwar stated that every year the Council hears complaints regarding truck traffic on State roads and Town roads. There are complaints regarding the noise of the trucks and the times in which they are using the roads. As the number of trucks increase, the number of complaints are increasing as well. Councilor Anwar said he wanted to bring this up for further discussion. Some of the trucks using their GPS system brings those trucks through residential areas. In other Towns there are signs that are put up that say trucks are not allowed by Town ordinance. Councilor Anwar questioned if there is a way to help residents?

Mr. Galligan explained that this item has been discussed for years and unfortunately under Connecticut law there is no thru truck traffic laws where municipalities have the ability to re-route traffic. Town's have to go through the State Traffic Commission. South Windsor has two places which are Troy Road and Governors Highway where we have gone through the correct process. Mr. Galligan suggested that the process be read through and if the Council wants to go further with this, then the State Traffic Commission can be contacted.

Deputy Chief Custer explained that the Police Department has contacted larger companies throughout Town to request alternate routes instead of using residential roads. If possible, these companies do that. There were traffic studies done where no violations by commercial vehicles were found. The police department will continue to look at traffic on any residential road if contacted. The State is very clear that prohibiting truck traffic is not for noise or inconvenience to the residents, they are only for public safety issues. If

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ITEM:

14. F. (Continued)

you are going to move traffic off of an area like Clark Street, an alternate route has to be given. The police department would be happy to look into this but there are specific rules to stop trucks from using roads that would have to be followed and approved.

Town Attorney Yagaloff explained to the Council that the Town can not prohibit trucks due to the type of truck or the timing that the truck is using the road. An instance where truck traffic could be limited is if there is a weight limit on the road or bridge. South Windsor has a lot of State roads while other Towns may have more residential roads where restrictions could be placed. If there are defects on State roads, the State can be approached to fix those defects.

Mr. Galligan stated that in the past the Town has reached out to certain companies to suggest alternative routes. There are companies that have made a commitment to have the trucks go a certain way and have accommodated the Town the best they can.

Mayor Delnicki now wondered if someone questions the prohibition on Troy Road if that could be eliminated as well as the tractor trailer trucks on Governors Highway. It seems like all of the control is through the State Traffic Commission. Mayor Delnicki explained that he has questioned Attorney Yagaloff if there was a way when negotiating tax abatements if there could be conditions on traffic. Town Attorney Yagaloff had said it could be conceived as a restraint of trade and they could take the Town to court. Town Attorney Yagaloff explained that if a company is entitled to a tax abatement, they could have a problem if we restricted them further than we have in the past.

Mayor Delnicki felt that the Town Manager should review the documentation presented tonight and go to the State Traffic Commission for further discussions.

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ITEM:

14. F. (Continued)

Councilor Pendleton felt that existing ordinances should be reviewed and then requested that the Town Manager have a conversation with the Car Auction to see if they would be willing not to use Sullivan Avenue, Buckland Road or Oakland Road to get to Interstate 84. They could use Route 5 to Interstate 91 to Interstate 84.

15. Passage of Ordinance

A. Resolution Adopting Amendments to ordinance #196 – Demolition Delay Ordinance

BE IT RESOLVED that the South Windsor Town Council hereby adopts amendments to Ordinance #196 – Demolition Delay Ordinance, as shown in attached **Exhibit B**.

Was made by Councilor Anwar
Seconded by Councilor Pendleton

Councilor Anwar stated that a public hearing was held and there seems to be support for these amendments by the Demolition Delay Committee.

Mayor Delnicki said that there was unanimous support by the public.

Mayor Delnicki called for a vote on the motion; it was approved, unanimously.

16. Communications and Reports from Town Manager

Mr. Galligan reviewed the changes in each Union contract, as shown in attached **Exhibit C**.

