

**GLASTONBURY TOWN COUNCIL
REGULAR MEETING MINUTES
TUESDAY, JUNE 8, 2021**

The Glastonbury Town Council with Town Manager, Richard J. Johnson, in attendance, held a Regular Meeting at 7:00 p.m. in the Council Chambers of Town Hall at 2155 Main Street, with an option for attendance through Zoom video conferencing. The video was broadcast in real time and via a live video stream.

1. Roll Call.

Council Members

Mr. Thomas P. Gullotta, Chairman
Mr. Lawrence Niland, Vice Chairman
Ms. Deborah A. Carroll
Mr. White Osgood
Dr. Stewart Beckett III
Ms. Mary LaChance
Mr. Kurt P. Cavanaugh
Mr. Jacob McChesney
Ms. Lillian Tanski

a. Pledge of Allegiance

Led by Dr. Bookman

2. Public Comment.

Mr. Niland opened the floor for in-person attendees to comment.

Bruce Bowman of 62 Morgan Drive, stated that he and the members of TALK (Truth and Action with Love and Kindness) are appalled by the racist comments that were made recently in the high school yearbook. This incident cannot be compartmentalized and addressed only by the school board. He called on the Council to act on the issue of racism by reaffirming the Town Manager's welcoming letter, which is listed on the Town website, as well as validating the mission statement of the Racial Justice and Equity Commission (RJEC), to support a Glastonbury that is safe and inclusive for all.

Pam Lucas of 145 Moseley Terrace, also requested that the Town Council issue a public statement that the racism portrayed in the recent high school yearbook incident has no place in Glastonbury, which is a welcoming place for all. She has found the RJEC's efforts very impressive thus far and asked the Council to consider making the commission a permanent town body.

Anne Bowman of 62 Morgan Drive, also voiced concern about the high school yearbook incident, which she called a racist act whose affects go beyond the victim. The Council needs to be heard on this issue. She called on Town leadership to speak out against racist behavior in

Glastonbury. She has attended many of the RJEC meetings and is also impressed with what they have accomplished thus far. She hopes that the commission will continue to work for Glastonbury for many years.

Mr. Niland opened the floor for Zoom attendees to comment.

Samantha Lombardo of 17 Lakewood Road, spoke on the issue of trash and safety concerns at the Cotton Hollow preserve. She stated that they are in the same position as they were last year when this issue was brought up with the Council and it was decided that a park ranger would monitor the area. She and many others feel unsafe and unable to use the preserve. She asked the Council to follow through with their promise of having a park ranger patrol the preserve.

With no further comments, Mr. Niland closed the public comment session.

3. Special Reports.

a. Presentation by Michael Vigeant of Great Blue Research – Commission on Racial Justice and Equity Community Survey.

Ms. Carroll stated that the survey launched on Friday and can be found on the Commission's website, as well as the Town website, along with a press release.

Michael Vigeant provided an overview of the survey methodology. It is a lengthy survey with a combination of close-ended and open-ended questions. The survey's intention is to see what the community thinks and feels about these issues. A Spanish version will be launched on the link.

As of 4:00 P.M. today, over 225 people have already completed the survey, which is really impressive. The breakdown of participants is also very reflective of the Town's census breakout, so it is a proportional mix. There has been a lot of variety in responses, and many complimentary statements made of the Council and the Commission. He is very happy with the response thus far. He noted that, in the event that the data is overweighed in one area, they have mechanisms in place in the back end to counteract that.

They will leave the survey open as long as they need to, and it will be monitored on a weekly basis. Following the survey, they will hold conversations with community leaders in four key areas: education, housing, recreation, and public safety, who will help them determine what the action plan will look like. This will be an ongoing effort. Mr. Vigeant noted that they have worked with hundreds of municipalities and Glastonbury has been unique in its concerted effort to study and tackle the issue of racism. RJEC is a great group of diverse people, which helps the process of going deep on this survey.

b. Presentation on Agreement between Glastonbury Board of Education and Glastonbury School Administrators' Association.

