

**TOWN OF EAST WINDSOR
BOARD OF SELECTMEN
11 RYE STREET
BROAD BROOK, CT 06016
First Selectman's Office - (860) 623-8122**

Regular Meeting Minutes

Tuesday, March 17, 2015 at 7:00 p.m.

BOARD MEMBERS

Denise Menard – First Selectman
Jason E. Bowsza – Deputy First Selectman
Steve Dearborn – Selectman

Dale A. Nelson – Selectman
James C. Richards – Selectman

These minutes are not official until approved at a subsequent meeting.

1. CALL TO ORDER

First Selectman Denise Menard called the Regular Meeting to Order at 7:00 p.m. at Town Hall.

2. ATTENDANCE

Present:

Denise Menard, First Selectman
Jason E. Bowsza, Deputy First Selectman
Steve Dearborn, Selectman
Dale A. Nelson, Selectman
James C. Richards, Selectman

3. ADDED AGENDA ITEMS

MOTION was made (Nelson) and **SECONDED** (Richards) to add item 10. E. Approve and Adopt Certified Resolution of Applicant in regards to the Small Cities Program to the agenda. All in favor.

4. APPROVAL OF MINUTES

Regular Meeting Minutes of March 3, 2015

MOTION was made (Nelson) and **SECONDED** (Bowsza) that the Board of Selectmen approve the Meeting Minutes of March 3, 2015 with the following corrections:

Page 2 – Lions' Breakfast was on March 15th.

Page 4, Item 9. D. – March 30, 2015 is the Charter Revision Commission meeting.
In Favor: Bowsza, Dearborn, Nelson, and Richards. Opposed: None.

MOTION was made (Bowsza) and **SECONDED** (Richards) that the Board of Selectmen approve the Budget Workshop Minutes of February 25, 2015.
In Favor: Bowsza, Dearborn, Nelson and Richards. Opposed: None.

MOTION was made (Nelson) and **SECONDED** (Richards) that the Board of Selectmen approve the Budget Workshop Minutes of March 4, 2015.
In Favor: Bowsza, Dearborn, Nelson and Richards. Opposed: None.

5. COMMUNICATIONS

None

6. SELECTMEN'S REPORTS

A. Denise Menard

First Selectman Menard read her report hereto attached as Attachment A.

B. Jason Bowsza

Selectman Bowsza read his report hereto attached as Attachment B.

C. Steve Dearborn

Selectman Dearborn reported that he did a walk through at Broad Brook Elementary School with Selectmen Bowsza, Nelson and Richards. He also walked through one morning last week at 6:00 a.m.

D. Dale A. Nelson

Selectman Nelson reported on the following:

- On 3/15 she attended the Lions' Breakfast
- On 3/16 she attended the Housing Authority meeting. There are currently three vacancies at Park Hill. Linda Collins stated they were over budgeted by \$1800. There are leaks in the break room and hallway and public comment was there is a problem with the heat pumps, which are being evaluated.

E. James C. Richards

- On 3/15 Selectman Richards attended the Lions' Breakfast
- On 3/16 he attended the Economic Development Commission meeting. Roger O'Brien, Economic Coordinator, discussed the pros and cons of the possibility of a casino coming to the area. There was also discussion of the hydro tomato groups proposal to purchase the Skylark Airport property. They would utilize the State Statute for agriculture, keeping East Windsor competitive. The proposal would allow up to a 50% tax incentive. EDC passed a motion to support any decision made by the Board of Selectmen.

Selectman Bowsza informed the BOS that there will be a Farmer's Market Meet and Greet on Saturday March 21st at 9:30 a.m.

7. PUBLIC PARTICIPATION

Bob Doyle addressed the discussion of casino gambling. He wanted to know if the Town was eyeing a specific piece of property. First Selectman Menard stated this is preliminary and there has not been any discussion on location for a casino.

Kathy Bilodeau, 343 Scantic Road, said she wants to see the modular project approved. It is in the best interest of the students moving forward. She also questioned whether the Town could approach the gambling group if they do not approach the Town first. First Selectman Menard said this is very preliminary. She attended the meeting and introduced herself and has had no further discussion.

Glenn Reichle, 27 Harrington Road, asked why the Town is not moving forward with the modular classrooms? He said when the Board of Education walked through the classrooms, no one made comment. He said something needs to be done, the facilities need to be updated.

Chris Willey, 19 Perri Lane, spoke regarding the modular classrooms. He said a longer range plan is needed and we need to put our best foot forward and invest 100% in the Town. Mr. Willey has lived in East Windsor for 14 years and we need to rally around each other and make the Town the best it can be.