Councilor Riley pointed out to the public that South Windsor is not in the same position as the State with regard to health care reserves. Mr. Galligan explained that the Town went to high deductible plans which puts more responsibility on the employee to contribute more and to manage their healthcare. It has reduced our

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16. Communications and Reports from Town Manager

cost on claims. In the past the Town has looked at joining the State healthcare plan, but the Town's plan is doing much better. The Town only has 5-8 employees that will get healthcare when they retire. The remainder of the employees do not get healthcare when retiring.

Mr. Galligan informed the Council that the Town did receive the \$1.3 million dollars for the MRSA (Municipal Revenue Sharing Account) payment and the new MRSA payment is in the budget. The audit is going to be coming up. The Town is going to try to get the GFOA (Government Finance Officers Association) certificate for the budget as well as the Finance Director will be trying to get the GFOA certificate for the financial statements.

17. Public Input

None

18. Communications and Petitions from Council

Councilor Carroll thanked the Parks & Recreation Department for their hard work at Veterans Memorial Park. The park and the pool all look great.

Mayor Delnicki informed the Council and the public that he attended South Windsor High School graduation. There was the beam signing for Orchard Hill School and Jay Knipple retired from the South Windsor Volunteer Fire Department after 45 years of service.

19. Executive Session

At 10:20 p.m. Councilor Snyder made a motion to go into Executive Session to discuss a draft agreement which would result in disclosure of public records or information which is exempt from disclosure at this time pursuant to C.G.S. §1-210(b)(1) and §1-210(b)(4). Councilor Pendleton seconded the motion; and it was approved, unanimously.

The following individuals went into Executive Session: Mayor Delnicki, Councilor Anwar, Councilor Carroll, Councilor Pendleton, Councilor Riley, Councilor Snyder, Town Manager Matthew B. Galligan, and Town Attorney Keith Yagaloff.

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ITEM:

19. Executive Session

At 10:55 p.m. Councilor Snyder made a motion to adjourn the Executive Session. Councilor Anwar seconded the motion; and it was approved, unanimously.

20. Adjournment

At 10:56 p.m. Councilor Anwar made a motion to adjourn the Regular Meeting. Councilor Snyder seconded the motion; and it was approved, unanimously.

Respectfully submitted,



Deborah W. Reid
Clerk of the Council

Department of Public Works

M315 D Cat

Rubber Tire Excavator Proposal

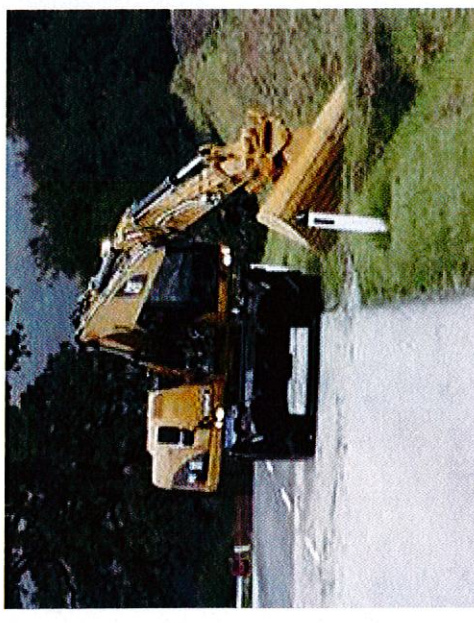
CAT M315D Excavator

- The standard for rubber tired excavators.
 - Multiple attachments
 - Quick disconnects
 - Wain Roy (multi angle) knuckle
 - Many other options available-grapple for storm management emergencies.
 - Tree harvester
 - Provides for a safer working environment
 - Decreases footprint of the jobsite
 - Removes the need for inefficient material handling.
 - Saves time
 - Doesn't require moving into traffic, as opposed to our current equipment
 - Can travel over the road
 - No need for a trailer



CAT M315D Excavator

- Unparalleled Versatility
 - Articulating arm
 - Provides extreme flexibility to perform tasks
 - Twist O Wrist
 - Coupled with the articulating arm, provides the operator the ability to work in almost any situation
 - Allow for nearly any angle of degree of work
 - Increase lifting and reach capacity over existing equipment



CAT M315D Excavator

- Excellent debris management for emergencies
 - Currently we use a pay loader with a grapple with limited capabilities



CAT M315D Excavator

- The machine will afford the DPW the ability to perform work that is not within our abilities currently.
 - Reduced cost to Town
 - Currently contracted work can stay in house

Clean Avery Brook
Create Ring Road/Drive
at Barton Property
Process various material
more efficiently.



