

Town of East Windsor
Board of Selectmen
Meeting Minutes of December 1, 2009

I. TIME AND PLACE OF MEETING

The meeting was called order on Tuesday, December 1, 2009, at 8:00 p.m. at the East Windsor Town Hall immediately following the Town Meeting

II. ATTENDANCE

Denise Menard, First Selectman
Mark Simmons, Deputy First Selectman
Gilbert Hayes, Selectman
Richard Pippin, Jr., Selectman
John Burnham, Selectman

III. ADDED AGENDA ITEMS

To add the following item to boards and commission

C. New Appointments Ronald Hocutt R as an alternate member for a four year term to expire 1/1/2012

Made by Mr. Simmons, Seconded by Mr. Pippin

ALL MEMBERS IN FAVOR. MOTION CARRIED

IV. PREVIOUS MINUTES

A. Approval of Special Meeting Minutes of November 2, 2009

MOTION: To approve the Special Meeting Minutes of November 2, 2009, as submitted

Made by Mr. Pippin, Seconded by Mr. Simmons

Vote: In favor: Simmons, Hayes, Pippin

Abstained: Burnham

MOTION CARRIED

B. Approval of Regular Meeting Minutes of November 17, 2009

MOTION: To approve the Regular Meeting Minutes of November 17, 2009, as amended

Made by Mr. Hayes, Seconded by Mr. Simmons

Discussion: Mr. Burnham had the following corrections:

- Page 4 (VIII.B Reappointment American Heritage River Commission - Barbara Sherman) Mr. Burnham indicated during discussion that she was “terrific” in that capacity.
- Page 10 (XIA Trash & Recycling) remove the word “apologize” as its is duplicative
- Page 11 Action for Executive Session the motion should read as follows (correction in bold italics):

MOTION: The Board of Selectmen would like the Trust for Public Land, the Natural Resource Preservation Committee and the Town of East Windsor to work together in exploring opportunities for Open Space and farmland acquisition. It is understood that there will be *no* cost to the Town for looking at possible opportunities.

ALL MEMBERS IN FAVOR. MOTION CARRIED

V. PUBLIC PARTICIPATION

Dale Nelson, 51 Omelia Road – Ms. Nelson addressed the agenda item of appointment of Steve Dearborn as an alternate member to inland wetland. Ms. Nelson detailed brief excerpts of various minutes, which include cease and desist orders, that detail why Mr. Dearborn would not be the best candidate for the job. Ms. Nelson further commented that there are EPA and DEP issues on properties that go before Wetlands. Currently Mr. Dearborn has two separate permits with violations and additional violations on top of that and she felt there would be trust issues with Mr. Dearborn on the same Commission he has not been able to work with. From month to month, going on for well over a year, the conflict is documented in many minutes and she finds it absurd that anyone with a violation in wetlands would want to sit on the board or commission.

Alan Baker, 43 Spring Street

He concurred with previous comments by Ms. Nelson. He thinks it's disruptive to the board at this Time to have someone who has shown open hostility to the board and process. It is probably not a good idea

Gerry Wilcox, 50 Newberry Road– He sanctioned what others have said. He felt there was a lack of respect given to officials in town and he was shocked by it. He does not think the Town really needs that kind of advice and that kind of person on a board who would act that way. He thinks it would be a disaster.

Jason Bowsza, 34 Rye Street. He speaks in support Grace Balula for the position on Wetlands. He knows her personally through her town activities. She is a bright person with new energy and open mind and exact type of person that should be encouraged to have involvement in town government. He encouraged board to consider her nomination.

Janice Warren, 97 Miller Road – Regarding Steve Dearborn and there are original violations still not resolved. When someone volunteers and dedicates time to the town, one thing told is to avoid liability and lawsuit, particularly in wetlands there is to be no appearance of impropriety. If you appoint someone with open violations is the exact appearance of impropriety. Town unable to afford to sue someone not in compliance, but also cannot afford to invite suit by having such and appearance of impropriety.