8. BOARD AND COMMISSIONS APPOINTMENTS

Resignations:

None.

Re-Appointments:

None.

New Appointments:

William Syme (D), Agriculture Commission

MOTION was made (Bowsza) and **SECONDED** (Richards) to appoint William Syme as an alternate member of the Agriculture Commission for a term expiring 3/1/2016.

In Favor: Bowsza, Dearborn, Nelson, and Richards. Opposed – None.

Selectman Bowsza said he knows Bill well. He has his master's degree in Agronomy and has made his living in agriculture. He can share his expertise and will be a great addition to the commission.

9. UNFINISHED BUSINESS

***A. Discussion of Senior Property Tax Relief**

Not discussed at this meeting but remains on the agenda pending receipt of additional information.

B. Update Permanent Building Commission Ordinance

This item has been sent to the Building Commission.

MOTION was made (Bowsza) and **SECONDED** (Richards) to take item 9.D. Discussion of action of Modular Project out of order.

In Favor: Bowsza, Dearborn, Nelson and Richards. Opposed – None.

D. Discussion of action on Modular Project

First Selectman Menard recommended discussion so the Board of Selectmen could make a decision on how to proceed with the modular project.

Selectman Dearborn said there should be a real addition, not modulars. He thinks the Town should cut their losses and move forward. He also has concerns over parking at the Broad Brook Elementary school and thinks the modulars would make the lack of parking situation worse. Mr. Dearborn said anything being done for the kids should be permanent, that is the best way to go. The new modulars are not the right way to go and it is the wrong decision for the long run.

Selectman Nelson said there are currently three teachers sharing one classroom. The need is for more space and the parents agree that space is the biggest problem. During the walk through with the Board of Education, they articulated the need for 14 classrooms. She said it is the purview of the Building Committee to come up with a plan to get to the 14 classrooms.

Selectman Richards said there is no good answer. Twelve years ago, putting in the modulars was not the right answer. He did the walk through and feels the additions, or additions, could have been done at a better cost. Mr. Richards said the long term plan for infrastructure should be a new school. He thinks the Town and the Building Committee should look into a future building project. He agrees with Selectman Dearborn.

Selectman Bowsza spent a lot of time listening to the public and everyone shares the goal of doing right by the students. The voters approved the funding and voted for 14 classrooms. That need remains. He has concerns about timing with the project as he was under the impression it would be done by summer. There are also concerns of relocating the students during construction.

First Selectman Menard stated, per the Town Attorney, if the plan is approved as proposed it fits the mandate of the passed referendum. No square footage was declared. This is a yes or no, the purview of the Board of Selectmen is what went to the voters.

Selectman Bowsza said he voted four times to approve the 10 modulars at 3.7 million dollars. He said the 14 modular classrooms were approved by all departments 3 to 1. He advocates going back to referendum for the 14 classrooms. Parking is a problem without a solution.

Selectman Richards is not happy with that plan. If the voters don't approve the 14 classrooms, they are back to square one. He said the Town Attorney stated the project could be approved for 10 classrooms, if not the funding could be lost. Mr. Richards is in favor of building 10 classrooms.

First Selectman Menard said the options are:

1. To vote for the current cost for 10 classrooms
2. Go back to referendum for 14 classrooms plus cost

Rich Labrie, Senior Associate at Future's Education, said the cost for 4 additional classrooms will be \$1,726,090.00 bringing the total cost to 5.5 million dollars. State reimbursement is 57.86%. The Town would be responsible for 2.2 million dollars.

Selectman Nelson stands by the need for 14 classrooms. She feels it will solve the current issue and future growth.

MOTION was made (Richards) to go forward with the presentation of 10 classrooms presented at the March 11th Public Hearing for \$3,770,000.00. There was no second, Motion died.

MOTION was made (Nelson) and **SECONDED** (Bowsza) to go back to referendum for 14 classroom units plus costs.
In Favor: Bowsza, Menard and Nelson. Opposed: Dearborn and Richards.

MOTION was made (Richards) and **SECONDED** (Bowsza) to go back in order.

C. Update on Youth Study Center Committee

Wendy Parker and Jamie Thrall were present for this discussion. The Youth Study Center Committee met last Tuesday and were given a proposal by the Board of Education, hereto attached as Attachment C, which was unanimously accepted, to use space at the high school. Three staff members would be hired by the BOE at a cost of \$33,849.00 annually. Hours of operation would be September through April, Monday through Thursday 2 p.m. to 5 p.m. for grades 7 through 12.

