

Glastonbury Annual Report

**School to Pilot Computer
Language Laboratory**

Town Council Action

Party Night Coming

*Housing Forum
Takes Shape*

**Education Board to Rent
Ten Modular Classrooms**

Louis Wade Seeks Land Transfer

**Ambulance Building Waits;
Katz, Kamis Get Approvals**

Firehouse Expansion Goes To Referendum

*Town May 'Buy Back'
Moderate Income Condo*

**Congregate Housing Proposal Given
Preliminary Green Light to Proceed**

Minnechaug PAD Approved

*Mario Accornero
Unanimously Chosen
New Fire Chief*

Referendum Coming

New Grand List

**Money Needed for
Land Acquisition Fund**

Jumps \$81 Million

**Toma Time
In Town**

**Council Trims \$1 Million from
High School Referendum**

School Faces Code Problems

*Fill in Lot Behind Friendly's Still
Not Acceptable to Conservation*

Police Report

**Minnechaug Development
Gets TPZ Green Light**

**John Tom Hill Gets
TPZ 'Favorable' Nod**

**67-Lot Subdivision
Gets TPZ Green Light**

*Library Expansion Gets
In-Depth Review*

Town Worries About Bog

**Board of Education Faces
Year-end \$130,000 Deficit**

*Volunteers Needed for Household
Hazardous Waste Collection Day*

**Council Ratifies
Teachers' Contract**

Gideon Welles Principal Recognized

With Great Appreciation

During her many years as reporter and editor for the *Glastonbury Citizen*, Tink Henderson demonstrated the highest standards of journalistic professionalism and community support. Having retired this year from the *Citizen*, Tink remains actively involved with promoting the town's interests.

Despite the growth and change which the town has experienced over the years, Tink's active involvement in the community has enabled her to develop a historical perspective of Glastonbury and its people, providing insight and information whenever needed. Looking forward, Tink is demonstrating her commitment to shaping Glastonbury's future through her efforts with the Strategic Planning Committee.

Tink's active support of both elected officials and town staff in promoting projects of benefit to the Town of Glastonbury is indicative of her concern for the community as a whole. As she has volunteered her time and expertise over the years in the publication of the Town's annual report, it seems only fitting that this year's be dedicated to her.

Therefore, the 1987-88 Town report is dedicated to Tink Henderson in recognition of and appreciation for her many efforts on behalf of Glastonbury and its residents.



The covers of this report show a sampling of the newspaper headlines of government action in the 1987-88 fiscal year. Copy in the report is submitted by boards, commissions, town and education staff. Photographs are courtesy of The *Glastonbury Citizen*. Publication of a town report is required by Section 607 of the Town Charter.

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Report from the Town Manager

Fiscal year 1987/1988 again saw the Town of Glastonbury coping with a record level of development activity both in the commercial and residential sectors. Major corporate development was undertaken at the Salmon Brook Corporate Park, in addition to substantial construction progress on the recently-approved Somerset Square PAD between Main Street and Naubuc Avenue. These developments have contributed significantly to the tax base of the town. Glastonbury, like other communities throughout the country, is struggling with the increasing pressure that is being put upon local taxpayers.

Glastonbury has undertaken a number of in-



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teresting projects and programs that should be briefly reviewed for our citizens as follows:

A. At the beginning of the fiscal year, Chief Thomas of the Vernon Police Department was appointed Chief of Police in Glastonbury. We all welcomed Chief Thomas back to Glastonbury as he had many years of prior service with the Glastonbury Police Department.

B. September 1987 saw the completion of major renovations and expansion of Addison Park. A major portion of the funding was provided by state and federal governments.

C. In October, the State of Connecticut provided \$200,000 in the form of a grant offer to help finance the cost of renovating High Street School to house the Visiting Nurse Association. The project is now in the architectural design stage.

D. The design of improvements to Hebron Avenue between Sycamore and Mill Streets was completed by a consulting engineer retained by the town. The improvements, when completed, are expected to accommodate the additional traffic flow that is utilizing the State highway and should alleviate much of the traffic congestion that our citizens are experiencing.

E. The Police Department's efforts in drug enforcement have been successful. Working with U.S. drug enforcement agencies and other police agencies, the Town of Glastonbury has been the beneficiary of seized property. A boat and vehicles have been provided to the town. The items may either be utilized for drug enforcement by the Police Department or they may be sold and proceeds utilized to enhance our enforcement efforts.

F. The Connecticut Conference of Municipalities selected the Town of Glastonbury to receive an

award for the lowest frequency of employee injuries among the member municipalities that participate in the CCM Workers' Compensation Pool. The reduction of injuries and lost time have provided handsome dividends to the town in terms of reduced worker compensation costs.

G. In March of 1988, volunteer Fire Chief Thomas Manager retired after 47 years of service to the Town of Glastonbury. Mario Accornero, a veteran of 40 years of service to the Fire Department, was promoted to the position of Fire Chief.

H. In the spring of 1988, the Town conducted its first Hazardous Waste Collection Day. Tons of hazardous materials, pesticides and chemicals of many varieties were brought to the hazardous waste collection depot set up at the Public Works garage. We received much valuable volunteer assistance from the League of Women Voters who sponsored the program with the Town of Glastonbury. Fifty-three drums of hazardous materials totalling approximately 3,000 gallons were collected.

I. In accordance with a referendum approval, a contract was awarded to Della Construction Company to build a bridge over Salmon Brook at the end of Western Boulevard to allow the road to be extended northerly to service additional corporate park land.

J. The Moody's Investment Service did a comprehensive financial review of the Town of Glastonbury at its offices on Wall Street in New York City. As a result of the review, I am happy to announce that the town's bond rating was increased from A-1 Prime to AA rating. It is anticipated that this upgrading will save the Town \$300,000 on the interest costs of the bonds that will be required for

the projects that are currently in various stages of design and construction.

At the close of the fiscal year, the Town of Glastonbury, thanks to the sound decisions of our elected Board of Finance and Town Council, was in excellent financial condition.

The past fiscal year was another year of intense activity which continues to tax the town's public service delivery system.

Please take the time to review your town's activities in the ensuing pages of this report. Comments and suggestions are always welcome. Finally, let me take this opportunity to thank our elected officials and all the volunteers who serve the town on its various boards and commissions for the tremendous efforts they have put forth on behalf of the citizens of Glastonbury.

Richard S. Borden Jr.
Town Manager

The town held its first hazardous waste collection day at the transfer station, with approximately 3,000 gallons collected.



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Report from the Town Council

Sonny Googins
(Chairman)

Alan Bloom, in "The Closing of the American Mind," noted that "Precisely because we are diverse, we have to remind ourselves of what we have in common."

Glastonbury people have much in common. We are all in the same boat on a voyage into the future! During the fifteenth Council's two year watch, we must manage our growth, balance our finances, provide human services for our citizens, ensure a quality education for our children and protect our environment. This is no small order for this trip. Let's evaluate our progress mid-point.

Moody's Investor Service gave us a AA bond rating shortly after the end of our fiscal year. The company said, "Glastonbury has an expanding diversifying and affluent tax base which supports sound financial operations." This financial stability will support our journey. We've charted our course, planned for all weather and tides and will look for hazards en route. We'll use the best data and navigation technology, but won't abandon common sense to reach our destination.

We've funded a better police communication system, approved expansion of the ambulance facility and Fire Companies #3 and #4, approved by you in referenda. Commitment to quality educa-

tion was confirmed when you voted to renovate Glastonbury High School; elementary schools will follow. Commitment to open space was confirmed by you voting \$2 million for purchases.

Affordable housing efforts consisted of: approval of a Housing Authority elderly congregate project for which the town donated land; initiation of a Municipal Housing Trust Fund and an affordable housing forum. We are participating in the Capitol Region Affordable Housing Pilot Program with the State of Connecticut. Currently we are working toward revision of zoning regulations which may provide significant incentives for affordable housing, if passed. We are considering a Fair Rent Commission.

Strategic Planning completed Phase I of its study. We've asked to expand our historic districts and will enact an Historic Homes Demolition Delay ordinance to protect our heritage. Engineering is underway for High Street School for both the Visiting Nurses' use and that of day care. We are dedicated to preventing substance abuse among our children so we've added an outreach person at the high school and worked with GLAD and service organizations on a variety of programs.

This has been ambitious agenda. Do not overrate my positive observations. All has not been fair weather during this trip. Accelerating insurance and other costs threw our careful budget planning up nearly one mill. A record demand for development threatens our farmland and open spaces. Citizens expressed concern for everything from taxes to housing and gravel mining. The crew of nine dedicated council members will deal with those citizen issues as they are brought before us. We could not move forward on our journey into



Thomas Gullotta
(Vice Chairman)



Robert Jenkins
(Majority Leader)



Pat Low
(Minority Leader)



William Constantine



Michael Lepore



Martha Pinney



Charles Monaco



Paul Munns

the future without the uncommon expert, professional town staff and hundreds of supporting commission members who share the burden. They give countless hours of time at meetings, in research, and in communication with the public. Sincere thanks!

Our hope is to make safe port and deliver a meaningful cargo to the citizens of Glastonbury. It is my privilege to serve as Council Chairman of a crew with an outstanding record for non-partisan approaches to seek solutions. Our diversity and pooled experience will contribute to smoother sailing because our common goal is to secure the future for our town and all its people.

Sonny Googins
Town Council Chairman

The Town Council is a nine-member board elected for a two-year period with a political minor-

ty representation of at least three. The Council this year has a six-three Republican majority, elected in November of 1987.

The Council sets policy, establishes a budget and is the final zoning authority in town.

Council members participate in many local events, such as the Memorial Day parade down Main Street to the Town Green for appropriate ceremonies.



Community Development

With land use and development activities occurring at a rapid pace, the town's planning and zoning, plans review, building and site inspection, environmental planning and management, code enforcement, and economic development operations all experienced heavy work loads and lengthy meetings.

The year was highlighted by several difficult residential proposals in the eastern part of town and significant new commercial development adjoining Routes 2 and 3.

New residential developments underway or proposed in the John Tom Hill area near the Hebron town line will result in major new service demands for various town agencies.

Economic Development Commission

The commission, a seven-member advisory board, was created by the Town Council in 1964 to promote development and expansion of the town's commercial and industrial base. Members are appointed for four year terms.

Over the past several years, the commission has examined various proposals from corporations and developers which resulted in the construction of Western Boulevard, National Drive and Sequin Drive with their associated building complexes. While the town supplied a part of the monies for street, sewer, and utility construction, all has been repaid in tax revenue prior to the three-year time limit, after which the developer would be required to pay all remaining costs not



Community Development Director Kenith Leslle

covered by property taxes.

Further, toward that goal, the commission has monitored ongoing development as buildings were completed, to assure quality growth within the Glastonbury commercial/industrial zone.

A major effort of the commission this year was recently completed with the ground-breaking ceremony for a bridge at the end of Western Boulevard which had been approved by the voters in a 1985 referendum. This will open up some 100 acres for development. Currently about 1,000,000 square feet of construction are planned for this area.

The commission, working with other town groups, has assisted in new proposals to improve traffic patterns in and adjacent to the Corporate Park, now in its design phase.

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The commission will continue to work with private land developers reviewing new proposals, to ensure that new projects maintain a quality that will be an asset to the Town of Glastonbury.

Town Plan and Zoning Commission

The Town Plan and Zoning Commission is a nine-member (six regular, three alternate) board appointed by the Town Council to carry out the various statutory duties concerning land use and development in the community.

The commission is responsible for action on land subdivisions, commercial and industrial site plans, excavation and flood permits, sign permits, and the preparation of the Town Plan of Development. The Commission also advises the Town Council on zoning matters and public improvements.

During the year, the commission prepared a recommended zoning amendment which encouraged the construction of affordable housing, a principal goal of the adopted Plan of Development.

Zoning Board of Appeals

The Zoning Board of Appeals is charged with the hearing of appeals from Citizenry concerning variances, special exceptions, motor vehicle site approvals and decisions of the building official.

The board held 12 public hearings and considered 110 applications:

- 97—Variance Appeals (71 were approved)
- 26—Special Exceptions Appeals (23 were approved)

- 2—Building Official Appeals (Rulings Upheld)
 - Applications Withdrawn
 - Applications Tabled
- 1—Site Approval Required by State of Connecticut

Community Beautification Committee

At its monthly meeting the committee reviews site development and landscape plans for all development requiring design review.

For the first time, this year the town planted trees on private property, following the reconstruction of Oak Street. Property owners agreed to care for the trees.

Of primary concern to the committee is the absence of planning and funding of landscaping for construction performed by the town. The reconstruction of Main Street resulted in the removal of trees. At present there are no plans and no funds for replacement trees.

The goal of the committee for the coming year is planting trees on Main Street.

Building Board of Appeals

This committee is charged with the responsibility of hearing appeals pertaining to building construction and interpretation of town codes when the building official rejects or refuses to approve the mode or manner of construction or when it is claimed that the provisions of the code do not apply or have been misconstrued or wrongly interpreted.

One appeal was heard during this period.

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Building Official's Report

Construction Costs (Estimated)			
New Homes	173	SF/D	26,436,779
(Single Family, detached & attached)	77	SF/A	7,782,638
	2	Two Family	258,044
Commercial & Industrial	12	New	
	84	Add/Alter	21,120,402
Public Buildings	3	Add/Alter	156,681
Conversions	2		60,700
Additions, Alter., Repairs	256	Res.	5,731,627
Total Value:			<u>\$61,546,871</u>
Revenue Collected:	\$646,351.50		
Permits Issued: (All Phases)	3,759		
Certificates of Occupancy Issued:	105	S/F Detached	
		S/F Attached	
		Two Family	
		Dwellings	
	72	Miscellaneous	
Inspections Conducted: (All phases of construction and land use).....	5,842		
Complaints Investigated:	77		

Strategic Planning

The Strategic Planning Committee was formed as a bi-partisan effort by the Town Council to develop a strategic plan for Glastonbury. By understanding key social and environmental forces affecting the town, suggesting long range goals, and creating a "road map" for achieving them, the committee provides valuable assistance to the Council as it makes decisions that shape Glastonbury's future.

During the 1987-88 year, the committee defined a workable process for strategic planning in Glastonbury and completed a major phase of its project. The group constructed a vision of an "ideal" Glastonbury in the year 2020, conducted research into current conditions and trends, and identified issues of critical importance to the town. These issues concerned economic positioning, development, education, traffic and transportation, waste and environmental quality, fire and am-

balance services, and future service needs.

The next phase of the project will center on getting additional input from the public, interest groups and community decision-makers on the issues, and beginning a detailed assessment of potential strategies.

With community awareness and involvement, the town will have not only a better plan, but the commitment of its citizens to see it through.

Conservation Commission

Open space preservation has become a high-priority concern in Glastonbury as a result of the rapid pace of development in recent years. The Conservation Commission is charged with the development of criteria for prioritizing areas that should be protected in their natural state. It recommends the land and water areas that merit priority consideration, such as Glastonbury's principal streambelts (not just the stream beds, but the valley slopes to the upper edge of the stream's down cutting action), the Connecticut River escarpments, prominent ridge lines and hilltops, valuable wetlands, steep slopes, ledge outcrops, and stratified drift areas (especially in South Glastonbury and along the wider stretches of major tributary valleys) which contain valuable, undeveloped aquifers for future tapping as drinking water sources.

Acting as the town's inland Wetlands and Watercourses Agency, the Conservation Commission controls development affecting wetlands and adjacent buffer areas. During the year, the Commis-

sion revised the town's regulations under the Inland Wetlands Act which had been amended in 1987. The new regulations are ready to be promulgated following a public hearing in the fall of 1988.

Thanks to an increase in professional staff in the Office of Community Development, the commission's permits can now be monitored in the field and their conditions enforced by means of inspections in the course of construction. Increased emphasis has been placed on the implementation of workable erosion and sedimentation controls, involving frequent site visits by staff.

Excellent coordination with the Sewer Commission and the Town Plan and Zoning Commission has resulted in the designation of much more environmentally acceptable alignments (and construction practices) for major sewer extensions serving several developments going through simultaneous review and permitting by town agencies. Economies can be achieved by developers, and better results achieved by the town, when these agencies participate in the planning, rather than merely react to individual development proposals.

Housing Code of Appeals Committee

This committee is charged with the responsibility of hearing appeals by affected persons of any notice from the Director of Health concerning the housing code.

Report from the Town Attorney

The Town of Glastonbury's need for legal advice and representation continues to be very diversified in nature and variable in complexity. This is to be regretted, but also expected, in an active, growing community in the heart of an urban-suburban region.

The activities range from construction contracts and disputes; land acquisitions; contracts for and to provide services; zoning and planning; and environmental regulation through the various permits, inspections, compliance and enforcement of state and town laws and regulations; down to the routine tax collections and disputes. A good deal of work is generated by the Town Council, elected and appointed boards and commissions, and the town manager and his professional department directors in their efforts to anticipate and avoid future problems by developing new ordinances, regulations and procedures.