WHERE JOHN BURNHAM COMMENTS

- VI. COMMUNICATIONS – The following were for the Board's information:
- A. Connecticut Labor Force Data/October 2009
 - B. Official Town Charter Adopted November 3, 2009
this document is being finalized with formatting
 - C. Correspondence from Superintendent of Schools.
Ms. Menard read this letter to the room at large. Job shadow program was explained by Mr. Howe, Superintendent of Schools. This idea includes workplaces within the community as well as areas in town government.
 - D. Senior Services December Calendar

VII. SELECTMEN'S REPORTS

A. Denise Menard, First Selectman

- Ms. Menard detailed the work done and scheduled on the Sr. Center ramp. The Seniors are at Scout Hall and thanks Nancy Masters, in the audience, for working with her on that. This work is being done with grant money. Also scheduled work with the grant money includes doors to handicap access to all buildings. That project has gone out to bid and the prices received in were reasonable. It was thought there may be funds left over to do signage as well.
- The town is getting ready to go out to bid on the prospect hill road for redoing drainage and roads which is funded with a \$500,000 grant. It is now to engineering.
- There will be improved lighting installed on front and side of town hall building. Recently there was a fall and it was felt necessary to install lighting for safety. This is coming out of capital nonrecurring town hall renovation account.

B. Mark Simmons, Deputy First Selectman

- CIP meeting is meeting 12/2 at 5:30 p.m. to discuss fire and police and planning department requests.
- BMX park had a raffle recently and they continue to look for participation in fundraisers
- EDC has meet and greets planned in January. Also an E.W. business directory is being work up.
- PZC is currently involved in the farming ordinance project.

C. John L. Burnham, Selectman

He attended the CIP and BOF meetings and the American Heritage River meeting had no quorum

D. Gilbert R. Hayes, Selectman

Elderly commission - no quorum and it was the consensus to cancel December meeting. BOE – it is interesting that there is an increase in participation in after school intramural sports activities. Mr. Hayes recapped the reduction in spending which was unpopular decision, but currently there are three times as many students participating in after school intramural activities. They are seeing students doing more after school related activities. Tim Howe is doing a great job keep faculty motivated and communication is good

E. Richard P. Pippin, Jr., Selectman

WPCA was heard this evening at Town Meeting prior to the Selectmen meeting. He commented on the paper missed two public hearings and there is no meeting in December which puts it off until January.

VIII. BOARD AND COMMISSION RESIGNATIONS & APPOINTMENTS

A. Resignations: None

B. Re-Appointments: None

C. New Appointments:

Conservation Inland Wetlands Commission

1. Grace A. Balula, (R) as an alternate member for a four-year term to expire 1/1/2012
2. Steve Dearborn (R) as an alternate member for a four-year term to expire 1/1/2012
3. Ronald Hocutt R as an alternate member for a four year term to expire 1/1/2012

To nominate Ronald Hocutt as an alternate member to the Conservation Inland Wetland Commission for a four year term to expire 1/1/2012.

Made by Mr. Pippin, seconded by Mr. Simmons

Discussion: Mr. Burnham stated Mr. Hocutt lives at 199 Scantic Road with a horse farm. He is the father of four, sells insurance and is an excellent candidate

SECOND NOMINATION

To nominate Grace Balula as an alternate member to the Conservation Inland Wetland Commission for a four year term to expire 1/1/2012.

**Nominated by Mr. Hayes, No second
Nomination failed**

THIRD NOMINATION

To nominate Steve Dearborn as an alternate member to the Conservation Inland Wetland Commission for a four year term to expire 1/1/2012.

**Made by Mr. Burnham, no second received
Nomination failed**

Mr. Burnham encouraged Mr. Dearborn to get training and since that time he has an alleged violation with PZC and Wetlands. He is the person with most experience on applicant side, he is an independent business man in town and has been since 1970. He is not the big villain that people think he is. He could use lessons in diplomacy but Mr. Burnham felt he would make a fine candidate.

MOTION: To Close nominations

Made by Mr. Simmons, seconded by Mr. Pippin

ALL MEMBERS IN FAVOR. MOTION CARRIED

MOTION: To appoint Ronald Hocutt as an alternate member to the Conservation Inland Wetland Commission for a four year term to expire 1/1/2012.