This item will be further discussed at the Board of Education/Board of Finance meeting on March 25, 2015.

10. NEW BUSINESS

MOTION was made (Bowsza) and **SECONDED** (Richards) to take item 10. B. Discussion of draft Fire Services Maintainer Agreement out of order.

In Favor: Bowsza, Dearborn, Nelson, Richards.

B. Discussion of draft Fire Services Maintainer Agreement

First Selectman Menard informed the Board of Selectmen that Town Attorney Joshua Hawks-Ladds drafted an agreement and the funding has been approved so this proposal needs to move forward.

MOTION was made (Nelson) and **SECONDED** (Richards) to authorize First Selectman Menard to work on the Fire Services Agreement with the fire departments.

Ms. Menard asked if this would give her the authority to enter into agreement. Selectman Richards said no, he wants to read the agreement. Selectman Bowsza agreed. The Board of Selectmen will meet next week to discuss the agreement.

MOTION was made (Nelson) and **SECONDED** (Bowsza) to amend the previous motion, allowing Denise Menard, as CEO of the Town, to enter agreement with the Fire Districts.

In Favor: Bowsza, Dearborn, Nelson. Opposed: Richards.

MOTION was made (Bowsza) and **SECONDED** (Nelson) to take item 10. A. Approve and Adopt Fair Housing Documents out of order.

In Favor: Bowsza, Dearborn, Nelson and Richards. Opposed – None.

A. Approve and Adopt the Fair Housing Documents

Jennifer Browne presented the documents to the Board of Selectmen, hereto attached as Attachment D. Ms. Browne stated that April is Fair Housing Month and these documents are required to be adopted annually. She summarized each of the documents and said they are posted in all of the Town buildings and all personnel are given a copy annually.

MOTION was made (Nelson) and **SECONDED** (Bowsza) to authorize First Selectman Denise Menard to sign, adopt and approve the Fair Housing Resolution, Fair Housing Policy Statement, Affirmative Action Policy Statement and Compliance with Title VI of the Civil Rights Act of 1964.

In Favor: Bowsza, Dearborn, Nelson and Richards. Opposed – None.

MOTION was made (Bowsza) and **SECONDED** (Dale) to return to Item 9. E. Update regarding Charter Revision.

In Favor: Bowsza, Dearbron, Nelson and Richards. Opposed – None.

First Selectman Menard requested a two minute break. Meeting was called back in order at 8:58 p.m.

9. E. Update regarding Charter Revision

First Selectman Menard informed the Board of Selectmen there is a Public Hearing on March 30th at 6:30 p.m. The Charter Revision Commission should have a decision made on the 30th whether or not to go forward. The members terms end on April 15, 2015 and it is governed by State Statute. The Board of Selectmen will go through the document after the Public Hearing.

10. C. Discussion on forming a Facilities Planning Study Committee

This committee will study the future needs of all Town buildings. The Economic Development Commission inspects the buildings. There was discussion of who the members of the committee should be.

MOTION was made (Bowsza) and **SECONDED** (Richards) to authorize the First Selectman to draft a permanent Facilities Planning Study Committee to include nine members, one member each from the Board of Selectmen, Board of Education, Board of Finance, Planning & Zoning, Parks & Recreation, Building Committee, Economic & Development Commission and two members of the public at large.

In Favor: Bowsza, Dearborn, Nelson and Richards. Opposed – None.

D. Approval of Tax Refunds

MOTION was made (Nelson) and **SECONDED** (Bowsza) to approve the tax refunds of March 12, 2015 in the amount of \$750.38.

In Favor: Bowsza, Dearborn, Nelson and Richards. Opposed – None.

E. Approve & Adopt Certified Resolution of Applicant in regards to the Small Cities Program

The document is hereto attached as Attachment E.

MOTION was made (Nelson) and **SECONDED** (Richards) to approve and adopt the Certified Resolution of Applicant in regard to the Small Cities Program and file with the Town Clerk.

WHEREAS, Federal Monies are available under the Connecticut Small Cities Community Development Block Grant Program, administered by the State of Connecticut, Department of Housing pursuant to Public law 93 – 3 83, as amended: and,

WHEREAS, pursuant to Chapter 127c, and part VI of Chapter 130 of the Connecticut General Statutes, the Commissioner of Housing is authorized to disburse such Federal monies to local municipalities; and,

WHEREAS, it is desirable and in the public interest that the Town of East Windsor make application to the State for \$800,000 in order to undertake a Small Cities Community Development Program and to execute an Assistance Agreement therefore, should one be offered.