Zoning and tax disputes still generate the greater number of matters which involve controversy and litigation. But significant time and effort is still consumed in compliance with repeated requests for records and documents and Freedom of Information Commission appeals filed by one person who has refined, accelerated and broadened this activity over the past ten years until it has taken on the aura of an "art form" of harassment. A Request for Declaratory Ruling has been filed with the FOIC to resolve and perhaps end this continuing, wasteful abuse of town officials and employees and taxpayers' money.

This report is not intended to diminish in any way the importance of the Freedom of Informa-

tion Act in assuring sound, clean government; or to deter any citizen from freely exercising his right under the FOIA for the very purposes for which the Act was adopted.

Turning to matters which are fundamentally more important and will be productive of legitimate and heated concern and discussion, there seems to be an awakening at the state level, as demonstrated by public declarations of policy, in the matters of housing and education. Local governments are likely to experience pressure, and perhaps litigation, in how these traditionally locally controlled matters are addressed in a regional and state-wide context. These are issues which not only pose state and federal constitutional questions, generate great emotional as well as rational debate, but have also been known to change local and state governments.

Town residents, the town's officials and the Town of Glastonbury will very likely be thrust into the thicket of competing and conflicting principles and politics. This is intended to provoke thought, rather than posturing.

William Rogers



William Rogers,
Town Attorney



Probate Judge Donald Auchter was elected Connecticut Chief Justice and president of the state Probate Assembly. Now in his third term as Glastonbury's Probate Judge, Auchter was opposed only during his first campaign and ran unopposed in the last two elections.

Report from the Probate Court

As has been emphasized in prior annual reports, the probate court becomes intimately involved in the lives of many of our residents. Although decedent estates continue to comprise the majority of the cases processed through the court, cases involving persons who are mentally and/or physically unable to manage their own affairs are requiring more and more effort and time of the court.

In part this results simply because people are living longer and in part because family circumstances prevent many family members from providing needed assistance. Family inability to manage on its own sometimes results from financial problems, sometimes from mental or physical infirmities, sometimes from family strife.

Probate court responsibilities are largely administrative and for the most part are performed by the clerk of the court. The efficient and effective operation of Glastonbury's probate court results from the daily ministrations of the clerk. Glastonbury indeed is fortunate in having an unusually capable, knowledgeable and hard-working clerk.

The court is located on the lower level of the Town Hall. Public hours of the court are from noon to 4 p.m., Monday through Friday. Generally appointments are not necessary, but anyone wishing to have an appointment with either the clerk or the judge should call 633-3723.

Donald F. Auchter
Probate Judge

Welles-Turner Memorial Library

"The mission of the Welles-Turner Memorial Library is to provide books, and other media, facilities, and professional services to inform, educate and culturally enrich the community."

This statement of purpose evolved from a renewed planning process undertaken this past year by the Library Board of Trustees and library staff to assist them in analyzing the library's current program and setting future directions. The new mission statement and goals provide a blueprint for positive change that will result in improved library service.

The goals of the library are:

1. Members of the community are able to obtain materials and services to pursue their own learning and meet their individual information needs.

2. Community children have access to a wide range of high quality materials and services that enrich their intellectual and creative growth.

3. Library facilities are attractive and accessible to users with adequate space for present needs and reasonable future growth.

Library activities this past year have attempted to meet these goals. Collection development emphasized the updating and expansion of science and technology, computer, business and travel book sections. Patron information needs were also

improved through the addition of "Info Trac," a computer indexing service for periodicals, and a new reader-printer for the heavily used microfilm collection. A new telephone number, 659-2734, will connect a caller directly to the reference desk.

In the children's department, story hours now include more evening sessions and are brought to area day care centers in order to include more children in this enriching activity. A computer workstation and educational software are also exciting additions to the children's program.

A series of public meetings and a citizens' survey were conducted this year for the purpose of gathering public input regarding the scope of library expansion and services. The changes suggested most often by citizens were: 1) increase the number of books, 2) enlarge the facility, and 3) add Sunday hours.

In response to a question on the survey about most preferred site, 80% of the respondents favored an expansion of the library at its present site. Evaluation of this input and other information resulted in a building report and recommendations being presented to the Town Council.

Displays, bibliographies, an improved newsletter, better library signage and frequent articles in the local paper are helping get the word about library materials, programs and services. Efforts will be on-going so that citizens are always aware of both existing and new library offerings.

Welles-Turner Memorial Library Board

The board, comprising six appointed members, makes recommendations on matters pertaining to

library services to the Town Council.

The development of a long range plan was undertaken by the board along with library staff. This plan created a frame of reference for policies, resource allocation, program implementation, and evaluation of library services.

A comprehensive Building Report was presented to the Town Council which represented a careful examination of the background of Welles Turner, goals and objectives developed in the long range plan, an assessment of current facilities and recommendations for the future.

An evaluation of public input and information gathered for the Building Report resulted in a recommendation to the Town Council for an environmental and engineering study of the present site. The feasibility of additional parking and improved library access will be examined.



A children's tag sale was sponsored by the Welles-Turner Memorial Library.



More than 1,000 runners turned out for the annual Santa's Run sponsored by the Parks and Recreation Department.



playground; 125 attend the Mini Camp; 200 children in grades 3-9 concentrate on improving their skills in the Music and Arts Camp; 50 boys and girls work out in gymnastics; 35 youngsters with special needs have fun at Camp Sunrise; 15 three-year-olds engage in water play in the Kid-die Kamp; 20 teens work out in the Youth Basketball Clinic; 10 men's softball teams play a game; 55 children work out on swim teams; 96 residents take a tennis lesson; 20 women compete in Ladies Round Robin tennis; 35 residents enjoy an aerobic

workout; 25 youth, ages 12-16, practice as part of the Junior team tennis program; 300 children take a swim lesson; 25 adults learn scuba diving; 104 residents visit Eastbury Pond; 98 swim at Grange Pool; 50 swim indoors at the high school; a group of 25-200 picnic at the pavilion at J.B. Williams Park; 14 use the high school weight training facility; 20-30 teens enjoy a trip to the beach; 20 adults play basketball during the open gym period; countless people run the fitness trail. The quality of the programs is as impressive as the numbers.

No less exhaustive is the list of programs offered during the rest of the year. Over 1,100 runners ran in the Santa's Run, which is co-sponsored with Quality Name Plate. The Cadillacs, Jonathan Edwards, and The Association were the featured performers in the summer music series which is co-sponsored with the Chamber of Commerce and funded by Pequot Spring Water, CBT, Flanagan Brothers, the Exchange Club and the Fine Arts Commission. Several thousand residents of all ages thoroughly enjoyed each of the three shows.

Other annual special events that continue to be popular and well attended include the children's holiday performances which are offered during the school vacation periods at Gideon Welles School, the Spring Fever road race, annual golf open, fishing derby, pumpkin carving contest, Hershey's track and field program and kids' dog show.

Bus trips are as popular as ever, with at least one trip offered each month. This year's destinations included the Big E, New York City for the Christmas Show at Radio City, Newport, Fenway Park in Boston, the New York Stock Exchange, Tanglewood, the Boston Flower Show, and the Boston Science Museum. A trip for teens to Ski Sundown was run during the winter school vacation and over 60 youths attended. Residents can expect a repeat of this popular trip, as we strive to offer attractive program opportunities to local teens.

A new weight room was opened at the high school, for use of athletes and the general public.

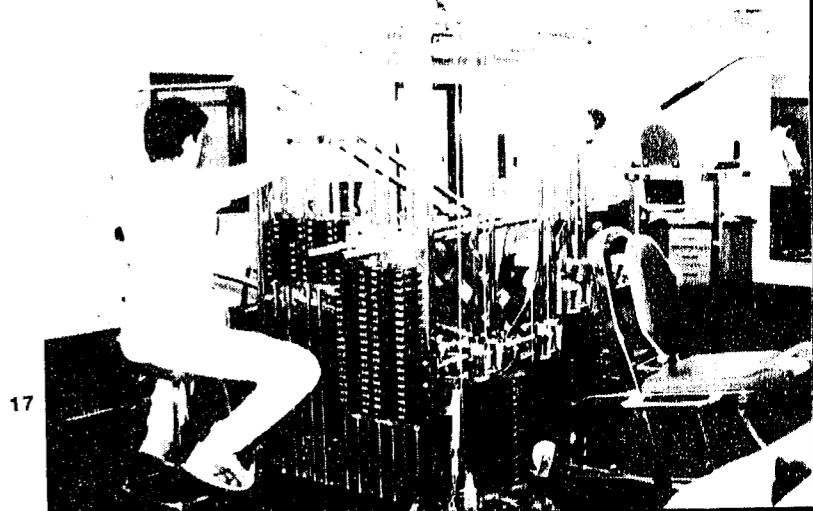
In November, the weight training facility located in Glastonbury High was opened for public use. The facility complements those already available at the school. Residents now have one place where they have access to a fitness room, gym, and swimming pool.

New programs that were well received included a fitness class for expectant mothers called "Two Tone for Pregnancy," drawing class for adults, bicycle repair clinic, and a stroke camp for competitive swimmers.

Other programs offered that continue to attract residents of all ages include: duplicate bridge, playschool, hatha yoga, adult exercise, children's arts and crafts, men's volleyball, co-ed volleyball, swimnastics, indoor golf lessons, seniors staying fit, ice hockey, girls' softball, the men's basketball league, town band concerts, the senior citizen recreation program, and square dancing.

The department supports the activities of several youth sports programs and community-

(Continued next page)



wide special events each year. Glastonbury lacrosse, Little League, midget football and Hartwell Soccer. The department also makes a significant contribution with support provided to the annual Apple Festival, Historical Society antique show, Art Guild art show, the invitational lacrosse tournament, and the Symphony at Salmon Brook.

The department was the recipient of several special gifts which were donated by local businesses and community service groups. The Swim Parents Organization provided the funds to purchase a starting system which is used by the swim team at its home meets. The Gymnastics Parents Group contributed a set of uneven parallel bars and a port-a-pit. The Kiwanis Club provided the manpower and materials required to re-roof and repaint the warming hut adjacent to the lower pond in J. B. Williams Park. The Little League provided funding to fence in the players' benches at a field in Welles Park. The department is indeed fortunate to have the support of these groups.

On June 25, 1988, the Town paid tribute to a long-time friend of recreation, the late Peter Monaco, with the dedication of the large soccer field in Addison Park in his memory. "Serving God, his country, and his fellow man was his way of life" are the words inscribed in the plaque unveiled at the field, and summarize the feelings of those who knew Peter well. Special thanks go to the Monaco family for their donation of the beautiful flagpole which was installed at the field.

Eastbury Pond was the scene of sandcastle contests, swimming lessons and general pleasure for all ages.

Use of facilities continues to increase. Sixty-eight residents cultivated garden plots in the community gardens which are located behind the Police Department. Over 130 reservations were accepted for use of the pavilion in J. B. Williams Park, which kept it booked every weekend through November. Twenty-eight thousand visits were made to the public athletic fields, a number that does not include the overwhelming majority of the use which is made by the various organized sports groups.

Several park improvements were completed by department staff. The footbridge in Earle Park over



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the Holland Brook was reconstructed. A new children's playground was installed at various athletic fields throughout town. The restroom building at Addison Park was opened for public use. With funds provided by their respective PTOs, a new swing set was installed at the Naubuc School, and an automatic drink fountain was installed at the Hebron Avenue School. A basketball backstop was replaced at the Academy School.

The maintenance function, although less glamorous, is no less important. The Parks Department is responsible for the care and maintenance of all town parks, school grounds, athletic fields, street trees, municipal grounds, and other public open space areas. All of the required work is completed by a crew of ten. (In the summer, seven seasonal employees are added.)

During the course of the year, routine maintenance tasks include: snow and ice removal on more than five miles of sidewalk adjacent to town-owned property; emptying more than 150 trash barrels throughout the park system twice weekly; inspecting and completing required safety repairs at 16 playgrounds monthly; grooming and lining from 4-19 softball and baseball fields daily, April-August; trimming and weeding planting beds at 33 different facilities; watering over 100 pieces of newly planted plant material during periods of drought; pruning 142 ornamental trees; mowing in excess of 200 acres of turf, weekly April-October, plowing all school parking lots, firehouses, pump stations, town hall, the police station, library, and other municipal buildings during winter snow storms; responding to over 100 street tree related problems; grinding or otherwise removing 48 tree stumps; maintaining 50 athletic

fields; spreading 29 tons of fertilizer and lime; painting 44 sets of bleachers; repairing, painting, and distributing 75 picnic tables; checking and maintaining four skating ponds, and two outdoor swimming facilities; planting four dozen trees; maintaining 16 automatic irrigation systems.

Revenues collected from program registrations and user fees increased to \$188,829. Those revenues, which are deposited into the General Fund, offset 21.3% of the Department's FY87-88 operating budget of \$885,240.

(Continued next page)



The Parks and Recreation Commission participated in sponsorship of three free concerts on the Town Green during the summer months of 1987.

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It is largely due to the efforts of many people that the program is successful. Those people include program participants, park users, Recreation Commission members, community service group leaders, volunteers, corporate sponsors, part-time and seasonal staff, Town Council members and town staff. Special recognition is due to the full-time staff of the Parks and Recreation Department whose efforts and dedication result in the efficient and effective delivery of leisure services to Glastonbury residents.

Recreation Commission

The commission, composed of six appointed members, is an advisory board to the Town Council on matters relating to recreation and parks.

In December, three new members joined the commission: Joseph Blacksten, Tracey Ramsay, and Richard Insinga. Through the winter months a considerable amount of time was spent orienting the new members to the Parks and Recreation Department's operation; particularly as it is affected by the annual appropriation for operations and the Capital Improvements Program.

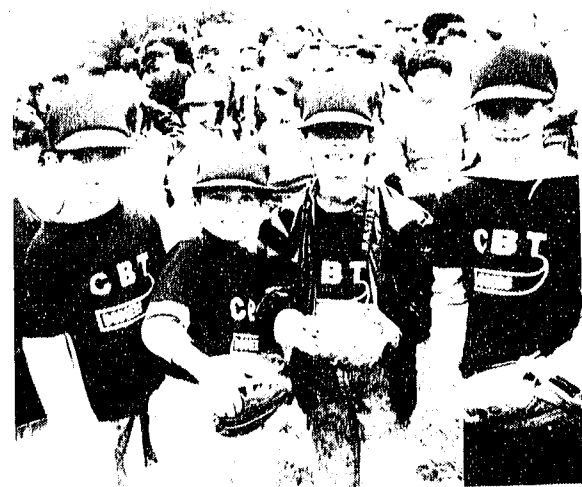
Using the Plan of Development for Parks and Recreation, the commission continued to make recommendations to the Town Council for capital improvements.

With respect to land acquisition, the commission has worked to identify parcels that have the potential to be important as the town grows and faces the task of continuing to meet the recreational needs of its residents.

To ensure effective communication with the boards and commissions that have common in-

terests, the Recreation Commission has appointed liaisons to the Youth and Family Resource Commission, Board of Education, and Conservation Commission.

The commission worked closely with the Parks and Recreation Department to meet the diverse recreational needs of the residents of Glastonbury.



Little League participation grows every year, with opening ceremonies held at Gideon Welles School. Boys and girls take part in the roughly eight-week season.

Social Services Department

The major responsibility of the Social Services Department is the administration of the state sponsored General Assistance Program. This program provides financial and medical assistance to eligible residents. Assistance given under this program is reimbursed by the state at 90 or 100 percent. Once again this year, the department has maintained its high level of reimbursement, thus keeping the actual cost of the program to the town at a minimum.

The department serves as an intake site for the statewide Energy Assistance Program. This year 259 applications were accepted, totaling \$57,169 awarded to residents to assist them in meeting their winter heating costs.

The Elderly and Handicapped Circuit Breaker Rent Relief Program is also administered through the department. In 1987, 155 applications were accepted and \$52,407 was awarded, an increase of 42% over the previous year.

The department administered the Before School Breakfast Program for the Naubuc School District. Approximately 35 children were provided breakfast on a daily basis consistent with the school calendar.

The Social Services Department also serves as the town's adult advisor representative to the Safe Rides Program. Monthly surplus commodities distributions are held and the department administers the local Food and Fuel Banks.

The holiday season is a busy time for the

department. Local citizens, businesses and organizations exhibit extreme generosity in making it possible for the department to make the season happier for many families and individuals. During this season the department holds a two-day Christmas Toy Shop and provides Thanksgiving and Christmas dinners.

The department works closely with other agencies, town departments and residents in providing advocacy, crisis intervention and case management services; the department's staff serves on various local and statewide committees and task forces to assist and ensure the delivery of social services to town residents.

Highlights of Current Year

- Surplus commodities distributions held monthly, serving approximately 115 households.
- 259 Energy Assistance applications accepted.
- 155 Circuit Breaker applications accepted.
- Before School Breakfast Program completed third successful year in operation.

Goals and Objectives

- Expand outreach to low income families to increase their rates of participation in the federal surplus commodities distributions.
- Increase attendance at the Before School Breakfast Program to 45-50 children daily.
- Destroy old client and financial records in accordance with state statutes.
- Office automation to include all budget account expenditures.