Recent Projects Where RT Excavator would have saved time and money

- Nevers Road
 - Placement and grading of loam on edges of road could have saved extensive time and money

Rye Street Drainage Project

Excavation and placement of drainage elements and stone could have been done much more efficiently, in a huge realized time and cost benefit; along with lost opportunity.

Cost Analysis

- Equipment Leasing Corporation
 - 2009 CAT M316D 8,400 hrs. Costs \$115,000 with a trade allowance of \$20,000 for our used L70. Final Cost of \$95,000.
 - Equipment Leasing Corp is a sister company of Empire Paving, one of our contractors doing road work in the Avery Heights neighborhood, they utilized this type of machine to facilitate there work most efficiently.
 - This machine has been hard worked and estimated initial maintenance costs exceed \$20,000 in the first two years of ownership.

Cost Analysis

- Tyler Equipment
 - They do not deal in CAT but offer a comparable machine with the Volvo 2014 EW-180D with 1900 hours. This machine is a 2014 with a trade in allowance for our L60 loader of \$21,000. Final cost for this machine is \$153,980.

Cost Analysis

- H.O.Penn
 - 2009 Cat M315D with 4366 hours. Trade in allowance of \$23,000 for a final unit cost of \$74,000.
 - This machine has all service records. Not so new that it is too expensive, and not so old as to be cost prohibitive.
 - H.O. Penn is also the highest offer for trade in value for our L70 loader which has reached the end of it's economic life cycle.
 - H.O. Penn is a local contractor. Machine comes with a 1 year power train warranty.

Cost Analysis

- H.O. Penn
 - New 2016 M315F costs upwards of \$175,000 with the NJPA discount included. (\$250,000 without)
 - A used excavator will fiscally fulfill the towns needs

Excavator Quotes

Trade In: 1999 Volvo Loader

<u>Vendor</u>	<u>Description</u>	<u>Hours on Machine</u>	<u>Cost</u>	<u>Trade In Allowance</u>	<u>Final Cost</u>
Tyler Equipment	2014 Volvo EW-180D	1900 HRS	\$174,980	\$21,000	\$153,980
H.O. Penn	2009 Caterpillar M315D	4366 HRS	\$97,000	\$23,000	\$74,000
Equip Leasing Corp.	2009 CAT M316D	8400 HRS	\$115,000	\$20,000	\$95,000

Recommended: H.O. Penn

In Summation

- I would like to request that the town forego competitive bidding in the purchase of this used M315D excavator from H.O Penn. It will truly open many windows of opportunity to save the towns tax payers money not only in keeping work in house, but by working more efficiently and more in line with the very competitive private sector. Currently we are limited in scope and imagination with the equipment the town owns. Renting this excavator for projects would not be a feasible option because we would quickly realize the purchase cost through rental overhead.

DIVISION 2. - BUILDINGS—DELAY OF DEMOLITION

FOOTNOTE(S):

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Editor's note— Ord. No. 196, adopted Sept. 17, 2012, amended div. 2 in its entirety to read as herein set out. Former div. 2, §§ 54-71—54-83, pertained to similar subject matter, and derived from Ord. No. 190, adopted Jan. 10, 2011.

Sec. 54-71. - Title and purpose.

This ordinance is duly enacted by the town pursuant to C.G.S § 29-406(b) in order to:

- (1) Preserve and protect significant buildings and structures within the town which constitute or reflect distinctive features of the architectural, cultural, economic, political or social history of the town; and
- (2) Limit the detrimental effect on community character and heritage that may result from the demolition of such buildings and structures.