In Favor: Bowsza, Dearborn, Nelson, and Richards. Opposed – None.

11. BUDGET DISCUSSION

First Selectman Menard said the budget has been discussed and The Board of Selectmen received a draft at the last meeting. There was discussion about the increased insurance costs and the addition of the Youth Center staff. The bottom line is infrastructure is up and IT was budgeted for the first time.

Selectman Richards said it is a reality budget to keep things going and the Board of Selectmen are in tune. Selectman Dearborn said the budget is fine with him. Selectman Bowsza said the budget is fair but too high and presented a list of suggested cuts.

MOTION was made (Richards) and **SECONDED** (Dearborn) to approve the budget of \$13,514,542, an 8.4% increase, to the Board of Finance.

In Favor: Dearborn and Richards. Opposed: Bowsza, Nelson and Menard.
Motion Failed.

Discussion continued. Selectman Richards said the cuts recommended by Selectman Bowsza were not brought up at the workshops. The BOS all agreed on the real budget at the budget workshops. Selectman Nelson said the reason she did not approve the fire hydrants was the budget is too high. They need to come in at a logical point and they are not there.

MOTION was made (Bowsza) and **SECONDED** (Nelson) to reduce the proposed increase in Education & Dues by \$4000.00 under budget item 510200 Police Department.

In Favor: Bowsza and Nelson. Opposed: Dearborn, Menard and Richards.
Motion Failed.

MOTION was made (Bowsza) and **SECONDED** (Nelson) to reduce the proposed increase in Capital Purchases by \$2830.00 under budget item 510200 Police Department.

In Favor: Bowsza, Menard and Nelson; Opposed – Dearborn and Richards.

MOTION was made (Bowsza) and **SECONDED** (Nelson) to reduce the proposed increase in Supplies & Equipment by \$2100.00 under budget item 610100 Public Works.

In Favor: Bowsza and Nelson; Opposed: Dearborn, Menard and Richards.
Motion Failed.

MOTION was made (Bowsza) and **SECONDED** (Nelson) to reduce the proposed increase in Broad Brook Library by \$2000.00 under budget item 710300 Libraries.
In Favor: Bowsza, Menard and Nelson; Opposed: Dearborn and Richards.

MOTION was made (Bowsza) and **SECONDED** (Nelson) to reduce the proposed increase in Warehouse Point Library by \$10,000.00 under budget item 710300 Libraries.

In Favor: Bowsza, Menard and Nelson; Opposed: Dearborn and Richards.

MOTION was made (Bowsza) and **SECONDED** (Nelson) to reduce the proposed increase in CIP Allocation by \$222,260.00 under budget item 910700 Capital Improvement.

In Favor: Bowsza and Nelson; Opposed: Dearborn, Menard and Richards.

Motion Failed.

MOTION was made (Bowsza) and **SECONDED** (Nelson) to recommend to the Board of Finance the Town Budget with the changes that were made this evening.

In Favor: Bowsza, Menard and Nelson; Opposed: Dearborn and Richards.

12. EXECUTIVE SESSION

No Executive Session.

13. ADJOURNMENT

MOTION to adjourn made (Bowsza) and **SECONDED** (Nelson). All in favor.

The meeting was adjourned at 10:13 p.m.

Respectfully submitted,



Heidi Vane
Substitute Recording Secretary

March 17, 2015

My report to the Board of Selectmen

The Ethics Commission is looking closely at our current Code of Ethics to see if they find a need to recommend any changes to the Board of Selectmen. They are a great group.

The Assistant Planner and I met with representatives from a group that will hydroponically grow tomatoes. Their proposed growing season would be planned with sensitivity to our local farmers, not growing during the height of the local season. They will be using cutting edge technology; greenhouses that are currently used in the Netherlands and Ontario Canada and specialized high tech lighting with estimated value of approximately \$5 million. They are looking at Skylark property. Their plan is to start with 10 but eventually have 50 acres of greenhouses that would create 3.5 jobs per acre, 35 jobs with the first phase, close to 200 when the whole project is completed.

The Public Works Director and I have been looking into a streetlight replacement program. There is a large initial cost however, the savings with the new fixtures creates an ROI of 3-4 years. One of the companies doing these replacements will be doing a demonstration for the Selectmen at our April 21 meeting.