Human Relations Commission

The Human Relations Commission is concerned with discrimination in the workplace, housing, and education.

There are four subcommittees: Housing, Affirmative Action, Education, and Handicapped.

The subcommittee on housing continues to pursue adequate housing for purchase, and rental units which a moderate income family can afford. All Fair Housing practices are supported and the commission continues to work with the Greater Hartford Association of Human Rights/Relations Commission.

Affirmative Action is responsible for monitoring the hiring practices of the Board of Education and the Town of Glastonbury, to ensure that the town is in compliance with federal guidelines.

The Handicapped subcommittee is concerned with ensuring that all public buildings scheduled for remodeling or new construction include areas accessible to all members of the community.

The subcommittee on Education is endeavoring to make the community more aware of the purpose of the Human Relations Commission.

A complaint procedure is available for anyone who believes he/she has been discriminated against in the community on any issue.

Senior Services/Commission on Aging

The Senior Services Department is responsible for providing supportive multi-purpose programs and services to meet the needs and enhance the

lives of resident seniors. The department functions as a liaison to various senior organizations, Commission on Aging and other groups, in order to provide effective delivery of services to senior citizens.

Current programs provided by the Department are town-wide Dial-A-Ride transportation, a nutritional luncheon program, information and referral, recreational, social, educational, wellness programs, as well as an on-going elderly Outreach component which provides services to home-bound seniors.

Accomplishments of the department this past year have included: expansion of the luncheon program from two days per week to four days; the development and implementation of a direct-mailed senior newsletter, called "The Sharing Tree"; reorganization and redevelopment of the Friendly Visitor Program, a service linking volunteers with isolated and home-bound elderly; the purchase of a 21-passenger Dial-A-Ride bus; and the development of a feasibility study to consider a new senior center facility.

Special programs included a Volunteer Recognition Reception in March to recognize the efforts of over 150 volunteers, three summer cook-outs that attracted well-over 60 seniors on each occasion and many new activities such as line-dancing, microwave cooking and senior chorus.

Glastonbury Housing Authority

The congregate housing project for elderly, to be located behind the Police Station, is moving through the planning phase.

During the year, the Department of Housing required an increase in the unit size to 525 square feet. This necessitated revision of plans already prepared. The increase in size, while causing a delay, will provide better livability and more gracious living for senior citizens.

On the local level, the final zoning action required for utilization of the site for this project will take place when the revised final plans and engineering are available.

The Authority has acquired three (3) units in

Hale Farms Condominium through a public foreclosure auction sale. These units will be sold or rented as affordable housing, with assistance from the Department of Housing. This will give the Glastonbury Housing Authority its initial apartments in its plan for scattered site housing.

Rehabilitation of Welles Village (199 units) is progressing well. Installation of new windows, electrical service, sidewalks, landscaping and roofing will improve the livability as well as the efficiency and quality of this project.

Affordable Housing Inventory

Developed and Being Maintained in the Town of Glastonbury at Year End 6/30/88

Project or Program	Type	Subsidy	Units
Welles Village	Family	HUD Low Rent*	199
Existing (GHA)	Family/Elderly	HUD Section 8*	21
Existing (DOH)	Family/Elderly	HUD Section 8**	20
Still Hill (DOH)	Elderly	HUD Section 8*	10
Affordable Housing	Family/Elderly	State Assisted*	3
Center Village	Elderly	State Assisted*	50
Village Green	Elderly	State Assisted*	50
Village Green	Elderly	State Assisted*	40
Congregate Housing	Elderly	Stated Assisted****	45
Town Mod Condo	Family/Elderly	Municipal Assisted*	64
Inter-faith	Elderly	HUD Section 8***	105
		Total Subsidized Units	607

* Under Glastonbury Housing Authority Management

** Under State of Connecticut Management

*** Under Private Management

**** In Development/Planning Stage by GHA

Health Department

In the Preamble of the Constitution of the World Health Organization, health is defined as "a state of complete physical, mental and social well being and not merely the absence of disease or infirmity." To this end, the Glastonbury Health Department strives to attain this environment through its programs.

Environmental Health

Through the inspectional staff, problems are resolved and prevented in the areas of Housing Code enforcement, food sanitation, water, sewage, rubbish disposal, hazardous materials and their associated complaints.

This year, the department was involved with the testing of 100 homes for RADON in a program sponsored by the state. A total of four (4) homes indicated levels above the recommended 20 pCi/l in their basements and nine (9) homes had readings above the 4 pCi/l in the living areas of their homes. A 100% participation was noted by all homeowners signing up for the study.

The new food service licensing program and the addition of a part-time inspector did accomplish its goal of meeting our mandated quarterly inspections.

Preventable Disease

The investigation of reported communicable diseases and immunization programs is included in this program.

The annual flu clinic for the chronically ill and those over 65, including shut-ins visited by the Glastonbury Visiting Nurse Association, totalled



Public Health Director Richard Coppa

480. The rabies immunization program was not held this year because of poor participation the previous year. This clinic is planned for the FY 1988-89 as revaccinations will be due for the large turnout we had in FY 1985-86.

Maternal and Child Health Clinics are provided monthly by the Visiting Nurse Association.

Health Education

Seminars for food handlers were conducted in local restaurants this year. The growing number of eating facilities and the lack of trained personnel make this an important function.

"Lifestyle" changes are encouraged and local

participation in the American Cancer Society "Jail Bail" program and "The Great American Smoke Out" were accomplished this past year.

Health Department Statistics

Complaints Recorded.....	117
Complaint Inspections.....	295
Sewage Disposal Permits.....	107
New Well Permits.....	114
Food Service Inspections.....	392
Housing Code Complaints.....	31
Housing Code Complaint Inspections.....	66
Routine Inspections.....	3,114

Fine Arts Commission

The commission has been active to coordinate cultural programs by busing to museums, and concerts "on the Green" and at Salmon Brook Corporate Park.

Grants were given to students to visit seven countries in Europe to further their education in music, in conjunction with Friends of Music. Also, a grant was given to F.O.G.Y. for "Oklahoma."

A choral group for the Senior Center composed of Seniors has just been formulated, plus continuation of support for the Glastonbury Chorus.

March brought the eighth Dixieland Jazz Concert and dance featuring outstanding artists in music of the New England area.

The poetry contest was very successful with good participation and had exceptional public interest; further contests and projects are being explored.

Youth and Family Resources

The Glastonbury Youth and Family Resource Center is a town-supported, multi-purpose center to help all the families in Glastonbury.

As of Dec. 31, 1987, the Youth and Senior Employment Programs referred 842 full time or part time jobs to youth and senior citizen participants. During that same time period, 125 new applicants were enrolled in the programs. As of January 1, 1988, the Youth and Family Resource Center discontinued the Youth Employment Program. The Senior Employment Program is continued under the supervision of the Senior Services Department.

(Continued next page)

The cast of "Oklahoma!" included a variety of ages.





Youth Services Director Ed Meincke works closely with the school system, represented here by Assistant School Superintendent Jacqueline Jacoby. Below, participants in the Youth Services Halloween Haunted House held at Academy School.



The Creative Experience Program involved over 1500 youth and their families in various art and community projects such as The Welles Turner Memorial Library book sale; the toy and food drive for the Social Services Pantry; the Glastonbury Mental Health Dance; the Audubon Center auction; and The Parks and Recreation Department Races. The group also offered scholarships to elementary school children to expand their skills in gymnastics, dance and horseback riding. This group annually contributes hundreds of hours to worthwhile community projects.

Another program sponsored by Creative Experiences is Pass It On, a student-run cable television program, which features community information, local performers, and educational interviews. The program airs on Channel 33 three times weekly: Sunday, 8 p.m.; Monday, 4 p.m.; and Wednesday, 7 p.m.

The Youth and Family Resource Center also offers counseling services to families with children 18 years and younger who reside in Glastonbury or attend Glastonbury public schools and has offered both direct counseling services to students as well as consultation services to staff. Clinical Services provides a full range of individual, couples, family and group counseling. Approximately 182 Glastonbury families received these services during the 87-88 fiscal year.

An important event during this year was the preparation for follow-up activities as an aftermath to David Toma, Anti-Drug Crusader. Clinical Services spent many hours with the Glastonbury school system, as well as school officials, planning program and intervention strategies. The result

was crisis intervention work with thirty-one (31) youth and facilitation of four parent-education and support groups which eighteen parents attended. In addition, students themselves requested assistance in the form of both an adolescent cocaine abstinence group and a peer support group. The group process continued to be an important support system for Glastonbury residents. Clinical Services facilitated or co-facilitated the following groups this past year:

- Children of Divorced Family Group
- ACOA (Adult Children of Alcoholics)
- Adolescent Recovery Group
- Alternative to Suspension Group

- Self-Esteem Group for 10-12 year-old Girls
- Creative, Recreational and Education Workshop for Youth.

Requests for Clinical Staff to make presentations to students, teachers and parents and the community-at-large highlights the prevention and educational aspects that are a part of Youth Services presentations for 87-88 including: Parent-Child Communication; Adolescent Alcohol & Drug Use; Blended and Step-Family Issues; Alcoholic Family Systems and Children; ACOA; Hallucinogens; Adolescents; Families and Divorce; Parenting Skills for Parents of Special Needs Children.

Youth Services presentation of "Music Man" allowed inclusion of a large number of young people as members of the cast.



Registrars of Voters

Of the 15,430 eligible voters, 8,766 (56.8%) voted in the Nov. 3, 1987, election to elect municipal officers.

The one ballot question on Bell Street reconstruction failed.

On March 29, 1988, two Presidential Primaries were held. Of 5,272 registered Democrats, 2,569 (48.7%) voted for eight candidates. Of 5,375 registered Republicans, 1,750 (30.5%) voted for four candidates.

On April 26 voters passed both questions at a special Referendum. Of 16,182 eligible voters, 5,771 (35.7%) voted on the \$6.9 million GHS renovation question and on the transfer of five acres behind the police department for congregate housing.

From June 30, 1987 to July 1, 1988, 1,660 new voters were registered.

New Voters		Totals
525	Democrat	5,232
626	Republican	5,686
509	Unaffiliated	4,909
1,660		15,827

Town Clerk

The Town Clerk's office is the center for public records and information including land records, vital statistics, elections, military discharges, notary publics, liquor permits, minutes of the numerous boards and commissions, and various licenses. The office also answers the numerous



Town Clerk Edward Friedeberg in the Town Hall vault, where the records are carefully filed.

and varied questions which individuals have concerning the town.

The Town Clerk's office, which is mostly governed by state statute, is also a major collector of revenue for the State of Connecticut as well as for the town. The amount collected for the state exceeded one million dollars for only the second time. Income for the 1987-88 fiscal year decreased slightly over the previous record year. However, office activity continued at an extremely busy level.

A Presidential Primary was held for each party on March 29, 1988. George Bush and Michael

Dukakis each were easy victors after several candidates had dropped out of the race prior to the Connecticut primary.

A referendum was held on April 26, 1988. The bond issue for renovations and improvements to

Glastonbury High School was approved by a 2 to 1 margin. Question number 2, on the conveyance of land to the Housing Authority for the construction of elderly congregate housing, was approved by a 10 to 1 margin.

Collection - For Town General Fund			
	1985-86	1986-87	1987-88
Conveyance Tax	\$190,884.58	\$277,169.55	\$273,068.85
Recording Fees	138,135.28	203,384.25	170,636.30
Other Fees	8,794.00	8,788.10	9,891.65
Totals	\$337,813.86	\$489,341.90	\$453,596.80
Collection - For State of Connecticut			
Hunting & Fishing Licenses	\$ 13,746.50	\$ 11,632.00	\$ 19,654.00
State Conveyance Tax	727,423.02	1,140,211.71	1,053,324.27
Totals	\$740,899.52	\$1,151,843.71	\$ 10,437.55
Collection - For Town Dog Fund			
Sale of Dog Licenses	\$ 11,126.20	\$ 11,298.10	\$1,072,978.27
Other Statistics			
	1985-86	1986-87	1987-88
Births	246	265	305
Deaths	205	193	180
Marriages	393	349	368
Dog Licenses	2,573	2,585	2,669
Hunting & Fishing Licenses	1,695	1,467	2,387
Veterans' Discharges	77	58	71
Voters	198	221	320
Land Record Documents	9,103	12,373	9,216
Absentee Ballots	325	467	612
Liquor Permits	36	41	34

Public Works

The 1987/88 budget year for Public Works produced a continuing and increasing demand for Public Works services. In brief summary, the amount of development work is greater than ever; the number of capital improvement projects increased in number; the demand grew for additional street sweeping, snow plowing, new sidewalks, additional curbing, more fleet to main-

tain, and more building maintenance; and the cost to treat and dispose of refuse and sewage had significant impact on the Public Works operating budget.

To provide a view of the scope of increased activity during the year, the following statistics are offered:

ITEM	UNITS/MONTH	LOW POINT	HIGH POINT	HIGH MONTH
Active Subdivisions	Each	70	97	Jun 88
Active PADS	Each	12	15	Jun 88
Subdivisions & PADS In Construction	Each	5	26	Oct 87
Bonds for Development	\$ Million	2.7	4.4	Jun 88
Refuse	Tons	728	983	Sep 87
Recycling	Tons	130	217	Apr 88
Fleet	Miles	88	119	Feb 88
Bulky Waste	Tons	232	2,429	Apr 88
CBYD Permits	Each	79	104	Apr 88

The following is a list of projects and a brief statement of Public Works activities for each project:

- Addison Park Pavilion** PW-8685: Provided technical assistance on building and site designs and some site construction of utilities.
- Ambulance Building Expansion** PW-8701: Provide staff coordination and technical assistance.
- Bell Street Reconstruction** PW-7304: After

failure of a public referendum, modified design and funding requirements for submittal as a new capital project. This project is now cancelled.

- Building Asbestos Study** PW-8024: A study of all buildings maintained by Public Works was conducted to determine asbestos conditions. The study listed the locations, required work to remove the asbestos, cost estimates, and priorities. Construction money was being requested in the 1988/89 Capital Improvements Budget.



Public Works Director Robert Pryzb

- Building Emergency Power** PW-8566: Completed a study to provide emergency power for several Town buildings. Funding for construction was being requested in the 1988/89 Capital Improvements Budget.
- Building Energy Conservation** PW-8710: Initiated a study to define new energy conservation measures.
- Building Fire Code Modifications** PW-8678: Completed and eliminated a number of fire code violations in several Town buildings.
- Candlewood Road Reconstruction** PW-8425: Began an internal review of construction alternatives for this street. Recent residential development in the area has increased the urgency to reconstruct this street.
- Connecticut Route 2/3 Construction** PW-7508: Continued to monitor the Connecticut

Department of Transportation (CONNDOT) project. Coordinated the opening of new roadways with CONNDOT and the Town.

- Eastbury Septic System Repair** PW-8424: Requested and received funding to initiate a feasibility study for corrective action. The study is being done.

- Fire Companies 3 & 4 Expansion** PW-8670: Provide staff coordination and technical assistance.

- Glastonbury Road Survey** PW-8719: Began and completed a survey of roadway conditions of all streets. This data was entered into a computer program which will provide various maintenance strategies.

- Hebron Avenue Improvements** PW-8422: After a delay to consider the effects of the Gateway Development project on the proposed modifications, the final design activities were begun.

- High Street School Renovations** PW-8709: Provide staff coordination and technical assistance.

- Hubbard Street Curbing** PW-8707: Conducted a design study to install bituminous concrete curbing on Hubbard Street from Buttonball Lane to Maple Street.

- Hurlburt Street Drainage** PW-7404: Began a feasibility study to correct a long-standing drainage problem.

- Main Street Reconstruction** PW-7505: Inspected and assisted the Connecticut Department of Transportation with the reconstruction of Main Street from the Griswold Mall to New London Turnpike. Construction was 90% completed in one construction season with minimum inconvenience

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A footbridge was installed over the brook just east of the Bemer/Volkswagon complex to allow pedestrians to reach the shopping center. The preconstructed bridge was lowered by crane on to readied foundations in a matter of minutes, an exercise in trained precision.

to the public. The new culverts carrying Salmon Brook under Main Street were the significant activity.

18. Main Street Shoulder Replacement PW-8015: Began a review and design for replacing shoulders from Route 17 to Rankin Road. Construction funding was to be requested for Fiscal Year 1988/89.

19. Main Street Southgate Sidewalks PW-8433: This project in South Glastonbury was completed during the year. This sidewalk connects the Southgate housing complex with the commercial area in South Glastonbury.

20. Naubuc Avenue Reconstruction PW-7912: Design and construction plans were completed to reconstruct Naubuc Avenue from Point Road to the Connecticut Route 3 bridge. The construction is being paid for by the Somerset Mall developer. Construction began in the Spring.

21. New London Turnpike Island Modification PW-8021: Initiated a project which would be funded using Municipal Infrastructure Trust Funds. This project would provide a new traffic signal and roadway improvements at the intersection of Oak Street and Williams Street.