It is, therefore, the intent of this ordinance to promote the preservation of architecturally and historically significant buildings by delaying demolition.¹

(Ord. No. 196, 9-17-12)

Note— Summary: Under this ordinance, the public shall be notified of the anticipated demolition of buildings or structures that are known or presumed to be 75 years old or older, and shall be given an opportunity to file a request for delay of demolition ("request for delay") with the demolition delay committee. If a request for delay is filed, then the demolition delay committee shall hold a public hearing to determine whether the buildings or structures at issue are architecturally or historically significant based on the criteria set forth in section 54-72 (below). If the demolition delay committee finds that the buildings or structures are architecturally or historically significant, then the Building Official shall impose a waiting period of up to 180 days before granting a permit for the demolition of such buildings or structures. During that time, the owner(s) of such buildings or structures are encouraged to consider preservation, restoration, rehabilitation or relocation as alternatives to demolition.

Sec. 54-72. - Definitions.

Applicant. Any person or entity who files an application with the town for a demolition permit. If the applicant is not the owner of the premises upon which the building or structure is situated, the owner's consent or endorsement of the proposed application must be provided on the permit application.

Application. A written request to the town in an authorized format to issue a permit for the demolition of a building or structure.

Building. Any combination of materials assembled by human intent to form a shelter for persons, animals or property.

Building Official. A person hired or appointed by the town to serve as building commissioner, building inspector or otherwise duly authorized to issue demolition permits.

Committee. The demolition delay committee.

Delay. A period of up to 180 calendar days imposed by the town, beginning on the date of application for a demolition permit, during which the owner of a building or structure that has been found by the committee to be architecturally or historically significant shall be encouraged to consider any viable alternatives to demolition, including preservation, restoration, rehabilitation, relocation or detailed recordation.

Demolition. The intentional act of substantially pulling down, destroying, dismantling, defacing, removing or razing a building or structure, or commencing the work of a total, substantial, or partial destruction with the intent of completing the same; also the act or process of delaying or withholding maintenance of a building or structure in such a way as to cause or allow significant damage to occur which may result in a public hazard or nuisance.

Demolition delay committee. The committee or other designated body authorized to hold public hearings to determine the architectural or historical significance of buildings or structures that are known or presumed to be 75 years old or older, for which an application for a demolition permit has been filed with the town.

Demolition permit. The town permit issued by the Building Official authorizing the full or partial demolition of an existing building or structure, excepting for purposes of this ordinance only, any permit issued solely for the demolition or removal of interior features with no effect on the exterior appearance of the building or structure.

Request for delay. A written request by a town resident to delay the issuance of a demolition permit for a building or structure that is known or presumed to be at least 75 years old. Such request must be based on one or more of the criteria for a significant structure.

Significant structure. Any building or structure within the municipal boundaries which, in whole or in part, is known or presumed to be at least 75 years old and which has been determined by the demolition delay committee or other designated authority, following a public hearing, to be architecturally or historically significant to the community based on one or more of the following criteria:

- The building or structure is in South Windsor's local historic district(s) or has been designated as an historic property, and which comes under the review of the South Windsor Historic District Commission as provided by town ordinance; or
- The building or structure is listed on the state or National Register of Historic Places, or is partially or completely within the boundaries of an area so listed; or
- The building or structure has been determined by the state historic preservation office and/or the national park service to be eligible for listing on the state or National Register of Historic Places; or
- The building or structure is included in the historic resources inventory which is jointly prepared by the Town of South Windsor Historic District Commission and the State of Connecticut; or
- The building or structure has documented associations with one or more historic persons or events, or with the broad architectural, cultural, political, economic or social history of the town, the state or the nation; or
- The building or structure has documented historical or architectural importance in terms of period, style, method of construction, specific use, or association with a recognized builder or architect, either by itself or in the context of a group of buildings.

Structure. Any combination of materials which is affixed to the land and has been assembled by human intent to shelter property or activities; or to mark and delineate boundaries or limits of use; or to facilitate transportation, communication, manufacturing or commerce; or to provide for the defense and protection of people or property.