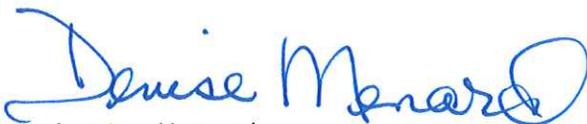
Since legislation has been introduced to expand casino type gambling in CT and if the legislation passes, it has been stated that locating north of Hartford on the I91 corridor would be attractive, we are monitoring progress of that legislation in case East Windsor is approached as a possible location.

The Town is looking at changing health insurance carriers. We went out to market for competitive prices when our current carrier, Anthem Blue Cross Blue Shield came in with a rate increase of 18.69%. When the other carriers were asked to bid, Anthem reduced their increase to 11.13%. That is the number we currently have in the budget. The competitive pricing produced rates low enough to make it worthwhile to change to another insurance carrier. We will change our budgeted number for our health insurance once we have finalized the change.

Reminders:

Budget - The Selectmen's recommended budget will be presented to the Board of Finance tomorrow evening. The Board of Finance will hold their Public Hearing on the Selectmen's and the Education budget on March 25 at 6:30 at Town Hall followed by a budget workshop. They will be holding additional workshops at 6:30 at Town Hall on March 26 & 27 and April 8.

Charter - there is a public hearing on the proposed Charter Revision, Monday, March 30 at Town Hall at 6:30 p.m.



Denise Menard

Selectmens report - March 17, 2015

Since our last selectmen's meeting, I've attended and participated in a few meetings of note.

On March 4, the BOS met for our last budget workshop. I look forward to offering some additional suggestions for budget reductions ahead of our overall budget approval tonight.

Also on the 4th, the Inland Wetlands Commission meeting was cancelled.

I missed the Planning and Zoning Commission meeting due to flooding in my basement (I'm probably not alone in that). I did circle back with the vice chairman and he confirmed that they continued working on the POCD. The POCD is the town's ten year plan, and it has been an open and inclusive process that anyone interested in the long term success of our town should know about.

On Wednesday we held a public hearing to hear feedback from the public on the current state of the modular classroom replacement project. I was glad to see people turning out to offer their perspectives, although I didn't hear a clear consensus of what path we should pursue.

On Thursday, I attended the PTO meeting to hear more feedback about the modular project. There was consensus that something needed to be done, although good questions continued to be asked by members.

On Monday night (last night), members of the BOS and I took one last walk through the BBES to see the space needs for ourselves. It was an enlightening walk through.

I'd like to thank all of the people that I've reached out to to solicit feed back about this project. I've spent time speaking with BOE members, Permenant Building Commission members, small business owners, and parents. I've truly tried to listen to anyone with an opinion on this issue.

Respectfully submitted,

Jason E. Bowsza
Deputy First Selectman



**EWYC Update to Board of Selectman
Tuesday, 3/17/15**

Mission Statement

The East Windsor Youth Center welcomes everyone to our safe substance-free environment where it is our mission to motivate youth to succeed in every aspect of their lives. Our programs provide a wide range of activities for children enrolled in grades five through twelve designed to develop social, emotional, physical, and cognitive skills in an all for one, one for all atmosphere. Through partnership with the community and the families of our youth, it is our belief in the strength of the human spirit that guides us to treat everyone with dignity, compassion and respect as we prepare them to respond to and resolve life's challenges. The hope is that each person who walks through our door is able to have a positive experience where they feel friendship and acceptance.

3/3/15 Proposal by Board of Education for Use of High School Facilities

The East Windsor Youth Center Planning Committee met on Tuesday, 3/10/15 and unanimously voted to accept the proposal presented by the Board of Education, with thankful hearts. As we move forward in the process, the following are items we would like to discuss and work together on:

1. We would like the grades included to be changed from the proposed 7 to 10 to include grades 7 to 12. Although we do realize students in grades 11 and 12 may be less likely to participate in youth center activities, we do want them to feel welcome.
2. We would like to have at least one social event a month and are willing to pay the \$40 an hour wage requirement to have the three clinically trained staff that you have mandated be onsite during the social events. We will work that into our EYWC committee event budgets.
3. We would like to be able to have events from May to August, which the current proposal excludes. We would be willing to cover the \$40 an hour clinical staff wage requirement.
4. We will continue to explore and implement programs that do not require the use of the physical space at the high school. For example, partnering with Senior Services to form and "Adopt a Grandparent" program.