Made by Mr. Pippin, seconded by Mr. Simmons

VOTE: In favor: Simmons, Burnham, Pippin
Abstained: Hayes

Appointment of Assistant Town Clerks and Assistants Registrar of Vital Statistics

Karen Gaudreau, Town Clerk indicated statutes allow for up to three assistants and in order to do job the Town Clerk's office duties on daily basis this appointment is necessary as it the office staff authority for vital statistics or anything that comes thru. It also allows these ladies to act as agents for service if the town is sued and the town clerk is not there. It is a standard appointment that needs to be done. Previously this was always appointed two years term as that was term of town clerk. There was a change in the law that they are appointed for not longer of term of town clerk – so they go with the town clerk. It is a boiler plate and there is no appointing them with terms as town clerk does not have term. They are being reappointed.

1. Joanne M. Slater
2. Mary Higgins

MOTION: To approve the Town Clerk reappoint Joanne M. Slater and Mary Higgins as Assistant Town Clerk and Assistant Registrar of Vital Statistics
Made by Mr. Burnham. Mr. Pippin
ALL MEMBERS IN FAVOR. MOTION CARRIED.

Sub Registrars of Vital Statistics

Ms. Gaudreau detailed that these are not town clerk duties – this is for nights and weekends for burial permits and cremation and they cannot sign death certificate. This is basically three funeral homes that do the most business.

1. Gerald R. Dowd (Bassinger and Dowd Funeral Home)
2. Gary W. Mather (Carmon Funeral Home)
3. Charles A. Palomba (Leete-Stevens Funeral Home)

MOTION: To approve the town clerk appoint of Gerald R. Dowd, Gary W. Mather and Charles A. Palomba as Sub-Registrars of Vital Statistics.
Made by Mr. Pippin, seconded by Mr. Burnham
ALL MEMBERS IN FAVOR. MOTION CARRIED.

D. Board and Commission Current Vacancies (See Attached)

*****MOTION: To go out of agenda order to New Business Items A and B**
Made by Mr. Hayes, seconded by Mr. Simmons
ALL MEMBERS IN FAVOR. MOTION CARRIED.

A. Request from Scout Hall to install Solar Panels

Nancy Masters came before the board. She detailed the history on the town's ownership of the Scout Hall building, as well as the 99 year lease which states the Town is responsible for capital improvements. Ms Masters recently took energy conservation courses and through that course has learned about the money available (could fund upwards of half the cost) to private home owners and nonprofits for energy measures.

Scout hall best is a well suited building for solar panels. It requires no drilling into steel roof, it is matter of clips. Wind damage never occurs as not enough space – large branches could damage a panel. There will be some drilling required to bring it into the building. This project will bring savings that will be bequeathed to future generations – 20 years down the road. Ms. Masters detailed this will probably will show cost savings in summer with a/c use. Before she went ahead to investigate the costs of this endeavor, she is asking for permission to install knowing the building is the towns and the town will be responsible for capital improvements. They have had to come once in the beginning when had a major electrical outage.

As owner of building town would not have to pay the difference from the funding and actual cost as Scout Hall will pick up the cost. This installation will be at no cost to town. The maintenance needed will be power washing. The panels are good for 30 years and while installing they do have to leave pathway for fireman to get on roof. Millpond Village apartments just had solar panels installed. There is 82 feet of south facing and there is a barn that could reap solar benefits as well.

Ms. Masters also noted that the Scout Hall is perfect for disaster center and would benefit for a generator. It was also suggested that the push doors would be helpful but on further discussion it was not sure if that would be a good idea for a youth center. Ms. Menard may have money left from grant money for such improvements and will speak with Ms. Masters.

Ms. Masters indicated that this is no for hot water, strictly electricity,

Ms. Menard and Ms. Masters will speak separately regarding Ms. Masters being part of the energy efficiency committee.

Ms. Masters will come back with the information she has gather. It was asked why Ms. Masters would have to come back if not cost to town? Ms. Menard stated because it is work related to a town building.

MOTION: To authorize Ms. Masters to move forward with her investigation into possible installation of solar panels on Scout Hall.

Made by Mr. Pippin, seconded by Mr. Simmons.

VOTE: In favor: Pippin, Hayes, Simmons.

Abstained: Burnham

MOTION CARRIED.

10 B. American Heritage River Commission/Request Park at your own risk signs

Richard Sherman, Chairman of this commission came before the board. He provided maps which detailed the piece of property on Scantic River at the corner of Cemetery Road.