(Ord. No. 196, 9-17-12)

Sec. 54-73. - Demolition permit required.

- (a) No person, firm, corporation, or other entity shall demolish any building, structure, or part thereof without obtaining a permit from the Building Official.
- (b) The Building Official shall not issue a demolition permit for a building or structure that is, in part or in whole, at least 75 years old except as provided in this ordinance. If the age of the building or structure is unknown, not indicated, or in dispute, it shall be assumed to be at least 75 years old for the purpose of this ordinance.

(Ord. No. 196, 9-17-12)

Sec. 54-74. - Application contents.

Any person wishing to obtain a permit to demolish a building or structure, in whole or in part, shall file an application with the Building Official on a form approved by the Building Official, which application shall include the following:

- (1) The common name, if any, and actual street address of the building or structure to be demolished;
- (2) The name, address and telephone number of the owner(s) of the building or structure to be demolished;
- (3) The age of the building or structure to be demolished;
- (4) The square footage or dimensions of the building or structure to be demolished;
- (5) The reason for requesting a demolition permit;
- (6) A brief description of the proposed reuse, reconstruction or replacement for the existing building; and
- (7) The names and addresses of the owners, as listed with the assessor's office, of all properties abutting and those directly across the street from the property on which the building or structure to be demolished is located.

(Ord. No. 196, 9-17-12)

Sec. 54-75. - Demolition delay committee.

Upon adoption of this ordinance, the Town Council shall appoint a demolition delay committee of no less than seven persons, initially serving terms of two, three and four years and thereafter to be appointed to staggered two-year terms. The composition of the demolition delay committee shall be: two members of the historic district commission, one member of the historical society, one member from the planning and zoning commission and three other residents of the town, not already appointed to one of the foregoing commissions. In no event shall a member of the committee participate on an application made by said member or which concerns a building or structure for which such member or his immediate family has a personal or financial interest. The town council may appoint one or more alternates to serve one-year terms. A quorum shall be four committee members.

(Ord. No. 196, 9-17-12)

Sec. 54-76. - Procedures.

(new) Notice to applicant

- a) The Applicant shall oversee the posting and maintenance of a sign, provided to the Applicant by the Building Official, in a location visible from the public way where the structure is situated. The sign shall be at least 24 inches by 36 inches in size visible from the nearest public street. Such sign shall include a copy of the "notice of intent to demolish" and shall contain the word "DEMOLITION" in capital letters no less than three inches in height and contact information for interested parties. If there is more than one structure or building proposed for demolition, one sign shall be posted in respect to each structure. All signs

required hereunder shall remain posted and shall be maintained on the property until such time as a demolition permit is issued or an alternative agreement to demolition is reached.

- b) Failure to post and maintain the DEMOLITION notice sign throughout the application process will result in a daily fine of \$10, to be added to fees outlined in Sec 54-79.
- c) The Applicant shall receive from the Building Official an itemized list of estimated administrative and legal fees pursuant to Sec. 54-81(b) of this ordinance. These fees will be paid by the Applicant to the Building Official prior to the issuance of the Demolition Permit under Sec. 4-79 of the Town Ordinances.

For every building or structure subject to this ordinance and for which an application for a demolition permit has been filed, the following procedures shall apply:

(1) *Notice to demolition delay committee.*

- a. Within five calendar days from application, the Building Official shall forward a copy of the application to the demolition delay committee.
- b. Within 20 calendar days from the date of application, the committee shall make a preliminary written determination of the significance of the building or structure using the criteria defining "significant structure" in section 54-72 (above) and within five business days thereafter, the committee shall provide the Building Official and the Applicant with a copy of its written determination listing the reason(s) therefore. The committee's decision may not be postponed except by written agreement with the Applicant.