Board of Education Chairman Doug Foyle stated that the BOE approved the contract a couple of weeks ago. He complimented the school administration, stating that their team is very lean relative to their peers in central Connecticut. In March 2020, Glastonbury schools went from

fully in-person on Friday to fully online on Monday, which no other town did in Connecticut. He noted that elementary schools were in-person full time, though a unique online program was offered for any student who desired it. The rest of the grades were hybrid until April 2021. Dr. Foyle explained the process of the contract agreement approval, which entailed an appointed board negotiating team. Mr. Niland was the Council representative. The team met three times and found the contract agreeable. They then presented to the Board who approved it unanimously.

Superintendent Alan Bookman explained the details of the administrative contract, which has minimal changes. It is a four-year contract which the Board and Committee both wanted. He described the changes as the following:

- Reimbursement for teachers' advanced studies to go from \$1800 to \$2700 per course, which is based on the cost of a UConn course.
- The addition of child rearing leave.
- A compensatory day for Special Education supervisors who work 10 additional days in the school year.
- An increase in the insurance percentage that is paid for by administrators. In the last year of the contract, administrators will pay 26.5% of the PPO or HMO, as compared to 16.5% for those in the high-deductible plan, which all new administrators are a part of.
- The percent increase for all administrators across the board will be 2%.

Motion by: Ms. Carroll

Seconded by: Mr. Osgood

BE IT RESOLVED, that the Glastonbury Town Council hereby acknowledges receipt of the agreement between Glastonbury Board of Education and Glastonbury School Administrators' Association.

Disc: Mr. Cavanaugh asked about the annual 2% increase and how that relates to the step salary schedule. Dr. Bookman explained that, in this contract, there are 7 steps. Most often, they hire people who have administrative experience, so it adds a small extra drop, as far as the step increases. He can provide the exact numbers to Mr. Johnson. Mr. Cavanaugh asked if this was built into the budget fiscal year 2022. Dr. Bookman clarified that the contract does not start this coming year, but the following year, so it will be presented at the annual budget meeting in January.

Dr. Beckett agreed with Dr. Foyle that the whole Glastonbury school system did a great job during this pandemic. However, he is concerned about the excessive number of sick days and vacation days in the contract. He will not vote against it, but he views this as a failure to negotiate realistic options. Dr. Bookman stated that it is a rarity for administrators to take a sick day, so reducing it in the contract would not really accomplish much by way of savings.

Ms. LaChance stated that the racist quote in the high school yearbook incident was written under her child's photo by another student. She thanked the school administrators and staff who assisted her family, noting they were nothing short of outstanding. Mr. Gullotta stated that this is a fair contract, both for the administrators and for the Town.

Result: Motion was passed unanimously {9-0-0}.

4. Old Business. None

5. New Business.

a. Action on waiver of competitive bidding process – Wastewater Treatment – grinder equipment.

Motion by: Ms. Carroll

Seconded by: Mr. Osgood

BE IT RESOLVED, that the Glastonbury Town Council hereby approves a waiver of the competitive bid process for purchase of replacement grinder equipment at the Wastewater Treatment Plant, as described in a report by the Town Manager dated June 4, 2021, and subject to a favorable report and recommendation by the Board of Finance.

Result: Motion was passed unanimously {9-0-0}.

6. Consent Calendar.

a. Action on State of CT DEEP STEAP Grant PSA – Street Tree Management Software & Site Renovations – \$128,205.

Motion by: Ms. Carroll

Seconded by: Mr. Osgood

BE IT RESOLVED, that Richard J. Johnson, Town Manager, is authorized to make, execute and approve on behalf of the Town of Glastonbury, any and all contracts or amendments thereof with the State of Connecticut Department of Energy and Environmental Protection as related to the Street Tree Management Software & Site Renovations grant, as described in a report by the Town Manager dated June 4, 2021.

Result: Motion was passed unanimously {9-0-0}.

b. Action on Planning Grant-Affordable Housing

Motion by: Ms. Carroll

Seconded by: Mr. Osgood

BE IT RESOLVED, The Glastonbury Town Council hereby authorizes the submission of an affordable housing plan-planning grant on behalf of the Town of Glastonbury and authorizes Richard J. Johnson, Town Manager, to execute the grant application and administer the grant in accordance with applicable guidelines and requirements as described in a report by the Town Manager dated June 7, 2021.