Current Action Items Once Officially Approved

1. Determine what supplies and equipment we need to be able to open EWYC
2. Request donation of needed supplies and equipment
3. Finalize rules, registration process, and registration cost
4. Determine process for engaging volunteers for events and programs (fingerprinting, etc)
5. Phone number or extension through high school (instead of using Wendy's cell phone_
6. Create and print EWYC information cards and registration paperwork
7. Work out details for all the programs (Adopt a Grandparent, Big Brother/Big Sister, etc)
8. Schedule workshops, theme nights, and field trips
9. Determine official start date and Grand Opening Event
10. Create flyer communicating EWYC Mission, Offerings, and Hours of Operation
11. Communicate calendar of events and official start date
12. Schedule future fundraising events

Programs

- Big Brother/Big Sister type program
- Adopt a grandparent
- Community Coaches
- Peer Counseling
- Homework help
- Red Cross Babysitter & Home Alone Classes
- CPR classes
- Service to the Community
- Fundraising to help with center costs
- Scared Straight/Talk to prisoner

Activities

- TVs and Comfy sofas
- Wii, Xbox, PS
- Crafts
- Board games
- Card Leagues
- Pool Table
- Air Hockey/Foosball
- Ping Pong
- Exercise equipment
- Baseball/Softball
- Basketball
- Gymnastics
- Cheerleading
- Tennis
- Volleyball

Theme Nights

- Weekly Dinners
- Dances
- Movie Nights
- Karaoke
- Card Tournaments
- Pool Tournaments

Field Trips

- Bowling
- Nomads
- Movie Theater
- Hartford Wolf Pack
- Haunted Hay Rides
- Laser Quest
- Six Flags
- Rock Cats
- Ron A Roll

Workshops

- Car Repair
- Computer Repair
- Cooking
- Fencing/Martial Arts/Self Defense
- Gardening
- Personal Finance
- Photography
- Renovations (carpentry, tile, woodwork)
- Tai Chi/Qigong
- Yoga

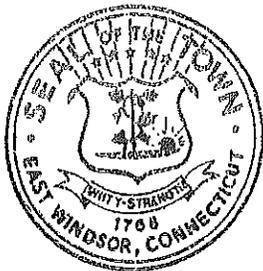
EWYC Primary Contact Information

Wendy Parker,

Cell Phone: 860-371-0367

Center's Email: ewyouthcenter@gmail.com, Website: www.ewyouthcenter.com

Facebook Page: East Windsor Youth Center



TOWN OF EAST WINDSOR

Fair Housing Resolution

- Whereas, All persons are afforded a right to full and equal housing opportunities in the neighborhood of their choice; and
- Whereas, Federal fair housing laws require that all individuals, regardless of race, color, religion, sex, handicap, familial status or national origin, be given equal access to all housing-related opportunities, including rental and homeownership opportunities, and be allowed to make free choices regarding housing location; and
- Whereas, Connecticut fair housing laws require that all individuals, regardless of race, creed, color, national origin, ancestry, sex, marital status, age, lawful source of income, familial status, learning disability, physical or mental disability, sexual orientation, or gender identity or expression be given equal access to all housing-related opportunities, including rental and home ownership opportunities, and be allowed to make free choices regarding housing location; and
- Whereas, The Town of East Windsor is committed to upholding these laws, and realizes that these laws must be supplemented by an Affirmative Statement publicly endorsing the right of all people to full and equal housing opportunities in the neighborhood of their choice.

NOW THEREFORE, BE IT RESOVED, That the Town of East Windsor hereby endorses a Fair Housing Policy to ensure equal opportunity for all persons to rent, purchase, obtain financing and enjoy all other housing-related services of their choice on a non-discriminatory basis as provided by state and federal law; and

BE IT FURTHER RESOLVED, That the chief executive officer of the Town of East Windsor or his/her designated representative is responsible for responding to and assisting any person who alleges to be the victim of an illegal discriminatory housing practice in the Town of East Windsor and for advising such person of the right to file a complaint with the State of Connecticut Commission on Human Rights and Opportunities (CHRO) or the U.S. Department of Housing and Urban Development (HUD) or to seek assistance from the CT Fair Housing Center, legal services, or other fair housing organizations to protect his or her right to equal housing opportunities.

Adopted by the Town of East Windsor on March 17, 2015

Denise Menard, First Selectman



TOWN OF EAST WINDSOR

Fair Housing Policy Statement

It is the policy of the Town of East Windsor to promote fair housing opportunities and to encourage racial and economic integration in all its programs and housing development activities.

Programs funded and administered by the Town of East Windsor must comply with the provisions of Section 46a-64c of the C.G.S., and with related state and federal laws and regulations that prohibit discriminatory housing practices.