(2) *Public notice.* The demolition delay committee shall be responsible for overseeing the provision of public notice in accordance with an application, including:

- a. Within ten calendar days of the date of application, publication in a local newspaper having substantial circulation in the town a legal notice entitled a "Notice of Intent to Demolish" which shall include:
 - 1. Notice that an application has been filed for a demolition permit;
 - 2. The common name and actual street address of the building or structure to be demolished;
 - 3. The age of the building or structure to be demolished;
 - 4. Notice that any town resident may file with the Town's Building Official a request to delay the demolition of the building or structure at issue within ten days of the date of the notice; and
 - 5. The posting of a sign on the property that includes the foregoing information.
- b. Within ten days of the date of application, the Applicant shall mail copies of the "notice of intent to demolish" by certified mail with return receipt to the owners of all properties abutting and directly across any street from the property on which the building or structure to be demolished is situated;
- c. The Applicant shall forward a copy of the letter referenced in section 54-76(2)(b) along with a list of abutters receiving this letter to the demolition delay committee
- (new) Within 10 calendar days of the date of application, the Applicant shall mail copies of the return receipts identified in Sec 54-76 (2) to the Building Official.
- d. The demolition delay committee shall mail copies of the "notice of intent to demolish" by certified mail with return receipt to the South Windsor Historical Society, South Windsor

Historic District Commission, South Windsor Municipal Historian, and to any person, organization, firm, corporation, or other entity who has requested, in writing, from the Town Building Official copies of any such notices filed pursuant to this ordinance. The Town Building Official shall maintain the list of those requesting to be so notified, and shall delete from the list those who do not annually renew in January, in writing, the request to be notified.

d.

(3) *When a public hearing is required.*

- a. A public hearing shall be held to determine whether demolition should be delayed if the demolition delay committee deems the building or structure to be a significant structure and/or if, within ten calendar days of public notice, any Town resident files with the Building Official a written request for delay of demolition.
- b. When a public hearing is required, the committee shall hold the hearing no more than 35 calendar days after the date of application to solicit public comment on any building or structure that the committee has determined to be a significant structure.
- c. Written notice of the time, place and purpose of the hearing shall be provided to the applicant and the Building Official and public notice shall be posted in a conspicuous place by the Committee in front of the Applicant's property for a period of not less than seven calendar days prior to the date of said hearing. The committee shall also publish notice of the hearing date and location once in a local newspaper having circulation within the town, not less than five calendar days before such hearing. Any person shall have the opportunity to speak and present relevant evidence at the public hearing, subject to normal limitations and procedures.
- d. Within 15 calendar days after the close of the public hearing, the committee shall decide by majority vote whether the building or structure is a significant structure and if so decided, determine the length of delay (up to 180 days from the date of application) before the demolition permit can be issued. The committee shall notify the Building Official and the Applicant of their decision in writing within five days thereafter.

(4) *When a public hearing is not required.* A public hearing is not required and a demolition permit may be issued in accordance with section 54-77 below if:

- a. The building or structure is not a significant structure, or if the committee fails to notify the Building Official of their determination within the allotted time; and
- b. No Town resident has filed a request for delay within the allotted time or in the event that all requests for delay that were previously filed have been withdrawn.

(Ord. No. 196, 9-17-12)

Sec. 54-77. - Issuance of permit/effect of delay.

- (a) Upon timely notification by the committee following a public hearing that the building or structure is a significant structure, the Building Official shall delay the issuance of a demolition permit for the period of time agreed to by the committee, from the date of application.
- (b) During the demolition delay period set by the committee, the Applicant who is the owner of the significant structure shall pursue and give due consideration to all possible alternatives to demolition, including preservation, restoration, rehabilitation, relocation or detailed recordation of the affected building or structure. In order to avoid or mitigate the anticipated effects of demolition, the Applicant/owner shall make a good faith effort to accommodate reasonable requests from any interested parties for information about or access to the building or structure for the purpose of evaluating alternatives to demolition or to obtain existing data for historical documentation.
- (c) At the sooner of the delay period set by the committee, or the date upon which the requirements of subsection 54-76(4) have been met, a demolition permit may be issued. No permit for demolition of a

significant structure shall be issued, however, until the Building Official finds that the requested permit complies in all respects with state law and Town ordinances, and all applicable fees as delineated in Sec. 54-79 have been paid by the Applicant to the Building Official.