22. New London Turnpike Pedestrian Bridge PW-8314: The new pedestrian bridge was delivered by the fabricator in early Spring and installed by Public Works. This project is complete.

23. Oak Street Reconstruction PW-7553: The one-year maintenance period for this construction project terminated in May 1988. All aspects of this project are now finished.

24. Oak Street West Service Road PW-8418: Provide staff coordination and technical assistance.

25. Parker Terrace Pump Station Replacement

PW-7721: The project grant process was finalized with the receipt of the final grant payment from the Connecticut Department of Environmental Protection in June 1988. This project is complete.

26. Parker Terrace Road Improvements PW-8704: When the pump station construction project ended, it was then possible to improve the roadway. The entire street was ground to form a new base, paved and new curbing installed. With the new pavement and some minor drainage work, the street flooding and poor surface conditions were eliminated. This project is complete.

27. Public Works Garage Addition PW-8703: The

project was designed and constructed by Public Works. It provided needed mechanical room, office, and tool/small equipment storage. This project is 95% complete. The remaining work involves the final change-over of wiring and piping for the mechanical room.

28. Pump Station Flow Meters PW-8423: Completed the installation of flow meters at all sewage pump stations.

29. Quarry Road Intersection PW-7741: Reconstructed intersection with Manchester Road. This project is completed.

30. Sequin Drive Extension PW-8431: Funding

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New recycling trailers, designed by Public Works' Michael Bisi, were put in place to make use and exchanges simpler.



was provided for designing a new 900-foot extension. The design work is complete and the project is ready for construction funding.

31. **Shoddy Mill Road Culvert Replacement** PW-7817: Prepared a Capital Improvement budget request for Fiscal Year 1988/89.

32. **Sludge Composting** PW-8424: Initiated a request for proposal to provide a private facility to compost sludge generated at the Wastewater Treatment Plant. Negotiations with one of the proposers are under way.

33. **Wastewater Treatment Plant Dike** PW-8551: The final design was completed. The project was



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then submitted for the Connecticut Department of Environmental Protection and the U.S. Army Corps for permit review. These reviews are currently in process.

34. **Wastewater Treatment Plant Heating System** PW-8714: Completed an unexpected replacement of the heating plant.

35. **Welles Street Land Survey** PW-8712: Completed a survey of property potentially to be purchased by the Town.

36. **Welles Turner Library Expansion** PW-8311: Provided staff coordination and technical assistance.

37. **Western Boulevard Brook Crossing** PW-8306: Public Works contracted the design work. The project was bid in early 1988 and construction began in June 1988.

Public Works worked on other items besides projects. For instance, the department:

- Conducted a successful Hazardous Waste Collection Day.
- Cooperated with Northeast Utilities during high energy demands by taking the Treatment Plant and pump stations off commercial load and placing them on emergency generation.
- Assisted the Police Department in data research and plan preparation to convert 911 to the new State-wide Enhanced 911 System.
- Replaced 4,332 square feet of sidewalks under the Annual Sidewalk Replacement Program.

Barry Walker and Lev Weir won honors in the regional heavy equipment rodeo, manipulating large trucks and plows to show control of their machines.

- Assisted the Fire Marshal with hazardous materials problems on Hebron Avenue, Point Road, and Commerce Street.
- Chipsealed these streets: Keeney Street, Goodale Hill Road, Forest Lane, Moseley Terrace, and Matson Hill Road.
- Provided new curbing on Neipsic Road, Hubbard Street, Littel Acres Road, April Drive, Addison Road, Hopewell Road, Cooper Drive and Quarry Road.
- Auctioned and disposed of 22 vehicles.

- Crackfilled 191,516 feet of roadway cracks as part of the annual program.
- Conducted the first by-appointment appliance pickup. This program resulted in 8.16 tons from 77 stops.
- Handled 12 winter storms which dropped a total of over 53 inches of snow versus an average of 42 inches.
- Resurfaced the following streets with bituminous concrete: Bayberry Road, Cedar

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The Public Works Department served as coordinator for the state's bridge repair project on Water/Tryon Street.



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Ridge Drive, Farmstead Lane, Hopewell Road (Glazier Drive to Main Street), Maple Street, Parker Terrace, Peach Tree Lane, West View Lane, and Williams Street West. We used 4,777.77 tons of material. This is an annual program.

— Televised sanitary sewer pipe lines in Melrose Street, Benton Lane, Griswold Street, Deming Road, Denslow Road, Harris Street, West View Lane, Hillcrest Road, Whapley Road, and Harvest Lane. This is a new annual program to locate and analyze potential pipe problems.

Some important events occurred for Public Works personnel. First, all employees participated in a Classification and Compensation Study of all job positions. This is particularly important to the department in light of the severe problems in hiring replacement employees and to reduce the turn-over ratio by being competitive with the local job market.

Two Public Works employees, Barry Walker and Leverett Weir, were first place finishers in the two-axle and three-axle Plow Truck Roadeo. This event is co-sponsored by The Connecticut Association of Highway Officials (CASHO) and the Connecticut Interlocal Risk Management Agency (CIRMA) and had 25 Connecticut towns participating in four different classifications which tested the driver's driving skill and safety knowledge.

Several Public Works employees passed employment milestones: Gerald F. Mosher, 25 years; Ronald M. Molina, 20 years; Sandra L. Edwards, 20 years; Thure P. Polson, 15 years; Richard Simons, 15 years; Charles A. Longo, Jr., 15 years; Ralph F. Mandeville, Jr., 15 years; Michael J. Bisi, 15 years; Joao C. Silva, 15 years;

and Albin J. Sonski, 10 years.

In conclusion, the accomplishments enumerated within this report are possible only through the dedicated efforts of Public Works employees, the materials and equipment provided in the budget, and the confidence and trust given to Public Works by the Town Manager and the Town Council. To this end, my gratitude, as the Director of Public Works, is extended.

Robert Pryzby

Widening of the bridge over Salmon Brook, renovation of North Main Street and Route 2/3 connector took considerable Public Works Department time, coordinating utility and construction activity.



Sewer Commission

The Sewer Commission levied assessments in the amount of \$402,900 in conjunction with its responsibility to recover costs of sanitary sewer construction. Of this amount, \$334,425 was a result of new construction with the balance due to expansion of existing facilities.

During this fiscal year, 180 new buildings connected to the Glastonbury sewer system. This brings the total connections to 3,835 units or 33% of the town's total units. There are now 79.30 miles of sanitary sewers.

The commission completed the review and approved the plans for the construction of a dike to protect the wastewater treatment facility. These plans, submitted to the State of Connecticut, are undergoing the permitting process. The commission anticipates actual construction during the upcoming fiscal year.

The Sewer Commission has approved Public Works retention of a private engineering firm to evaluate and recommend a process and associated equipment required for sludge dewatering. This is related to the commission's previously completed study of an alternative method of sewage sludge disposal. Negotiations with International Process Systems for the construction and operation of a composting facility for sludge disposal are in progress.

The failures of the Eastbury leaching system resulted in the hiring of a private engineering firm to evaluate the problem. This study will include alternative recommendations for the resolution of the current problem. Completion of this study will be during the upcoming fiscal year.

The commission also completed comprehensive review of all town ordinances pertaining to the commission's responsibilities. This review included any required updating in conjunction with the State General Statutes.

The most obvious change would be the change in name from Sewer Commission to Water Pollution Control Authority. These recommended ordinance revisions have been submitted to the Town Council for their review and recommended action.

Public Buildings Commission

The commission has met, with few exceptions, at the Town Hall at 7:30 p.m. the first Monday of each month throughout the fiscal year. Many additional meetings were held to handle problems or comply with special requests.

The commission had several major projects to accomplish this year.

High Street School—Work continued on preliminary plans to convert the school into a headquarters for the Visiting Nurse Association. With the Council's expressed wish to make the north or newer portion of the school a day care center, some delay occurred while changes in direction were made. The VNA building plans have been submitted with the recommendations that a new roof be put on the entire building with the initial renovations.

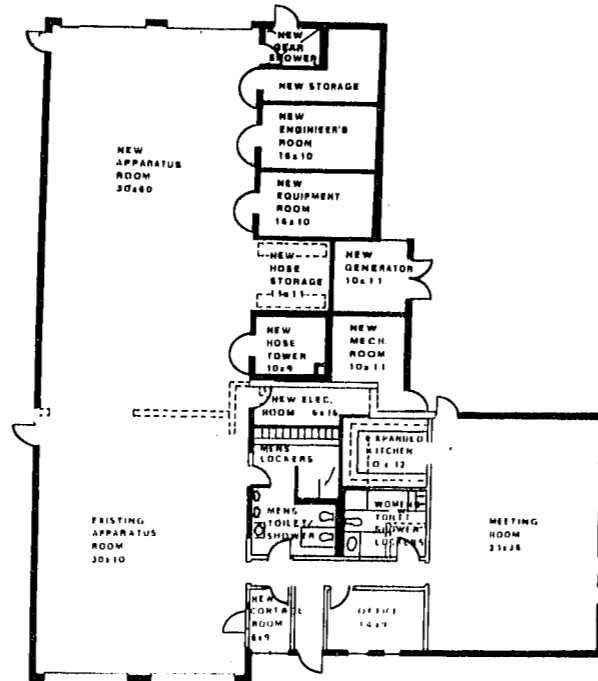
High School—Roof repairs begun the previous

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year, were completed. The commission spent a considerable amount of time on the plans for renovation of the 30-year-old school, working with the school administration and the architect to ready proposals for referendum in April. Voters approved the \$6.9 million project.

Other Schools—Arrangements were made for a comprehensive study of each of the elementary schools to determine what has to be done to bring those buildings up to codes and in good repair.

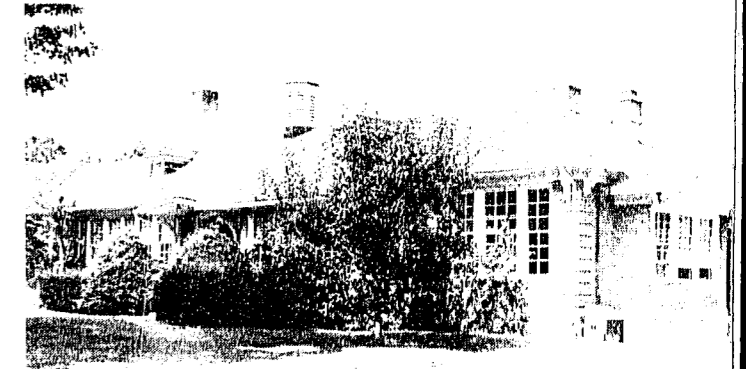
Several alternatives were considered for use of the ambulance group, including the Desmond property (left) next to the town hall, scheduled for purchase on the first day of the next fiscal year. The commission was asked to review the addition of modular units at Hebron Avenue School (right).



The Public Buildings Commission worked with the Fire Commission to develop plans for expansion of Companies #3 and #4 firehouses.



Glastonbury High School and High Street School have been Public Building Commission major projects this year.



Hebron Avenue School's roof repair was completed on schedule.

Fire Department—Expansion and renovation of Fire Companies #3 and #4 moved ahead toward a referendum later in the year. The project, originally estimated at about \$600,000 several years ago, came in at \$2.135 million.

Ambulance Building—The primary question—concerning providing another bay for an ambulance, separate men's and women's sleeping quarters and a training area—was how to best accomplish the additions within the normal constraints of safety and dollars.

The commission sought Council guidance on

approach, offering three alternatives: a new building behind the old; a new building on another site; additions to the existing structure behind the police station. The Council chose to proceed with additions to the present building, which may be a short term solution. Preliminary plans are being drawn for those additions.

Submitting his year-end report, PBC Chairman David Megaw expressed thanks to town staff member Rick Mandeville and to fellow members of his commission: Herbert Behrens, Barbara Scott, John Franckling, Charles Mokriski, Board of Education liaison member Forbes Warren and Board of Finance liaison member Roman Sywak.



New Police Chief James Thomas was sworn in by Town Clerk Edward Friedeberg. Thomas replaced retiring Chief Frank Hoffman.

Police Department

Chief James Thomas assumed command of the Glastonbury Police Department on August 1, 1987. A 14-year veteran of the department he returned after two and a half years as Chief of the Vernon Police Department.

Crime Statistics				
Classification	1985-86	1986-87	1987-88	Change
Part I	888	824	764	-7%
Part II	4,696	5,124	5,061	-1%
Traffic	8,831	8,394	9,211	+10%
Misc Service	5,603	5,613	5,881	+5%
Totals	20,018	19,955	20,917	+5%

Crime statistics are based upon the Federal Bureau of Investigation criteria from the National Crime Report where crimes are defined as either Part One or Part Two.

Part One crimes are serious crimes against persons or property such as homicide, sexual assault, robbery, burglary, aggravated assault, motor vehicle theft, larceny and arson. Part One crimes showed a 7% decrease.

The most unusual and sensational Part One case was the Aparo murder. This investigation was conducted in cooperation with the Connecticut State Police who described the case as one of the most detailed and complex investigations ever conducted by them. It is considered a model of cooperation and communication in law enforcement circles. Four Glastonbury teenagers were arrested in the investigation.

Investigations in crimes against property included the "Cat Burglars," "Benji the Pillow Case Bandit" and a series of burglaries at the high school. These cases, as well as a number of strong arm robberies, were cleared by arrest.

Part Two crimes are less serious crimes such

as breach of peace, disorderly conduct, forgery, fraud, vandalism, etc. Part Two crimes showed a 1% decrease.

There were a total of 20,917 cases, an increase of 5%.

Motor Vehicle Accident/Enforcement Action Statistics

There were 797 motor vehicle accidents (an average of 2.18 per day): three fatal, 167 with injury and 627 property damage.

There were 6,624 enforcement actions taken (not including motor vehicle related): 229 Driving While Under the Influence arrests, 1,487 speeding arrests, 1,300 traffic control signals/stop sign citations, 615 other miscellaneous citations, and 2,996 written warnings.

The department was recognized by the Automobile Association of America (AAA) for its sixth consecutive year without a motor vehicle accident involving a pedestrian fatality.

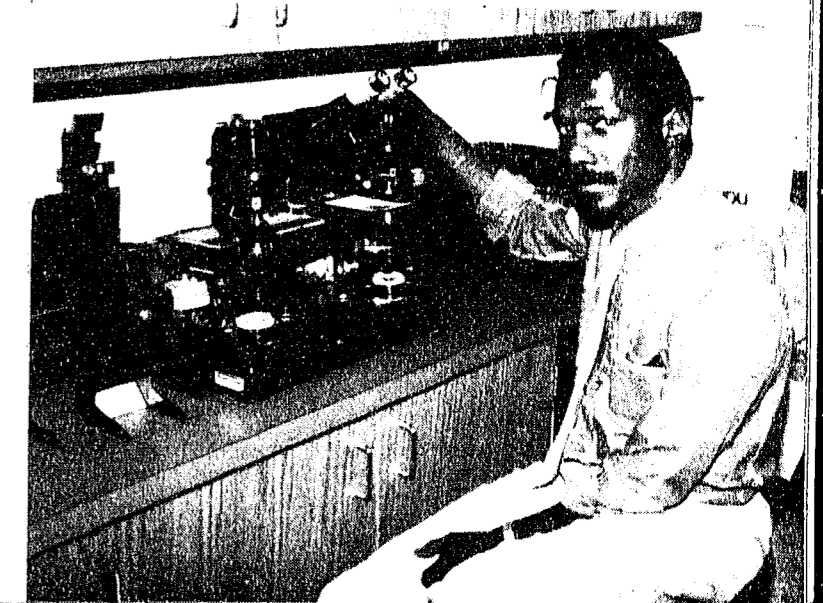
Citizen Police Academy

In the Spring of 1988 a program entitled 'Citizen Police Academy' was offered to town residents to provide an opportunity to obtain first hand knowledge of their police department. Thirty residents met once a week for eight weeks and the course covered topics such as criminal investigation, drug and alcohol abuse, youth programs, crime prevention and patrol procedures. The attendees also had the opportunity to ride

(Continued next page)



Jay Kehoe and Ken Barse (above) serve as the police department's youth officers. Below, Tom Jones is the department's new photographer and forensic technician.



with an officer for four hours. Based on the intense interest from the public for the course, additional classes will be held in the fall.

Computer System Up Grade

During this period the department computer system was upgraded to provide twice the storage capacity and with an increase in not only retrieval speed, but also the amount of available users. The system provides management information on types of crime and frequency to show trends, workload distribution, high incidence locations etc. to provide for efficient distribution of resources. Officers use the system to aid in investigating crimes and incidents.

Substance Abuse

The department has expanded its commitment to substance abuse education and eradication. During this fiscal year the investigation of two separate drug operations resulted in two Glastonbury residents receiving five year jail sentences for drug sales.

The Youth Officers were actively involved in the David Toma program and presented 42 classes to approximately 1,500 students on the effects of substance abuse.