The Commission is seeking permission to utilize that piece of property as a parking area for both fisherman and paddlers or anyone who wants to walk up and down the river. A few items to be done include the entrance needs to be leveled a bit so smaller vehicles other than pick up trucks can get in. The Commission also would like permission to install posts along the river and along the brook side of the town property just to keep any vehicle from rolling into river. The poles like to put in include some available which are telephone pieces used along road for guide rails and they understand CL&P will make available as many as needed. This is at no cost to the town. Post hole diggers to be used by volunteers. No excavation – no fill. That is the old road bed. This will also give the fisherman a place to park, as opposed to the side of the road.

It as thought Parks and Recreation should be advised of this as well, as a courtesy. The planning and wetland avenues have been explored and there is no issue. This is just a parking area. A trash barrel can be put there but that is discouraged pack it in, pack it out.

MOTION: To give permission for the American Heritage River Commission to go ahead with this project as presented, specifically for a parking area at the intersection of Cemetery and Woolam Roads.

Made by Mr. Simmons, seconded by Mr. Pippin

VOTE: In favor: Simmons, Pippin, Hayes

Abstained: Burnham

****MOTION: To remain out of agenda order and address agenda item 9d**

Made by Mr. Simmons, seconded by Mr. Burnham

ALL MEMBERS IN FAVOR. MOTION CARRIED

9d Discussion and Action regarding Snow Removal Ordinances

Ms. Menard indicated this has been a longstanding agenda item and now that the season is upon us the Board needs to do something. The current ordinance, its fee schedule as well as what it is lacking, including anything related to illegal parking vehicle during snow storm was briefly overviewed.

Mr. Norton, Director of Public Works came before the board. The town buildings and challenges regarding snow removal were discussed. Deputy Chief Roger Hart and Mr. Norton will be discussing how to work in regards to parking and fines. The Snow Removal Operation Plan was presented to the board. This will also be on the website so the public can access it. It is not an ordinance but information for the residents about the snow removal plan.

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Ms. Menard wanted to make sure all in favor of repealing old ordinance and creating one which combines issues related to parking, sidewalks, misuse of public sand, towing, pushing snow in the road and like items. Similar ordinances from surrounding towns were discussed and it was thought that the Ellington model was useful. A proposal will for the ordinance will be brought to a future meeting, once the Board approves the proposal it will then go to the town attorney and then the insurance company for suggestions to make sure it covers all liabilities.

It was the consensus of the Board that Ms. Menard and Mr. Norton continue with the ordinance revisions.

****MOTION: To remain out of agenda order and address New Business agenda item C
Made by Mr. Simmons, seconded by Mr. Burnham
ALL MEMBERS IN FAVOR. MOTION CARRIED**

10c Discussion of Proposed Right to Farm Ordinance and possible recommendation to Town Meeting

Ms. Whitten came to give history on farm ordinance as at some point this will be recommended to town meeting. The Natural Resource Preservation Committee and the PZC have worked diligently on updating farm regulations. Ms. Whitten explained it is a process to educate town as to importance of agricultural viability, protect farms, farming and the farmer. The regulations are one part; agricultural buffer to subdivisions another is another part and the Farm ordinance is the third part. The ordinance is allowed by statute. It's a proclamation lets people know that the Town recognizes, embraces and promotes farming within community. It also assists in avoiding nuisance lawsuits regarding items such as farm smell. Ms. Whitten detailed the other towns that have adopted a similar ordinance.

The issue regarding farm pets is being investigated and the regulations are far from complete.

Once ready this will have to go to the Town Attorney for review

It was the consensus of the board that this is sent to the town attorney for review and once comments received the next step will be to return to the Board of Selectmen to set a town meeting.

****MOTION: To remain out of agenda order and address Item XI Budget matters
Made by Mr. Hayes, seconded by Mr. Burnham
ALL MEMBERS IN FAVOR. MOTION CARRIED**

11A. Budget Guidelines for 2010-11 to include Budget Season Calendar

The Board of Finance members came to the table. These members included Chairman Mannette, members DeSousa, Little, K. Pippin, Bowsza, Daniel, Godek. Also present was Superintendent of Schools Tim Howe

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Ms. Menard provided last year budget letter, worksheets with different pieces of budget process, board of education timeline and the new charter section on finance and taxation that relates to all pieces. There was also proposed Town Budget Process document which Mr. Mannette indicated he had editorial changes to.