(Ord. No. 196, 9-17-12)

Sec. 54-78. - Period of permit validity.

Any permit issued pursuant to this ordinance shall be valid for a period of one year from the date of issuance. If the demolition contemplated by said permit has not commenced within said one-year period and the owner still wishes to demolish the building or structure, the owner of such building or structure shall be required to apply for a new permit and to satisfy all notification and other requirements of this ordinance.

(Ord. No. 196, 9-17-12)

Sec. 54-79. - Fees and costs for demolition permits.

- (a) The fee for a demolition permit is based on the fair market value of the demolition work. The Applicant for the demolition work shall pay a permit fee based upon the current and applicable fee structure as published by the Building Official.
- (b) All costs relating to the publication of a legal notice, certified mailings, and the posting of the demolition sign, if applicable, shall be paid for by the Applicant to the Building Official prior to issuance of a demolition permit.
- (c) No demolition permit, building permit or certificate of occupancy shall be issued for the subject premises until all required fees and costs have been paid.

(Ord. No. 196, 9-17-12)

Sec. 54-80. - Violations and penalties.

- (a) The penalties for demolishing a building or structure without a valid permit shall be the same as those set forth in C.G.S. § 29-414, as amended.
- (b) For properties subject to this ordinance, during the application processing period and during the demolition delay period, if applicable, the owner shall adequately maintain and protect the building or structure in order to prevent any further deterioration. Failure to do so shall be considered demolition by neglect and may be subject to the penalties authorized by law, including but not limited to the Town's anti-bligh ordinance.

(Ord. No. 196, 9-17-12)

Sec. 54-81. - Administration.

- (a) The demolition delay committee may adopt such rules and regulations as are necessary to administer the terms of this ordinance.
- (b) The demolition delay committee shall have authority to adopt a schedule of reasonable fees to cover the costs of administration of this ordinance. This schedule will be made available for public inspection at the Building Department.
- (c) The committee may on its own initiative and with information available to it, develop a list of significant structures that may be subject to this ordinance. The initial adoption of the list and any subsequent additions to the list shall be enacted after public hearings on the subject.

(Ord. No. 196, 9-17-12)

Sec. 54-82. - Limitations and exceptions for unsafe buildings and structures.

- (a) This ordinance shall not apply to applications for demolition due to a threat to public health or to emergency demolition orders issued by the Building Official due to a threat to public safety.
- (b) This ordinance shall not be construed to prevent the ordinary maintenance or repair of any exterior architectural features; nor shall it prevent the erection, alteration or removal of any such feature which the Building Official has deemed unsafe or dangerous due to deterioration. In case of unsafe buildings or structures the Building Official may take emergency measures as prescribed by the state building codes or state statutes.

(Ord. No. 196, 9-17-12)

Sec. 54-83. - Severability.

In case any section, paragraph or part of this ordinance shall for any reason be declared invalid or unconstitutional by any court, every other section, paragraph and part shall remain in full force and effect.

(Ord. No. 196, 9-17-12)

Secs. 54-84—54-110. - Reserved.