Result: Motion was passed unanimously {9-0-0}.

c. Action to add to the agenda

Mr. Johnson stated that the STEEP grant requires the Town to allocate the money then get reimbursed. He asked that the Council add an item to the agenda, to refer this appropriation to the BOF instead of a public hearing.

Motion by: Ms. Carroll

Seconded by: Mr. Osgood

BE IT RESOLVED, that The Glastonbury Town Council hereby adds an item to the agenda.

Result: Motion to add to the agenda was passed unanimously {9-0-0}.

d. Action on referral to the Board of Finance

Motion by: Ms. Carroll

Seconded by: Mr. Osgood

BE IT RESOLVED, that The Glastonbury Town Council hereby refers to the Board of Finance the request for a \$128,205 appropriation and transfer from the Capital Reserve Unassigned Fund to Capital Projects Street Tree Management to be reimbursed through an approved state grant and schedules a public hearing for 8:00 P.M. on Tuesday, June 22 to consider the appropriation and transfer as described in a report by the Town Manager dated June 8, 2021.

Result: Motion was passed unanimously {9-0-0}.

7. Town Manager's Report.

Mr. Johnson stated that they have been mindful about the situation at the Cotton Hollow Preserve. They are in the process of recruiting for a park ranger, but there is a shortage of rangers in town. Many of them also have full-time jobs, so coverage during the weekdays has been especially hard. Mr. Cavanaugh asked about the option of deploying police there instead of rangers. Mr. Johnson stated that they have discussed the option of having a police officer at the Hopewell Road entrance, which would be very expensive, but possible. Mr. Gullotta suggested a Parks and Recreation employee as a less expensive option. Mr. Johnson stated that they do not have the bench on the Town staff. This is their busiest time of the year. They will consider the option, but there will be a downside. He stated that they will likely put a police officer in the Grange Pool parking lot.

Mr. Johnson noted that the TPZ has sent back a memo with questions for the Council to clarify, regarding the Council's request for the TPZ to take a look at the village districts regulations. The questions raised concerned the following: the genesis of the request by the Council, how the areas to be considered were determined, and asked for greater clarity. Mr. Johnson provided the design guidelines from the Town of Coventry, which Mr. Cavanaugh had requested at the last meeting. He will have a recommendation at the Council's next meeting, regarding design guidelines.

Ms. LaChance asked how the sprinkler system at the boat house is progressing. Mr. Johnson stated that they are completing the design which they hired an engineering firm to do. They will not need as many modifications as they originally thought, so the solution is on the way. Mr. Osgood asked for an update on Senator Cassano's proposed legislation regarding the issue of uranium contamination in well water. Mr. Johnson stated that his aid confirmed that the legislation was not recommended out of committee, so it did not go forward.

Mr. Cavanaugh stated that the genesis of the village districts regulation request from the TPZ was simply to preserve the character of Main Street going south. He does not understand what more clarity they need. Mr. Osgood suggests telling the TPZ that they are looking at just the Town Center and how to preserve its character. Dr. Beckett agreed. He defers to the TPZ to consider matters of uniformity in the design standards, such as green space. Ms. Tanski stated that they have examples of the types of architecture they want to maintain. She suggested they provide the commission with a written statement, along with the offer to accompany them on a walk around the sites in question. Mr. Niland would like to have an open discussion with the commission. Dr. Beckett hopes that the village district consideration is not only about architecture but also mobility. Mr. Cavanaugh would like the meeting with the TPZ to be public.

Mr. Johnson stated that moving in smaller chunks will make the project go faster. Mr. McChesney agreed and suggested the TPZ check out the guidelines of the Town of Coventry, which addressed the design standards in their center of town. Mr. Cavanaugh also likes the suggestion of moving forward as quickly as possible. He suggested they hire a design consultant who could help them with the Main Street project as well, thereby combining the two projects. Ms. Tanski stated that design standards may be a more flexible and useful tool than the village districts. She would like to pose that question to the TPZ for their review.