The department also received a federal grant during this period to fund a police officer to work full time in drug investigation. This officer works in conjunction with the department officer who is assigned to the Hartford Region Narcotic Task Force.

As a direct result of the active investigation of substance abuse, the department has received

both money and equipment from the federal Drug Enforcement Administration (DEA). These resulted from joint investigation with state and federal agencies and were seized as assets of drug sales. This will permit the department to increase operational efficiency at no cost to the taxpayer.

Forensic Technician

A new position of Forensic Technician was created to meet the needs of the department. The position was filled by a non-sworn individual thus releasing a sworn officer to law enforcement duties. Thomas Jones Jr. who has special training in photography, is responsible for taking and developing photographs, providing property and

The department conducted "Operation Stamp," an operation to identify cars by etching permanent numbers in various locations on the vehicles. The free service met with overwhelming success and will be repeated in the near future.



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Chief Thomas and State's Attorney John Bailey held a press conference to announce the arrest of a suspect in the murder of Joyce Aparo.

evidence control and support service to the three divisions of the department.

Youth Unit

The two youth officers have had a very active and fruitful year. In addition to the substance abuse programs noted elsewhere in this report, they have presented the Officer Friendly Program to Grades K-5, which also covers substance abuse

as well as dealing with strangers, personal safety and bicycle safety. This program reached 6,188 students through 189 presentations.

One of their goals for this period was to increase police relations with the teenage population. The youth officers spent considerable time at Gideon Welles and the high school meeting and talking with the students. Classroom presentations were given and eating lunch with the students became part of their daily schedule. They acted as advisors in many activities such as the Criminal Justice

(Continued next page)

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Club, intramural basketball, the Golf Club, the eighth grade picnic and the Festival for Charity.

As a direct result, communication channels opened up, the students felt at ease with the officers, looked for assistance from them with their problems and some enrolled in family counseling.

Numerous criminal cases were investigated and solved by the youth officers through the cooperation and assistance of teachers and students. Some examples are the burglary and property damage at Gideon Welles and the arrest for sale and distribution of LSD at the high school.

Enhanced 911

The Enhanced 911 Emergency Telephone System was brought on line on May 2, 1988. The advance to the improved emergency system over the old 911 system is that when an individual calls 911 his/her name, address and telephone number are displayed on the dispatcher's console. An area is also provided on the screen to indicate if the caller has a disability or requires special assistance.

The new system allows the department to provide a quicker response to emergency needs and eliminates the necessity of obtaining a line trace if the caller is unable to speak.

Operation Stamp

In 1986 over 14,000 vehicles were stolen in Connecticut, with 9,000 vehicles recovered. The vehicles not recovered represented a loss of over fourteen million dollars. The spiraling increase in vehicle theft and subsequent monetary losses are

reflected in automobile insurance premiums.

In December 1987 The Travelers Companies Foundation awarded a \$30,000 grant to the Connecticut State Police to establish a program to reduce automobile thefts. The program, named OPERATION STAMP, allows law enforcement personnel to etch vehicle identification numbers on all the windows of an automobile. A similar program undertaken in Kentucky and Michigan has achieved excellent results with a significant reduction in automobile thefts.

The etching procedure provides for the vehicle identification number to be permanently etched into the glass. The process does not impair vision and additional etchings can be hidden inside the vehicle thus increasing the total amount of identification numbers. A PROJECT STAMP sticker is then affixed to the vehicle warning thieves that the car is marked with additional identification numbers and making the vehicle a less desirable target for theft. The entire etching process takes 15-20 minutes and is free of charge. The etching, if done commercially, would cost up to \$400.

The Glastonbury Police Department was one of the initial departments offering the service and processed 110 cars on April 30, 1988. It is planned to offer the service again in the summer.

Citizen Survey

In early 1988 the Department, with the cooperation of *The Glastonbury Citizen*, conducted a survey providing citizens an opportunity to comment on the Police Department's service, their impression of the response to their service needs,

the professionalism of the officer responding and how they would rate the Department.

Thirty-two responses were received: length of residence spanned six months to 45 years. Of the 30 who required service 28 noted a prompt response and two were negative. All were impressed with professionalism of officers. Of 10 stopped for motor vehicle violations, eight agreed with the enforcement action taken, two did not, eight felt the officer was professional, one did not and one was semi impressed. In rating the department, 25 noted above average, four average, three no response.

In the area provided for comments, the responses were varied and interesting, ranging from congratulations on Accreditation, to plaudits for the youth officers, to concerns regarding off-road vehicles, need for more officers and appreciation for caring and concern of department members.

Fire Department

The Board of Fire Commissioners is responsible for providing, maintaining, and regulating a fire department. The board is bipartisan, and consists of six members elected for six years on a rotating basis.

The objective of the Board of Fire Commissioners is to provide adequate fire and rescue protection for the town; to organize, staff and train an effective fire department; to plan and recommend the acquisition of apparatus, equipment, and facilities; and to provide appropriate assistance in

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Following the resignation of Fire Chief Tom Manager, Fire Commission Chairman Gilbert Spencer (right) congratulated (left to right) new appointees Deputy Fire Chief Anthony Pagliughi, Bernard Dennler and Fire Chief Mario Accornero. Below, firemen cope with the foam-filled basement at Bemer's Petroleum on Commerce Street, following a serious fire there.



emergencies and disasters.

Contributing 48 years of service to the Fire Department and the Town of Glastonbury, eight of which were in the position of Fire Chief, Thomas G. Manager, Sr. retired from active duty in 1988.

Chief Manager led the Fire Department during the time the community had experienced its most rapid growth, facing major expansion in residential and commercial developments. During this growth period, Chief Manager was able to adapt to the changes with sound planning and effective management.

Numerous man hours were invested into the expansion plans of Companies #3 and #4 firehouses. After approving the plans as submitted by the architect, the Fire Commission received approval from the Conservation Commission and the Town Planning & Zoning Commission. Final approval was granted by the Town Council and an August 30, 1988 referendum was scheduled.

Also, in this fiscal year, the Fire Department took delivery of a 3,000 gallon tanker and a rescue truck. The Fire Commission conducted extensive planning for a firefighter recruitment drive and again honored the officers and firefighters with their third annual awards banquet.

For the future the Fire Commission goals include more extensive training, development of a fire/police squad, and more extensive use of Knox Rapid Entry System.

Fire Marshal's Office

Responsibilities

The responsibilities of the Fire Marshal's Office are as follows:

- The enforcement of the Connecticut Fire Safety Code.
- The investigation of the cause and origin of any fire or explosion in which property was damaged or people were injured.
- Conducting inspections of buildings and facilities used for public service, and buildings and facilities used for manufacturing purposes.
- The regulation and enforcement of hazardous materials. This includes the handling and distribution of information regarding employee "right to know" legislation.
- The regulation and enforcement of the storage and use of explosives.

Firemen, notified by police, coped with hazardous waste spills on roads and highways.



- The regulation and enforcement for the transportation of and storage of flammable liquids and compressed gases and hazardous materials.
- Conducting reviews of new building design plans for compliance with the Fire Safety Code.
- Providing the public with educational materials and instruction on fire safety and fire prevention practices.

The Fire Marshal's Office operated for nine months with staff shortages created by turnover. Activity during this time period is reflected by statistics generated by two salary individuals who provide twenty-four hour coverage at no overtime cost to the taxpayer.

Statistics

In House Activity:

Plan Review (New Construction).....	93
Plan Review (Subdivisions).....	80
Plan Review (Site).....	77
Code Consultation.....	38
Administrative Review.....	7
Modification Processing.....	3
Incident Report Processing.....	112
Time Extensions.....	1
	TOTAL 411

Field Activity:

Annual Inspections.....	40
Licensing Inspections.....	30
Re-Inspections.....	28



Fire Marshal Chris Siwy

Blasting Permit Inspections.....	31
Code Complaint Inspections.....	25
Blasting Complaint Inspections.....	2
Hazardous Materials Inspections.....	34
Plan Review Inspections.....	51
Certificate of Occupancy Inspections.....	30
Training Attended.....	14
Training Conducted.....	6
Public Education.....	0
Code Consultation (Field).....	24
Fire Protection Systems Inspections.....	21
Other Field Activities.....	59
	TOTAL 395

reduced cost of borrowing funds.

The town charter defines the functions of the Board of Finance. In its advisory role, the Board makes recommendations to the council regarding the annual budget, as proposed by the Town Manager and the Board of Education.

The charter also assigns to the board the direct authority to set the annual mill rate, based upon the budget authorized by the Council.

The board must also approve all non-budgeted appropriations in excess of \$5,000. It authorizes transfers within departments during the fiscal year and rules on transfers from surplus funds or from

the reserve fund for Capital and Non-Recurring Expenditures (up to \$25,000). Additionally, the board determines the method for funding capital expenditures.

The Board of Finance consists of six members each elected for six-year staggered terms. A bipartisan body, it works in close cooperation with the Town Council and the Board of Education to ensure sound fiscal management, as well as stability and continuity in local government.

Diane Northrop
Chairwoman

1987-88 Substantial Taxpayers

	Net Asmt.	Description
Glastonbury Park Associates I +II (Sockeye Salmon Assoc. Ltd. Partnership) (Chinook Salmon Assoc. Ltd. Partnership) (Second Somerset Assoc. Ltd. Partnership) (Somerset Retail Joint Venture)	\$12,771,410	Office Buildings & Shopping Plaza
Connecticut Light & Power Co.	\$ 7,311,250	Utility
Connecticut General Life Insurance Co.	\$ 7,303,200	Office Building
Arbor Acres Farm Inc.	\$ 6,935,800	Poultry
Glastonbury Land Development Limited Partnership	\$ 5,635,900	Office Building
Amica Mutual Insurance Co.	\$ 4,709,340	Insurance Co.
Center Mall Associates (Fox Run Mall)	\$ 3,567,400	Shopping Plaza
NCR Corporation	\$ 3,496,380	Office Building & Equipment
Beitman, John & Lesser, Robert K., Trs. (Colonial Village)	\$ 3,463,200	Apartments
Glastonbury Interfaith Housing Corp.	\$ 3,201,400	Apartments

Assessor Leon Jendrzejczyk



Property Assessment

The October 1, 1987 net taxable Grand List increased by \$80,675,473, or 7.4% to a new total of \$1,173,735,555. This compares to the average increase for the last five non-revaluation years of approximately 5.3%. Last year's increase was 5.5% or \$57.3 million.

Assessment Summary	1986	1987	change	%
Real Estate	\$ 975,900,662	\$1,035,590,320	\$+59,689,658	+ 6.1
Personal Property	43,969,125	48,787,225	+4,818,100	+11.0
Motor Vehicles	73,190,295	89,358,010	+16,167,715	+22.1
Totals	\$1,093,060,082	\$1,173,735,555	\$+80,675,473	+7.4

The real estate growth of \$59.7 million breaks down as follows: Residential assessment increas-

ed 5.1% or \$43.8 million, while commercial/industrial property increased 8.7% or \$15.9 million.

Account Summary	1986	1987	change	%
Real Estate	11,100	11,450	+350	+3.1
Personal Property	1,268	1,328	+60	+4.7
Motor Vehicles	23,356	24,587	+1,231	+5.3

Collector of Revenue

The office of the Collector of Revenue is responsible for the billing and collection of all property taxes, sewer use, assessment and connection charges due the Town of Glastonbury.

For fiscal year 1987-1988, collection of current property taxes totalled \$28,714,141 producing a 99.14% of the adjusted total collectible which is the highest percentage of collection for Glastonbury. Back tax collections totalled \$163,652 a 34.5% collection rate for all back tax years.

Current sewer use charges added \$641,460 (98.2%) to the Town's revenues and assessments and connections totalled \$1,434,302. Interest and fees in all categories produced \$243,204 for the Town.

The main highlight of the year was the proposed settlement of the 30 outstanding condo units at Hale Farms. Three individual auctions were scheduled during June and July, 1988. An estimated quarter of a million dollars in taxes, interest and fees is expected to be collected during the next fiscal year.

Personal consultations with property owners failing to meet their tax obligations are always encouraged and preferable to enforced collection methods available to this office. In most cases where a taxpayer is falling behind in payments a realistic program can be arranged before legal action to ensure payment becomes necessary.

The office strives to leave no stone unturned in its on-going efforts to collect all taxes and sewer charges that are legally collectible. The Tax Collector attributes the high collection rate to the cooperation of the taxpayers and the assistance of her dedicated staff.

"If we can continue to maintain good public relations and keep the lines of communication open with the taxpayer, we will succeed in the attainment of our goal," said Collector Madeline Rettberg.

Board of Tax Review

The Board of Tax Review has five members, each elected to a four-year term.

The primary purpose of the board is to consider the cases of taxpayers who are appealing property valuations set by the assessor.

In accordance with state law, the board meets at least three times during February and once in September. The September meeting is limited to motor vehicle appeals.

The board heard appeals on five properties on the 1987 Grand List. Of this total, four assessments were reduced while the remaining one property was unchanged.

The final Grand List for October 1, 1987 as adjusted by the Board of Tax Review totalled \$1,173,514,030.



David Toma's appearance in town was supported by the business community. Above, Glastonbury High School principal Alan Bookman, Glastonbury Bank President John Hamby, GLAD (Glastonbury Alcohol and Drug Council) Chairman Lois Dwartz and Superintendent of Schools Stephen Tegarden admired a large contribution from the bank. Below, the night Toma spoke to parents, the gym was standing room only. Parents filled the bleachers, with students sitting on the gym floor down the middle.



Report from the Superintendent of Schools

As we reflect on 1987-88, we feel it can be characterized as a year of accomplishment, change, initiative, and continued progress toward identified goals and objectives. A consistent focus or theme our Board of Education has adopted and pursued over the past few years is one of inclusion, cooperation, and participation. Our success is largely determined by the degree to which we are fully integrated within the community and the degree to which we can take full advantage of the rich "people" resources which are present within our town. Following is a listing of some of the major activities engaged in by our school system during 1987-88. In each case, we have attempted to indicate the manner in which these activities included and involved broad representation of staff and community:

• **David Toma's Visit to Glastonbury** - It will be hard for many of us to think about 1987-88 without thinking of the three days we spent with David Toma, the anti-drug crusader. Each of our students in grade six through twelve was moved by his powerful message during school-day assemblies, and over 3,000 turned out for his evening presentation to the community.

This activity should be remembered because it marked a new beginning in our town's recognition that alcohol and other drugs are not only present, but are regularly and consistently destroying the lives of our children and their families. Additionally, this activity should be remembered because it clearly demonstrated the value of all

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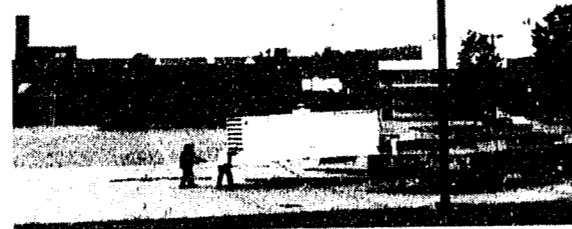
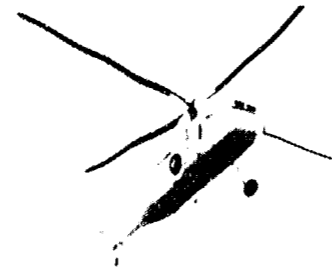
segments of a community participating and cooperating so that something worthwhile could be accomplished.

Literally thousands of hours of volunteer time (on the part of staff, parents, community leaders, and students) were necessary to make the Toma program a success. Many of the initiatives are continuing and will most certainly require additional commitment of time, talent, and other community resources if we are to achieve the goal of drug-free youth.

•Glastonbury High School Referendum - Another of the 1987-88 highlights had to be the successful passage of the seven million dollar referendum to modernize and renovate Glastonbury High School. This project elicited the participation of over 100 volunteers (students, parents, community clubs and organizations, as well as town boards and commissions) and culminated in one of the largest voter turn-outs and one of the widest margins of victory in our history of special referendum elections.

•Participation in Staff Selection - 1987-88 saw the retirement of three of our top administrators following long and very distinguished service to our school system and town: Ken Bilodeau retired as principal of Hebron Avenue School, Ken Eldridge as assistant principal of Naubuc School, and Donald Wilson as principal of Academy School. In our effort to continue to attract outstanding educational leaders to Glastonbury, our Board of Education approved a screening and selection process which involved over 50 staff and community members. This resulted in the appointment of Dr. Patricia DaSilva, Mrs. Arleeta Karwoski, and Peter Maluk, selected from among over

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A new roof was put on the high school, with a helicopter doing the major lifting and placement of heavy materials.

70 highly qualified applicants, to fill these crucial positions.

•Participation in the Board of Education Budget Process - Again in 1987-88, the Board of Education solicited and received the advice and counsel of the public in assessing our budgetary needs and building a budget which could address those needs. Staff and parents, in particular, have accepted this opportunity and have provided invaluable assistance in assisting the board to develop a budget which truly reflects both the needs and desires of the total community. This process has enabled the board to continue to address the following budget objectives:

...recognizing class size as a high priority
(Continued next page)



Lauren Dwartz and teacher John Cooper did a little dance to relax before the high school graduation procession began (above). At left, elementary school activities include other things than formal classes. This Hopewell School youngster learned how to shoot a water pistol.