Town Hall Union

- Employees must inform their supervisors the FY prior to requesting Educational Reimbursement
- Building Maintenance Employees will receive a weekly stipend of \$175 when they are on-call (total cost of \$9,100 spread amongst 3 individuals)
 - They will be guaranteed 4 hours pay if they need to report in from home (previously was 2)
- Employees required to work on a Saturday, Sunday, or Holiday will be guaranteed 3 hours pay (was 2)
- During the months of January and July, the Tax Assistant will work the hours of 8 am to 5 pm with 1.5 hours lunch
- Breaks and meal periods shall be approved by the supervisor or department head
- Facilities Maintenance Division EE's working off location between April 1 and November 15 will be required to take lunch and breaks at the site they are working
- Administrative Secretaries hired after 7/1/16 will no longer be hired at the rate of all other secretaries
- There is no pay out of sick days, but they can accumulate up to 175 days (was 145)
- For those on the DB, they are eligible for a pension buy-back up to 5 yrs
- No longer can request an early paycheck when going on vacation
- Should a spouse, child or life partner pass away, employee shall be granted 4 funeral days and can use up to 6 sick days if available
- Effective 7/1/17, insurance waiver will increase to \$2,000 (was \$1,000)
- Wages:
 - 7/1/16 – 2%
 - 7/1/17 – 2%
 - 7/1/18 – 2.5%
- Insurance:
 - HMO is no longer an option for those ineligible for the HSA
 - 7/1/16 – Cost Share of 13% (currently 12.5%)
 - 7/1/17 – Cost Share of 14%
 - 7/1/18 – Cost Share of 15%
 - 1/1/17 – Town HSA Contribution of 1250/2500
 - 1/1/18 – Town HSA Contribution of 1125/2250
 - 1/1/19 – Town HSA Contribution of 1000/2000(Cost Share and HSA Contribution changes = approx. \$13,000 savings)

Emergency Telecommunicators, Animal Control Officers, & Support Services Technicians

- No longer called Dispatchers or Community Service Officers
- Follow PD Standards of Conduct and Operations Directives for Discipline & Ordering of Overtime
- Employees ordered to work overtime within 16 hrs of the their last shift will be paid 2 times their regular rate of pay (would be considered their "Sunday")
- Rather than receiving 1 hour of accrued time for every day they serve as Communication Training Officers they will receive a 12% salary adjustment for every hour training
- No longer can request an early paycheck when going on vacation
- Should a spouse, child or life partner pass away, employee shall be granted 4 funeral days and can use up to 6 sick days if available

Exhibit C

- If an employee becomes ill for more than 3 days while on vacation, it can be charged as sick if supported by physician's certificate. (used to be 1)
- If an employee retires with at least 10 yrs of service they can continue health coverage at group rates at the employee's expense. (used to be age 60)
- For those on the DB, they are eligible for a pension buy-back up to 5 yrs
- Education reimbursement of \$2,000 per year (was \$1250)
- Effective 7/1/17, EE's will receive 2.25% for credited service years 0-20 and 2.5% for years 21-30 of final average earnings (was 2% for 0-20 & 2.5% 21-30) (approx. cost of \$15,000)
- Wages:
 - 7/1/16 – 2%
 - 7/1/17 – 2.5%
 - 7/1/18 – 2.5%
- Insurance:
 - HMO is no longer an option for those ineligible for the HSA
 - Cost Share remaining at 15%
 - 1/1/17 – Town HSA Contribution of 1250/2500
 - 1/1/18 & 1/1/19 – Town HSA Contribution of 1000/2000
(HSA Contribution changes = approx. \$5,500 savings)

Public Works

- If an employee works less than 8 hours because of unscheduled sick time during a particular shift, the employee will not be allowed to work overtime between the current shift and start of the next shift unless it is approved by the supervisor
- Additional employees may be allowed off throughout the year at the discretion of the supervisor, but must be available for callouts. (currently allotted so many per division)
- Licensing:
 - In order to be compensated for a license, it must be kept on file with the Town
 - Language was added to only allow non-restricted CDL Class A with \$250 stipend. Restricted will receive \$100
 - The Town shall make an annual flat payment of \$400 for employees that have, maintain, and keep on file a Pesticides Supervisory License
- Wages:
 - 7/1/16 – 2%
 - 7/1/17 – 2%
 - 7/1/18 – 2%
- Insurance:
 - HMO is no longer an option for those ineligible for the HSA
 - 7/1/16 – Cost Share of 13.5% (currently 13%)
 - 7/1/17 – Cost Share of 14%
 - 7/1/18 – Cost Share of 15%
 - 1/1/17 – Town HSA Contribution of 1125/2250
 - 1/1/18 – Town HSA Contribution of 1000/2000
 - 1/1/19 – Town HSA Contribution of 1000/2000
(Cost Share and HSA Contribution changes = approx. \$33,500 savings)