Mr. McChesney thanked the Town Manager for the update on the Pollinator Pathways effort. Mr. Johnson added that they will have an online training program and a homeowner's guide to native plants. Mr. Cavanaugh stated that he received a citizen complaint on Tryon Street, where the traffic was described as a "beerfest" on the weekends. He asked if there could be traffic enforcement there. Mr. Johnson noted that, tomorrow morning, the Plans Review Subcommittee is looking at a proposal to expand the use of food trucks in that location. Having a commercial establishment in a residential area is a challenge. They have had a similar issue with Hops on the Hill on Dug Road, which they are working on, but staff is stretched thin. They put speed monitors there.

PUBLIC HEARING AND ACTION ON PUBLIC HEARING

NO 1: ACTION ON PROPOSALS SUBMITTED BY THE MAFFE FOUNDATION, CONNECTICUT RIVER VALLEY CHAMBER OF COMMERCE AND TOWN OF GLASTONBURY – OPEN SPACE LAND ACQUISITION FUND UNDER THE 2021 NEIGHBORHOOD ASSISTANCE ACT PROGRAM.

Motion by: Ms. Carroll

Seconded by: Mr. Osgood

BE IT RESOLVED, that the Glastonbury Town Council hereby approves the proposals submitted by (1) The Maffe Foundation, (2) Connecticut River Valley Chamber of Commerce, and (3) Town of Glastonbury – Open Space Land Acquisition per the 2021 Neighborhood Assistance Act Program, as described in a report by the Town Manager dated June 4, 2021.

Disc: Mr. Johnson explained that the neighborhood assistance program has been around for decades, and it is something that the Council sees every year at this time. It allows businesses to contribute to support eligible projects, usually sponsored by nonprofits.

Eric Jay from Stone Academy spoke on their project. For several years, they have partnered with the Maffe Foundation and the Connecticut River Valley Chamber of Commerce to provide academic scholarships for low-income Greater Hartford residents. He explained that it starts with a donation from a corporation in the State of Connecticut and funnels through a program as a donation to one of those two non-profits. The money reaches Stone Academy, who then issues the scholarships. They have a strict evaluation system in terms of the students who receive funding.

There were no further comments, so the public hearing was closed.

Result: Motion was passed unanimously {9-0-0}. Following the vote, Ms. Tanski left the meeting.

8. Committee Reports.

- a. **Chairman’s Report.** *None*
- b. **MDC.** *None*
- c. **CRCOG.** *None*

9. Communications.

- a. **Letter from CT Siting Council regarding modifications to existing telecommunications facility located at New London Turnpike (a/k/a 299 Paxton Way).**

10. Minutes.

- a. **Minutes of May 25, 2021 Regular Meeting.**

Motion by: Ms. Carroll

Seconded by: Mr. Osgood

Result: Minutes were accepted {8-0-1}. Ms. Tanski was absent.

11. Appointments and Resignations.

- a. **Appointment of Poet Laureate.**

Motion by: Ms. Carroll

Seconded by: Mr. Osgood

BE IT RESOLVED, that the Glastonbury Town Council hereby appoints Andrea Barton as Glastonbury Poet Laureate for the three-year term July 1, 2021 through June 30, 2024.

Disc: Mr. McChesney requested that the Council invite Michael Lepore, the previous Poet Laureate, to their next meeting to thank him for his service. The Council agreed.

Result: Appointment was accepted {8-0-1}. Ms. Tanski was absent.

12. Executive Session.
a. Potential land acquisition.

Motion by: Ms. Carroll

Seconded by: Mr. Osgood

BE IT RESOLVED, that the Glastonbury Town Council hereby enters into executive session to discuss a potential land acquisition at 8:20 P.M.

Result: Motion passed {8-0-1}. Ms. Tanski was absent.

Present for the Executive Session item were council members, Mr. Tom Gullotta, Chairman, Mr. Lawrence Niland, Vice Chairman, Dr. Beckett, Ms. Deb Carroll, Ms. Mary LaChance, Mr. Jake McChesney, Mr. Kurt Cavanaugh, and Mr. Whit Osgood, with Town Manager, Richard J. Johnson.

No votes were taken during the Executive Session, which ended at 8:30 P.M.

The Council then went into private collective bargaining discussion at 8:30 P.M. They came out of private collective bargaining discussion at 9:00 P.M.

Meeting adjourned at 9:01 P.M.

Respectfully submitted,

Lilly Torosyan

Lilly Torosyan
Recording Clerk

Thomas Gullotta
Chairman