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...replacing furniture which has outlived its usefulness

...improving our library/media programs

...providing more adequately the supplies and materials teachers need to support classroom instruction

...emphasizing staff and professional development activities for staff to keep them current in the art and science of instruction

...ensuring staff and student access to and utilization of computers and other technological advances

...maintaining our commitment to care, cleanliness, and upgrading of our facilities

• **Curriculum Renewal and Revision** - The major mission of the school system is determining what it teaches and how instruction is delivered. Fulfilling this mission, the Glastonbury Board of Education has sought broad participation and involvement.

Curriculum for newly mandated courses in health education was the result of writing teams composed of staff, parents, and persons representing health care professions. A highly representative community-based committee is currently contemplating the difficult issues of comprehensive health curriculum K-12.

The elementary curriculum renewal project, in its second year, continues to involve over 100 staff and community members working cooperatively. An interdisciplinary team of staff spent a portion of last summer considering and designing new and innovative approaches to writing. The theme of global interdependence has brought our departments of foreign language, social science, science, fine arts, and our international center in-

to contact with many individuals and organizations within the community.

In short, no curriculum modifications or initiatives are undertaken without significant involvement of front line staff and community members possessing the background and expertise to lend assistance.

• **Planning for Growth** - The fact that our town has grown and is continuing to experience significant growth, particularly of our elementary school population, led the board to appoint a community based, long-range planning committee. Decisions regarding redistricting, facility expansion, and building will most definitely be confronted within the next few years. In keeping with their commitment to community participation and involvement, the board brought school and neighborhood representatives into the process which will lead to these decisions at the earliest possible stage. Additionally, the demographic studies and projections upon which these decisions will be based are being conducted and compiled utilizing all of the resources available within the town.

* * *

The preceding listing is, of course, only representative of the activities engaged in by the Board of Education and the school system in 1987-88. However, we feel it communicates and demonstrates both the diversity of our range of service to the town and the degree to which we value broad-based community involvement.

By far the most valuable contribution we make to the town is embodied in the quality and caliber of our staff. We feel that we have assembled and are maintaining a professional and support staff



Buttonball School's fifth graders gave a musical farewell for students and parents, on the playscape on the school grounds. The story, based on "Tom Sawyer," was an unqualified success.

second to none in providing for the full range of school system services. Because of our town's interest in education and its willingness to participate in the educational process, Glastonbury continues to attract and retain exceptional teachers.

At our opening staff meeting for the 1988-89 school year, we were able to recognize more than 50 individuals for their outstanding contributions

to our students, our community, and to their profession. In presenting this most impressive listing of individual accomplishment, I said to our staff:

Our goal continues to be to build upon what we have provided and accomplished and to view the challenges of the future as opportunities for additional progress and a better Glastonbury.

R. Stephen Tegarden
Superintendent of Schools

Report from the Board of Education

The major responsibilities of the Board of Education are to maintain high quality education, monitor and meet the needs of growing enrollment, and to improve present facilities.

We speak of excellence and quality in education but how do we define and measure it? Besides state and national tests, in which our students excel, we also carry on a review process of the curriculum with at least two disciplines being scrutinized annually. This past year reviews included libraries, language arts (secondary schools), new courses for the health program, and parts of the transition and kindergarten curricula. Our faculty and staff are deeply involved with a curriculum renewal which encompasses all areas of elementary education.



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In addition to being concerned with what our students are taught, the board is assured of how our students are taught through a detailed staff evaluation program which was further developed this year.

This past year, activities of the board also focused on the settlement of four employee contracts and addressing the problems of increased enrollment. A temporary solution to enrollment numbers was found in leasing ten modular classrooms, six placed at Hebron Avenue School and four at Eastbury School. A long range planning committee of the board will deal with many difficult questions. For example, will our present facilities be satisfactory over the next ten to twenty years? Will the rate of enrollment growth continue? Will additions to schools suffice if the rate continues to grow or will additional schools be needed?

Maintaining and updating our present facilities are other facets of our responsibilities. The roof at Glastonbury High School was replaced last year and this summer the roof at Hebron Avenue School was replaced. Following the passage of a referendum, the improvement of Glastonbury High School is now in the architectural planning stage with construction soon to follow. Our other schools have been inspected by state school inspectors and fire marshals. Their reports will become a part of a study presented to the Board of Education for action this coming fall.

Additional activities of the board for the coming year deal with continuing growth in enrollment, studying Commissioner of Education Tirozzi's report on desegregation, and developing an expanded financial reporting system. Of course, one of the most time consuming efforts has been and

will continue to be budget development.

Although a busy agenda faces us, each board member is concerned with what our students are taught and how they are taught. Ensuring high standards in education, maintaining competitive salaries, continuing the renewal of our curriculum and facilities while maintaining fiscal responsibility, remain major areas of emphasis for the Board of Education.

Inez Hemlock, Chairperson



The high school sports program features a full schedule all year.



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Town Officials

Elected Officials

Town Council

Term: 2 Years (9 members)
Meetings: 2nd & 4th Tuesday

William Constantine
Patricia Low
Thomas P. Gullotta
Charles Monaco
Michael Lepore
Sonya Googins, Chairwoman
Paul Munns
Robert Jenkins
Martha Pinney

Board of Education

Term: 4 Years (8 members)
Meetings: 1st & 3rd Tuesday
each month

Forbes Warren
Inez Hemlock, Chairwoman
William Heard
Joan Pfeffer, Vice Chairman
Donald Hamer
Coleen Selig
Alice Maggi
Helen Stern

Board of Finance

Term: 6 Years (6 members)
Meeting: 3rd Tuesdays

Edward McCabe,
Vice Chairman
Diane Northrop, Chairwoman
Roman Sywak
Walter F. Hemlock
James R. McIntosh
Constantine Constantine

Board of Tax Review

Term: 4 Years (5 members)

Meetings: As required

David Motycka
William Holmes
John Linderman
Shaun O'Rourke
James Corcoran

Registrars

Joan Kemble
Carolyn S. Larsen

Probate Judge

Donald F. Auchter

State Representative

Robert Bowden (31st District)
Donald Bates (9th District)

State Senator

Michael Meotti

U. S. Representative

Barbara Kennelly (1/82)

Appointed Officials

Building Board of Appeals/ Code Review Committee

Term: 5 Years (5 members)
Meetings: As required

Calvin J. Carini
Francis E. Glantonio
Larry Vallieres
Phillip P. Shaughnessy

Commission on Aging

Term: 4 Years (7 members)
Meetings: 4th Monday

Audrey Quinlan
Paul Love

Joan Corcoran
Patricia Clark
Margaret Meotti
Warren Kreiner
Alfred W. Lincoln

Community Beautification Committee

Term: 4 Years (7 members)
Meetings: 2nd Wednesdays
(Office of Commercial Dev.)

Olga Corban
Robert G. Shipman
Dale Schutt
Martl Curtiss
Della Winans
Lewis Middleton
Linda Sellman

Conservation Commission (Town Manager's Appointment)

Term: 4 Years (7 members)
to Dec. 31st.

Edward A. Richardson
Judy Harper
Robert Vacchelli
Peter M. Stern
Karl J. Wagener
Dana B. Waring
George Adamson

Economic Development Commission

Term: 4 Years (7 members)
Meetings: First Mondays

Robert Mulcahy, Chairman
Richard Katz
John Gavin
W. Michael Low
Walter Erley
Walter Cusson

Fine Arts Commission

Term: 4 Years (15 members)
Meetings: 2nd Mondays

Audrey Holland
Judy Goodwin
Maragot VonPlachecki
Corinne Preston
Doris S. O'Rourke
James Casserly
Gladys Stedman
Jean Sullivan
Lillian L. Jones
Dr. Colby Stearns
Evelyn Prell
James Litwin
Jean Collins
Joan Dufford

Fire Commission

Term: 6 Years (6 members)
Meetings: 2nd & 4th
Thursdays

Kurt Cavanaugh
Gilbert Spencer, Chairman
Steven F. Hinchey
Edward P. Urbansky, Jr.
Richard J. Cusson
Carol Ruff

Historic District Commission

Term: 5 Years (5 members,
3 alternates)
Meetings: As needed

Charles L. Miller
Mary Swift
Louise Walker
Thomas Theurkauf
Rosemary Senyk

Alternates
Priscilla Smith

Constance Abbot
Galen "Hap" Shepard

Strategic Planning Committee

Term: not designated
(9 members)
Meeting:

Lynne H. Paindiris
Paul K. Taff
Richmond Perley
Scott Lessne
Lynn C. Kelly
Kim Washburn
John Waterhouse
Marcia Erley
Richard Mihm

Town Plan & Zoning Commission

Term: 4 Years (6 members,
3 alternatives)
Meetings: 1st & 3rd Tuesday

B. W. Erk, Chairman
Thomas Sheridan
H. Buhl Kent
William Olsson
Paul F. Haas
Walter Casella

Alternates
Salvatore Squatrito
Thomas Stino
Barbara Nebb

Public Housing Authority

Term: 5 Years (5 members)
Term begins month following
appointment.
Meeting: 3rd Wednesday

James F. Noonan, Chairman
Helen Behrens
Robert Googins

Zelda Lessne
Cheryl Deschene (Tenant
Representative)

Recreation Commission

Term: 4 Years (6 members)
Meeting: 3rd Tuesday

Tracey Ramsey
Albert McGrall
Nancy Klaffky
Richard Insinga
Joseph Blacksten
Betsy Katz

Safety Committee

Term: 4 Years (7 members)
Meeting: 2nd Tuesday

Arnold Higgins
Albert Phillips
Gloria Zwirn
Carol Hilton
Robert Mercler
Barbara Briggs
William Ferris, Jr.

Sewer Commission

Term: 4 Years (7 members)
Meetings: 2nd & 4th
Wednesday

William Patrick
Bradley E. Northrop
Paul Nye
Charles Sheehan
Tom Dolan
William Ferris
William Habicht

Housing Code of Appeals

Term: 2 years (4 members)
Meetings: As needed

Nelson C. L. Brown
Kristine Brown



George Purtill
Nancy Murray

Human Relations Commission

Term: 4 Years (9 members)
Meetings: 1st Thursday

Peter Preisner
Audrey McCarthy
Joanne Leventhal
Fran Pappas
Chandra Stino
Terri McCormick
Charles W. Brown
Richard Quinlan
George Allen

Incorporators of The Free Academy

Term: 6 Years (3 members)
Meetings: As needed

Richard Mihm
Robert L. Henderson
William Glotzer

Insurance Advisory Committee

Term: 2 Years (7 members)
Meetings:

Jack Sulger
Edward B. Ellason
George A. Clyde
Donald Gorski
Robert Weingartner
David B. Canapari
John R. Manter

Jury Committee

Term: 1 Year (3 members)
appointed every October
by Town Manager.

A. Estelle Flanagan
Mary Lou Feeney
Lucretia Seidel
(Continued next page)

Olde Town Tourism Board

Meetings: As needed

J. Bard McNulty
Ed Kamis
Sherry Ryan

Personnel Appeals Board

Term: 6 Years (5 members)
Meeting: As required

Arthur Colby, Jr., Chairman
John P. Higgins
John Kruse
Richard Katz
Eric Lessne

Public Buildings Commission

Term: 4 Years (5 members)
Meetings: 1st Monday

Herbert W. Behrens
H. David Megaw
Charles Mokriski
John Franckling
Barbara Scott
Forbes Warren (Liaison Board Education)
Roman Sywak (Liaison Board Finance)

Welles Turner Library Board

Term: 6 Years (6 members)
Meeting: 3rd Monday

Jane Brown
Betsy Dingley
Mark K. Branse
Della Schultz
Robert Merritt
Martha A. Poole

Youth & Family Services Commission

Term: 4 Years (9 members)

Meeting: 2nd Wednesday

Raymond Rayburn
Shana Ellovich
Richard King
Susan Motyka
Steven Jacoby
Malme White
Mary E. Kimball
Maryann Porter
Lillian Tibbles

Zoning Board of Appeals

Term: 4 Years (5 members, 3 alternates)
Meeting: 1st Monday

Gerald Daly
Richard C. Brown
Sandra O'Leary
Robert Gamer
David Monaco

Alternates
Lou Jonah
David Norige
Samuel McGill

Cable TV Advisory Committee

Jack Oliveri
Elsie Easterbrook

Agricultural Advisory Committee:

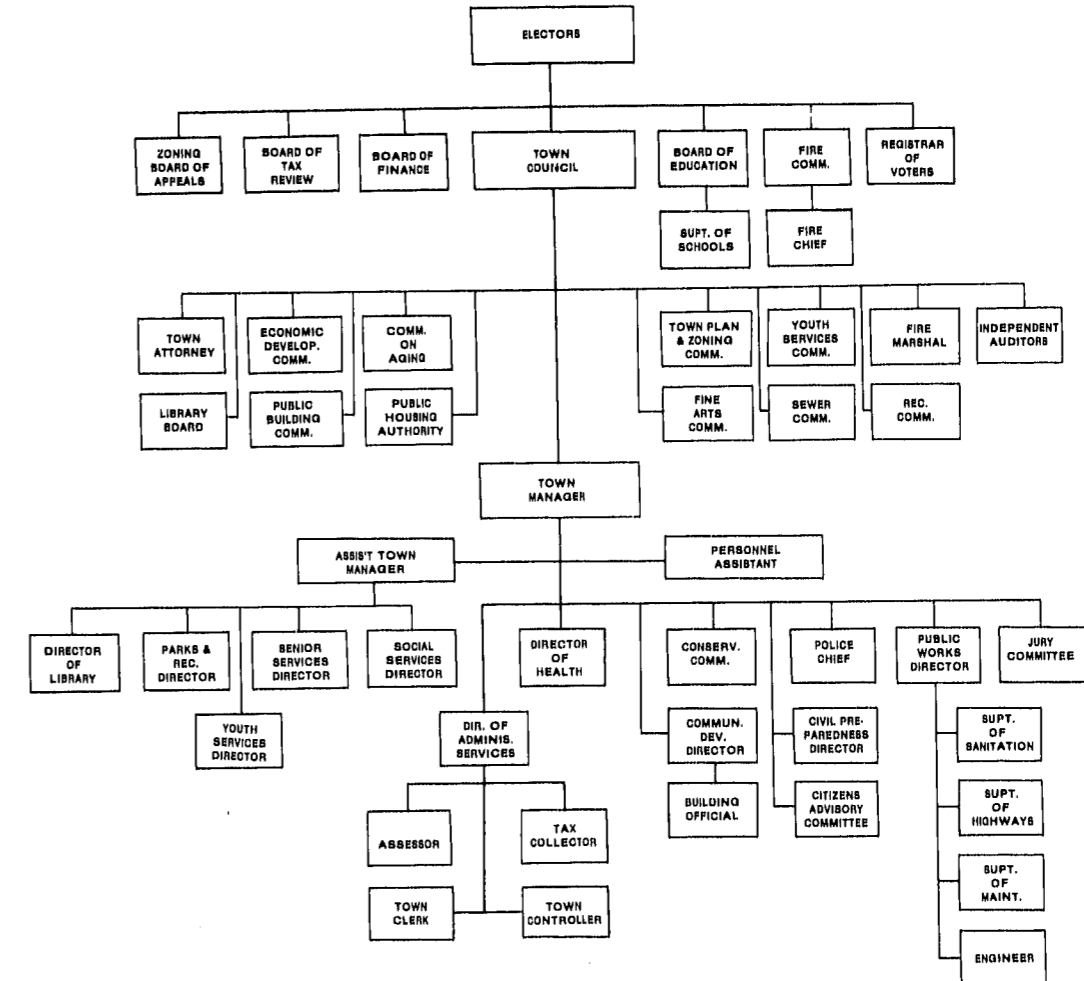
(Appointed by Chairman of Town Council on 4/28/87)

Mario Accornero
Louis Bussa
Donald Prell
Ed Richardson
Henry Rose
J. Baylis Earle, Chairman
Richard Ferrar
Deborah McIntosh
Michael Longo



Town Manager: Richard S. Borden Jr.
Asst. Town Manager,
Director of Human Services: Richard Johnson
Personnel Director: Beth E. Johnson
Assessor: Leon Jendrzeczyk
Building Official: Bernard Dion
Chief of Police: James Thomas
Civil Preparedness: Robert F. DiBella
Community Development Director: Kenith Leslie
Director of Administrative Services: G. Ted Ellis
Director of Health: Richard Coppa
Fire Chief: Tom Manager/Mario Accornero (May)
Fire Marshal: Christopher Siwy
Highway Superintendent: Edward Carlini
Housing Authority Director: William Willett
Library Director: Roberta Depp
Parks & Recreation Director: Ray Purtell
Public Works Director: S. Robert Pryzby
Purchasing Agent: John Makiaris
Senior Services Director: Jennifer DiMauro
Social Services Director: Joanne Valesky
Superintendent of Sanitation: Ralph Mandeville
Tax Collector: Madeline Rettberg
Town Controller: Lisa Martin
Town Attorney: Nicholas Paindiris, William Rogers
Town Clerk: Edward Friedeberg
Town Engineer: Billy G. Taylor
Youth Services Director: Edward Meincke

Town Organization



Who's Responsible For What

The town's government consists of elected officials, appointed boards and commissions and paid administrative staff. Elected officials are answerable only to the electorate; appointive boards and commissions are advisory arms of the Town Council; town staff activity is overseen by the town manager; education staff reports to the superintendent of schools.