The complicated nature of this pursuit, in light of the recent Charter changes passed and the immediate deadlines in place which conflict with existing procedures in place was discussed at length.

Ms. Menard indicated Charter states there is a Selectmen responsibility, in consultation with guidance or discussion with the Board of Finance, to come up with guidelines. In past that meant letter that goes out that spells out goals for next year and it includes the calendar. The new charter revisions have a more aggressive calendar.

At this point in the meeting there was extensive discussion regarding public hearings and the dates of those hearings coinciding with the course of regular business to get the budget submitted. The challenge was scheduling two public hearings, which was the consensus of those present - even though the Charter only called for the one public hearing at the start of the process. It was felt important that the voters get a second chance at a public hearing after the Board of Finance worked on the budget. The charter dictates a public hearing before the board of finance deliberated on the submissions. At first, it seemed unlikely that two public hearings but after discussion two public hearings before referendum were hashed out. Many idea and suggestions were volleyed back and forth.

Mr. Mannette stressed that the Board of Finance had to get the submissions, be able to make a presentation for the first public hearing. The subsequent dates and deadlines were discussed at length and reworked several times. It was noted, if first and second budget referendum fail then obligated to have another public hearing.

Throughout the discussion of the boards the underlying theme of making the public aware of the process was stressed by many members. Also the more aggressive presentation schedule that may have to occur in light of the new Charter dates and the desire to have an additional public hearing was discussed.

Mr. Mannette noted that last year in April they did not have all the data. It is imperative to have timely information. The turmoil of the state budget last year was thought to have resulted in some of the missing in formation last year. The workshops will determine recommendations, not necessarily on revenue piece, but still have a pulse for direction Board of Finance should be aiming before final budget submission – even if no hard and fast budget revenue from state.

The idea of taking the budget as it is and put that in the back of the paper as Manchester does was suggested, but that is cost prohibitive.

The nature of the budget process and the numbers that change were discussed. The outstanding expenses that are already behind this year from last year were detailed presenting a situation where the town is behind before it starts the process.

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The guidelines are important and if done right then not a lot of work will be required and can present the budget to the public as is. That says when Board of Finance starts deliberations after public hearing take some input from people – go over and make sure the best can be done.

It was thought that the revenues will not be as good this year. 2% is \$650,000 may be absorbed by reduction in revenue. Mr. Mannette felt if budget not objective about guidelines and let go to 2% - effects will be hurtful as too late at that point to go back. For example health insurance minimum of 18% increase in health insurance to town conservatively \$700,000. If nothing set up in start that absorb increase cost as cannot go after 2% put in – no negotiations.

The Town Clerk was present and spoke, as a member of the Charter Revision Commission, that the intent to move up when information had to be to first selectmen giving more time to have first public hearing.

Ms. Menard asked if the Finance Board wanted to be part of the budget presentations to the Selectmen. Yes. Mr. Howes presented the history of when the Board of Education presents its budget, in previous years he delivered the budget by February 15. This year the BOE will be to the Selectmen by February 5. It was felt that, again with an eye toward allowing two public hearings, that the budgets need to be in by March 12, books created and to the Board of Finance by March 15 so the first public hearing can be the week of the 22nd.

Mr. Mannette felt the Board of Finance has to consider talking about revenues and have to come to conclusion earlier than did last year and have to make an assumptions by given date. The revenue side can be discussed at Board of Finance meetings. Mr. Mannette wants revenue and will be asking department heads for year to date. Ms. Menard indicated she has been talking about that as well. General discussion regarding grants and recommendations from state funding was discussed.

Dates and guidelines decided:

Complete budgets from BOE and BOS due to finance board on March 15, 2009

Public Hearing to March 22, 2009

Public hearings by BOE and BOS have to be prior to March 15

Joint budget presentations will be more aggressive and timed. Those pieces will be worked out in the future.

Ms. Menard and Mr. Howe will discuss their calendar. Ms. Menard will also talk to Mr. Mannette.

GUIDELINES

At this point in the meeting specific opinions regarding the budget were expressed individually by members of both boards. This is a not a transcript, a recap of what each member specifically stated regarding the direction the budget process should go.

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Ms. Menard felt this was a difficult year and wanted to know what the Board of Selectmen felt was reasonable. Last year there was no budget increase and this year the town is starting at less budget.