The Town of East Windsor or any of sub-recipient of the Town of East Windsor will carry out an affirmative marketing program to attract prospective buyers or tenants of all majority or minority groups, without consideration of race, color, religion, sex, national origin, ancestry, creed, sexual orientation, gender identity or expression, marital status, lawful source of income, disability, age or because the individual has children in all programs and housing development activities funded or administered by the Town of East Windsor.

The municipality's First Selectman is responsible for the enforcement and implementation of this policy. Denise Menard, First Selectman may be reached at 860-623-8122 or dmenard@eastwindsorct.com.

Complaints pertaining to discrimination in any program funded or administered by this Town of East Windsor may be filed with the First Selectman's Office. The municipality's Grievance Procedure will be utilized in these cases.

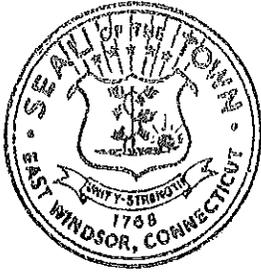
Complaints may also be filed with the Commission on Human Rights and Opportunities, Special Enforcement Unit, 21 Grand Street, Hartford, CT 06106, Telephone (860) 541-3403 within 180 days of the alleged violation by submitting a notarized complaint and/or the Boston Regional Office of FHEO, U.S. Department of Housing and Urban Development, Thomas P. O'Neill, Jr. Federal Building, 10 Causeway Street, Room 321, Boston, MA 02222-1092, Telephone (617) 994-8300 or 1-800-827-5005, TTY (617) 565-5453. A complaint may be filed with HUD within one year after an alleged violation. Additionally, an individual may file suit, at his/her expense, in Federal District Court or State Court within two years of an alleged violation. If the individual cannot afford an attorney, the Court may appoint one. A suit can be brought even after filing a complaint, if the complaining party has not signed a conciliation agreement and an Administrative Law Judge has not started a hearing. A court may award actual and punitive damages and attorney's fees and costs.

A copy of this policy statement will be given annually to all Town of East Windsor employees and they are expected to fully comply with it. In addition, a copy will be posted throughout the Town of East Windsor.

Denise Menard, First Selectman

Date

THIS STATEMENT IS AVAILABLE IN LARGE PRINT OR ON AUDIO TAPE by contacting the First Selectman's Office at 860-623-8122.



TOWN OF EAST WINDSOR

Affirmative Action Policy Statement

As First Selectman of the Town of East Windsor, I recognize the need for Affirmative Action and I pledge my commitment to undertake positive actions to overcome the present effects of past practices or barriers to equal employment opportunity and to achieve the full and fair participation of minorities, women, people with disabilities, older persons, and all other protected groups found to be underutilized in the Town of East Windsor's work force or affected by policies having an adverse impact. In the spirit of Executive Order 11, signed by Governor Ella Grasso November 21, 1975, and Executive Order 9, signed by Governor William A. O'Neill on January 3, 1984, I further state that the Town of East Windsor will comply with the anti-discrimination provisions of the state and federal laws and regulations listed at the end of this section.

I recognize the hiring difficulties experienced by minorities, people with disabilities and by many older persons and, where appropriate, I have set goals to overcome the present effects of past discrimination, if any, to achieve the full and fair utilization of such persons in the work force. I further pledge that the Town of East Windsor will affirmatively provide services and programs in a fair and impartial manner.

Where adverse impact is identified, the Town of East Windsor will: (1) review its personnel policies and procedures to ensure that barriers, which unnecessarily exclude protected classes and practices, which have an illegal discriminatory impact, are identified and eliminated; (2) explore alternative approaches to employ minorities and members of protected classes; (3) administer all terms, conditions, privileges and benefits of the employment process in an equitable manner; and (4) establish procedures for the extra effort that may be necessary to ensure that the recruitment and hiring of protected group members reflect their availability in the job market.

It is the policy of the Town of East Windsor to provide equal employment opportunities without consideration of race, color, religion, age, sex, marital status, national origin, genetic information, past/present history of mental disability, ancestry, mental retardation, learning or physical disabilities including but, not limited to blindness, sexual orientation, political belief or criminal record, unless the provisions of Section 46a-60(b), 46a-80(b) and 46a-81(b) of the Connecticut General Statutes are controlling or there is a bonafide occupational qualification excluding persons in one of the above protected groups. This policy applies to all aspects of the employer/employee relationship including, but not limited to, recruitment, hiring, referrals, classifying, advertising, training, upgrading, promotion, benefits, compensation, discipline, layoff and terminations.