Most of the duties of boards and commissions are spelled out in the various reports in this annual summary. To further clarify who is responsible for what, the following short review is offered.

* * *

Town Council (elected)—establishing an annual budget, final budget approval; final zoning authority; policy decisions.

Town Manager (paid)—responsible for carrying out Council policies and day to day operation of Town Hall; preparation of town administration budget.

Board of Education (elected)—responsible for all education policies and budget. (Note: Town Council approves the budget amount for the Board of Education but how that money is spent is up to the board and school superintendent.)

School Superintendent (paid)—acts as arm of the education board, carrying out policies; preparation of annual education budget; supervision of school system.

Board of Finance (elected)—reviews budget for recommendation to Council and sets tax rate after budget has been approved; recommends funding

for budgeted items; must approve any unbudgeted expenditures.

Board of Tax Review (elected)—hears tax assessment complaints and has authority to change assessments if warranted.

Zoning Board of Appeals (elected)—has authority to waive zoning regulations under certain specific conditions.

Fire Commission (elected)—controls operation of fire department.

* * *

Several commissions, although appointed, are not controlled by the Town Council:

Housing Authority (Council appointed)—autonomous body authorized to administer the town's low cost housing properties.

Town Planning and Zoning Commission (Council Appointed)—sole authority for subdivision approvals, preparation and adoption of Town Plan of Development, naming roads and approving commercial sign design. TPZ also makes recommendations on zone changes to the Council.

Sewer Commission (Council appointed)—authorized to levy assesment for sewer installation and use; oversees new installations.

Conservation Commission (Town Manager appointed)—state mandated inland/wetland commission charged with protection of the town's wetlands and environment and has final authority in those areas.

* * *

Complaints, Questions, Etc.:

Correspondence or contacts about staff or town administration departments should be directed to

the department head (listed on the previous pages) or the Town Manager (659-2711). The school principal or the superintendent's office should be contacted with complaints or questions about the school system (633-5231).

Under the listing of Town Officials on the previous pages, the meeting nights of most boards and commissions are listed. The calendar on this page will help anyone interested in determining the dates of meetings in the 1989 year.

1989

JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S
1 2 3 4 5 6 7	1 2 3 4	1 2 3 4	1	1 2 3 4 5 6	1 2 3
8 9 10 11 12 13 14	5 6 7 8 9 10 11	5 6 7 8 9 10 11	2 3 4 5 6 7 8	7 8 9 10 11 12 13	4 5 6 7 8 9 10
15 16 17 18 19 20 21	12 13 14 15 16 17 18	12 13 14 15 16 17 18	9 10 11 12 13 14 15	14 15 16 17 18 19 20	11 12 13 14 15 16 17
22 23 24 25 26 27 28	19 20 21 22 23 24 25	19 20 21 22 23 24 25	16 17 18 19 20 21 22	21 22 23 24 25 26 27	18 19 20 21 22 23 24
29 30 31	26 27 28	26 27 28 29 30 31	23 24 25 26 27 28 29	28 29 30 31	25 26 27 28 29 30
			30		
JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S
1	1 2 3 4 5	1 2	1 2 3 4 5 6 7	1 2 3 4	1 2
2 3 4 5 6 7 8	6 7 8 9 10 11 12	3 4 5 6 7 8 9	8 9 10 11 12 13 14	5 6 7 8 9 10 11	3 4 5 6 7 8 9
9 10 11 12 13 14 15	13 14 15 16 17 18 19	10 11 12 13 14 15 16	15 16 17 18 19 20 21	12 13 14 15 16 17 18	10 11 12 13 14 15 16
16 17 18 19 20 21 22	20 21 22 23 24 25 26	17 18 19 20 21 22 23	22 23 24 25 26 27 28	19 20 21 22 23 24 25	17 18 19 20 21 22 23
23 24 25 26 27 28 29	27 28 29 30 31	24 25 26 27 28 29 30	29 30 31	26 27 28 29 30	24 25 26 27 28 29 30
30 31					31

Auditors' Statement

We have examined the general purpose financial statements of the Town of Glastonbury, Connecticut, as of June 30, 1988 and for the year then ended, as listed in the accompanying Table of Contents (Exhibits 1 to 5, inclusive). Our examination was made in accordance with generally accepted auditing standards and, in accordance with the requirements of the State of Connecticut concerning municipal audits and, accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

The financial statements present a general fixed assets account group, but certain major assets, namely land and vehicles, are not included. For the statements to fairly present the Town's financial position, these items should be included in accordance with generally accepted accounting principles.

In our opinion, except for the matter referred to in the preceding paragraph, the general purpose financial statements referred to above present fairly the financial position of the Town of Glastonbury, Connecticut, at June 30, 1988, and the results of its operations and the changes in financial position of its Pension Trust Fund for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Our examination was made for the purpose of forming an opinion on the general purpose financial statements taken as a whole (Exhibits 1 to 5, inclusive). The combining, individual fund, and individual account group financial statements and

schedules listed in the Table of Contents are presented for purposes of additional analysis and are not a required part of the general purpose financial statements of the Town of Glastonbury, Connecticut. Such information has been subjected to the auditing procedures applied in the examination of the general purpose financial statements and, in our opinion, is fairly stated in all material respects in relation to the general purpose financial statements taken as a whole.

Comments

We have examined the general purpose financial statements of the Town of Glastonbury for the year ended June 30, 1988 and have issued our report thereon dated October 27, 1988. As part of our examination we made a study and evaluation of the system of internal accounting control to the extent we considered necessary to evaluate the system as required by generally accepted auditing standards and the "Standards for Audit of Governmental Organizations, Programs, Activities and Functions," issued by the U.S. General Accounting Office.

For the purpose of this report, we have classified the significant internal accounting controls in the following categories: budgeting, cash and investments, receivables, inventories, property and equipment, accounts payable and accrued liabilities, long-term debt, purchasing and receiving, revenues and expenditures (payroll and non-payroll), and financial reporting. Our study included all of the control categories listed above.

The purpose of our study and evaluation was

to determine the nature, timing, and extent, of the auditing procedures necessary for expressing an opinion on the town's financial statements. Our study and evaluation was more limited than would be necessary to express an opinion on the system of internal accounting control taken as a whole or on any of the categories of controls identified above.

The management of the Town of Glastonbury is responsible for establishing and maintaining a system of internal accounting control. In fulfilling this responsibility, estimates and judgment by management are required to assess the expected benefits and related costs of control procedures. The objectives of a system are to provide management with reasonable, but not absolute, assurance that assets are safeguarded against loss from unauthorized use of disposition, and that transactions are executed in accordance with management's authorization and recorded properly to permit the preparation of financial statements in accordance with generally accepted accounting principles.

Because of inherent limitations in any system of internal accounting control, errors or irregularities may nevertheless occur and not be detected. Also, projection of any evaluation of the system to future periods is changes in conditions or that the degree of compliance with the procedures may deteriorate.

Our study and evaluation made for the limited purpose described in the first paragraph would not necessarily disclose all material weaknesses in the system. Accordingly, we do not express an opinion on the system of internal accounting control of the Town of Glastonbury, taken as a whole or

on any of the categories of controls identified in the first paragraph. However, our study and evaluation disclosed the following condition that we believe to be a material weakness.

General Fixed Assets

Although the financial statements reflect a general fixed assets account group, certain major assets (land and vehicles acquired prior to July 1, 1983) are not included. For the financial statements to fairly present the Town's financial position, these items should be included in accordance with generally accepted accounting principles.

We recommend that the general fixed asset inventory be completed during 1988-89 in order to include all items necessary to present the financial position in accordance with generally accepted accounting principles.

The following matters are offered as constructive suggestions for your consideration as part of the ongoing process of modifying and improving accounting controls and administrative practices.

Lease Purchases

The Board of Education entered into lease purchase agreements during 1987-88. Accounting principles require that an appropriation be available for the value of the asset acquired.

The board had sufficient funds to meet the current expenditures for monthly payments under the terms of the leases. However, an appropriation was not obtained for the purchase. Accordingly, the lease transaction has not been properly reflected in the financial statements.

Lease agreements represent debt to the town
(Continued next page)

and should be issued using the same procedures as other debt instruments. We recommend that the Board of Education obtain proper authorization for any future lease purchases.

Sewer Operating Fund

The Sewer Operating Fund had a fund deficit of \$51,100 at June 30, 1988. All town funds should maintain adequate fund balance levels in order to avoid an accumulated deficit. Budget procedures should be employed to safeguard against such deficits and in order to improve the overall reporting of the financial position of the community.

Pension Fund

The Pension Trust Fund is included in the financial report of the town for the year ended June 30, 1988. The fund's investment earnings amounted to \$344,900 or 2.7% of the average fund balance. During 1986-87 the fund earned \$1,668,700 or 15.0% of the average fund balance.

We have noted similar fluctuations in other Connecticut communities. Although the town has realized significant gains by investing a high percentage of the portfolio in common stock as a result of a rising market, a major decline which occurred in October 1987 can materially affect the value of the fund.

We suggest that the Town continue to periodically evaluate its investment policies for its pension fund in order to establish an effective balance between income and security. Additionally although the fund is administered by an insurance company, internal records should be maintained to monitor the funds operations.

End of Year School Report Form ED001

The Board of Education is required to file Form

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ED001, which reports financial data for the year, with the State Department of Education. The form is used by the State of Connecticut Department of Education and for determining compliance with grants and for determining compliance with Minimum Expenditure Requirements.

We noted during our examination that expenditures were overstated because certain encumbrances (purchase orders) were not adjusted for the estimated value at June 30. Encumbrances should be adjusted when circumstances change after the original date of issuance. At year end, this review should be made as soon as possible, in order to include proper amount in the Form ED001.

Limit of Public Deposits

The Connecticut General Statutes limit the deposit of public funds in any one bank, in the aggregate at any one time, to seventy-five percent of the capital, general loss reserve, surplus and undivided profits of such bank. Although it does not appear that the town is in violation of the statute, procedures should be established to monitor compliance with the limitation.

Educational Grants

Bank reconciliations were not prepared on a timely basis for the Educational Grants Fund cash account. We recommend that all accounts be reconciled on a timely basis in order to assist in the overall balancing process.

Information Required by the State of Connecticut Office of Policy and Management

The following comments are included herein as required by the State of Connecticut Office of

Policy and Management "General Instructions and Auditing Guide for Independent Public Accountants Engaged in Municipal Auditing:

- The accounting records of the municipality were generally maintained in a satisfactory manner;

- Any significant conflicts between local legal requirements and generally accepted accounting principles are adequately disclosed in the financial statements and the notes thereto.

* * *

This report is intended solely for the use of management and federal and state audit agencies providing funds to the Town of Glastonbury and should not be used for any other purpose. This restriction is not intended to limit the distribution of this report, which, upon acceptance by the town, is a matter of public record.

Scully & Wolf
Certified Public Accountants
Glastonbury

*Financial statements as
required are on the following pages*

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GLASTONBURY COMBINED BALANCE SHEET ALL FUND TYPES AND ACCOUNT TYPES JUNE 30, 1988

	GOVERNMENTAL FUND TYPES			FIDUCIARY FUND TYPES	GENERAL FIXED ASSETS	ACCOUNT GROUPS GENERAL LONG-TERM DEBT		TOTALS (MEMORANDUM ONLY)	
	GENERAL	SPECIAL REVENUE	CAPITAL PROJECTS	TRUST AND AGENCY	JUNE 30,....	1988	1987	
ASSETS									
Cash and temporary cash investments	\$1,712,736	\$3,710,689	\$1,103,170	\$ 161,289			\$ 6,687,884	\$ 9,799,162	
Investments	2,005,000	1,749,394	63,000	14,401,658			18,219,052	13,082,085	
Receivables:							262,703	169,198	
Due from other governments		235,703	27,000				558,842	483,000	
Property taxes	558,842						1,411,043	1,434,301	
Assessments		1,411,043					383,454	255,865	
Other	206,255	24,623	150,373	2,203			2,400,112	3,147,795	
Due from other funds (Note 5)	159,206	30,859	2,210,047				236,568	237,631	
Inventory, at cost	193,074	43,494				\$43,623,057	43,623,057	42,771,156	
Fixed assets (Note 6)						\$6,377,729	6,377,729	19,737,393	
Amounts to be provided for retirement of debt						\$6,377,729	\$80,160,444	\$91,117,586	
TOTAL	\$4,835,113	\$7,205,805	\$3,553,590	\$14,565,150	\$43,623,057	\$6,377,729	\$80,160,444	\$91,117,586	
LIABILITIES AND FUND EQUITY									
Liabilities:									
Accounts payable	\$ 542,368	\$ 107,519	\$ 74,941	\$ 6,471			\$ 731,299	\$ 670,383	
Due to other funds (Note 5)	30,859	2,265,166	104,087				2,400,112	3,147,795	
Due to developers for escrow deposits	1,678,014	13,000					1,691,014	1,163,721	
Due to student groups and others				1,197,516			1,197,516	963,874	
Deferred revenue	373,593	1,501,578					1,875,171	1,954,911	
Bonds and notes payable						\$4,895,000	4,895,000	5,325,000	
Compensated absences						1,306,193	1,306,193	14,477,617	
Capital lease obligations						176,536	176,536		
Total liabilities	2,624,834	3,887,263	179,028	1,203,987		6,377,729	14,272,841	27,703,301	
Fund equity:									
Investment in General Fixed Assets						\$43,623,057	43,623,057	42,771,156	
Fund balance:									
Reserved for encumbrances	50,391		119,028	43,229,149			169,419	815,094	
Reserved for pension benefits							13,229,149	12,198,390	
Unreserved:									
Designated for subsequent year's expenditures	400,000						400,000	715,000	
Designated for specific purposes	303,731	116,480	3,097,175	103,828			3,621,214	2,808,204	
Undesignated	1,456,157	3,202,062	158,359	28,186			4,844,764	4,106,441	
Total fund equity	2,210,279	3,318,542	3,374,562	13,361,163	43,623,057	\$ 6,377,729	\$80,160,444	\$91,117,586	
TOTAL	\$4,835,113	\$7,205,805	\$3,553,590	\$14,565,150	\$43,623,057	\$ 6,377,729	\$80,160,444	\$91,117,586	

COMBINED STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCES
ALL GOVERNMENTAL FUND TYPES AND EXPENDABLE TRUST FUNDS
FOR THE YEAR ENDED JUNE 30, 1988

	GOVERNMENTAL FUND TYPES		FIDUCIARY FUND TYPES		TOTALS (MEMORANDUM ONLY) YEAR ENDED	
	GENERAL	SPECIAL REVENUE	CAPITAL PROJECTS	TRUST AND AGENCYJUNE 30,.....	
					1988	1987
Revenues:						
Property taxes	\$29,150,594				\$29,150,594	\$25,352,239
Licenses and permits	689,902				689,902	645,561
Intergovernmental	5,365,499	\$1,096,198	\$ 219,405	\$ 7,537	6,688,639	6,078,683
Charges for services	965,438	1,776,081			2,741,519	2,710,014
Other	832,641	535,141	245,302	111,094	1,724,178	1,394,093
Total revenues	37,004,074	3,407,420	464,707	118,631	40,994,832	36,180,590
Expenditures:						
Current:						
General Government	351,263				351,263	310,228
Community Development ..	374,537				374,537	369,451
Public Safety	3,208,954	16,432			3,225,386	2,948,747
Administrative Services	3,596,838	162,525			3,759,363	3,223,835
Health	228,277				228,277	193,642
Human Resources	468,646	23,188			491,834	477,427
Parks and Recreation	882,876	15,702			898,578	861,672
Libraries	481,966			8,366	490,332	447,539
Public Works	4,557,817				4,557,817	4,082,371
Contingency	24,746				24,746	20,736
Education	22,027,858	1,204,233			23,232,091	20,294,248
Capital outlay			2,044,661		2,044,661	1,923,560
Debt service	1,010,289				1,010,289	1,133,080
Total expenditures	37,214,067	1,422,080	2,044,661	8,366	40,689,174	36,286,536
Excess (deficiency) of revenues over expenditures	(209,993)	1,985,340	(1,579,954)	110,265	305,658	(105,946)
Other financing sources (uses):						
Bonds and bond anticipation notes			285,000		285,000	1,170,000
Operating transfers in	976,659	1,113,063	1,591,282		3,681,004	5,392,127
Operating transfers out	(1,113,063)	(2,470,423)	(97,518)		(3,681,004)	(5,392,127)
Total other financing sources (uses)	(136,404)	(1,357,360)	1,778,764		285,000	1,170,000
Excess (Deficiency) of revenue and other financing sources over expenditures and other financing uses	(346,397)	627,980	198,810	110,265	590,658	1,064,054
Fund balance, July 1	2,556,676	2,690,562	3,175,752	21,749	8,444,739	7,380,685
Fund balance, June 30	\$ 2,210,279	\$3,318,542	\$3,374,562	\$ 132,014	\$ 9,035,397	\$ 8,444,739