Mr. Burnham felt it is difficult to operate town with no money and it is difficult to ask for money on people who have no money. The budget should look at zero or less; which are what townspeople willing to pay – people earning less – less dollars to go around.

Mr. Simmons felt the economic glass is half empty; projected revenues down throughout state country and East Windsor. Unemployment numbers are worse than statistics show if you add in people underemployed or no longer looking unemployment numbers are higher. State budget deficits were discussed. People around town not happy with any tax increase what has to be stated clearly in the guidelines is the dire picture painted. Layoffs and reductions that might be the price to be paid but there is nothing optimistic about economy now. Zero percent increases in whole picture. Seniors are on social security which does not increase.

Ms. Menard mentioned third referendum concept – to do a zero increase will so cripple the town in every aspect. She asked everyone to stop and think of small things cuts made this year and when pressured the services were put back – specifically trash. Does the town renegotiate all contracts when that costs money. She is concerned that zero tax increase will cripple the town on education side and services.

Ms. Godek commented that the town has to run and there are increases because of economy but something has to give, whether it is employees or services but the Boards need to be creative and make some union concessions/ furlough days. She felt to come in at zero percent not feasible – not talking layoffs and benefits, talking setting town way back. She was pressed to say a certain percentage, maybe go out to public with higher and see where they want to go. Considering the town hardships and state funding situation all should be looking for boards to be teamwork oriented and more creative. Board of education idea – by law have to go to school 180 days and there are 182 on books, remove two days an idea. Those are the types of ideas that need to be considered. You cannot put percentage on it but look for concession with unions to help. Zero percent increase in spending; not zero percentage tax increase to taxpayer.

Mr. Hayes felt zero increase in taxes not feasible but to stay where are in zero spending would be okay. The town has to start spending money some time. The letter does not mention the Capital Improvement Plan. The CIP has always suffered as a target and it should be a \$1 million CIP mandatory each budget year for projects picked out as most important by the CIP Committee. Almost impossible for zero increase due to increases in contracts, unless concessions, which are a tough nut to crack. No less spending, but cover increase – zero spending with coverage of increases in salaries.

Mr. D. Pippin recently talked with guy on construction just off three week furlough. There is no money and no work – a lot of people taking a hit. Its time to play hardball and the business of giving raises for sake of giving raises is done. The cost of living not up. He felt this year required a 2% to 3% cut in requests. Cannot get away with tax decrease, but need to cut

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spending just to balance as revenue not there. People have jobs are in recession – everyone else is in plain old depression.

Ms. DeSousa felt it was important to start different than last year. Last year not off to good start because no guidelines out and newspaper reported BOE 9% increase – that started bad and painted the BOE as bad guys. She commended Tim Howes for being at this meeting. As the Superintendent of Schools he needs to do what needs to do to run operation. Historically folks have done disservice to town and themselves because in good times wanting no increase in taxation which put the Town into a corner where infrastructure deteriorating. Young people looking want to stay or leave and businesses cannot thrive due to any infrastructure help. Town parking lots are accidents waiting to happen as paving cannot get done. Let department heads go to staff and acknowledge times and submit appropriate budget. Set stage in the letter work smarter, work harder with less money. BOE may do a budget with various ideas and new incentive. Magnet schools closing and students coming into school systems. In the past the board has gone to town agencies and asked what would happen if budget reduced by 5%; maybe it is time to go back and not asking what happened if reduced by 5% - reduce by 5% as starting point – if can do it fine, if not let us know why. Park and recreation can up fees; maybe look at what charging for permits and other services done in town. Take a hard look at the outside agencies. The town needs to stick to and maintain the capital improvement plan or deteriorate infrastructure. There are two burdens on the coming budget - the new fire truck and GASB 45 accounting system costs which provides increases. The town would not have time for this budget to go back and renegotiate. It does not seem productive to lay off, who will do the work.? Look at services, for example, does park and rec need to be open five days a week; does town hall have to stay open the way it is. Tax collection at 97% but will it fall off? State revenue considered and is the building in town done. Each dept look at loss in dept and adjust spending according to loss – if they do that, when final product – need to negotiate more, as exemplified by superintendent of schools. Great service to town by keeping taxes down, but now it's the norm and cannot get things fixed.