The Town of East Windsor will implement, monitor and enforce this Affirmative Action Policy Statement in conjunction with the applicable federal and state laws, regulations and executive orders listed below: 13th, 14th and 15th Amendments of the United States Constitution, Civil Rights Act of 1866, 1870, 1871, Equal Pay Act of 1963, Title VI and VII of the 1964 United States Civil Rights Act, presidential Executive Orders 11246, amended by 11375, (Nondiscrimination under federal contracts), Act 1 Section 1 and 20 of the Connecticut Constitution, Governor Grasso's Executive Order Number 11, Governor O'Neill Executive Order Number 9, the Connecticut Fair Employment Practices Law (46a-63-64). Discrimination against Criminal Offenders (46a-80). Connecticut General Statutes, Connecticut Code of Fair Accommodations Law (46-63-64), definition of Blind (46a-51 (1), definition of Physically Disabled (46a-51 (15), definition of Mentally Retarded (46a-51 (13), cooperation with the Commission of Human Rights and Opportunities (46a-77), Sexual Harassment (46-60-(a) Connecticut Credit Discrimination Law (360436 through 439), Title I of the State and the Local Fiscal Assistance Act of 1972 and the Americans with Disabilities Act of 1992.

This policy statement will be given annually to all Town of East Windsor employees and will also be posted throughout the Town of East Windsor. I also expect each supplier, union, consultant and other entity (s) with which we do business to comply with all applicable State and Federal Equal Opportunity laws and regulations. The Town of East Windsor will not knowingly do business with any entity debarred from participation in any federal or state program or found to be in violation of any state or federal anti-discrimination law.

I have assigned the responsibility to achieve the successful implementation of our goals and objectives to Jennifer R. Browne, Administrative Assistant to the First Selectman, 860-623-8122 or jbrowne@eastwindsorct.com.

Denise Menard, First Selectman

Date

THIS STATEMENT IS AVAILABLE IN LARGE PRINT OR ON AUDIO TAPE FROM THE ADA-504 COORDINATOR BY CALLING 860-623-8122.



TOWN OF EAST WINDSOR

Compliance with Title VI of the Civil Rights Act of 1964

The Town of East Windsor does not discriminate in the provision of services, the administration of its programs, or contractual agreements. The Town of East Windsor seeks to fully carry out its responsibilities under the Title VI Regulations.

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the grounds of race, color or national origin in programs and activities receiving Federal financial assistance. Title VI provides that No person shall on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any programs covered by the Regulations.

This policy is effectuated through the methods of administration outlined in the Town of East Windsor's Fair Housing Plan and is fully implemented to ensure compliance by the Town of East Windsor, as the recipient, and by sub-recipients. The cooperation of all personnel is required.

Denise Menard, First Selectman

Date



TOWN OF EAST WINDSOR

CERTIFIED RESOLUTION OF APPLICANT SMALL CITIES PROGRAM

-Certified a true copy of a resolution adopted by the Town of East Windsor at a meeting of its Board of Selectman on March 17, 2015 and which has not been rescinded or modified in any way whatsoever.

(Clerk)

(Date)

(Seal)

WHEREAS, Federal monies are available under the Connecticut Small Cities Community Development Block Grant Program, administered by the State of Connecticut, Department of Housing pursuant to Public Law 93 – 3 83, as amended; and,

WHEREAS, pursuant to Chapter 127c, and Part VI of Chapter 130 of the Connecticut General Statutes, the Commissioner of Housing is authorized to disburse such Federal monies to local municipalities; and,

WHEREAS, it is desirable and in the public interest that the Town of East Windsor make application to the State for \$800,000 in order to undertake a Small Cities Community Development Program and to execute an Assistance Agreement therefore, should one be offered.

NOW, THEREFORE, BE IT RESOLVED BY THE Board of Selectman:

1. That it is cognizant of the conditions and prerequisites for State Assistance imposed by Part VI of Chapter 130 of The Connecticut General Statutes; and,
2. That the filing of an application by the Town of East Windsor in an amount not to exceed \$800,000 is hereby approved, and that the First Selectman is hereby authorized and directed to file such Application with the Commissioner of the Department of Housing, to provide such additional information, to execute such other documents as may be required by the Commissioner, to execute an Assistance Agreement with the State of Connecticut for State financial assistance if such an Agreement is offered, to execute any amendments, rescissions, and revisions thereto, to carry out approved activities and to act as the authorized representative of the Town of East Windsor.