STATEMENT OF REVENUES, EXPENDITURES AND CHANGES
IN FUND BALANCE - BUDGET AND ACTUAL - GENERAL FUND
FOR THE YEAR ENDED JUNE 30, 1988

	Amended Budget	Actual	Variance Favorable (Unfavorable)
Revenues:			
Tax Collector	\$29,093,905	\$29,150,594	\$ 56,689
Licenses and permits	536,325	689,902	153,577
Intergovernmental	5,162,937	5,365,499	202,562
Charges for services	812,500	965,438	152,938
Other revenue	1,059,000	832,641	(226,359)
Total revenues	36,664,667	37,004,074	339,407
Expenditures:			
Current:			
General Government	361,739	351,263	10,476
Community Development	386,068	374,537	11,531
Public Safety	3,289,477	3,208,954	80,523
Administrative Services	3,606,636	3,208,954	9,798
Health	229,887	228,277	1,610
Human Resources	503,062	468,646	34,416
Parks and Recreation	903,840	882,876	20,964
Libraries	494,139	481,966	12,173
Public Works	4,666,486	4,557,817	108,669
Contingency	14,829	24,746	(9,917)
Education	22,179,835	22,027,858	151,977
Debt Service	1,010,615	1,010,289	326
Total expenditures	37,646,613	37,214,067	432,546
Excess (deficiency) of revenues over expenditures	(981,946)	(209,993)	771,953
Other financing sources (uses):			
Operating transfers in	963,244	976,659	13,415
Operating transfer out	(1,113,063)	(1,113,063)	
Total	(149,819)	(136,404)	13,415
Excess (deficiency) of revenues and other financing sources over expenditures and other financing uses	\$ (1,131,765)	(346,397)	\$ 785,368
Fund balance, July 1			2,556,676
Fund balance, June 30			\$2,210,279

TOWN OF GLASTONBURY

GENERAL FUND

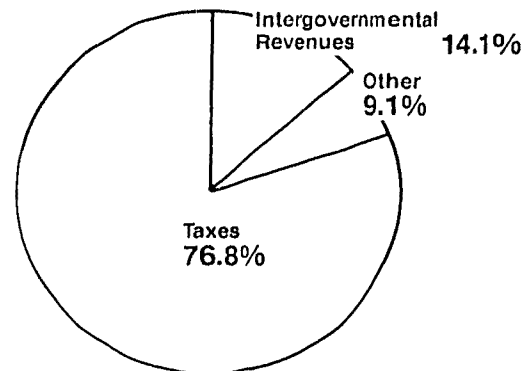
**BALANCE SHEET
JUNE 30, 1988**

	1988	1987
ASSETS		
Cash and temporary cash investments . . .	\$1,712,736	\$4,120,725
Investments	2,005,000	
Due from other funds	159,206	222,247
Property taxes receivable	558,842	483,000
Inventory, at cost (Note 1)	193,074	190,089
Miscellaneous receivables	206,255	200,832
TOTAL	\$4,835,113	\$5,216,893

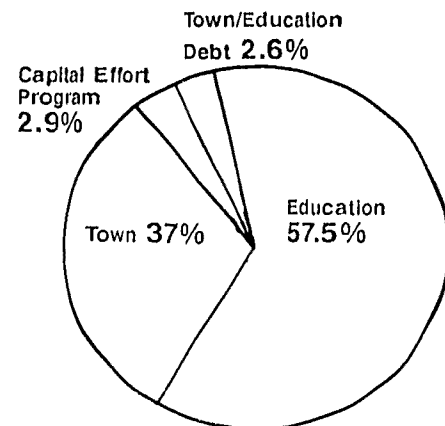
**LIABILITIES
AND
FUND BALANCE**

Liabilities:		
Accounts and other payables	\$ 542,368	\$ 482,390
Due to other funds	30,859	506,497
Due to developers for escrow deposits	1,678,014	1,150,721
Deferred revenues	373,593	520,609
Total liabilities	2,624,834	2,660,217
Fund balance:		
Reserved for encumbrances	50,391	238,376
Designated for subsequent year's budget	400,000	715,000
Designated for tentative managerial plans and intent	303,731	200,782
Undesignated fund balance	1,456,157	1,402,518
Total fund balance	2,210,279	2,556,676
TOTAL	\$4,835,113	\$5,216,893

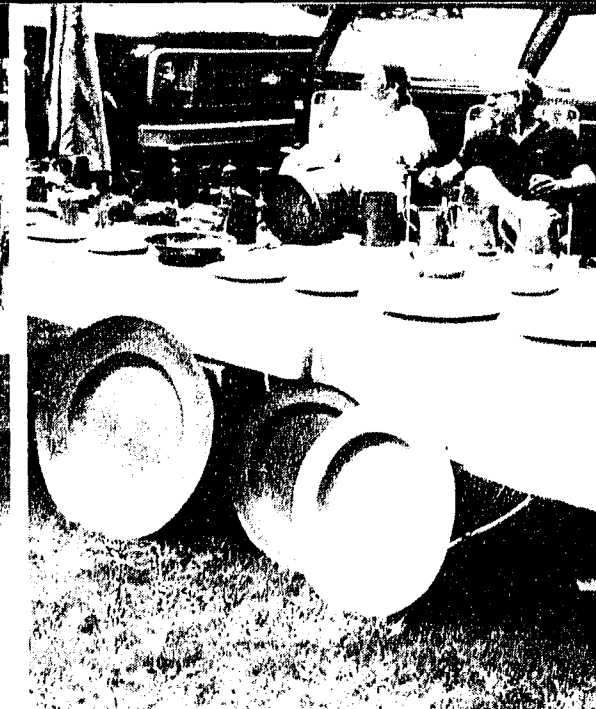
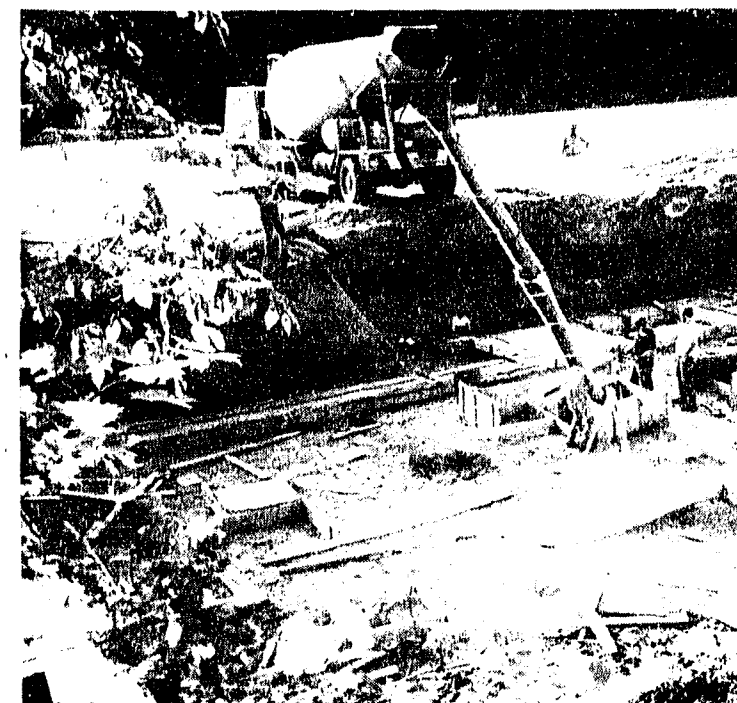
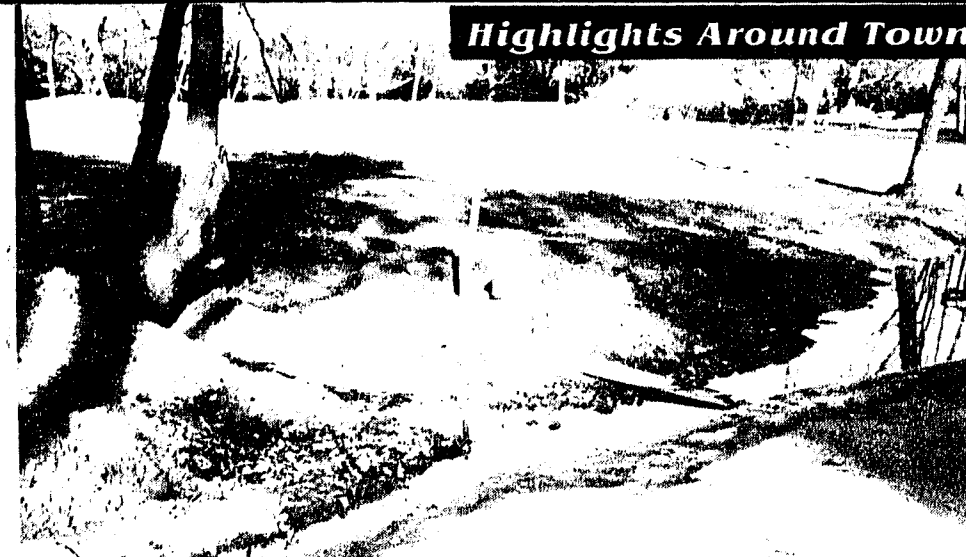
Where Revenue Comes From . . .



Where It's Spent



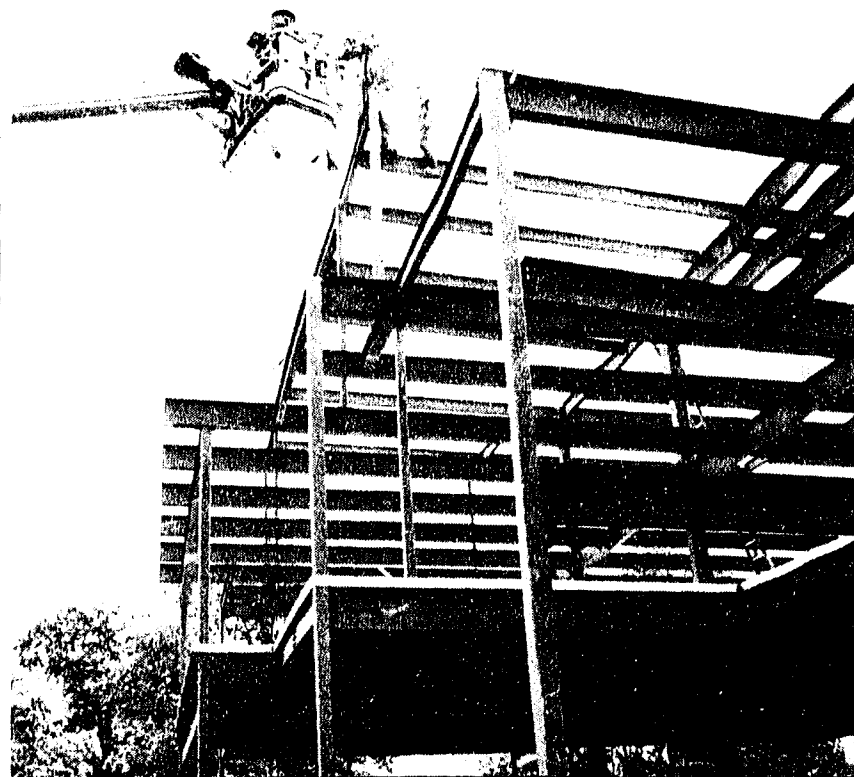
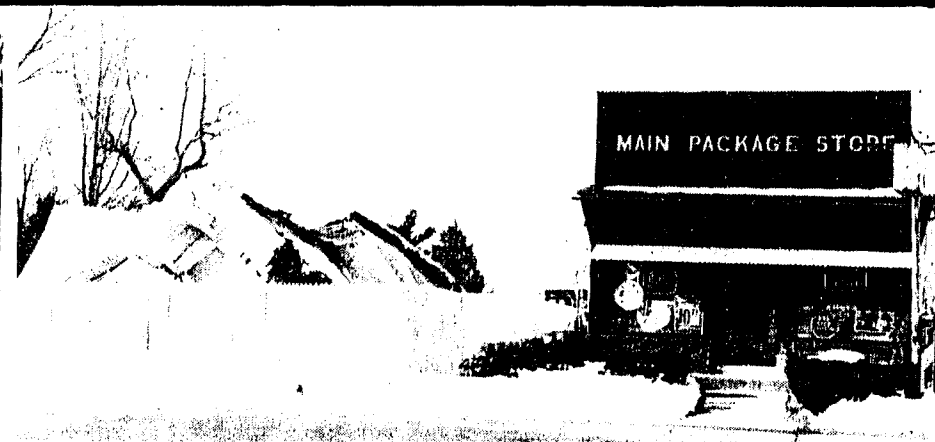
Highlights Around Town



Development on the bog on Stockade Road caused neighbors and administration concern as load after load of fill caused the surface to rise and the water to appear elsewhere (top left). Until the problem is solved, construction will be delayed. Above, the Historical Society's annual antique show on the Town Green drew thousands to view a wide selection of early pewter, furniture, glass, baskets and collectibles. The Brookside Restaurant in South Glastonbury (left), scheduled for an added wing, had to be demolished because of structural problems. The builder started from scratch and reconstructed the building on the same footprint.



Clockwise, beginning above, East Glastonbury Fish and Game Club held its annual fishing derby; the "house on stilts" on Main Street was demolished when no one could find another place to put it; Glastonbury Bank began its major expansion program for the building on Main Street.



Telephone Directory

Fire and Police Emergency—911

For those residents not having a 633 telephone prefix, the numbers are Fire Emergency—633-9421 Police Emergency—633-9411

Call the:

Administrative Services
Assessor
Building Inspector
Civil Preparedness
Community Development
Director of Health

Dog Warden

Glastonbury Housing Authority
Highway Superintendent
Parks Superintendent
Police Department
Probate Court

Public Works

Parks and Recreation Director
Recreation Answering Service
Registrars
Senior Services
Social Services
Superintendent/Sanitation Department

Superintendent of Schools

Tax Collector
Town Clerk

Town Manager

Visiting Nurse Association
Welles-Turner Library
Youth and Family Resources

For Answers on:

Bills & Accounts, Purchasing
Property Assessments
Building Permits
Natural Disaster
Town Planning
Public Health Matters
Applications for Burning
Dog and Animal Problems
Public and Elderly Housing
Street/Road Maintenance, Snow Removal
Parks/Public Grounds/Tree Problems
Public Safety
Estates, Conservatorships, Guardianships, Trustees, Adoption, Marriage Walvers, Weddings, Passports
Engineering and Drainage
Parks & Recreation Activities
Scheduled Events
Voting, If no answer, ask for Town Clerk
All Senior Services, Programs
Welfare and Relief Programs
Sanitary Sewers,
Treatment Plant, Transfer Station
Schools and Education
Taxes
Birth & Death Certificates, Property Deeds
Fishing/Hunting/Dog Licenses, Elections, Voting Registration
General Administration, Personnel
Public Nursing and Clinics
Library Services
Family Counselling and Youth Activities

Phone:

659-2711
659-2711
659-2711
633-6234
659-2711
659-2711
633-8301
633-3549
659-2711
659-2711
659-2711
633-3723
659-2711
659-2711
659-2731
659-2711
659-2711
659-2711
659-2711
633-5231
659-2711
659-2711
659-2711
659-2711
633-3521
659-2733
659-2711

**Close Vote Approves
Sycamore Zone Change**

*Fire Chief Tom
Manager Retires*

**Finance Referendum Vote
Hinges on Technicality**

New Fire Chiefs Announced

**Council Sub-Committee Recommends
Postponing Hebron Avenue Sidewalks**

*What a Policeman Does,
How and Why*

**Hale Farms Condos Go
Under the Gavel in June**

**Education Board Approves
Re-allocation of Students**

*Aparo Gets
Split Decision*

**Plans Presented for PAD
on Buck's Forest Lane Land**

Hearing Held on Open Space, Affordable Housing

**GHS Musicians Win
National Recognition**

**Education Budget Up
15.6% at \$25.5 Million**

**Still Time to Apply
For Tax Relief Programs**

Zoning Board of Appeals Action

**Griswold Mall Expansion
Sent Back to Drawing Board**

*Land Acquisition Ordinance
Adapted for Development Rights*

Bemer Fire Review Begins

Proposal Being Aired for Local 'Sweat Equity' Housing

*Business Complex
Okayed for*

*Niehay's Gas
Station Site*

**Education Board Seeks
Developer Information**

Hyatt Hotel Scheduled for Somerset Square

**Hebron Avenue Land Sale
Removed from Referendum**

*Flag-Raising Ceremonies to
Honor Deceased Veterans*