Mr. Little indicated there are tough decisions economy not turned. There is a need to creative shoot for 0% tax increase, full time employee hiring freeze – if full timer, leaves replace with part time – cuts down benefits. Salary increases absorbed – be creative. Not saying lay off not saying renegotiate – absorb salary increase. Benefits rumble is 18 or 19 increase in premiums – these are going up. Insurance increase absorbed as well – be creative. No more defer a year to ease budget; done two years and it has come back to haunt. Way things going in state governor come out with more cuts and the casinos have potential issues. Tough year especially for seniors no raise two years and increases.

Later in the meeting Mr. Bowsza asked for clarification on the concept of departments absorbing increased costs. Mr. Little stated departments can absorb the increases, but he is not going to tell them how to do it. He further went on to state that last year all increases went to salary and benefits and rest of the town took a hit so that gives a clue something to be done. Mr. Bowsza asked if Mr. Little was recommending lay offs. Mr. Little stated not lay offs but concessions, absorb increase in benefit package. Little does not believe percentage of what premium is – town pay flat amount and employee pays remainder – you want to go for a better plan you pay for it. Mr. Bowsza interpreted that as for example, the building dept

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18% increase in healthcare should not increase overall budget for dept, instead say get same amount, if fixed cost up need to offset somewhere.

Kathy Pippin felt no increase. She has heard that the town has been neglected and fallen behind. Resourcefulness helps. She questioned services such as the fire department that could charge for services to offset revenue.

Ms. Daniels come to board as someone wants East Windsor to be a place live, raise family and grow old. There is a need to spend on education and services important to town 0% increase would be devastating a second year in a row. Urge responsible budget in vein of Ms. DeSousa recommendations and keep economy in mind and allow to show where increases necessary and helpful and make sound judgments, interested to see where are.

Mr. Bowsza likes the new charter revision as it looks for more public involvement, That said it is wise to trust department heads – incorporate the bad budget year – need to know what need to keep dept running as is, what can live without and more perfect world what added in. He would like to see a bit of change in process so has understanding of where the dept themselves see things going. Rather than x%; rather have opportunity to get real sense where see themselves going.

Mr. Mannette detailed that tax collection on target at 53% - information believe tax revenues miss targets by ½ to 1% - do not know or will not know until February. State funding even though promised ECS not delivered yet. Last year budget – showed a chart with directions of services and benefits. Reduced services to town – salary wise did not do so bad – but majority of money toward benefits. Benefits went up last year by \$660,000 overall.

Treasurer provided Mr. Mannette with a sheet with all insurance and there is great disparity. Ms. Menard detailed all on same insurance carrier. Police dept has family plan the town pays toward it and that is where the benefits are skewed. Ms. Menard indicated that the town is working that way. Balance has to change; perception of economy – people cannot afford anymore – puts question of tax increase. If go with increase, can almost guarantee shot down – no tax increase, how is that done? Not out to chop salary – not out to lay off – need to do is decide to head count, what have today is what have for next budget year – if lose full time person, replace with part time who does not have benefits. It was noted the idea of replacing position to position and doing part-time only if position is appropriate to do so. If what spent on last year on benefits and goes up that percentage increase, even if with 2% budget, could be more than what 2% budget would have gained. What to do?

Town needs to say cannot afford the increases and town not give any extra money, whatever your budget was, find it. How do we get there? Cannot decrease any more services, only place to get it is salary and benefits. If cannot negotiate – realistic truth someone pay for it. No negotiation in the end, where might have gotten concessions 2% drive it further. Agree with have to go with no increase and better prepare people for fact if budget fails and go to 2% - need to think outside the box.

(11:00 p.m. recording secretary had to leave – Ms. Menard provided the rest of the information in these minutes)

The majority of the Boards of Selectmen and Finance have concluded that our 2010/2011 budget should result in a zero tax increase. It was agreed that the Chairman of the BOF and the First Selectman would work jointly on the letter that would communicate that to everyone that will be submitting budget request

IX. UNFINISHED BUSINESS

A. Board of Selectmen Liaisons to Boards and Commissions

Postponed to the next meeting

B. Discussion of Holiday Schedule

It was the consensus of the Board to authorize the First Selectman to allow the town hall to be closed as early as 1 p.m. on Christmas eve and 3 p.m. on New Year's eve if the employee(s) is willing to take the time as vacation, personal, comp or floating holiday

C. Discussion of Board of Selectmen Priorities

Postponed to the next meeting

D. Discussion and Action regarding Snow Removal Ordinances - **DETAILED ABOVE ITEM DISCUSSED OUT OF AGENDA ORDER**

1. Ordinance 68-2 Concerning the Removal of Snow and Ice

2. Ordinance 74-4 Concerning Night Time Parking and also Snow Removal in the Town of East Windsor

E. *Jennifer DiMauro, Director of Park Hill/Discussion of Pilot Plan for Park Hill

F. *Discussion of current Property Maintenance Code

G. *Discussion of Establishing Clean Energy Committee

X. NEW BUSINESS

A. Request from Scout Hall to install Solar Panels – **DETAILED ABOVE ITEM DISCUSSED OUT OF AGENDA ORDER**

B. American Heritage River Commission/Request Park at your own risk signs – **DETAILED ABOVE ITEM DISCUSSED OUT OF AGENDA ORDER**

C. Discussion of Proposed Right to Farm Ordinance and possible recommendation to Town Meeting - **DETAILED ABOVE ITEM DISCUSSED OUT OF AGENDA ORDER**

XI. BUDGET MATTERS

A. Budget Guidelines for 2010-11 to include Budget Season Calendar - **DETAILED ABOVE ITEM DISCUSSED OUT OF AGENDA ORDER**

XII. EXECUTIVE SESSION

A. Pursuant to C.G.S. Section 1-200 (6) Regarding Contracts

No executive session held on this item.

B. Pursuant to C.G.S. Section 1-200 (6) Personnel Matters

1. To include Town Clerk

2. A Personnel Matter

MOTION: To enter into executive session at 11:22 p.m. pursuant to C.G.S. section 1-200(6) personnel matters to include the Board of Selectmen and the Town Clerk, Karen Gaudreau

**Made by Mr. Burnham, seconded by Mr. Pippin
ALL MEMBERS IN FAVOR. MOTION CARRIED**

MOTION: To come out of Executive session at 11:40 p.m.

**Made by Mr. Simmons, seconded by Mr. Burnham
ALL MEMBERS IN FAVOR. MOTION CARRIED.**

ACTION: No action taken.

MOTION: To enter into executive session at 11:41 p.m. pursuant to C.G.S. section 1-200(6) prelitigation-personnel matters to include the Board of Selectmen only.

**Made by Mr. Hayes, seconded by Mr. Pippin
ALL MEMBERS IN FAVOR. MOTION CARRIED**

MOTION: To come out of Executive session at 11:50 p.m.

**Made by Mr. Simmons, seconded by Mr. Burnham
ALL MEMBERS IN FAVOR. MOTION CARRIED.**

ACTION:

MOTION: To authorize the First Selectman to engage Attorney Josh Hawkes Ladds, as special counsel, for a personnel matter

**Made by Mr. Hayes, seconded by Mr. Simmons
ALL MEMBERS IN FAVOR. MOTION CARRIED**

MOTION: To enter into executive session at 11:51 p.m. pursuant to C.G.S. section 1-200(6) personnel matters to include the Board of Selectmen only

**Made by Mr. Simmons, seconded by Mr. Pippin
ALL MEMBERS IN FAVOR. MOTION CARRIED**

MOTION: To come out of Executive session at 11:58 p.m.

**Made by Mr. Simmons, seconded by Mr. Burnham
ALL MEMBERS IN FAVOR. MOTION CARRIED.**

ACTION:

MOTION: To authorize the First Selectman to engage Terrance Sullivan as a consultant for Human Resources consulting, funds are available in Capital Noncurring Account.

**Made by Mr. Simmons, seconded by Mr. Hayes
ALL MEMBERS IN FAVOR. MOTION CARRIED.**

Town of East Windsor
Board of Selectmen
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XIII. ADJOURNMENT

**MOTION: To adjourn at 12:00 A.M.
Made by Mr. Pippin, seconded by Mr. Burnham
ALL MEMBERS IN FAVOR. MOTION CARRIED**

Respectfully submitted,

Cynthia D. Croxford
Recording Secretary

*Starred items will not be discussed, but will remain on agenda pending receipt of additional information.